



*Chadron State College · Peru State College · Wayne State College*

## **BOARD OF TRUSTEES**

### **Meeting Notice**

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at Peru State College, Peru, Nebraska, on April 7-8, 2005.

Executive Session	April 7 –	10:30 a.m.
Committee Meetings	April 7 –	1:00 p.m.
Business Meeting	April 8 –	9:00 a.m.

This notice and accompanying agenda are being distributed to members of the Board of Trustees, the presidents of the state colleges, the Associated Press and selected Nebraska newspapers.

-- NOT A PAID NOTICE --

# BOARD OF TRUSTEES MEETING

APRIL 7-8, 2005  
PERU STATE COLLEGE  
PERU, NEBRASKA

THURSDAY, APRIL 7 – Meetings will be held in the Academic Resource Center (ARC) unless otherwise indicated

10:00 - 12:00	Council of Academic Officers	ARC Room 201
10:00 – 12:00	Council of Admissions & College Relations Officers	Library Special Collections Room
10:00 - 12:00	Council of Business Officers	ARC Room 209
10:30 – 12:00	EXECUTIVE SESSION Evaluations of College Presidents & other Personnel Issues	ARC Conference Room
12:00 – 1:00	Lunch	Student Center, Bur Oak Room
12:30 – 1:00	Academic & Personnel Committee Teaching Excellence Award	ARC Room 201
1:00 – 3:00	BOARD COMMITTEE MEETINGS Fiscal & Facilities Committee Academic, Personnel & Student Affairs Committee Enrollment & Marketing Committee	ARC Room 209 ARC Room 201 Library Special Collections Room
3:00 – 4:00	Board of Trustees Open Forum	ARC Conference Room
6:00	Reception	Library
7:00	Dinner	Student Center, Live Oak Room

**FRIDAY, APRIL 8**

**8:00 – 9:00 Breakfast**

**Student Center, Bur Oak Room**

**9:00 BOARD OF TRUSTEES BUSINESS MEETING**

**ARC Conference Room**

**Boxed Lunch Available in Room Upon Completion of Meeting**

**APRIL 7, 2005  
1:00 – 3:00 P.M.**

**ACADEMIC, PERSONNEL & STUDENT AFFAIRS COMMITTEE MEETING**

Action Items:

- 2.1 Teaching Excellence Award Nomination – Executive Session
- 2.2 First Round Approval of Changes to Board Policy 3403; Student Opportunity Award; Pilot Program
- 2.3 Accept Promotion and Tenure Report
- 2.4 Approve Master of Science in Organizational Management – CSC, PSC, WSC
- 2.5 Approve Salary Policy 2005-06
- 2.6 Approve Program Review Recommendations
- 2.7 Insurance Renewals
- 2.8 Approve Personnel Actions

Information Items:

- 5.1 Non-Resident Scholars Report
- 5.2 Student Opportunity Award Program Report
- 5.3 Board of Trustees Scholarship Program Applications Report

**APRIL 7, 2005  
1:00 – 3:00 P.M.**

**ENROLLMENT & MARKETING COMMITTEE MEETING**

Action Items:

Information Items:

- 6.1 Introduction of New Logo
- 6.2 Unveiling of Visual Display
- 6.3 DVD/CD Update
- 6.4 Website Update
- 6.5 NSCS Month Update
- 6.6 NECC/WSC Joint Press Conference Report
- 6.7 Senator's Luncheon Report
- 6.8 Student Trustees' Update
- 6.9 Board of Trustees Scholarship Process Report

**APRIL 7, 2005  
1:00 – 3:00 P.M.**

**FISCAL & FACILITIES COMMITTEE MEETING**

Action Items:

- 4.1 Authorize Executive Director to Approve and Sign Food Service Contracts
- 4.2 Approve Bookstore Contracts
- 4.3 Approve Cash Fund Adjustment - PSC
- 4.4 Approve Naming of Science Building Addition – PSC – Executive Session
- 4.5 Approve Design Development on Carhart ADA Tower Project - WSC
- 4.6 Approve Design Development on Central Campus Commons Project – WSC
- 4.7 Contingency Maintenance Requests
- 4.8 Grant Applications and Awards (requiring approval)
- 4.9 LB 309 Allocations and Retrievals
- 4.10 Contracts and Change Orders
- 4.11 Approve Audit Contract
- 4.12 Reallocation of Contingency Maintenance Funds – PSC & WSC
- 4.13 Approve Return of Unused Capital Improvement Fee (CIF) – CSC
- 4.14 Authorize Executive Director to Sign Bowen Hall Contract – WSC
- 4.15 Authorize Executive Director to Approve Contract for an Athletic Training Facility and Construction Contract for Renovation of Portion of Natatorium at Wayne State College

Information Items:

- 7.1 Update on Legislative Budget Recommendations
- 7.2 Potential Occupancy and Income Reports
- 7.3 Peru, Majors Hall Lease Update (for filing only)
- 7.4 Grant Applications and Awards
- 7.5 Contracts and Change Orders

**APRIL 8, 2005**  
**BOARD OF TRUSTEES MEETING**

**CALL TO ORDER**

**1. APPROVAL OF MEETING AGENDA**

**APPROVAL OF MINUTES** from the January 27 and February 10 meetings

**PUBLIC COMMENT**

**ITEMS FOR DISCUSSION AND ACTION**

**2. ACADEMIC, PERSONNEL & STUDENT AFFAIRS**

- 2.1 Teaching Excellence Award Nomination – Executive Session
- 2.2 First Round Approval of Changes to Board Policy 3403; Student Opportunity Award; Pilot Program
- 2.3 Accept Promotion and Tenure Report
- 2.4 Approve Master of Science in Organizational Management – CSC, PSC, WSC
- 2.5 Approve Salary Policy 2005-06
- 2.6 Approve Program Review Recommendations
- 2.7 Insurance Renewals
- 2.8 Approve Personnel Actions

**3. ENROLLMENT AND MARKETING**

**4. FISCAL AND FACILITIES**

- 4.1 Authorize Executive Director to Approve and Sign Food Service Contracts
- 4.2 Approve Bookstore Contracts
- 4.3 Approve Cash Fund Adjustment - PSC
- 4.4 Approve Naming of Science Building Addition – PSC – Executive Session
- 4.5 Approve Design Development on Carhart ADA Tower Project – WSC
- 4.6 Approve Design Development on Central Campus Commons Project – WSC
- 4.7 Contingency Maintenance Requests
- 4.8 Grant Applications and Awards (requiring approval)
- 4.9 LB 309 Allocations and Retrievals

- 4.10 Contracts and Change Orders
- 4.11 Approve Audit Contract
- 4.12 Reallocation of Contingency Maintenance Funds – PSC & WSC
- 4.13 Approve Return of Unused Capital Improvement Fee (CIF) – CSC
- 4.14 Authorize Executive Director to Sign Bowen Hall Contract – WSC
- 4.15 Authorize Executive Director to Approve Contract for an Athletic Training Facility and Construction Contract for Renovation of Portion of Natatorium at Wayne State College

## **ITEMS FOR INFORMATION AND DISCUSSION**

### **5. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS**

- 5.1 Non-Resident Scholars Report
- 5.2 Student Opportunity Award Program Report
- 5.3 Board of Trustees Scholarship Program Applications Report

### **6. ENROLLMENT AND MARKETING**

- 6.1 Introduction of New Logo
- 6.2 Unveiling of Visual Display
- 6.3 DVD/CD Update
- 6.4 Website Update
- 6.5 NSCS Month Update
- 6.6 NECC/WSC Joint Press Conference Report
- 6.7 Senator's Luncheon Report
- 6.8 Student Trustees' Update
- 6.9 Board of Trustees Scholarship Process Report

### **7. FISCAL AND FACILITIES**

- 7.1 Update on Legislative Budget Recommendations
- 7.2 Potential Occupancy and Income Reports
- 7.3 Peru, Majors Hall Lease Update (for filing only)
- 7.4 Grant Applications and Awards
- 7.5 Contracts and Change Orders



## **8. MISCELLANEOUS ACTION & INFORMATION ITEMS**

- 8.1 Executive Director's Report
  - 8.1.1 Board Members Attending May Commencements
  - 8.1.2 Student Trustee Recognition
- 8.2 Presidents' Reports
- 8.3 Student Trustees' Reports
- 8.4 Annual Board Meeting Schedule
- 8.5 Appointment of Board Nominating Committee

## **ADJOURNMENT**

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held June 9, 2005, at Lincoln.

**NEBRASKA STATE COLLEGE SYSTEM  
BOARD OF TRUSTEES**

**MINUTES OF FEBRUARY 10, 2005 MEETING**

---

A meeting of the Board of Trustees of the Nebraska State College System was held at Hillcrest Country Club, Lincoln, Nebraska on Thursday, February 10, 2005.

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice of this meeting was mailed to each member of the Board of Trustees. In addition, copies of such notice were sent to the Presidents of the State Colleges, Associated Press, and selected Nebraska newspapers. We, each of us, hereby acknowledge due and sufficient service to the above, the foregoing notice of the time and place and object of said meeting, and agree to meet in said meeting at the time and place presented.

Board members present:

Richard Halbert, Falls City  
Willa Kosman, Scottsbluff  
Steve Lewis, Lexington  
Carter 'Cap' Peterson, Wayne  
Bill Roskens, Omaha  
Larry Teahon, Chadron

Student Board Members present:

Kari Daly, Chadron State College  
Wendy Alexander, Peru State College  
Norman Small, Wayne State College

System Office Staff present:

Stan Carpenter, Executive Director  
Jean Dale, Associate Executive Director for Administration & Finance  
Bruce, Donelson, Facilities Management & Planning Director  
Sheri Irwin, Public Relations Director  
Becky Kohrs, Network Specialist/Accountant  
Larry Schultz, Associate Executive Director for Academic Affairs & Legal Services

NSCS Staff, present:

Richard Collings, President, Wayne State College  
Terie Dawson, Assistant Vice President, Enrollment Management, Chadron State College  
Curt Frye, Vice President and Dean for Student Life, Wayne State College  
Alex Greenwood, Director of Media and Marketing Services, Peru State College  
Joyce Hardy, Senior Vice President for Academic and Student Affairs, Chadron State College  
Ed Hoffman, Vice President for Administration, Chadron State College  
Linda Jacobsen, Vice President for Administration and Finance, Peru State College  
Ben Johnson, President, Peru State College  
Judy Johnson, Director of College Relations, Wayne State College  
Thomas Krepel, President, Chadron State College  
Loree MacNeill, Director of Cultural Programs/College Relations, Chadron State College  
Bob McCue, Interim Vice President for Academic Affairs, Wayne State College  
Carolyn Murphy, Vice President for Administration and Finance, Wayne State College  
Korinne Tande, Vice President for Academic Affairs, Peru State College  
Micki Willis, Admissions Counselor, Peru State College

Others present

Bill Hord, Omaha World Herald  
Joana Kissel, Clark Enerson  
Rob Olson, Clark Enerson  
Dennis Scheer, Clark Enerson

**CALL TO ORDER**

Board Chair Lewis called the meeting to order at 9:30 a.m.

**EXECUTIVE SESSION**

Motion was made by Trustee Christensen and seconded by Trustee Halbert to move into executive session at 9:32 a.m. to discuss personnel issues. No action was taken. Motion was made by Trustee Halbert and seconded by Trustee Christensen to move out of Executive Session at 10:05 a.m.

The Academic, Personnel and Student Affairs Committee, Enrollment and Marketing Committee and the Fiscal and Facilities Committee met separately starting at 10:05 a.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 12:00 p.m.

**CALL TO ORDER—BUSINESS MEETING**

Board Chair Lewis called the business meeting to order at 1:00 p.m.

**APPROVAL OF MEETING AGENDA**

The meeting agenda for February 10, 2005 was approved.

**APPROVAL OF MINUTES**

Minutes of the December 2, 2004 meeting were unanimously approved.

Chair Lewis welcomed Carter 'Cap' Peterson, as the newest member of the Nebraska State College Board of Trustees.

**ITEMS FOR DISCUSSION AND ACTION**

**Academic, Personnel & Student Affairs Committee**

Preliminary Notification of New Academic Programs

A motion to approve the following preliminary notification of new programs list to be submitted to the Coordinating Commission for Postsecondary Education was recommended by the committee to the full Board, which unanimously approved the motion.

Wayne State College	Nursing (BS degree – degree completion program for Students with Associates of Nursing degree)
System-wide	Communication Arts – Leadership Studies (BS degree) Administration (MS degree)

Final Approval of Changes to Board Policy 5008; Use of Campus Computers

A motion for final approval of the proposed changes to Board Policy 5008 Use of Campus Computers was recommended by the committee to the full Board, which unanimously approved the motion. (Copy of proposed changes is attached to official minutes.)

Approve Changes to Board Policy 5017; Emeritus Status

A motion for approval of the proposed changes to Board Policy 5017 Emeritus Status was recommended by the committee to the full Board, which unanimously approved the motion. (Copy of proposed changes is attached to official minutes.)

Approve Changes to Board Policy 5612; Catastrophic Leave Donation

A motion for approval of the proposed changes to Board Policy 5612 Catastrophic Leave Donation was recommended by the committee to the full Board, which unanimously approved the motion. (Copy of proposed changes is attached to official minutes.)

Approve Extension of Early Retirement Incentive Plans and Increased Retirement Plan Contribution

A motion to approve the extension of early retirement incentive plans and increased contribution to the retirement plan to all union and non-union employees was recommended by the committee to the full Board, which unanimously approved the motion. (Copies of the appropriate Board Policies are attached to the official minutes.)

Ratification of 2005-2007 Agreements

A motion to ratify the 2005-2007 Agreements between the Board of Trustees of the Nebraska State Colleges and the State College Education Association, the Nebraska State College Professional Association and the Nebraska Association of Public Employees, Local #61 was recommended by the committee to the full Board, which unanimously approved the motion.

Approve Personnel Actions

A motion to accept the personnel actions submitted by the colleges was recommended by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

**Enrollment and Marketing Committee**

Approve Proposed Changes to Board Policy 6021; Income; Tuition

A motion for final round approval of the proposed changes to Board Policy 6021; Income; Tuition was recommended by both the Enrollment and Marketing and Fiscal and Facilities committees to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

**Fiscal and Facilities Committee**

Clark Enerson representatives made a presentation to the Board on the design development of the Carhart ADA Tower and Campus Commons projects at Wayne State College.

Approve Feasibility Plan for Revenue Bond Portion of WSC Commons

A motion to approve the feasibility plan for the revenue bond portion of the WSC Campus Commons project was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small. (Copy of plan is attached to official minutes.)

Accept Design Development on Carhart ADA Tower - WSC

A motion to accept design development on the Carhart ADA Tower project at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion.

Accept Design Development on Campus Commons Project – WSC

A motion to accept design development on the Campus Commons Project at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion.

Approve Removal of Four Houses Owned by WSC

A motion to approve the removal of four houses owned by Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion.

Approve Memorandum of Understanding for WSC & NECC Project in South Sioux City

A motion to approve the memorandum of understanding between Wayne State College and Northeast Community College for the South Sioux City Project was recommended by the committee to the full Board, which unanimously approved the motion. (Copy of the memorandum is attached to the official minutes.)

Adopt Resolution for WSC and NECC Project in South Sioux City

A motion to adopt a resolution for the Wayne State College and Northeast Community College project in South Sioux City was recommended by the committee to the full Board, which unanimously approved the motion. Executive Director Stan Carpenter noted that the City of South Sioux City was donating the land for this project. (Copy of resolution is attached to official minutes.)

Chair Lewis complimented Dr. Richard Collings and staff on the success of this initiative.

Approve Use of Capital Improvement Fee Funds

A motion to approve the use of up to \$9,000 in capital improvement fee funds for LB 309 match and replacement materials for boiler at Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

<u>Project</u>	<u>CSC Match</u>	<u>LB 309 Funds</u>
Boiler #2 refractory replacement	\$4,500.00	\$25,500.00

Plus \$4,500 to provide for replacement materials for the boiler

#### Contracts and Change Orders

A motion to approve the following change order submitted by Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

##### Chadron State College Change Order

- Edna Work Hall/Wing – (#8 elevator modifications, excavation, brickwork, windows) - \$31,712

#### Grant Applications and Awards

A motion to approve the following grant award as submitted by Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

##### Wayne Award

- Child Support Recovery Evaluation (U.S. Department of Health and Human Services through Nebraska Department of Health and Human Services) -- \$75,000

#### LB 309 Allocations and Retrievals

A motion to approve the acceptance and retrieval of LB 309 allocations was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

##### Chadron State College:

Retrieval of \$14,181.68 for fire sprinkler system in Math/Science Building

Acceptance of \$47,734 for equipment modernization in Heat Plant

##### Peru State College:

Retrieval of \$19,370.27 for steam system upgrade/boiler replacement in Physical Plant

Acceptance of \$23,074 for interior renovation in Administration Building

##### Wayne State College:

Retrieval of \$1,700 for brick repair on Rice Auditorium

Acceptance of \$58,938 for basement renovation in U.S. Conn Library

#### Reallocation of Contingency Maintenance Funds-CSC

A motion to authorize the following reallocation of contingency maintenance funds for Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

From Resolution '00     \$    869.20     High Rise Flooring Replacement

From Resolution '02     \$ 4,666.00     Andrews Hall Interior Door Repair/Replacement

To repair floors in Student Center in the amount of \$5,535.20

## **ITEMS FOR INFORMATION AND DISCUSSION**

### **Academic, Personnel & Student Affairs**

#### Affirmative Action Report

Signed affirmations by each President regarding their college's commitment to offering equal employment and educational opportunities, and prohibiting discrimination based on political or religious opinions or affiliations, race, color, age, sex, national origin, marital status or handicap have been placed on file in the System Office.

#### Fall Enrollment Reports

Fall 2004 enrollment reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

#### Fall Graduation Summary

Board members reviewed the graduate summary reports submitted by the colleges. (Copies are attached to the official minutes.)

#### Fall Instructional Load Reports

Fall 2004 instructional load reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

#### Five-year Academic Calendar

Board members were informed of the system-wide academic calendars set for 2005-06 through 2009-10.

#### College Diversity Plans

Board members reviewed the diversity plans submitted by the colleges. Complete diversity plans have been placed on file in the System Office. (Copies are attached to the official minutes.)

#### Geography Program Review Update

The geography program review update from Wayne State not requiring Board approval was reported for information. (Copy is attached to the official minutes.)

#### Memorandum of Understanding for WSC/NECC Project

Board members discussed the memorandum from an academic perspective.

Resolution for WSC/NECC Project

Board members discussed the resolution from an academic perspective.

**Enrollment and Marketing**

Logo and Visual Representation

Carnegie Communications created a NSCS logo and visual representation designs. The new logo should be launched in mid-February in the NSCS newsletter and the visual representation will appear on the NSCS website.

DVD/CD

Carnegie Communications is working with Sheri Irwin, Public Relations Director, to develop the DVD-CD. Carnegie is scheduled to shoot the videos and still shots in late April at each of the colleges.

NSCS Tour

An NSCS counselor tour will be launched in five Nebraska cities in September.

NSCS Month

Board members and NSCS staff are currently working on a proclamation to have the Governor declare October 2005 as the Nebraska State College System Month.

Counselor of the Year Award

Implementation of a Counselor of the Year Award is scheduled for fall 2005. The award is for guidance counselors who helped to recruit students and their parents to the colleges of the NSCS.

Memorandum of Understanding and Resolution for WSC/NECC Project

Board members discussed the memorandum and resolution from an enrollment and marketing perspective.

Board of Trustees Scholarships

Board members reviewed information on the Board of Trustees Scholarships notification process.

State Senator's Luncheon

The Senator's Luncheon will be held at the Blue Cross/Blue Shield Building lower level in Lincoln on Wednesday, March 9 from 12-1:15 p.m. All trustees are invited to attend. The luncheon is sponsored by Platte Valley Financial Services of Scottsbluff, Nebraska.



## **Fiscal and Facilities**

### Governors Budget Recommendations

The Governor is recommending an increase of 4.3% for fiscal year 2005-06 and an additional \$1,475,309 for 2006-07.

### Operating Budget Audits

Board members received copies of the operating budget audit for the year ending June 30, 2004.

### Occupancy and Income Report

The colleges provided information on occupancy and the income earned on the revenue bond facilities during the fall 2004 semester. (Copies are attached to the official minutes.)

### Six-Month Revenue Bond Expenditure Reports

July – December 2004 revenue bond operating expenditure reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

### LB 309 Progress Reports

LB 309 progress reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

### Six-Month Financial Reports

July – December 2004 financial reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

### Six-Month Operating Expenditure Reports

July – December 2004 operating expenditure reports from each college and the System Office not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

### Contingency Maintenance Progress Reports

Contingency maintenance progress reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

### Capital Construction Progress Reports

The following capital construction progress reports not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

#### Chadron State College

- Memorial Hall Renovation – Final report

Peru State College

- Eliza Morgan Hall Renovation Phase I – Interim report
- Hoyt Science Building Renovation – Interim report
- Library/Old Gym Renovation – Interim report

Wayne State College

- Neihardt Hall Renovation – Interim report
- Ramsey Theatre Renovation & Addition – Interim report
- Stadium Entry Plaza, Track and Restroom Project – Interim report

Physical Plant Status Reports

Physical plant status reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Grant Applications and Awards

The following grant applications and awards were presented to the Board for information.

Wayne State College Awards

- Stabilizing Effects of Silicon on Arene-Chromium Bonds (National Science Foundation through EPSCoR/Nebraska Academy of Sciences) - \$450
- The Theoretical Study of Oxidized PAHs for the Development of New Luminescent Compounds (National Science Foundation (NSF) through Nebraska EPSCoR) -- \$5,000

Wayne State College Applications

- Alexander Hamilton: The Man Who Made Modern America (American Library Association/National Endowment for the Humanities) -- \$1,000
- Nebraska Mathematics and Science Partnership (Nebraska Department of Education through Educational Service Unit 1) -- \$21,000
- Rural Academic Secondary School Science Partnership (Nebraska Department of Education through Educational Service Unit 10) -- \$17,099
- Wayne State College/City of Wayne Highway Frontage Project (Nebraska Department of Roads Community Enhancement Program administered through Nebraska Forest Service) -- \$14,640
- Wayne State College Tree & Native Plant Replacement Initiative 2005 (Nebraska Statewide Arboretum/Nebraska Environmental Trust) -- \$9,575

Contracts and Change Orders

The following contracts and change orders were presented to the Board for information.

Chadron State College Contracts

- Student Center, Math/Science Building, and King Library – (install ADA door openers) -- \$16,269
- Administration Building Room – (architectural design and construction Administrative Services) -- \$9,740
- Student Center Kitchen – (floor repair) -- \$5,535.20

Wayne State College Contract

- Fine Arts Room 10 – (install light fixtures/electrical) -- \$5,520

Chadron State College Change Orders

- Nelson Physical Activity Center – (#1 add aluminum railing system) -- \$3,890
- Bell Tower Renovation – (#2 Mac Construction donation to project) – Deduct \$500

Peru State College Change Orders

- Al Wheeler Activity Center – (#1 revise downspout connection at the sidewalk) – Deduct \$8,390

Wayne State College Change Orders

- Rice Auditorium – (#1-3 changes to lintels, jamb repair, interior door push/pull devise on windows) -- \$1,857
- Brandenburg Education – (#1-3 changes to air/roof vents, fiberglass insulation) -- \$609
- Hahn Administration Building – (#1-4 changes mainly due to unforeseen conditions) -- \$5,241
- U.S. Conn Library – (#1-3 changes to accommodate ADA requirements, unforeseen conditions) -- \$5,926

**MISCELLANEOUS INFORMATION ITEMS**

Executive Director's Report

Executive Director Stan Carpenter noted the NSCS Strategic Plan would be reviewed over the summer. A committee will be formed for this review and will bring a report, to the Board at the September meeting, regarding the progress made since the plan was adopted three plus years ago.

Carter 'Cap' Peterson and Steve Lewis confirmation hearings were held and Executive Director Carpenter believes they will be approved by the full Legislature.

Executive Director Carpenter further noted the NSCS budget hearing was scheduled on March 14. He reminded the Board of the March 9 Senator's luncheon and thanked Willa and Hod Kosman and Platte Valley Financial Services, for sponsoring the luncheon.

Carpenter announced that he and Sheri Irwin would participate in a press conference February 11 for the WSC/NECC campus project in South Sioux City.

Executive Director Carpenter invited Board members to attend the AGB Annual Conference April 2-5 in San Diego.

Presidents' Reports

CSC President Tom Krepel noted the strategic planning process at CSC was now in the implementation phase. Several projects under six primary focus areas were currently underway.

PSC President Ben Johnson discussed the Alumni Association development process at PSC. The Nebraska Poet Laureate Ted Booser was scheduled to be on campus in the near future. The enrollment numbers were up this semester by approximately 18%.

WSC President Richard Collings outlined the high points of the School of Business & Technology at Wayne State.

Student Trustees' Reports

CSC Student Trustee Kari Daly noted several events were being held at Chadron since the beginning of the spring semester.

PSC Student Trustee Wendy Alexander noted that the Business Contest, Dr. Seuss Celebration and History Day were upcoming events at Peru State.

WSC Student Trustee Norman Small noted the success of the "Tie One on for Holidays" and "Festival of Trees" programs at Wayne. He announced the Student Senate has an additional advisor, Dr. Mark Leeper.

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held at Peru, Nebraska on April 7-8, 2005.

**ADJOURNMENT** -- The meeting was adjourned at 2:15 p.m.

Respectfully submitted,

Stan Carpenter  
Executive Director

Persons interested in source documents relating to the above agenda items may consult the Board materials for this meeting kept on file in the Nebraska State Colleges System Office in Lincoln.

**NEBRASKA STATE COLLEGE SYSTEM  
BOARD OF TRUSTEES**

**MINUTES OF JANUARY 27, 2005 SPECIAL MEETING**

---

A special meeting of the Board of Trustees of the Nebraska State College System was held at Scottsbluff Country Club, Scottsbluff, Nebraska on Thursday, January 27, 2005.

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice of this meeting was mailed to each member of the Board of Trustees. In addition, copies of such notice were sent to the Presidents of the State Colleges, Associated Press, and selected Nebraska newspapers. We, each of us, hereby acknowledge due and sufficient service to the above, the foregoing notice of the time and place and object of said meeting, and agree to meet in said meeting at the time and place presented.

Board members present:

Doug Christensen, Lincoln  
Richard Halbert, Falls City  
Willa Kosman, Scottsbluff  
Steve Lewis, Lexington  
Carter 'Cap' Peterson, Wayne  
Larry Teahon, Chadron

NSC Staff, present:

Stan Carpenter, Executive Director  
Jean Dale, Associate Executive Director for Administration & Finance  
Sheri Irwin, Public Relations Director  
Larry Schultz, Associate Executive Director for Academic Affairs/General Counsel

Others present

Greg & Mary Aloia  
David & Virginia Svaldi  
Niel & Judith Zimmerman

**CALL TO ORDER—BUSINESS MEETING**

Board Chair Lewis called the business meeting to order at 9:00 a.m.

The Board of Trustees and Executive Director Stan Carpenter conducted interviews with the CSC presidential candidates.

**ADJOURNMENT** -- The meeting was adjourned at 4:38 p.m.

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held at Lincoln, Nebraska on February 10, 2005.

Respectfully submitted,

Stan Carpenter  
Executive Director

Persons interested in source documents relating to the above agenda items may consult the Board Book for this meeting kept on file in the Nebraska State Colleges System Office in Lincoln.

## Academic, Personnel & Student Affairs Committee

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

**ACTION: Approve the Recommendation of the Academic, Personnel & Student Affairs Committee for the 2005 Teaching Excellence Award Recipient and Submission of that Recommendation to The Lincoln Foundation for Final Approval**

The George Rebensdorf NSCS Teaching Excellence Award identifies teaching excellence in the State College System through a \$3,000 cash award and public recognition of the recipient.

The criterion used to make the selection includes demonstrated teaching effectiveness, academic advising, professional development, course quality, and other professional contributions.

The Board has awarded the NSCS Teaching Excellence Award since 1984. The Award was established by FirstTier Bank in memory of George Rebensdorf, a long time member of the Nebraska State College's Board of Trustees and a FirstTier officer. The funds supporting this award are on deposit with and under the management of The Lincoln Foundation, which is the grantor agency for the Award. Donations may be made to the Teaching Excellence Fund.

Each college nominates one candidate for the NSCS Teaching Excellence Award. The Academic and Personnel Committee evaluates the three nominees and then recommends the top candidate to the full Board. The name and resume of the person chosen by the Board is then forwarded to the Lincoln Foundation (along with the resumes of the other candidates) for its review. The name of the recipient is announced by the Board with the concurrence of The Lincoln Foundation. The award is presented to the faculty member at his/her college during spring commencement.

A check for \$3,000 is presented to the recipient--generally at the June Board meeting.

### **2005 Teaching Excellence Award Nominees**

Chadron State College	Dr. Michael Cartwright, Professor of Language, Literature & Communication Arts
Peru State College	Dr. Judy Grotrian, Associate Professor of Business Administration
Wayne State College	Dr. Mary Ettel, Professor of Chemistry, Physical Science & Mathematics

**Academic, Personnel & Student Affairs Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**ACTION:      Approve Proposed Changes to Board Policy 3403 Student Opportunity Award;  
                 Pilot Program**

---

Recommend permanent extension of this program which was implemented in 2002 as a pilot program to increase campus diversity as well as dormitory occupancy and facility utilization by providing access to qualified out-of-state students.

The data submitted by the colleges supports the recommendation to establish a permanent Student Opportunity Award program.

Attached is a copy of Policy 3403 with the proposed changes.

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

**POLICY: 3403 Student Opportunity Award; Pilot Program**

**Page 1 of 1**

---

### BOARD POLICY

The State Colleges are authorized to implement a ~~three-year pilot~~ program for the primary purpose of increasing student diversity on campus. In addition to enriching the cultural diversity of the student population by providing access to higher education for out-of-state students, the program is intended to increase dormitory occupancy and facility utilization on each campus.

Known as the Student Opportunity Award Program, the program will present an alternate tuition plan for non-resident students attending Nebraska State Colleges. Students qualifying for this program will have their non-resident tuition reduced to a level equivalent to the current in-state or resident tuition.

The program will be available for qualified non-resident students seeking admission to a Nebraska State College. ~~for the 2002-03 year and will be evaluated for program viability by the Board during the 2004-05 year.~~

The program will utilize the current approach outlined in Board Policy 3401 for Non-Resident Scholars, with the following exceptions:

In order to participate, non-resident students in the Student Opportunity Award Program are required to meet certain academic standards.

- 1) For entering freshmen, a 22 ACT or 1030 SAT.
- 2) For entering freshmen, the upper half of their high school graduating class.
- 3) To continue in the program, students will be required to maintain a cumulative 3.0 GPA.
- 4) Transfer students will be required to have a 3.0 cumulative GPA for all previous college work.
- 5) To continue in the program, transfer students will be required to maintain a cumulative 3.0 GPA.

Legal Reference: RRS 85-504  
RRS 85-501

Policy Adopted: 4/9/02  
[Policy Revised:](#)



## Academic and Personnel Committee

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**ACTION: Accept Reports on Promotion Granted and Tenure Awarded to Faculty in the Nebraska State College System**

---

Faculty recommended for promotion in rank are first required to meet educational and service criteria such as appropriate degree, years of service at the college level, as well as years of service to the NSC institution. In addition, performance criteria must be satisfied that includes a demonstrated ability to teach effectively, to contribute to student growth and development; scholarly and creative activity relevant to the teaching field of the faculty member; service to the college, community, and profession; as well as professional growth and collegial relationships.

Peer review, student evaluations, material supplied by the faculty member to support the application and administrative review and recommendations are involved in the promotion process.

The table below lists the total number (and percentage) of full-time instructional faculty by rank and institution resulting from the recent promotions.

### Impact of Rank Promotion

	Instructor		Assistant Professor		Associate Professor		Professor		Total
Chadron	16	17%	30	32%	23	24%	25	27%	
Promoted into Rank	N/A		+0		+2		+2		
Promoted to next Rank	<u>-0</u>		<u>-2</u>		<u>-2</u>		<u>N/A</u>		
IMPACT	16	17%	28	30%	23	24%	27	29%	94
Peru	3	7%	16	40%	4	10%	17	43%	
Promoted into Rank	N/A		+0		+1		+0		
Promoted to next Rank	<u>-0</u>		<u>-1</u>		<u>-0</u>		<u>N/A</u>		
IMPACT	3	7%	15	38%	5	12%	17	43%	40
Wayne	17	14%	20	16%	37	29%	51	41%	
Promoted into Rank	N/A		+1		+5		+5		
Promoted to next Rank	<u>-1</u>		<u>-5</u>		<u>-5</u>		<u>N/A</u>		
IMPACT	16	13%	16	13%	37	29%	56	45%	125
System Total	36	14%	66	25%	64	25%	93	36%	
Promoted into Rank	N/A		+1		+8		+7		
Promoted to next Rank	<u>-1</u>		<u>-8</u>		<u>-7</u>		<u>N/A</u>		
IMPACT	35	13%	59	23%	65	25%	100	39%	259

2.3.-2

Tenure & Rank Promotion Applications and Approvals 2005			
	Chadron	Peru	Wayne
Number of Faculty Applied for Tenure	2	1	4
Number of Faculty Applied for Rank Promotion	5	1	12
Number of Faculty Approved for Tenure	2	1	4
Number of Faculty Approved for Rank Promotion	4	1	11

**RANK PROMOTION**  
Chadron State College  
2005

Name	Division OR School	Present Rank AND Promotion Rank	Degree	Years Prior College Service Credit*	Years at Institution in full-time ranked positions	Total Years Experience at College Level (full-time ranked positions)
*Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor and above.						
*Years Prior College Service Credit plus Years at Institution should equal Total Years Experience at College Level in full-time ranked positions.						
Cary, Philip	Arts and Sciences	Assistant Professor to Associate Professor	M.S.	2	4	6
Hyer, Joel	Arts and Sciences	Assistant Professor to Associate Professor	Ph.D.	1	4	5
Leite, Michael	Arts and Sciences	Associate Professor to Professor	Ph.D.	2	9	11
Pickett, Brent	Arts and Sciences	Associate Professor to Professor	Ph.D.	1	9	10

**RANK PROMOTION**  
Peru State College  
2005

Name	Division OR School	Present Rank AND Promotion Rank	Degree	Years Prior College Service Credit*	Years at Institution in full-time ranked positions	Total Years Experience at College Level (full-time ranked positions)
<p>* Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor and above.</p> <p>* Years Prior College Service Credit plus Years at Institution should equal Total Years Experience at College Level in full-time ranked positions.</p>						
Hinrichs, Paul	Arts and Sciences	Assistant Professor to Associate Professor	Ph.D.	0	14	14

**RANK PROMOTION**  
Wayne State College  
2005

Name	Division OR School	Present Rank AND Promotion Rank	Degree	Years Prior College Service Credit*	Years at Institution in full-time ranked positions	Total Years Experience at College Level (full-time ranked positions)
<p>* Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor and above.</p> <p>* Years Prior College Service Credit plus Years at Institution should equal Total Years Experience at College Level in full-time ranked positions.</p>						
Blomenkamp, Jean	Education and Counseling	Associate Professor to Professor	Ph.D.	0	19	19
Curtiss, Jim	Education and Counseling	Associate Professor to Professor	Ph.D.	0	10	10
Garvin, Sharon	Business and Technology	Instructor to Assistant Professor	MPA	0	9	9
Hammer, Mark	Natural and Social Sciences	Assistant Professor to Associate Professor	Ph.D	0	9	9
Harms, Sally	Natural and Social Sciences	Assistant Professor to Associate Professor	Ed.D.	0	5	5
Hawlitschka, Katja	Arts and Humanities	Assistant Professor to Associate Professor	Ph.D	0	5	5
Leeper, Mark	Natural and Social Sciences	Associate Professor to Professor	Ph.D	3	9	12
Lutt, Pat	Business and Technology	Assistant Professor to Associate Professor	Ph.D	0	7	7

**RANK PROMOTION**  
Wayne State College  
(continued)  
2005

Name	Division OR School	Present Rank AND Promotion Rank	Degree	Years Prior College Service Credit*	Years at Institution in full-time ranked positions	Total Years Experience at College Level (full-time ranked positions)
<p>* Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor and above.</p> <p>* Years Prior College Service Credit plus Years at Institution should equal Total Years Experience at College Level in full-time ranked positions.</p>						
McElwain, David (Max)	Arts and Humanities	Assistant Professor to Associate Professor	Ph.D	2	4	6
Parker, Chuck	Business and Technology	Associate Professor to Professor	Ph.D	0	10	10
Sharer, Tim	Education and Counseling	Associate Professor to Professor	Ph.D	2	10	12

### Impact of Tenure

	Total Full-time Faculty	Tenured Faculty	Tenure Awarded 2004	Result of 2004 Tenure Awarded	% of Faculty with Tenure
Chadron					
Men	67	40 (60%)	2	42 (63%)	
Women	32	12 (38%)	0	12 (38%)	55%
Peru					
Men	29	18 (62%)	1	19 (66%)	
Women	11	2 (18%)	0	2 (18%)	53%
Wayne					
Men	67	51 (76%)	3	54 (81%)	
Women	60	37 (62%)	1	38 (63%)	72%
System Total					
Men	163	109 (61%)	6	115 (71%)	
Women	103	51 (39%)	1	52 (50%)	63%

**TENURE**  
Chadron State College  
2005

Name	Division OR School	Present Rank	Degree	Years Prior College Service Credit*	Years at institution in tenure-track positions
*Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor or above.					
Butterfield, Charles	Professional & Graduate Studies	Associate Professor	Ph.D.	0	6
Schaefer, G.W. "Sandy"	Arts and Sciences	Associate Professor	D.M.A.	0	6

**TENURE**  
Peru State College  
2005

Name	Division OR School	Present Rank	Degree	Years Prior College Service Credit*	Years at institution in tenure-track positions
*Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor or above.					
Batterson, Bruce	Professional Studies	Associate Professor	M.B.A.	0	6



**TENURE**  
Wayne State College  
2005

Name	Division OR School	Present Rank	Degree	Years Prior College Service Credit*	Years at institution in tenure-track positions
*Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor or above.					
Adolfo, Cacheiro	Arts and Humanities	Associate Professor	Ph.D.	2	4
Lofgren, Ronald	Arts and Humanities	Associate Professor	DMA	2	5
Lutt, Pat	Business and Technology	Assistant Professor	Ph.D.	0	6
Willis, Keith	Education and Counseling	Associate Professor	Ph.D.	0	6

## **Academic, Personnel & Student Affairs Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**ACTION: Approve Proposed Master of Science (M.S.) Degree in Organizational Management to be Offered at Chadron, Peru and Wayne State Colleges**

---

Chadron, Peru, and Wayne State College request the Master of Science (M.S.) degree in Organizational Management be added to their respective graduate program offerings. The proposed degree program will add graduate disciplines beyond education and business that will enable the colleges to more fully realize their commitment to meeting the unmet needs of their respective service regions.

### **Description/Purpose of the M.S. Degree Program:**

The proposed degree program is designed specifically to prepare individuals for administrative, supervisory, management, or leadership positions in a variety of corporate, government, or not-for-profit settings. The program is best suited for individuals who have acquired an understanding of the general skills and abilities in their profession as well as professional certification or licensing in their field and are seeking advanced, specialized study to specifically enhance their career path progress.

The proposed M.S. degree has been collaboratively designed by the three State Colleges and will primarily use courses currently offered by the State Colleges. The proposed program is a cooperative degree program whereby students in the State College System may with prior approval complete graduate courses at any of the Nebraska State Colleges and apply those credits toward completion of their M.S. degree.

The program will consist of a common core of courses ranging from nine (9) to twelve (12) credit hours. In addition, a six-credit (6) hour thesis, scholarly project, or internship requirement, or a combination scholarly project/internship is required along with completion of a specialized area of concentration or emphasis consisting of eighteen to twenty-one (18-21) credit hours. Thirty-six (36) credit hours or a maximum of thirty-nine (39) credit hours is required to complete the M.S. degree program.

The administrative core of this program is crafted to meet the needs of rising leaders in a variety of organizational settings. Completion of the core will provide students with a background of common knowledge and competencies required for successful leaders in corporate, government, or not-for-profit settings. The focus of the core will be on building general competencies relating to graduate study and research, statistics or mathematical communication and description, and organizational processes and leadership principles.

Six (6) credit hours of the core will focus on knowledge integration and application through a required thesis, a scholarship project, an internship, or a combination of a scholarly project plus an internship.

The four (4) areas of concentrated study from which students may choose will consist of a concentration of specialized courses in a number of professional areas. The concentrated areas of study will range from eighteen to twenty-one (18-21) hours each and will provide the specific knowledge, skills, aptitudes and abilities for serving in leadership roles and for success in the learner's chosen career field. The concentrations focus on the education, training and skills needed of mid-career professionals who want to develop or enhance their management skills in a specific field. The four areas of focus will include human services, natural resources, sports and recreation management, and entrepreneurial and community development.

Employing a multidisciplinary approach, the program will provide a quality education that is flexible and highly personalized to meet the individual needs of the learner. The program offers flexibility for students whose work arrangements or personal situations require special consideration. Most of the courses will be offered over the Internet to permit those individual learners in need of a flexible schedule the opportunity to succeed.

Prior learning credit would not be applied to this degree. This program is a value-added degree designed to add new knowledge to the students' base of knowledge, skills and concept integration. The program of study is not prescriptive, except for the nine to twelve hour (9-12) required common core credits, and will be designed by the graduate committee and the student.

Regarding transfer of credits within the State College System, the students may with prior approval of their respective college graduate committees transfer into a program up to eighteen credit hours (18) from any of the other State Colleges. The courses will need to be identified and made a part of the program of study developed by the graduate committee and the student prior to acceptance into the program of study.

Nine (9) credit hours of transfer credits would be accepted from all other regionally accredited graduate schools throughout the United States.

Credit from international schools will be examined and addressed on an individual basis by the Graduate Dean and the graduate committee assigned to the students. In such cases, no more than the equivalent of nine credit hours (9) will be accepted into this degree program.

At the outset, strong components of the degree program will be available online, at distance site-based classrooms, and at the place of residence with on-campus time minimized and intensive in nature.

The respective deans of the graduate programs at Chadron State College, Peru State College, and Wayne State College will provide to each other the online delivery rotation course schedule. Annually the deans of the graduate programs will communicate to provide to each other the appropriate enrollment information and the up-to-date schedule of course offerings provided online.

The proposed date for initiation of the Master of Science Degree program in Organizational Management is Fall Semester 2005.

**I. PROPOSED MASTER OF SCIENCE (M.S) DEGREE IN ORGANIZATIONAL MANAGEMENT  
A COOPERATIVE DEGREE PROGRAM**

**Program Core ..... 9-12 credits**

Student must complete nine to twelve credit hours (9-12) in the following competency areas: Graduate Research and Ethics, Study Design & Data Analysis, and Organizational Management and Leadership.

**Thesis/Scholarship Project, Internship, Project/Internship..... 6 credits**

Student must complete a thesis/scholarship project, an internship, or a combination project and internship to satisfy this six credit hour (6) graduate research or application component core.

**Areas of Concentration:..... 18-21 credits**

**Total Program: 36-39 credits**

Student must complete focused study in one of the following four areas of concentration:

**Human Services**

The specialization in Human Services is designed for persons with undergraduate degrees, practical experience, and professional credentials in fields such as, but not limited to, nursing, psychology, social work, criminal justice, counseling, communications, public administration, and higher education, who are seeking advanced, specialized graduate study to specifically enhance their career path progress.

Individuals within the service regions of the State Colleges with an interest in the human service concentration include:

- Professional health care practitioners such as case workers, mental health and substance abuse aides, counselors and others in the health care fields who are seeking to move into management roles;
- City managers, community support and outreach workers seeking skills in dealing with diverse populations and managing growing communities;
- Head Start professionals looking for additional information on government processes, human resource management and working with diverse populations;
- Vocational rehabilitation counselors wanting to advance within the structure of the organization to an administrative position;
- Persons employed in community social and educational agencies or generic fields of public administration which provide human services such as child care workers in group homes, examiners in social service agencies, recreation specialists in geriatric settings, care-givers in centers for children who are developmentally disabled, or agencies concerned with contemporary national and global social problems;
- Placement officers for a local college wanting to advance on the pay scale and add additional knowledge about the career planning needs of the regional students;
- Local law enforcement officers wanting to advance to a higher rank and supervise officers;
- Railroad engineers moving into a management/supervision position.

**Natural Resources**

The specialization in Natural Resources is designed to meet the needs of individuals with undergraduate degrees in the physical and natural sciences that are interested in developing organizational and leadership skills and abilities in specific areas related to natural resource conservation, preservation, or productivity. Career opportunities would be in areas related to range conservation management, habitat restoration, public land and resource management, conservation education, and wildlife, land, and water resources.

Persons within the service regions of the State Colleges with an interest in the natural resources concentration include:

- Forest Service, National Park Service, Game and Parks, and Bureau of Land Management employees moving to administrative position or who want additional knowledge to enhance position productivity;
- Agriculture Service field officers moving into administrative positions or who want additional knowledge to enhance position productivity;
- Regional land managers for large ranching corporations or family holdings, including those who desire to learn how to increase entrepreneurial recreational use income for such holdings.
- Persons interested in managing private organizations focused on wild land preservation and/or restoration.

### **Sports & Recreation Management**

The specialization in Sports & Recreation Management is aimed at sports enthusiasts with undergraduate degrees in education, business, or the liberal arts who are ready to leverage a multidisciplinary graduate approach into a career in physical activity settings such as sports industry management, coaching, administration, or sports and recreation sales and marketing. This specialization offers students a market advantage by delivering business skills with practical industry knowledge and experience and includes any combination of skills related to planning, organizing, leading, and evaluating within the context of an organization or department whose primary product or service is related to sport and/or physical activity.

Career opportunities would be with amateur, professional, and intercollegiate sports organizations and enterprises, recreation, leisure and entertainment industries, community-based programs that promote and support public participation in sport, and firms specializing in sport and recreation marketing, sponsorship, and facility and event management within the growing sports industry.

Individuals within the service regions of the State Colleges with an interest in the Sports & Recreation Management concentration include:

- Persons with an undergraduate background in physical education, recreation, athletics, sports or recreation management, exercise science, wellness, business and health fields who have an interest in general sports management opportunities within the growing sports industry.
- Persons who seek to advance to director, vice president, and general manager positions who are currently involved in sales, communications, event marketing and management, account management, community relations, game operations, and promotions in sports or recreation industries;
- Coaches, outdoor recreation specialists, community recreation assistants, and aides at all levels of amateur sport, athletics, and recreation who seek to pursue administrative careers as athletic officials in organizations involved with Olympic, intercollegiate, interscholastic and youth sports and recreation.

### **Entrepreneurial & Community Development**

The specialization in Entrepreneurial & Community Development is designed to directly support economic development in rural Nebraska. This unique degree option blends coursework in community development and leadership with traditional business-oriented courses in entrepreneurship so that graduates are better prepared to start a business themselves or foster the development of new enterprises as community leaders at any level of government. Those responsible for understanding and promoting economic development in the private sector may be interested in this credential as well (e.g., economic development officers working in utility companies, lending officers in banks, business consultants in independent firms, etc.). Program topics and assignments will emphasize the application of theory to practice and will be flexible enough to accommodate new trends in community enhancement (e.g., the development of new non-profits, also known as "social entrepreneurship").

Individuals within the service regions of the State Colleges with an interest in the Entrepreneurial & Community Development concentration include:

- Community members who serve on town boards or community outreach and development organizations, extension agents, economic development officers, and persons who want to effectively lead in the conception, development, growth and management of new ventures to revitalize their communities.
- Working professionals seeking strategies and techniques for creating either new career opportunities for themselves, or new products for their companies.
- Non-business graduates seeking the opportunity to learn principles of business operations and new venture development without the costly risks involved in the trial and error process.

## **II. REVIEW CRITERIA**

### **Centrality to Role and Mission**

The proposed M.S. program supports the Nebraska State Colleges role and mission in the following ways by:

1. Focusing on a demonstrated need and demand with a program that through a collaborative educational effort will meet needs indigenous to the service areas of the Nebraska State Colleges.
2. Enhancing the education of individuals who earned non-teaching undergraduate degrees and who aspire to become professional leaders in the region or who wish to redirect their professional careers for advancement or enrichment purposes.
3. Enriching the quality of life in the region by providing educational opportunities that contribute significantly to the socio-economic vitality and diversity of the region; and by
4. Providing a quality, affordable program that not only has broad implications within the service regions but that can be offered with existing resources.

### **Evidence of Need and Demand**

#### **Need For The M.S. Program (Potential for Program to Contribute to Society and Economic Development in Rural Regions):**

The Nebraska State Colleges are currently authorized to offer the Educational Specialist degree at Chadron and Wayne State Colleges, the Master of Science in Education degree at Peru and Wayne State Colleges, and the Master of Arts in Education degree and Master of Education degree at Chadron State College. In addition, a Master of Business Administration degree is authorized at Chadron and Wayne State Colleges.

This proposed non-teaching graduate degree responds to special economic and labor force considerations related to the generally increasing demands of the modern economy for knowledge workers. This demand is a primary trend in the rural economy over the past several decades, and shows no sign of abating. The current graduate degree offerings of the Nebraska State Colleges do not provide educational opportunities for individuals seeking graduate coursework in diverse areas such as law enforcement, health and human services, sports and recreation management, entrepreneurial and community development, and natural resource administration. No other opportunity for advanced study in these areas exists for place bound individuals in the State College service regions. People who want to stay within and enhance the viability and vitality of their communities are faced with limited career opportunities, or with moving from the region to which they are committed. If an individual relocates to gain educational opportunities, the chance of their returning to their original community is significantly diminished.

The Nebraska State Colleges embrace the challenge of educating leaders for their rural communities and this proposal represents a mechanism to creatively combine current offerings and institutional partnerships to better meet the needs of the Colleges' service regions. The need for developing organizational or community leadership skills, as proposed within the new degree program, is considered absolutely

essential to maintaining vitality in rural America. The key to the vitality of rural Nebraska is having qualified leaders in community and business affairs. The proposed program is designed to serve the needs of a very heterogeneous group of students, who to a large extent are unable to pursue or are uninterested in pursuing existing degree options in the state. The intent is to offer a program that is applicable to a wide variety of vocational settings.

After looking specifically at issues facing rural areas, presenters at a 2000 conference sponsored by the Federal Reserve Bank of Kansas City concluded that rural areas still lag behind in educational attainment and in worker training. Although telecommunications has the potential to overcome many rural economic disadvantages, the conference stated that current market trends suggest that many rural places may not have access to this technology in the future. The conference also summarized that three of rural America's critical economic resources --infrastructure, human capital, and leadership--generally lag behind the resources found elsewhere in the U.S. economy. And speakers agreed that rural America's human capital has been falling, mainly through the export of young people and that this trend must be reversed if rural areas are going to increase their economic sustainability in the new informational society. (Beyond Agriculture: New Policies for Rural America – A Conference Summary at [www.kc.frb.org](http://www.kc.frb.org)).

Management jobs are expected to increase both nationally and statewide. For example, the U.S. Department of Labor, Bureau of Labor Statistics projects 2002-2012 growth in the following areas of emphasis within the proposed degree program: public relations specialists, +32.9%; medical and health service managers, +29.3%; social and community service managers, +27.7%; administrative services managers, +19.8%; and first line supervisors of community police, +15.2%. (<http://www.bls.gov/emp/optd/home.htm>, accessed 26 September, 2004).

Graduates of this proposed program should find easier entry into management or executive positions in the region. The fields offered within the proposed program are not within the traditional realm of the Master of Business Administration degree program. The offering of the proposed graduate degree in Organizational Management will strengthen the link with industry through the employment of our students.

#### **Demand For The M.S. Program (Extent of Student Interest in the Proposed Program):**

At Chadron State College, the demand for a masters in this area ranges from six to eight graduate student currently working with the Chadron State athletic programs, as well as over twenty individuals who have placed their names on a 'waiting list' for this proposed degree. An estimated thirty additional individual's in CSC's service region have expressed interest. From those who have expressed an interest in an administrative/management non-teaching degree and from those who are currently enrolled in CSC's M.S.E. program in education but do not have an undergraduate teaching degree, the College conservatively projects growth to fifty enrollments (counted over fall, spring, and summer semesters) in the M.S. degree for 2006-07 and seventy enrollments in 2007-08. Current student interest is high and graduates should be forthcoming from this program shortly after its inception.

At Peru State College, over ten years ago the College offered a concentration in Economic Development at the undergraduate level which, despite a lack of marketing support, typically had 20 majors enrolled. Interest in entrepreneurship and community development is higher today in rural communities and many community leaders agree more support for entrepreneurship is essential for the health of rural communities:

“.... I continue to see the need for diversity in our economy. Nebraska is a great state with a rich rural history. However, our communities continue to lose population. Successful entrepreneurship is an essential element in regional, rural, economic development, which will help stem the tide of population loss.” (Tom Osborne, from the introduction letter in his *Entrepreneurship: Handbook and Resource Guide*, 2003).

“Good leadership is the essential ingredient for small town economic development.” (From Robert Shively's *Economic Development for Small Communities* (2004, p.14)

A graduate program with subsidiary certificate programs may be particularly beneficial given many would-be entrepreneurs already have undergraduate degrees and in fact, are looking to develop additional skills to go into business themselves or with which to speak with more authority as community leaders. At Peru State College, 84% of the students who completed exit interviews while planning to graduate in Spring 2004 expressed an interest in continuing their education within three years of graduation. Most of the students were interested in pursuing degree options in areas proposed in the Organizational Management credential. In 2004/05, 27 inquiries about graduate degree programs were received at the Lincoln Center. A quick poll of students enrolled in Fall 2004 yielded 16 students with an immediate interest in pursuing a degree in Organizational Management. Anecdotally, the most common complaint expressed to college administrators by professionals in leadership positions in organizations in the service areas of our State Colleges is that the college does not offer a graduate degree in a non-teaching field other than the traditional MBA.

At Wayne State College, approximately 26% of the graduates annually have a non-teaching undergraduate degree. A cohort of students exists at Wayne State College that are interested in a graduate programs focusing on non-teaching fields such as Sports and Recreation Management with an 34 students having graduated in the past five years with majors in Exercise Science or in Sports Management.

Within the service regions of the three state colleges, written support for this newly proposed instructional graduate program has been provided by a number of organizations and individuals including, Regional West Medical Center, Nebraska Workforce Development, Box Butte Development Corporation and other community organizations.

#### **Adequacy of Resources:**

Present resources in the System are adequate for the delivery and maintenance of the proposed M.S. degree. No additional faculty or other resources will be required to offer this master's program. The proposed program will primarily use existing courses from the partnering State Colleges. Current course offerings have additional capacity in most instances and new courses can be staffed by a reallocation of existing personnel or exceptionally qualified adjuncts. For the first three years during the start-up period, this new program should have minimal impact on program offerings, and no additional resources should be needed. Because of the focused effort on the use of existing courses and partnership with the State Colleges and other regional institutions, it is projected that enrollment revenues will provide the majority of any additionally required resources.

- A. Faculty and Staff Resources Needed: Initially, no new faculty, support staff, or computer resources will be needed. Continued upgrading of online periodical database acquisition by the library will support both on-campus and the extended campus programs, and is included within the library's operational budget.
- B. Physical Facilities Needed: No new physical facilities will be needed, as this program will be offered primarily through the extended campus program.
- C. Budget Projections for the First Five Years of the Program: Initially no new or additional personnel expenses, equipment, or facilities will be required. General operating expenses, additional library resources, other expenses, and total cost of program will remain the same with implementation of this program.
- D. Consistency with the Comprehensive Statewide Plan for Postsecondary Education.
  - a. Meeting the Needs of Students;
    - i. The M.S. degree will be student-centered, as with all other academic programs, and will offer life-long learning opportunities that are responsive to students' needs.
    - ii. Students enrolling in the courses within the degree program will have access to all State College support services that assist students in reaching their educational goals.
  - b. Meeting the Needs of the State;
    - i. Providing this program will allow the State Colleges to respond to the workforce needs and vitality of their respective service regions.



- c. Meeting Educational Needs Through Partnerships and Collaboration;
  - i. By partnering with each other, the State Colleges will be able to offer this program in a cost-effective manner.
  
- d. Facilities Planning to Meet Educational Needs;
  - i. By utilizing existing courses, classrooms and equipment, this program does not expect to have a significant impact on existing physical facilities.

**Avoidance of Unnecessary Duplication:**

The proposed program will not duplicate any program at the graduate level in Nebraska. A survey of offerings across the state reveals that no other higher education institute offers a master's degree program in organizational management, especially with the configurations designed for this proposed program.

**III. Summary**

The Nebraska State Colleges at Chadron, Peru, and Wayne seek approval to offer the Master of Science (M.S.) degree in Organizational Management, with areas of focus in the following:

Human Services  
Natural Resources  
Sports & Recreation Management  
Entrepreneurial & Community Development

**Attached:**

- Appendix 1:** Chart of Projected Incremental Program Expenses
- Appendix 2:** Chart of Revenue Sources for Projected Incremental Program Expenses
- Appendix 3:** Required Core Courses
- Appendix 4:** Examples of Student Plans of Study
- Appendix 5:** Summary of Graduate Offerings by Peer Institutions

**APPENDIX I**

**Master of Science  
Organizational Management**

**Projected Incremental Program Expenses**

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

STAFF	(FY 05) Year 1		(FY 06) Year 2		(FY 07) Year 3		(FY 08) Year 4		(FY 09) Year 5	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
<i>Staffing: Additional Faculty<sup>1</sup></i>	0	0	0	0	0	0	0	0	0	0
<i>Additional Non-Teaching Staff<sup>2</sup> Administrative</i>	0	0	0	0	0	0	0	0	0	0
<i>Professional</i>	0	0	0	0	0	0	0	0	0	0
<i>Support</i>	0	0	0	0	0	0	0	0	0	0
<i>Sub-Total of Personnel Expenses</i>	0	0	0	0	0	0	0	0	0	0
<i>Incremental Program Budget: General Operating Expenses<sup>3</sup></i>	\$4,500		\$5,000		\$5,500		\$5,500		\$5,500	
<i>Equipment<sup>4</sup></i>	0		0		0		0		0	
<i>Facilities<sup>5</sup></i>	0		0		0		0		0	
<i>Additional Library Resources<sup>6</sup></i>	0		\$1,000		\$2,000		\$2,000		\$2,000	
<i>Additional Other Expenses<sup>7</sup></i>	0		0		0		0		0	
<i>Sub-Total of Program Budget</i>	\$4,500		\$6,000		\$7,500		\$7,500		\$7,500	
<b>Total Proposed Program Expenses</b>	<b>\$4,500</b>		<b>\$6,000</b>		<b>\$7,500</b>		<b>\$7,500</b>		<b>\$7,500</b>	

1. Additional Faculty: Show the number of additional full-time equivalent faculty and related salary and fringe benefit expenditures needed to implement the program. Each year should represent any new additional faculty above the prior year's level.
2. Additional Non-Teaching Staff: Show the number of additional full-time equivalent administrative, professional and support or other staff and related salary and fringe benefit expenditures needed to implement the program. Each year should represent the incremental increase above the prior year's expenses.
3. General Operating Expenses: Included in this category should be allowances for faculty development, laboratory supplies, travel, memberships, office supplies, communications, data processing, equipment maintenance, rentals, etc. Each year of the five-year plan should represent the incremental increase in operating expenses such as new commitments.
4. Equipment: Show anticipated expenditures for the acquisition or upgrades of equipment necessary for the implementation and/or operation of the program.
5. Facilities: Show projected expenditures for any special facilities (general classroom, laboratory, office, etc.) that will be required for the proposed program. Include renovation of existing facilities and construction of new facilities.
6. Additional Library Resources: Show anticipated expenditures for library material directly attributable to the new program.

**APPENDIX 2**

**Master of Science  
Organizational Management**

**Revenue Sources for Projected Incremental Program Expenses**

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL EXPENSES

REVENUE	(FY 05) Year 1	(FY 06 ) Year 2	(FY 07) Year 3	(FY 08) Year 4	(FY 09) Year 5
<i>REALLOCATION OF EXISTING FUNDS<sup>1</sup></i>	\$41,000	0	0	0	0
<i>REQUIRED NEW PUBLIC FUNDS<sup>2</sup></i>	0	0	0	0	0
1. STATE FUNDS	0	0	0	0	0
2. LOCAL FUNDS	0	0	0	0	0
<i>TUITION AND FEES REVENUES<sup>3</sup></i>	0	0	0	0	0
<i>OTHER FUNDING<sup>4</sup></i>					
1.					
2.					
3.					
4.					
5.					
*TOTAL REVENUE	\$41,000	0	0	0	0

\* Total Revenue should match the total expenses projected on Table 1.

- 
1. This represents the total amount of dollars which the institution will reallocate from its budget to support this program. The primary sources of funds are state dollars and tuition and fee payments that already are a part of the budget at the institution.
  2. This represents a requirement for additional public funds to support this program. If additional state funds are required, this request will have to be included in the institution's budget request. Separately detail all sources for additional funds. For community colleges, this would include local tax funds.
  3. This represents additional tuition and fee revenues that will be used to support this program.
  4. Show the amount of external funding or donations which will become available each year to support this program. Include a brief explanation of the nature of these resources including their specific source and the term of the commitment.

## **APPENDIX 3**

### **Master of Science Organizational Management**

#### **Required Core Courses**

#### **Catalog Descriptions**

## Required Courses Catalog Descriptions

- I. *EDCI 631 Introduction to Graduate Study* 3 credit hours  
Develops competencies in producing and utilizing research to improve professional practice; quantitative and qualitative methods will be presented. Students will produce a research plan and literature review.
- II. *MATH 533 Statistical Methods and Data Analysis* 3 credit hours  
Statistical research methods and modeling of statistical problems: Chi-square tests, analysis of variance, one-way and multi-factorial designs, multiple regression and correlation, nonparametric methods; use of calculators and personal computer software.  
**OR**  
*COUN 538 Behavioral Statistics* 3 credit hours  
Computational and graphical techniques to descriptive and inferential data analysis, including: the scales of measurement; shapes and types of distributions; measures of central tendency and variability; correlation; regression; hypothesis testing; analysis of variance; interval estimation; sampling; and probability theory.
- III. *MGMT 620 High Performance Leadership* 3 credit hours  
Review current theory and practice of leadership with emphasis on developing skills relevant to prospective and practicing mid-level managers. Topical subjects may include participative leadership, delegation, empowerment, current leadership theories and practice, change leadership, leadership for group decision-making, team building leadership, leadership for quality performance, developing leadership skills, and building effective relationships. Leadership experiential exercise and/or experience will be integrated with contextual material as relevant and practical. Prerequisite: MGMT 230 (Principles of Management) or equivalent.  
**OR**  
*MGMT 630 Organizational Behavior* 3 credit hours  
The determination and organizational consequences of both individual and group behavior within formal organizations, with emphasis on theories, concepts, and empirical findings from the behavioral sciences that will help managers to understand, predict, and influence the behavior of members of an organization. Prerequisite: MGMT 230 (Principles of Management) or equivalent.  
**OR**  
*PSYC 534 Organizational Psychology* 3 credit hours  
Examines work-group behavior, developing individuals in organizations, appropriate supervisory behavior, inter-group relations, and managing change within organizations. Explored from both an individual perspective and an organizational perspective, clarifying major theories and their applications.  
**OR**  
Proposed course  
*CA Organizational Communication* 3 credit hours  
The nature and flow of communication in modern organizations (such as businesses, political structures, hospitals, etc.) through applied theory, diagnosis, and problem solving skills. Examination of communication between management, employees, and the community. Students will be expected to analyze communication environments and present communication findings to the class.

**APPENDIX 4**

**Master of Science  
Organizational Management**

**Examples of M.S. Degree Student Plans of Study**



## STUDENT PLAN OF STUDY

### Example of Master's of Science in Organizational Management – focus area of study, Human Services

Student's Name: prospective student and alumnus

#### BASIC EDUCATION CORE

Prefix	No.	Course Title	Term	Grade	Hr.	Transfer	Instructor	Resident Credit
EDCI	631	Introduction to Graduate Study			3			
COUN	538	Behavioral Statistics			3			
EDAD	630	Fundamentals of Leadership			3			
FCS	690	Internship			3			
PSYC		Organizational Psychology			3			
FCS	655	Scholarly Project			3			

#### Focus Area of Study

FCS	537	Family Strengths			3			
ECON	530	Community Economic Development			3			
MIS	632	Information Systems for Managers			3			
COUN	535	Multicultural Counseling			3			
MGMT	639	Legal and Social Environment of Business			3			
PS	532	Legislative Process			3			

Signature of Student \_\_\_\_\_  
 Approval of Advisor \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_

Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

#### Scenario for this student

The student holds a Bachelor of Art degree in Family Studies and Services. The student is working with a housing development corporation that works with disadvantaged family housing issues. The graduate degree helps this individual progress within the career.

## STUDENT PLAN OF STUDY

**Example of Master's of Science in Organizational Management – focus area of study, Natural Resources (Wildlife, Range Management Emphasis)**

Student's Name: prospective student

### BASIC EDUCATION CORE

Prefix	No.	Course Title	Term	Grade	Hr.	Transfer	Instructor	Resident Credit
EDCI	631	Introduction to Graduate Study			3			
MATH	533	Statistical Methods & Data Analysis			3			
MGMT	620	High Performance Leadership			3			
PSYC		Organizational Psychology			3			
BIOL	655	Scholarly Project			3			
BIOL	690	Internship			3			

### Focus Area of Study

AGRI	520	Range Short Course			3			
AGRI	526	Wildlife Research & Management Techniques			3			
AGRI	535	Wildlife Management Practicum			3			
BIOL	539 & 539L	Plant Physiology & Lab			3			
BIOL	538 & 538L	Taxonomy of Plants & Lab			3			
BIOL	638	Systematics of Plants			3			
BIOL	550	Field Limnology			3			

Signature of Student \_\_\_\_\_  
 Approval of Advisor \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_

Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

### Scenario for this student

The student holds a Bachelor of Science degree in the natural resources area. The student works for the Natural Resources Division as a range specialist for Northwestern Nebraska. The student's professional and educational goal is to work into management positions which require a master's degree.

## STUDENT PLAN OF STUDY

### Example of Master's of Science in Organizational Management – focus area of study, Natural Resources (Water Emphasis)

Student's Name: prospective student

#### BASIC EDUCATION CORE

Prefix	No.	Course Title	Term	Grade	Hr.	Transfer	Instructor	Resident Credit
EDCI	631	Introduction to Graduate Study			3			
MATH	533	Statistical Methods & Data Analysis			3			
MGMT	620	High Performance Leadership			3			
CA		Organizational Communications			3			

#### Focus Area of Study

BIOL	527	Biology of Populations			3			
BIOL	530	Aquatic Microbiology			3			
BIOL	544 & 544L	Limnology & Lab			3			
GEOS	531	Hydrogeology			3			
MATH	538	Numerical Analysis			3			
MATH	535	Sampling Techniques			3			
BIOL	660 or 665 & 690	Thesis or Scholarly Project + Internship			6			

Signature of Student \_\_\_\_\_  
 Approval of Advisor \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_

Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

#### Scenario for this student

The student holds a Bachelor of Science degree in Biology, Geoscience, or Range Management. This program will serve students who are employed by state, regional, and federal natural resource management agencies, providing an intense focus on water issues. Additionally, this program will prepare students who are interested in graduate school, and the current high school teachers who seek master's degrees in content areas.

## STUDENT PLAN OF STUDY

### Example of Master's of Science in Organizational Management – focus area of study, Sports Management (Management Emphasis)

Student's Name: prospective student

**BASIC EDUCATION CORE**

Prefix	No.	Course Title	Term	Grade	Hr.	Transfer	Instructor	Resident Credit
PED	650	Research Design			3			
BUS	560	Human Behavior in Organizations			3			
PED	671	Recent Literature and Research in HHPS			3			

**Focus Area of Study**

PED	510	Sport Law			3			
PED	511	Sport Marketing and Promotion			3			
PED	550	Program Management in Sport			3			
PED	585	Sport in American Culture			3			
PED	589	Fieldwork in Sport Management			6			
PED		Electives by Advisement			3			

Signature of Student \_\_\_\_\_  
 Approval of Advisor \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_

Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

**Scenario for this student**

This student holds a undergraduate degree in wellness, business, recreation or education and has an interest in sports management opportunities within the growing sports industry.

## STUDENT PLAN OF STUDY

**Example of Master's of Science in Organizational Management – focus area of study, Sports and Recreation Management (Sports Emphasis)**

Student's Name: prospective student

**BASIC EDUCATION CORE**

Prefix	No.	Course Title	Term	Grade	Hr.	Transfer	Instructor	Resident Credit
EDCI	631	Introduction to Graduate Study			3			
MATH	533	Statistical Methods & Data Analysis			3			
EDAD	630	Fundamentals of Leadership			3			
HPER	690	Internship			6			
CA		Organizational Communications			3			

**Focus Area of Study**

HPER	537	Sports Law			3			
HPER	539 & 539L	Biomechanics of Sports & Lab			3			
HPER	626	Advanced Motor Skill Learning			3			
HPER	639	Advanced Methods of Sports Training			3			
HPER	638	Problems in Interschool Athletics			3			
HPER	634	Measurement of Human Performance			3			

Signature of Student \_\_\_\_\_  
 Approval of Advisor \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_

Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

**Scenario for this student**

The student holds a Bachelor of Science degree in Recreation. The student is working as a graduate assistant at the college level, teaching skills courses and assisting with coaching of track and field intercollegiate sport. The student's goal is to seek a position as an assistant coach or coach for a NCAA division II University.

## STUDENT PLAN OF STUDY

**Example of Master's of Science in Organizational Management – focus area of study, Sports and Recreation Management (Recreation Emphasis)**

Student's Name: prospective student

**BASIC EDUCATION CORE**

Prefix	No.	Course Title	Term	Grade	Hr.	Transfer	Instructor	Resident Credit
EDCI	631	Introduction to Graduate Study			3			
MATH	533	Statistical Methods & Data Analysis			3			
EDAD	630	Fundamentals of Leadership			3			
HPER	690	Internship			6			

**Focus Area of Study**

HPER	537	Sports Law			3			
HPER	539 & 539L	Biomechanics of Sports & lab			3			
MGMT	639	Legal and Social Environment of Business			3			
HPER	639	Advanced Methods of Sports Training			3			
MIS	632	Information Systems for Managers			3			
HPER	634	Measurement of Human Performance			3			
CA		Organizational Communications			3			

Signature of Student \_\_\_\_\_  
 Approval of Advisor \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_

Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

**Scenario for this student**

The student holds a Bachelor of Science in Education degree. The student has been hired as a youth recreation director for a recreation program in a local community. The student is seeking the degree to better prepare for the legal and management function of the position.

## STUDENT PLAN OF STUDY

### Example of Master's of Science in Organizational Management – focus area of study, Entrepreneurial & Community Development

Student's Name: prospective student

#### BASIC EDUCATION CORE

Prefix	No.	Course Title	Term	Grade	Hr.	Transfer	Instructor	Resident Credit
MGMT		Study Design and Data Collection			3			
MGMT		Statistical Methods & Data Analysis			3			
MGMT		Theories & Practice of Leadership			3			
MGMT		Negotiation & Dispute Resolution			3			

#### Focus Area of Study

MGMT		Theories & Practice of Entrepreneurship			3			
MGMT		New Venture Planning & Financing			3			
MGMT		Management of Innovation & Growth			3			
MGMT		E-Business & Internet Communications Strategy			3			
MGMT		Community Organizing & Change			3			
MGMT		Planning for Economic Development			3			
MGMT		Internships, Thesis, Practical Project			6			

Signature of Student \_\_\_\_\_  
 Approval of Advisor \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_  
 Approval of Committee Member \_\_\_\_\_

Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

#### Scenario for this student

This student holds an undergraduate degree in education, liberal arts, or business and wishes to acquire the background, training and experience to become a community leader, serve on the local town board, and enhance local community development by encouraging new business enterprises to relocate to the area, or by developing a new business.

**STATE COLLEGE PEER INSTITUTIONS - Graduate Offerings**

	Master of Arts	Master of Arts in Education	Master of Education	Master of Science	Master of Science in Education	Others		
<b>State Colleges</b>		Community Counseling			Elementary Education Administration	Master of Business Administration		
		History			School Counseling			
		Science/Mathematics			Secondary Education			
<b>Fort Hays State University</b>	English			Biology		Master of Science in Nursing (M.S.N.)		
	History			Communication		Master of Fine Arts (M.F.S.)		
				Counseling		Master of Liberal Studies (M.L.S.)		
				Education Administration				
				Elementary Education				
				Geosciences				
				Health, Physical Education, & Recreation				
				Psychology				
				Secondary Education				
				Special Education				
				Speech-Language Pathology				
<b>Eastern New Mexico University</b>	Counseling		Education	Physical Education		Master of Music (M.M.)		
	Anthropology		School Guidance	Biology		Master of Business Administration		
	Communications			Chemistry				
	English			Communicative Disorders				
	Mathematics							
	Psychology							
<b>Lander University</b>	Teaching		Elementary Education					
<b>Northern State University</b>				E-Learning: Technology & Administration	Elementary School Administration			
				Teaching & Learning	Secondary School Administration			
					Guidance and Counseling			
					E-Learning: Design & Instruction			
					Education, Teaching & Learning			





**STATE COLLEGE NCHEMS-defined PEER INSTITUTIONS - Graduate Offerings**

	Master of Arts	Master of Arts in Teaching	Master of Arts in Education	Clinical Master of Education	Master of Education	Master of Science	Master of Science in Education	Others
<b>State Colleges</b>			Community Counseling History Science/Mathematics				Elementary Education Education Administration School Counseling Secondary Education	Master of Business
<b>Adams State</b>	Education Special Education Counseling (both School and Community Health & Physical Education)							
<b>Bemidji State</b>	Biology English					English Environmental Studies Industrial Technology Technology/ Career Technical Education Mathematics Science Special Education Sports Studies Education		
<b>East Central University</b>					Elementary Education Elementary School Principal Reading School Counselor Secondary Education Secondary Education-Technology Secondary Education- Sports Administration Secondary School Principal Special Education Library Media	Human Resources Psychological Services		
<b>Francis Marion University</b>		<i>Learning Disabilities</i>			Early Childhood Education	Applied Psychology - Clinical Counseling and School Counseling		Master of Business Administration, both General and Health Management options
					Elementary Education Secondary Education (English, Math, Social Studies)			

				Instructional Accommodation				
<b>Henderson State University</b>		Teaching				Counseling		Master of Liberal Arts
						Education		Master of Business Administration
						Sports Administration		
<b>Louisiana State University - Shreveport</b>					MED	Counseling Psychology		Master of Arts in Liberal Arts (MLA)
						Health Care Administration		Specialist in School Psychology
						Human Services Administration		Master of Business Administration
						Systems Technology		
<b>Montana State University - Billings</b>					Curriculum and Instruction K-8	Athletic Training		Master of Health Administration
					Educational Technology	Sports Management		Master of Public Administration
					Interdisciplinary Studies	Rehabilitation and Mental Health Counseling		
					Reading	Psychology		
					School Counseling	Public Relations		
						Special Education		
<b>Northwestern Oklahoma State University</b>					Adult Education Management & Administration			Master of Counseling Psychology
					Clinical Teaching			
					Elementary Education			
					Guidance & Counseling PK-12			
					Special Education			
<b>Southeastern Oklahoma State University</b>					M.Ed.	Aerospace Administration		Master of Behavioral Studies
								Master of Technology



## 2.5.-1

### Academic, Personnel & Student Affairs Committee

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**ACTION: Approve the 2005-06 salary policy as follows:**

**Unionized Faculty (SCEA):** As per collective bargaining Agreement (3.75% increase over the existing 2004-05 salary for all bargaining unit members with satisfactory performance).

**Unionized Professional Staff (NSCPA):** As per collective bargaining Agreement (3.75% increase over the existing 2004-05 salary for all bargaining unit members with satisfactory or better performance. All increases are to be a fixed dollar amount based on FTE for all unit members. For those unit members who qualify in accordance with the NSCPA Salary Guidelines appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 3.75% increase to recognize length of satisfactory service).

**Unionized Support Staff (NAPE):** As per collective bargaining Agreement (3.75% increase over the existing 2004-05 salary for all bargaining unit members with satisfactory or better performance. For those unit members who qualify in accordance with the provisions outlined in the NAPE Salary Guidelines, appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 3.75% increase to recognize length of satisfactory service).

**Non-unionized Professional Staff:** Each college and the System Office is authorized to provide a salary increase of 3.75% over the existing 2004-05 salary base to each non-union professional staff employee with satisfactory performance.

**Non-unionized Support Staff:** Each college and the System Office is authorized to provide a salary increase of 3.75% over the existing 2004-05 salary base to each non-union support staff employee with satisfactory performance.

---

In addition to the salary increases specified above, Board Policy 5405 calls for the employer contribution to the retirement plan to increase to 8.0%.

**Academic and Personnel Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**ACTION: Approve the program review recommendations relating to each degree program and forward the report to the Nebraska Coordinating Commission for Postsecondary Education as follows:**

**Chadron State College:**

**Family & Consumer Science** – continue the program  
**Psychology** – continue the program

**Peru State College:**

**Lincoln Center** – continue the Center

**Wayne State College:**

**Early Childhood** – continue the program  
**Family & Consumer Science** – continue the program  
**Interdisciplinary Studies** – continue the program  
**Psychology** – continue the program

---

**PROGRAM REVIEW PROCESS**

Each major is analyzed using criteria and productivity thresholds established by the Coordinating Commission for Postsecondary Education. Each review includes a recommendation to continue the program, take steps to initiate a process to eliminate the program, perform an in-depth review, or take other action.

The review includes consideration of the annual number of graduates in the major and in the department of the major. The average of the prior five years is reported for the number of graduates in the major. Production threshold requirements are met if the average number of graduates per year is seven (7) for the baccalaureate degree, five (5) for the masters, and four (4) for the specialist degree.

Based on the above considerations, each program reviewed this year is recommended for continuation.

## 2.6.-2

The review also includes consideration of student credit hours, headcount enrollment and related data annually generated in the department. Student credit hour production per FTE faculty assigned to the department is reported as a mean of the prior five-year period with 300 SCH/FTE required annually at the baccalaureate level and above.

A program meets productivity requirements if either the number of graduates or the number of credit hours generated per faculty FTE meet the thresholds outlined above.

Also considered is whether the existing instructional program is consistent with the institution's role and mission and the Comprehensive Statewide Plan of the NCCPE. In addition, the review considers whether there are sufficient institutional resources to support the program, whether those resources are utilized efficiently, and whether there is evidence of quality in the program.

Attached is a copy of Board Policy 4200 relating to the process for reviewing existing programs.

Following that is a summary of the program data and recommendations for programs reviewed in 2005.

**ACADEMICS, NEBRASKA STATE COLLEGES****POLICY: 4200 Program Review****Page 1 of 1****BOARD POLICY**

Existing programs shall be reviewed on a regular basis by each State College. Such review shall be for the purpose of determining the quality and effectiveness of each program, the efficiency with which each is delivered, and for the purpose of avoiding unnecessary duplication. Such review shall be consistent with state statutes and shall contain both qualitative and quantitative measures.

**PROCEDURE**

Review criteria for existing instructional programs shall include the following elements which are consistent with the review requirements of the Coordinating Commission for Postsecondary Education:

1. Centrality to the role and mission of the College;
2. Consistency with the Nebraska Statewide Comprehensive Plan;
3. Objective evidence of need and demand;
4. Adequacy of available and anticipated resources to support the program and indicators of program quality, such as:
  - a. Faculty and faculty-related resources;
  - b. Library resources;
  - c. Physical facilities and instructional equipment;
  - d. Fiscal resources and costs;
  - e. Specific actions and strategies to improve recruitment and retention of minorities and other under-represented groups; student financial aid; transfer of credit; and economic development considerations as appropriate;
  - f. Accreditation;
  - g. Number of graduates, credit hour production, placement rates, number of students to pursue advanced study, numbers of majors, service to non-majors; and
  - h. Any additional information to assist the Board in determining the quality and effectiveness, efficiency, and non-duplicative aspects of each program.

Each College shall perform the review according to the criteria outlined above and shall present results to the Board for their review along with a determination and supporting documentation that each program reviewed either meets or does not meet the following criteria:

- a. Consistency with the College's role and mission;
- b. Consistency with the Statewide Comprehensive Plan;
- c. Has sufficient institutional resources to support the program; and
- d. Is of sufficient quality.

Copies of all accreditation reports are to be provided with the review. In the event that a program does not meet all of the above-mentioned criteria, the College shall provide the Board with recommendations for terminating the program or for taking corrective action that will improve and justify continuance of the program.



## 2.6.-4

**Program Review Summary  
April 2005**

<b>PROGRAM</b>	<b>Degree(s)</b>	<b>GRADUATES IN MAJOR (MEAN)</b> 7.0 Bachelor 5.0 Masters 4.0 Specialist	<b>SCH/FTE IN DEPARTMENT (MEAN)</b> 300	<b>COLLEGE RECOMMENDATION</b>	<b>SYSTEM OFFICE RECOMMENDATION</b>
<b>CHADRON STATE COLLEGE</b>					
Family & Consumer Science	(BA) (BSE)	15 1	644.9 644.9	Continue Continue	Continue Continue
Psychology	(BA)	17	791.2	Continue	Continue
	(BSE)	0	371.1	Continue	Continue
<b>PERU STATE COLLEGE</b>					
<b>Follow-up/Interim Reports</b>					
Lincoln Center	MSE	NA	NA	Continue	Continue
<b>WAYNE STATE COLLEGE</b>					
Early Childhood	(BS)	5.8	462	Continue	Continue
Family & Consumer Science	(BA) (BS)	.4 10.4	462 462	Continue Continue	Continue Continue
Interdisciplinary Studies	(BS)	2.2	NA	Continue	Continue
Psychology	(BS)	17.6	678	Continue	Continue

Program Review 2004-05  
Nebraska State Colleges

Comments  
April 2005

## **CHADRON STATE COLLEGE**

### Family and Consumer Science (BA/BSE)

Recommendation: Continue the program – This program meets the threshold number for graduates with sixteen (16) graduates on average and 645 SCH/FTE.

### Psychology (BA)

Recommendation: Continue the program – This program meets the threshold numbers for graduates and student credit hour production per full-time equivalent (FTE) faculty. The Department of CPSW continues to assess the psychology program and make program improvements based on the analysis of assessment data. The Department of CPSW faculty addressed the need for increased majors, after it was determined that the psychology program was viable, but the rapidly losing viability due to decline in majors over the past five years. The Nebraska Workforce Development and Occupational Outlook Handbook data recognizes the need for specific occupations in psychology. The State of Nebraska and the nation will need psychology professionals within the next ten years. The 2004 Psychology Program Viability Report, indicated the number of majors and the student credit hour production, increased from 2001 to 2004. The trend in SCS psychology program enrollment will continue into the future.

## **PERU STATE COLLEGE**

### Lincoln Center, Lincoln

Recommendation: Continue the program. – Following is the Lincoln Center Report.

## **WAYNE STATE COLLEGE**

### Early Childhood (BS)

Recommendation: Continue the program as it meets the criteria to continue as a viable program with 5.6 graduates on average at the undergraduate level and 462 SCH/FTE on average for faculty.

### Family and Consumer Sciences (BA/BS)

Recommendation: Continue the program as it meets productivity requirements established by the CCPE with 10.8 graduates on average at the undergraduate level and 462 SCH/FTE on average for faculty.

## 2.6.-6

### Interdisciplinary Studies (BS)

Recommendation: Continue the program

This program has no regularly assigned FTE faculty, it uses preexisting courses from other majors. Consequently there are no student credit hours or FTE assignable to this program. The program intent is to provide students the opportunity to design a major with a specific focus or career goal. For example, a student who wants to become a medical illustrator might combine courses from biology, art, and mass communication in an interdisciplinary program. The program proposal is reviewed and approved by the advisor, the faculty curriculum committee, the dean, and the vice president for academic affairs.

### Psychology (BS)

Recommendation: Continue the program as it meets productivity requirements established by the CCPE with 17.6 graduates on average at the undergraduate level and 678 SCH/FTE on average for faculty.

**Peru State College Lincoln Center  
Annual Report  
2004-2005  
Final Reporting Year**

Over the last year, the Peru State College Lincoln Center has continued to succeed. New students continue to show interest in the Bachelor of Applied Science - Management degree.

**ENROLLMENT**

The year began with the 2004 Summer Session. Two courses were offered, both electives in the Bachelor of Applied Science degree program.

Human Resources Management	6 students enrolled
Employee Training and Development	13 students enrolled

During the Fall 2004 term, PSC offered 6 courses:

Organizational Communications	13 students enrolled
Principles of Marketing	10 students enrolled
Marketing Management	9 students enrolled
Small Business Management	8 students enrolled
Statistics	14 students enrolled
Supervisory Skills & Practices	14 students enrolled

A total of 6 courses were offered during the Spring 2005 semester:

Production/Operations Management	15 students enrolled
Business Finance	12 students enrolled
Organizational Behavior	10 students enrolled
Organizational Leadership	10 students enrolled
Marketing Strategies	9 students enrolled
Organizational Ethics	9 students enrolled

**POTENTIAL STUDENTS**

Over the last year, the Center's Director has kept a daily log tracking individuals who have called, emailed, or stopped by the Lincoln Center. To date, over 350 individuals have made appointments with the Director (some conducted by phone). Many others have stopped in or called to ask a question regarding programs, but have only been inquiring at the time, thus they didn't want information mailed out or were not ready to schedule an appointment. When adding these individuals to the contact count, the Director has been in contact with at least 500 prospective students.

Content areas of interest to prospective students:

Bachelor of Applied Science	152
Education	29
Criminal Justice	9
Human Services	4
Business Administration	13

## 2.6.-8

Computer Science/Graphic Design	22
Liberal Arts	3
Graduate Programs	27
Medical/Healthcare	17
Miscellaneous/Personal Enrichment	76

### **MARKETING ACTIVITIES**

The Director has personally promoted PSC's Lincoln Center. She has had 4 meetings with Southeast Community College personnel to explain the program offered in Lincoln. Advisors, Deans, and placement officials have all been willing to listen and were very positive about referring students to PSC after completion of a technical associate's degree.

The Director has staffed a table at the SCC Career Connections Fair, Medical Professions Fair, Human Services Career Fair, and Academic Transfer Fair, as well as three SCC General Registrations, all of which have taken place within the past year. The Director also visited a Lincoln Public Schools Middle School Career Fair.

The Lincoln Center hosted its first Career Fair during the Fall Semester. Representatives of a few companies attended to present career opportunities to current students. A staffing agency also attended to inform students regarding career search strategies. The intention is to continue this event each semester.

The Director is beginning to contact local businesses to increase awareness of the programs/courses being offered. In addition, high schools are also becoming more of a focus for prospective Lincoln Center students.

Over the past year, Peru State College has continued subleasing the Lincoln Center classrooms to Southeast Community College for daytime use. In addition to providing revenue to support the center, this has been another means of increasing exposure to SCC students. It has been working out well for all parties involved.

Another means of providing revenue for the Lincoln Center has been through event-related rental agreements. Occasionally, classrooms are rented out during non-class time for business meetings and training sessions as a service to local organizations.

### **STUDENT FEEDBACK**

Students taking courses at the Center have consistently evaluated the quality of instruction as high, and the Center's Director and others in PSC administration continue to receive many compliments regarding the Center's administration. Students are particularly pleased that a fulltime faculty member has been assigned to the Center to teach classes there and assist with advising.

### **FINANCIAL PERFORMANCE**

At the end of its fifth year of operation, the center generates revenue to cover roughly half of its cost of operation. This is a significant improvement over time and we expect the positive trend to continue.

**Academic, Personnel & Student Affairs Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**ACTION: Authorize the Executive Director to Renew the Current Insurance Coverages in the Most Cost-Effective Manner**

---

Each year the Board is required to renew insurance coverages for the coming year in order to provide financial protection against operational risks. Most of the coverages have a July 1<sup>st</sup> renewal date. Renewal applications have been filed and coverage quotes are expected in the coming months. A summary report will be provided when coverages are in place. The following is a summary of coverages.

Comprehensive General Liability

Umbrella Liability

Property/Casualty – includes boiler and crime

Directors and Officers Liability

Athletic Injury/Catastrophic

Athletic Participant Legal Liability

Travel Accident

**Academic, Personnel & Student Affairs Committee**

*Willa Kosman, Chair*

*Richard Halbert*

*Kari Daly*

April 7-8, 2005

---

**ACTION:                   Accept Report of Personnel Actions**

---

Board Policy 5021 states that all full-time (0.75 FTE or more) and part-time (less than .75 FTE) personnel appointments, overload assignments and summer school contract extensions be approved by the Presidents and reported to the Executive Director. The Board is asked to review and accept this report to establish a record of such action.





**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>RANKED FACULTY</b>								
<b>(FULL-TIME/.75 FTE OR MORE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Cartwright, Michael	Arts & Sciences; Language, Literature & Communication Arts	Professor	22,349.00 AY	State	Fall Semester 2005 - Spring Semester 2008	0.33	Phased Retirement	Specific Term - Tenured
Dewitt, Dana	Arts & Sciences; Social Sciences & Justice Studies	Professor	55,530.00 AY	State	08/20/93 - 05/07/05	1.00	Resigned	Specific Term - Tenured
Hall, Ernest	Professional & Graduate Studies; Applied Sciences	Emeriti	0.00	N/A	05/08/05	N/A	Emeritus	Specific Term - Tenured
Hayford, Barbara	Arts & Sciences; Physical & Life Sciences	Assistant Professor	40,000.00 AY	State	08/18/05 - 05/06/06	1.00	New Appointment Replaced Randy Lawson	Specific Term - Probationary Tenure Track
Hulm, Lee	Professional & Graduate Studies; Business & Economics	Emeriti	0.00	N/A	05/08/05	N/A	Emeritus	Specific Term - Tenured
MacNeill, Roger	Arts & Sciences; Visual & Performing Arts	Emeriti	0.00	N/A	05/08/05	N/A	Emeritus	Specific Term - Tenured
Smith, Margie Ann	Professional & Graduate Studies; Health, Physical Education & Recreation	Emeriti	0.00	N/A	05/08/05	N/A	Emeritus	Specific Term - Tenured
Smith, Royce	Professional & Graduate Studies; Business & Economics	Emeriti	0.00	N/A	05/08/05	N/A	Emeritus	Specific Term - Tenured
Taylor, Una	Arts & Sciences; Visual & Performing Arts	Assistant Professor	17,500.00 (35,000.00) AY	State	01/05/06 - 05/06/06	1.00	New Appointment	Specific Term - Probationary Tenure Track
Wess, Roger	Professional & Graduate Studies; Education	Emeriti	0.00	N/A	05/08/05	N/A	Emeritus	Specific Term - Tenured
Winkle, William	Arts & Sciences; Visual & Performing Arts	Professor	69,831.00 AY	State	08/25/71 - 05/07/05	1.00	Retired	Specific Term - Tenured
Winkle, William	Arts & Sciences; Visual & Performing Arts	Emeriti	0.00	N/A	05/08/05	N/A	Emeritus	Specific Term - Tenured

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lawson, Doralie	Child Development Center; Assistant Director	Emeriti	0.00	N/A	03/01/05	N/A	Emeritus	Specific Term - Non-Probationary
Mittleider, Damon	Cultural Programs & College Relations; Webmaster	N/A	38,733.00 FY	State	11/01/00 - 02/28/05	1.00	Resigned	Specific Term - Non-Probationary
Zahn, Sally	Library & Learning Resources; Technical Services Librarian	N/A	600.00 MO	State	01/01/05 - 02/28/05	1.00	Appointment; Salary Adjustment, Additional Duties	Specific Term - Non-Probationary
Zahn, Sally	Library & Learning Resources; Technical Services Librarian	N/A	900.00 MO	State	03/01/05 - 05/31/05	1.00	Appointment; Salary Adjustment, Additional Duties	Specific Term - Non-Probationary

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Brennan, Blair	Physical Facilities; Coordinator, Physical Facilities	N/A	418.67 MO	.50 State .50 RB	02/01/05 - 02/28/05	1.00	Appointment; Salary Adjustment, Additional Duties	Specific Term - Non-Probationary
Brennan, Blair	Physical Facilities; Coordinator, Physical Facilities	N/A	38,512.00 FY from (32,848.00) FY	.50 State .50 RB	03/01/05 - 06/30/05	1.00	Appointment; Contract Revision, Additional Duties	Specific Term - Non-Probationary
Hoffman, Ed	Administration & Finance; Vice President of Administration	N/A	93,000.00 FY from (85,547.00) FY	State	04/01/05- 06/30/05	1.00	Appointment; Salary Adjustment	Specific Term - Non-Probationary
Stack, Robert	Student Services; Dean of Students	N/A	75,000.00 FY	.75 State .25 RB	07/01/05 - 06/30/06	1.00	Appointment; Replaced Rex Cogdill Previously Interim	Specific Term - Probationary

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bogner, Michael	Arts & Sciences; Social Sciences & Justice Studies	Associate Professor	2,788.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; Overload	Special
Carnot, Mary Jo	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	250.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, PSYC 432 (3 cr hrs; 1 site)	Special
Cavin, Scott	Arts & Sciences; Visual & Performing Arts	Assistant Professor	2,443.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; Overload	Special
Cressy, Charles	Professional & Graduate Studies; Business & Economics	Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, ACTG 430 (3 cr hrs; 2 sites)	Special
Dewitt, Dana	Arts & Sciences; Social Sciences & Justice Studies	Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, CJ 336 (3 cr hrs; 2 sites)	Special
Dickinson, Zane	Arts & Sciences; Language, Literature & Communication Arts	Assistant Professor	300.00 AY	State	01/10/05 - 05/06/05	N/A	Appointment; Rewrite Fee	Special
Doxtator, Brenda	Arts & Sciences; Language, Literature & Communication Arts	Assistant Professor	2,172.00 AY	State	01/10/05 - 05/06/05	0.08	Appointment; Overload	Special
Duron, Robert	Professional & Graduate Studies; Business & Economics	Associate Professor	1,000.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, ACTG 342 (3 cr hrs; 1 site) ACTG 433 (3 cr hrs; 3 sites)	Special
Enos, Karen	Professional & Graduate Studies; Education	Assistant Professor	500.00 AY	State	01/10/05 - 05/06/05	0.07	Appointment; IDL Course, EDUC 322 (2 cr hrs; 3 sites)	Special
Fickel, Monty	Arts & Sciences; Mathematical Sciences	Professor	1,341.00 AY	State	01/10/05 - 05/06/05	0.03	Appointment; Overload	Special
Gardener, Clark	Professional & Graduate Studies; Education	Professor	334.00 AY	State	01/10/05 - 05/06/05	0.07	Appointment; IDL Course, EDUC 321 (2 cr hrs; 2 sites)	Special

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>RANKED FACULTY</b>								
<b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Gaudet, Laura	Professional & Graduate Studies; Counseling, Psychology & Social Work	Associate Professor	250.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, COUN 435/535 (3 crs hrs; 1 site)	Special
Jinkens, Robert	Professional & Graduate Studies; Business & Economics	Assistant Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, ACTG 438 (3 cr hrs; 2 sites)	Special
Lawson, Randy	Arts & Sciences; Physical & Life Sciences	Professor	1,500.00 AY	Grant	12/01/04 - 12/31/04	N/A	Appointment; Grant Administration	Special
Leesch, Lisette	Arts & Sciences; Social Sciences & Justice Studies	Associate Professor	250.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, CJ 430 (3 cr hrs; 1 site)	Special
Limbach, Barbara	Professional & Graduate Studies; Business & Economics	Professor	250.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, BE 331 (3 cr hrs; 1 site)	Special
Lopez Laval, Hilda	Arts & Sciences; Language, Literature & Communication Arts	Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, HUM 336/SPAN337 (3 cr hrs; 2 sites)	Special
Margetts, James	Arts & Sciences; Visual & Performing Arts	Assistant Professor	1,295.00 AY	State	01/10/05 - 05/06/05	0.06	Appointment; Overload	Special
Marshall, Peggy	Professional & Graduate Studies; Education	Instructor	750.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, EDUC 232 (3 cr hrs; 3 sites)	Special
Miller, Ronald	Arts & Sciences; Social Sciences & Justice Studies	Associate Professor	1,801.00 AY	State	01/10/05 - 05/06/05	0.06	Appointment; Overload	Special
Moody, Yvonne	Professional & Graduate Studies; Applied Sciences	Associate Professor	2,322.00 AY	State	01/10/05 - 05/06/05	0.07	Appointment; Overload	Special
Moody, Yvonne	Professional & Graduate Studies; Applied Sciences	Associate Professor	57,790.00 AY <1,561.89>/mo	State	01/10/05 - 01/14/05	1.00	Appointment; Salary Adjustment, Leave Without Pay	Special

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Nealeigh, Norma	Professional & Graduate Studies; Applied Sciences	Professor	3,143.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; Overload	Special
Nobiling, Tracy	Arts & Sciences; Social Sciences & Justice Studies	Assistant Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, CJ 431 (3 cr hrs; 2 sites)	Special
Petersen, Ann	Professional & Graduate Studies; Education	Assistant Professor	2,319.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; Overload	Special
Petersen, Ann	Professional & Graduate Studies; Education	Assistant Professor	250.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, READ 533 (3 cr hrs; 1 site)	Special
Ritzen, Scott	Professional & Graduate Studies; Health, Physical Education & Recreation	Professor	3,197.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; Overload	Special
Schaefer, Sandy	Arts & Sciences; Visual & Performing Arts	Associate Professor	3,630.00 AY	State	01/10/05 - 05/06/05	0.13	Appointment; Overload	Special
Schaeffer, Susan	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	2,158.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; Overload	Special
Schaeffer, Susan	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, PSYC 431 (3 cr hrs; 2 sites)	Special
Squier, Chuck	Professional & Graduate Studies; Education	Visiting Lecturer	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, SPED 337 (3 cr hrs; 1 site) & SPED 438/538 (3 cr hrs; 1 site)	Special
Squier, Cindy	Professional & Graduate Studies; Education	Instructor	334.00 AY	State	01/10/05 - 05/06/05	0.13	Appointment; IDL Course, SPED 335 (4 cr hrs, 1 site)	Special
Stevens, Wes	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	1,380.00 AY	State	01/10/05 - 05/06/05	0.05	Appointment; Overload	Special

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>RANKED FACULTY</b>								
<b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Stewart, Deborah	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	1,500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, SW 335 (3 cr hrs; 2 sites), SW 231 (3 cr hrs; 3 sites) & SW 333 (3 cr hrs; 1 site)	Special
Swanke, Thomas	Professional & Graduate Studies; Business & Economics	Assistant Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, FIN 631 (3 cr hrs; 1 site) & FIN 432/532 (3 cr hrs; 1 site)	Special
Winkle, Carola	Arts & Sciences; Visual & Performing Arts	Instructor	63.33 AY	State	12/14/2004	0.07	Appointment; Course Challenge	Special
Wright, James	Professional & Graduate Studies; Business & Economics	Professor	500.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment; IDL Course, BA 241 (3 cr hrs; 2 sites)	Special
Younglove, Georgia	Professional & Graduate Studies; Applied Sciences	Associate Professor	3,568.00 AY	State	01/10/05 - 05/06/05	0.13	Appointment; Overload	Special

<b>NON-RANKED FACULTY</b>								
<b>(PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bains, Jaskaran	Health, Physical Education & Recreation; Graduate Assistant	N/A	2,350.00 AY	State	01/10/05 - 05/06/05	0.25	Appointment	Special - Part-Time
Batten, Makiba	Health, Physical Education & Recreation; Graduate Assistant	N/A	2,350.00 AY	State	01/10/05 - 05/06/05	0.25	Appointment	Special - Part-Time
Beutler, Marian	Arts & Sciences; Visual & Performing Arts	N/A	4,725.00 AY	State	01/10/05 - 05/06/05	0.23	Appointment	Special - Part-Time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>NON-RANKED FACULTY</b>								
<b>(PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Counce, Sharilee	Extended Campus Programs	N/A	3,600.00 AY	State	01/10/05 - 05/06/05	0.20	Appointment	Special - Part-Time
Davis, Lydia	Professional & Graduate Studies; Business & Economics	N/A	4,050.00 AY	State	01/10/05 - 05/06/05	0.20	Appointment	Special - Part-Time
Dolezal, Dennis	Institutional Research; Graduate Assistant	N/A	2,350.00 AY	State	01/10/05 - 05/06/05	0.25	Appointment	Special - Part-Time
Franey, Angel	Arts & Sciences; Physical & Life Sciences	N/A	1,350.00 AY	State	01/10/05 - 05/06/05	0.07	Appointment	Special - Part-Time
Graves, Dorset	Arts & Sciences; Language, Literature & Communication Arts	N/A	4,050.00 AY	State	01/10/05 - 05/06/05	0.20	Appointment	Special - Part-Time
Haug, Vance	Arts & Sciences; Social Sciences & Justice Studies	N/A	2,025.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment	Special - Part-Time
Henkel, Janey	Extended Campus Programs	N/A	1,800.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment	Special - Part-Time
Hinesley, Gail	Professional & Graduate Studies; Counseling, Psychology & Social Work	N/A	8,100.00 AY	State	01/10/05 - 05/06/05	0.40	Appointment	Special - Part-Time
Hoffman, William	Professional & Graduate Studies; Health, Physical Education & Recreation	N/A	3,375.00 AY	State	01/10/05 - 05/06/05	0.17	Appointment	Special - Part-Time
Keller, Kristy	Extended Campus Programs	N/A	1,200.00 AY	State	01/10/05 - 05/06/05	0.07	Appointment	Special - Part-Time
Kenne, Beverly	Extended Campus Programs	N/A	1,800.00 AY	State	01/11/05 - 05/05/05	0.10	Appointment	Special - Part-Time
Lange, Freida	Extended Campus Programs	N/A	1,800.00 AY	State	01/11/05 - 04/16/05	0.10	Appointment	Special - Part-Time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Littrell, Tammi	Arts & Sciences; Social Sciences & Justice Studies	N/A	4,050.00 AY	State	01/10/05 - 05/06/05	0.20	Appointment	Special - Part-Time
Martin, Norm	Arts & Sciences; Visual & Performing Arts	N/A	3,598.00 AY	State	01/10/05 - 05/06/05	0.18	Appointment	Special - Part-Time
Neuharth, Marvin	Professional & Graduate Studies; Counseling, Psychology & Social Work	N/A	6,075.00 AY	State	01/10/05 - 05/06/05	0.30	Appointment	Special - Part-Time
Ruleaux, Don	Arts & Sciences; Visual & Performing Arts	N/A	4,050.00 AY	State	01/10/05 - 05/06/05	0.20	Appointment	Special - Part-Time
Sharps, Nancy	Arts & Sciences; Visual & Performing Arts	N/A	2,025.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment	Special - Part-Time
Swanson, Kathi	Professional & Graduate Studies; Business & Economics	N/A	2,025.00 AY	State	01/10/05 - 05/06/05	0.10	Appointment	Special - Part-Time



**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Chadron State College**

**MEETING DATE: April 7-8, 2005**

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Burke, Melissa	Applied Sciences; Office Assistant I	N/A	1,016.92 MO	State	08/22/03 - 02/04/05	0.75	Resigned	Non-Probationary
Caswell, John Jr.	Physical Facilities; Custodian	N/A	1,487.92 MO <137.34>/mo	State	01/17/05 - 01/18/05	1.00	Appointment; Salary Adjustment, Leave Without Pay	Non-Probationary
Cleveland, William	Administration & Finance; Security Officer I	N/A	1,444.00 MO	Revenue Bond	2/7/2005	1.00	New Appointment	Probationary
O'Donnell, Audrey	Physical Facilities; Custodian	N/A	1,369.17 MO 8.40/mo	State	12/14/04 - 12/16/04	1.00	Appointment; Salary Adjustment, Additional Duties	Non-Probationary
O'Donnell, Audrey	Physical Facilities; Custodian	N/A	1,369.17 MO <84.93>/mo	State	12/02/04 - 12/03/04	1.00	Appointment; Salary Adjustment, Leave Without Pay	Non-Probationary
Schlickbernd, Joseph	Physical Facilities; Custodian	N/A	1,342.00 MO <119.15>/mo	State	12/02/04 - 12/03/04	1.00	Appointment; Salary Adjustment, Leave Without Pay	Probationary

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Peru State College**

**MEETING DATE: April 7, 2005**

<b>RANKED FACULTY</b> (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: <b>Tenured --</b> <b>Specific Term --</b> * Non-Tenure Track * Probationary Tenure Track <b>Special --</b> * Interim * Temporary * Grant/Federally Funded
Crook, Sara	Coordinator of History Day	Professor	\$750	State	01/10/05-05/06/05	N/A	Stipend, Additional Duties	Special
Grotrian, Judy	Coordinator, High School Business Contest	Associate Professor	\$750	State	01/10/05-05/06/05	N/A	Stipend, Additional Duties	Special
Hinrichs, Paul	School of Arts and Sciences	Assistant Professor	\$1,200	State	01/10/05-05/06/05	N/A	On-line Course Development, MATH 120	Special
Kunkel, Ellie	School of Education	Assistant Professor	\$750	State	01/10/05-05/06/05	N/A	Stipend-Chair, Physical Education	Special
Batterson, Bruce	HLC Self-Study Coordinator	Associate Professor	\$1,500	State	01-10/05-05/06/05	N/A	Stipend, Additional Duties	Special
Zost, Gregory	School of Education/ Graduate Studies	Assistant Professor	\$36,500	State	08/19/05-05/06/06	1 AY	Appointment	Specific, Probationary Tenure Track

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: <b>Specific Term</b> <b>Special --</b> * Interim * Temporary * Grant/Federally Funded
Clifton, Delyn	Coordinator of Computer Services	N/A	\$47,500 pro-rated	State	02/01/05	1 FY	Departmental Reorganization	Specific

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Peru State College**

**MEETING DATE: April 7, 2005**

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: <b>Specific Term</b> <b>Special --</b> * Interim * Temporary * Grant/Federally Funded
Brettmann, Jennifer	Interim Residence Halls Director/ Conferencing Assist.	N/A	\$900	State	01/0/05- 05/07/05	N/A	Stipend, Additional Duties	Special
Hopp, Julie	Assistant to Vice President for Administration/ Finance	N/A	Return to \$32,725 rate	State	03/01/05	1 FY	End of Special Assignment as Interim Facilities Director	N/A

<b>NON-RANKED FACULTY</b> (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: <b>Special --</b> * Part-Time
Albert, Alan	School of Education/ Graduate Studies	N/A	\$50/student/ cr.hr. to 10; \$34/student/ cr.hr. over 10 students	State	01/10/05- 03/04/05; 03/14/05- 05/06/05; 01/10/05- 03/04/05	.27 AY	PE 101 49X, PSYC 250 49Y, PSYC 255 49W	Special, Part-time
Angle, Thomas	School of Arts and Sciences	N/A	\$50/student/ cr.hr. to 10; \$34/student/ cr.hr. over 10 students	State	01/10/05- 05/06/05	.10 AY	HIST 202 49A	Special, Part-time
Beilke, Vicki	School of Arts and Sciences	N/A	\$1,500 to 10; \$80/student for less than 10	State	01/10/05- 05/06/05	.20 AY	CMS 101 70L BUS 232 70L	Special, Part-time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Peru State College**

**MEETING DATE: April 7, 2005**

<b>NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: <b>Special -- * Part-Time</b>
Berve, Thomas	School of Education/ Graduate Studies	N/A	\$180/ student to 12; \$2,130 total if 13 or more enroll	State	01/24/05- 05/02/05	.10 AY	INS 590 56A	Special, Part-time
Bose, Renee	School of Education/ Graduate Studies	N/A	\$60/student/ cr.hr. to 13 students; \$710/cr.hr. for 13 or more	State	04/28/05- 04/29/05	.03 AY	EDUC 590 51A	Special, Part-time
Cromer, Mark	School of Professional Studies	N/A	\$150/ student to 10; \$102/ student above 10	State	03/14/05- 05/06/05	.10 AY	BUS 301 49W	Special, Part-time
Crosby, Sharon	School of Arts and Sciences	N/A	\$30/student	State	01/10/05- 05/06/05	.10 AY	ENG 101 46L	Special, Part-time
Eichenberger, Robert	School of Arts and Sciences	N/A	\$50/student	State	01/10/05- 05/06/05	.17 AY	CHEM 101 47L	Special, Part-time
Feldmann, Ann	School of Arts and Sciences	N/A	\$1,200	State	01/10/05- 05/06/05	.10 AY	Develop on-line course ENG 329	Special, Part-time
Grotrian, Kathie	School of Education/ Graduate Studies	N/A	\$1,500	State	01/10/05- 05/06/05	.10 AY	EDUC 401 00A	Special, Part-time
Gundlach, Sheryl	School of Arts and Sciences	N/A	\$30/student	State	01/10/05- 05/06/05	.10 AY	ENG 101 48L	Special, Part-time
Haflett, Lorrie	School of Professional Studies	N/A	\$150/ student to 10; \$102/ student above 10	State	01/10/05- 03/04/05	.10 AY	BUS 332 49X	Special, Part-time
Havel, Angela	School of Arts and Sciences	N/A	\$150/ student to 10; \$102/ student above 10	State	01/10/05- 05/06/05	.10 AY	ENG 202 49A	Special, Part-time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Peru State College**

**MEETING DATE: April 7, 2005**

<b>NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: <b>Special -- * Part-Time</b>
Kernes, Mary Beth	School of Arts and Sciences	N/A	\$30/student	State	01/10/05-05/06/05	.10 AY	HIST 202 48M	Special, Part-time
Knippelmeyer, Sheri	School of Professional Studies	N/A	\$150/ student to 10; \$102/ student above 10	State	01/10/05-03/04/05	.10 AY	BUS 381 49V	Special, Part-time
Knopik, Margareta	School of Professional Studies	N/A	\$150/ student to 10; \$102/ student above 10	State	01/10/05-03/04/05	.10 AY	BUS 328 49Y	Special, Part-time
Langstraat, Rick	School of Professional Studies	N/A	\$1,500	State	03/14/05-05/05/05	.10 AY	BUS 339 02A	Special, Part-time
Laughlin, Eileen	School of Education/ Graduate Studies	N/A	\$1,500	State	01/10/05-03/04/05; 03/14/05-05/06/05	.20 AY	EDUC 326 03A EDUC 327 02A	Special, Part-time
Maunu, Chris	School of Arts and Sciences	N/A	\$2,000	State	01/10/05-05/06/05	.13 AY	MUSIC 120,220, 320, 420 00A	Special, Part-time
Mitchell, Carol	School of Education/ Graduate Studies	N/A	\$50/student to 10; \$34/student above 10	State	01/10/05-01/28/05	.03 AY	INS 500 45A	Special, Part-time
Moellering, Stephen	School of Arts and Sciences	N/A	\$2,165	State	01/10/05-05/06/05	.14 AY	MUSIC 120,220,320,420 00E	Special, Part-time
Schmit, Angela	School of Arts and Sciences	N/A	\$50/student	State	01/10/05-05/06/05	.17 AY	MATH 225 58L	Special, Part-time
Seiffert, Mark	School of Arts and Sciences	N/A	\$150/ student to 10; \$102/ student above 10	State	05/16/05-07/08/05	.10 AY	SPCH 154 49A	Special, Part-time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Peru State College**

**MEETING DATE: April 7, 2005**

<b>NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: <b>Special -- * Part-Time</b>
Seiffert, Mark	School of Arts and Sciences	N/A	\$150/ student to 10; \$102/ student above 10	State	01/10/05- 05/06/05	.10 AY	SPCH 154 49A	Special, Part-time
Seiffert, Mark	School of Arts and Sciences	N/A	\$1,200	State	01/10/05- 05/06/05	.10 AY	Develop on-line course, SPCH 154	Special, Part-time
Shellenberger, Carl	School of Arts and Sciences	N/A	\$1,200	State	01/10/05- 05/06/05	.10 AY	Develop on-line course, PHYSICS 101	Special, Part-time
West, Robert	School of Arts and Sciences	N/A	\$1,500 to 10 students; \$80/student for less than 10 students	State	01/10/05- 05/06/05	.10 AY	HIST 114 58L	Special, Part-time
Williams, Peggy	School of Arts and Sciences	N/A	\$1,500 to 10 students; \$80/student for less than 10 student	State	01/10/05- 05/06/05	.20 AY	ENG 202 70L SOC 201 70L	Special, Part-time
Winter, Vance	School of Education/ Graduate Studies	N/A	\$3,500	State	01/10/05- 05/06/05	.23 AY	PE 101 00B; PE 309 00A; PE 433 00A	Special, Part-time
Bennett, Shelby	School of Education/ Graduate Studies	N/A	\$2,125	State	01/10/05- 05/06/05	.19 AY	Student Teaching Supervision	Special, Part-time
Cornelius, Kim	School of Education/ Graduate Studies	N/A	\$400	State	01/10/05- 05/06/05	.03 AY	Student Teaching Supervision	Special, Part-time
Fethkenher, Larry	School of Education/ Graduate Studies	N/A	\$3,050	State	01/10/05- 05/06/05	.26 AY	Student Teaching Supervision	Special, Part-time
Figgs, Irwin	School of Education/ Graduate Studies	N/A	\$800	State	01/10/05- 05/06/05	.07 AY	Student Teaching Supervision	Special, Part-time
Gorman, Chuck	School of Education/ Graduate Studies	N/A	\$1,225	State	01/10/05- 05/06/05	.11 AY	Student Teaching Supervision	Special, Part-time
Guile, Debby	School of Education/ Graduate Studies	N/A	\$400	State	01/10/05- 05/06/05	.03 AY	Student Teaching Supervision	Special, Part-time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Peru State College**

**MEETING DATE: April 7, 2005**

<b>NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: <b>Special -- * Part-Time</b>
Hambrick, Janet	School of Education/ Graduate Studies	N/A	\$400	State	01/10/05- 05/06/05	.03 AY	Student Teaching Supervision	Special, Part-time
Hammond, Roger	School of Education/ Graduate Studies	N/A	\$400	State	01/10/05- 05/06/05	.03 AY	Student Teaching Supervision	Special, Part-time
Hutton, Ken	School of Education/ Graduate Studies	N/A	\$1,800	State	01/10/05- 05/06/05	.15 AY	Student Teaching Supervision	Special, Part-time
Johnson, Larry	School of Education/ Graduate Studies	N/A	\$400	State	01/10/05- 05/06/05	.03 AY	Student Teaching Supervision	Special, Part-time
Lucky, Rosemary	School of Education/ Graduate Studies	N/A	\$1,200	State	01/10/05- 05/06/05	.10 AY	Student Teaching Supervision	Special, Part-time
Meyer, Della	School of Education/ Graduate Studies	N/A	\$1,800	State	01/10/05- 05/06/05	.15 AY	Student Teaching Supervision	Special, Part-time
Ongert, Gregory	School of Education/ Graduate Studies	N/A	\$3,075	State	01/10/05- 05/06/05	.26 AY	Student Teaching Supervision	Special, Part-time
Rice, Celia	School of Education/ Graduate Studies	N/A	\$800	State	01/10/05- 05/06/05	.07 AY	Student Teaching Supervision	Special, Part-time
Rice, Robert	School of Education/ Graduate Studies	N/A	\$1,300	State	01/10/05- 05/06/05	.11 AY	Student Teaching Supervision	Special, Part-time
Simpson, Ivan	School of Education/ Graduate Studies	N/A	\$1,000	State	01/10/05- 05/06/05	.09 AY	Student Teaching Supervision	Special, Part-time
Thompson, Gary	School of Education/ Graduate Studies	N/A	\$2,500	State	01/10/05- 05/06/05	.21 AY	Student Teaching Supervision	Special, Part-time
Witt, Roger	School of Education/ Graduate Studies	N/A	\$800	State	01/10/05- 05/06/05	.07 AY	Student Teaching Supervision	Special, Part-time

<b>RANKED FACULTY (SUMMER SESSION/OVERLOAD APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: <b>Special</b>
Hinrichs, Paul	School of Arts and Sciences	Assistant Professor	\$3,462	State	05/16/05- 07/08/05	.10 AY	Math 120	Special
Hnida, John	School of Arts and Sciences	Associate Professor	\$4,657	State	06/06/05- 06/23/05	.13 AY	BIOI 130 00A, 00B	Special

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Peru State College**

**MEETING DATE: April 7, 2005**

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: <b>Special --</b> * Part-Time
Pugh, Matt	Acornmail Training	N/A	\$330	State	01/10/05-05/06/05	N/A	Stipend	Special, Part-time

<b>UNIONIZED SUPPORT STAFF</b> (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: <b>Special --</b> * Probationary (6 months) <b>Specific Term --</b> * Non-Probationary
Allgood, Angela	Office Assistant II	N/A	\$1,554	State	01/03/05	1 FY	Appointment	Special, Probationary
Jondle, Marnita	Office Assistant II	N/A	\$1,554	State	03/01/05	1 FY	Appointment	Special, Probationary
Irons, Linda	Accounting Clerk II	N/A	\$1,554	State	03/01/05	1 FY	Appointment, replaces Wendy McClellan	Special, Probationary



**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Wayne State College**

**MEETING DATE: April 8, 2005**

<b>RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Blaire-Esteves, Heidi	Sociology, Psychology and Criminal Justice	Interim Instructor	\$32,163.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
DeBoer, Buffany	Life Sciences	Interim Instructor	\$32,163.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Garden, Randa	Communication Arts	Interim Instructor	\$29,050.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Gazda, Frank	Music	Interim Assistant Professor	\$34,238.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Hamada, Yahia	Physical Sciences and Mathematics	Assistant Professor	\$41,163.00	State	1/14/05	1.0	Termination	Specific, Probationary Tenure-Track
Herling, Lourdes	Computer Technology and Information Systems	Interim Instructor	\$28,848.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Irlmeier, Joni	Educational Foundations and Leadership	Interim Instructor	\$29,631.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Marek, Michael	Communication Arts	Instructor (Assistant Professor if doctorate is completed and verified by 8/31/05)	\$39,000.00 (\$41,500.00 if doctorate is completed and verified by 8/31/05)	State	8/18/05	1.0	New Appointment, replaces Mark Higgins	Specific, Probationary Tenure-Track
Novotny, Jason	Technology and Applied Sciences	Interim Instructor	\$32,163.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Schumacher, Ruth	Educational Foundations and Leadership	Interim Instructor	\$29,569.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Szycycys, Patricia	Life Sciences	Assistant Professor	\$39,000.00	State	8/18/05 – 5/10/06	1.0	New Appointment, replaces Barbara Hayford	Specific, Probationary Tenure-Track
Snyder, David George Sam	Physical Sciences and Mathematics	Interim Assistant Professor	\$35,275.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim
Stalp, Joyce	Educational Foundations and Leadership	Interim Instructor	\$29,569.00	State	8/18/05 – 5/10/06	1.0	Interim Appointment, continuing	Special, Interim

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR****COLLEGE: Wayne State College****MEETING DATE: April 8, 2005**

<b>UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)</b>								
<b>Name</b>	<b>Title/Assignment</b>	<b>Rank</b>	<b>Salary</b>	<b>Funding Source</b>	<b>Period of Employment</b>	<b>FTE</b>	<b>Reason for Action</b>	<b>Type of Appointment</b>
Cordes, Michael	Assistant Football Coach	N/A	\$30,000.00	State	1/22/05	1.0	New Appointment; replaces Robert Majeski	Special, Probationary
Denklau, Sue	Interim Office Manager – Athletics	N/A	\$32,000.00	State	3/14/05	1.0	Interim Position/ Interim Appointment	Special, Interim
Pick, Karla	Payroll and Benefits Manager	N/A	\$34,741.00	State	3/11/05	1.0	Resignation	Specific, Non-Probationary
Pick, Karla	Accountant	N/A	\$35,412.00	State	3/14/05	1.0	New Appointment, New Position	Special, Probationary
Young, Kaye	Accountant	N/A	\$31,800.00	State	3/14/05	1.0	New Position	Special, Probationary

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR****COLLEGE: Wayne State College****MEETING DATE: April 8, 2005**

<b>NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)</b>								
<b>Name</b>	<b>Title/Assignment</b>	<b>Rank</b>	<b>Salary</b>	<b>Funding Source</b>	<b>Period of Employment</b>	<b>FTE</b>	<b>Reason for Action</b>	<b>Type of Appointment</b>
Schoh, Eric	Athletic Director	N/A	\$70,000.00 + up to \$8,175.00 moving expenses	State	8/1/04 – 6/30/05	1.0	New Hire, Replaces Todd Barry (previously reported on 9/17/04 Report, moving expenses increased)	Special, Probationary
Wriedt, Jeannine	Interim Director of STRIDE	N/A	\$40,000.00 (prorated)	Grant	1/10/05	1.0	Interim Appointment, replaces Phyllis Spethman	Special, Interim/Grant

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR****COLLEGE: Wayne State College****MEETING DATE: April 8, 2005**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Agoumba, Darius	Physical Sciences and Mathematics	Assistant Professor	\$1,031.00	State	1/10/05 – 5/11/05	.03	Appointment, overload	Special
Bonds, Christopher	Professor	Professor	\$510.00	State	2/21/05 – 3/18/05	n/a	Appointment, overload (during Dr. Jay O'Leary's recovery from surgery)	Special
Elliott, Steve	Art and Design	Assistant Professor	\$775.00	State	1/10/05 – 5/11/05	.03	Appointment (Previously reported on 2/10/05 report as \$969.00)	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$2,085.00	State	1/10/05 – 5/11/05	.06	Appointment, overload	Special
Peitz, David	Physical Sciences and Mathematics	Associate Professor	\$1,350.00	State	1/10/05 – 5/11/05	.03	Appointment, overload	Special
Worner, Tamara	Mathematics and Science Partnership (SCORES)/ Nebraska Department of Education	Associate Professor	\$4,545.00	Grant	2/1/05 – 6/30/05	n/a	Appointment, overload (Grant)	Special

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Wayne State College**

**MEETING DATE: April 8, 2005**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Blomenkamp, Boyd	Educational Foundations and Leadership	Part-time	\$1,250.00	State	1/10/05 – 5/11/05	.07	Appointment, previously reported on 2/10/05 report as \$625.00	Special, part-time
Brenn, Matthew	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Brummond, Kimberly	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Burnham, Nell	Educational Foundations and Leadership	Part-time	\$2,500.00	State	1/10/05 – 5/11/05	.13	Appointment, previously reported on 2/10/05 report as \$2,813.00	Special, part-time
Carson, Tammy	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Dahlman, Sheila	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Dinsmore II, Steven	Life Sciences/Physical Sciences and Mathematics	Part-time	\$4,581.00	State	1/10/05 – 5/11/05	.24	Appointment, previously reported on 2/10/05 report as \$3,750.00	Special, part-time
Dorcey, Jean	Counseling and Special Education	Part-time	\$1,875.00	State	1/10/05 – 5/11/05	.10	Appointment	Special, part-time
Finney, Patricia	Continuing Education	Part-time	\$625.00	State	1/10/05 – 3/4/05	.03	Appointment, EDU 396-W0	Special, part-time
Haisch, Lynette	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Hansen, Joan	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Headlee, Marilyn	Educational Foundations and Leadership	Part-time	\$4,063.00	State	1/10/05 – 5/11/05	.22	Appointment, previously reported on 2/10/05 report as \$3,125.00	Special, part-time
Knotwell, Denise	Educational Foundations and Leadership	Part-time	\$1,200.00	State	1/10/05 – 5/11/05	.10	Appointment	Special, part-time
Leighton, Donavon	Educational Foundations and Leadership	Part-time	\$3,438.00	State	1/10/05 – 5/11/05	.18	Appointment, previously reported on 2/10/05 report as \$3,125.00	Special, part-time
Leu, Barb	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Wayne State College**

**MEETING DATE: April 8, 2005**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lichty, Patricia	Educational Foundations and Leadership	Part-time	\$1,875.00	State	1/10/05 – 5/11/05	.10	Appointment	Special, part-time
Little, Tami	Continuing Education	Part-time	\$500.00	State	2/5/05 – 3/4/05	.03	Appointment, EDU 568-W3	Special, part-time
Little, Tami	Continuing Education	Part-time	\$500.00	State	2/5/05 – 3/4/05	.03	Appointment, EDU 568-W4	Special, part-time
Little, Tami	Continuing Education	Part-time	\$600.00	State	2/5/05 – 3/4/05	.03	Appointment, EDU 568-W5	Special, part-time
Little, Tami	Continuing Education	Part-time	\$400.00	State	3/5/05 – 4/1/05	.03	Appointment, EDU 568-W6	Special, part-time
Little, Tami	Continuing Education	Part-time	\$300.00	State	3/5/05 – 4/1/05	.03	Appointment, EDU 568-W7	Special, part-time
Little, Tami	Continuing Education	Part-time	\$644.00	State	3/5/05 – 4/1/05	.03	Appointment EDU 568-W8	Special, part-time
Luellen, Diane	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Lutt, Peggy	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Magnuson, Grant	Continuing Education	Part-time	\$1,600.00	State	1/24/05 – 5/2/05	.10	Appointment, ITE 496/596-80	Special, part-time
Martin, Ogden	Continuing Education	Part-time	\$900.00	State	1/10/05 – 5/2/05	.10	Appointment, EDU 568-83	Special, part-time
Meyer, Lorie	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
O'Leary, Jane	Music	Part-time	\$625.00	State	2/21/05 – 3/18/05	n/a	Appointment (during Dr. Jay O'Leary's recovery from surgery)	Special, part-time
Paige, James	Life Sciences/Physical Sciences and Mathematics	Part-time	\$2,240.00	State	1/10/05 – 5/11/05	n/a	Appointment	Special, part-time
Rahn, Kelli	Continuing Education	Part-time	\$1,374.00	State	1/18/05 – 3/29/05	.07	Appointment, EDU 627-W1	Special, part-time
Ruskamp, Lori	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Schultz, Shelly	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Stading, Catherine	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR****COLLEGE: Wayne State College****MEETING DATE: April 8, 2005**

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Strate, Debra	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Suehl, Cheryl	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Tremblay, Joel	Health, Human Performance and Sport	Part-time	\$3,125.00	State	1/10/05 – 5/11/05	.17	Appointment, previously reported on 2/10/05 report as \$2,500.00	Special, part-time
Tusha, Mary	Educational Foundations and Leadership	Part-time	\$2,188.00	State	1/10/05 – 5/11/05	.12	Appointment, previously reported on 2/10/05 report as \$1,875.00	Special, part-time
Wells, Diane	Educational Foundations and Leadership	Part-time	\$313.00	State	1/10/05 – 5/11/05	.02	Appointment	Special, part-time
Widner, Jennifer	Educational Foundations and Leadership	Part-time	\$1,875.00	State	1/10/05 – 5/11/05	.10	Appointment	Special, part-time

**REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**

**COLLEGE: Wayne State College**

**MEETING DATE: April 8, 2005**

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ash, Lois	Interim Office Assistant II	N/A	\$1,650.00/mo.	State	2/4/05	1.0	Interim appointment	Interim
Fleer, Sharon	Interim Accounting Clerk III	N/A	\$2,282.49/mo.	State	3/14/05	1.0	Temporary increase in responsibilities	Interim
Hintz, John	Interim Maintenance Repair Worker IV	N/A	\$2,696.23/mo.	State	1/24/05	1.0	Temporary increase in responsibilities	Interim
Hirschman, Dawn	Interim Office Assistant III	N/A	\$1,918.82/mo.	State	1/27/05	1.0	Temporary appointment, replacing Linda Teach	Interim
Hoffman, Lisa	Interim Office Assistant III	N/A	\$1,886.23/mo.	State	10/6/05 – 1/3/05	1.0	Temporary increase in responsibilities	Interim
Kastrup, Tama	Office Assistant II	N/A	\$1,883.68/mo.	State	2/4/05	1.0	Resignation from STRIDE Office	Non-probationary
Kastrup, Tama	Office Assistant II	N/A	\$1,883.68/mo.	State	2/7/05	1.0	New Appointment, replaces Ann Milliken	Non-probationary
Kielty, John M.	Maintenance Repair Worker IV	N/A	\$3,053.00/mo.	State	3/14/05	1.0	New Appointment, Replaces Lynn (Chic) Jeffrey	Probationary
Monahan, Pamela	Interim Accounting Clerk III	N/A	\$1,862.74/mo	State	3/14/05	1.0	Temporary increase in responsibilities	Interim
Schmitz, Cynthia	Custodian	N/A	\$1,502.37/mo.	State	1/24/05	1.0	Resignation	Non-probationary
Schmitz, Cynthia	Custodial Leader	N/A	\$1,714.37/mo.	State	1/25/05	1.0	New Appointment, replaces Charles McCoy	Non-probationary
Sherman, Stacie	Custodian	N/A	\$1,396.00/mo.	State	2/21/05	1.0	New Appointment, replaces Cynthia Schmitz	Probationary
Teach, Linda	Interim Office Assistant IV	N/A	\$2,253.15/mo.	State	1/27/05	1.0	Temporary appointment, replacing Sherrie Meehan	Interim
Young, Kaye	Accounting Clerk III	N/A	\$1,813.56/mo.	State	3/11/05	1.0	Resignation	Non-probationary



**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**ACTION:      Authorize Executive Director to Approve and Sign Food Service Contracts  
                 for Each of the State Colleges**

---

Proposals from food service providers have been received at the colleges in response to the bidding process. Campus committees and staff are still in the process of evaluating the complex proposals. When final decisions are made, it is necessary to have contracts signed and to execute any transitions that result from this process in the weeks following graduation and before summer sessions begin. The System Office and the Council of Presidents recommend that the Board authorize the Executive Director to review and sign final contracts when the colleges are ready to finalize the Agreements and inform the Board of the successful bidders at the June meeting.

## Fiscal and Facilities Committee

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**ACTION: Approve the 2005-06 bookstore contracts submitted by Chadron, Peru and Wayne State Colleges as follows:**

<b>Chadron</b>	<b>NEBRASKA BOOK COMPANY</b>
<b>Peru</b>	<b>PERU STATE ADVANCEMENT, INC.</b>
<b>Wayne</b>	<b>NEBRASKA BOOK COMPANY</b>

---

Chadron, Peru and Wayne have submitted recommendations on the bookstore contracts for their campuses for 2005-06.

The vendor recommendations are as follows:

Nebraska Book signed a lease and operating agreement with Chadron State College effective July 1, 2003 through June 30, 2008 to operate a bookstore consisting of approximately 2,900 square feet located in the Campus Student Center. The annual commission on gross sales is 8%, to be paid on a monthly basis. Chadron State recommends continuance of the bookstore contract with Nebraska Book for the 2005-06 academic year.

Peru recommends that the lease and operating agreement with PERU STATE ADVANCEMENT, INC. for the operation of the bookstore be renewed for a one-year period with a monthly rental rate of \$200. The PSAI group contracts with College Bookstores of America and that contract term is July 10, 2000 to July 9, 2005, with two additional years possible if both parties are satisfied. The commission is 6% of net revenue on sales from \$0 to \$500,000; 7% from \$500,000 to \$700,000; 8% of net sales from \$700,000 to \$900,000 and 9% on sales over \$900,000.

Wayne recommends that the contract with NEBRASKA BOOK COMPANY for the operation of the bookstore continue. This is the third year of the contract with Nebraska Book Company which was for an initial three-year term with an option to renew for three additional one-year periods, subject to mutual agreement. Wayne State will reserve the right to terminate the contract for any reason with 90 days notice. Cancellation may occur with 30 days notice for failure to perform. For the right to operate the bookstore, Nebraska Book Company will return to the college a commission of 8% of net sales.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**ACTION:      Approve a Cash Fund Adjustment of \$49,680 for Peru State College**

---

As a result of the LB1 bond funding for the Library/ARC project, it was not necessary for PSC to use \$49,680 of cash funds that had been designated for the Library/ARC project. The System Office and the college recommend that PSC's cash fund appropriation be increased for the current year so that the funds can be utilized to supplement the Administration Building remodel that is currently in progress.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**ACTION: Approval to Grant a Waiver of the 5-Year Waiting Period Requirement in Board Policy 8020 and Name the Science Building Addition at Peru State College**

---

Board Policy #8020 provides for the naming of State College facilities. According to Section 8 of the policy, "if a State College wishes to name a section of a facility, such as a room or an open area within a facility...the proposed name shall come to the Board as a recommendation of the College President". Pursuant to this policy, Peru State College asks the Board to approve a waiver of the 5-year waiting period requirement and proposes to name the science building addition for a state senator and his wife who have spent most of their careers supporting Peru State College in many outstanding ways.

The naming request is in recognition of significant service to the college. The naming opportunity brings honor not only to the donors, but also to Peru State College and the State College System. Peru State College requests approval of this naming opportunity and recommends that the names remain confidential, pending arrangement of a press opportunity at the college.

Any questions will be answered during the Executive Session.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

**ACTION:      Approve Design Development on Carhart ADA Tower at Wayne State  
                 College**

---

At its February meeting, the Board heard a presentation from Clark Enersen Partners on the design development of the WSC Carhart ADA Tower addition. The budget for the project is \$1,950,000, with 85% of the funding coming from the Building Renewal Task Force and a 15% match from capital improvement fees. The plan is for competitive bidding in the second quarter of 2005 and project completion in the first quarter of 2006.

The design development document was accepted, allowing time for review and input by Board members, System Office, and state analysts. Comments through the review process have been favorable. Therefore, the System Office and WSC recommend that the Board approve the design development and allow this project to move ahead.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**ACTION:      Approve Design Development on WSC Commons at Wayne State College**

---

The design development concepts for the WSC Commons/Street Improvements Project were presented at the February Board meeting. The multi-phased project, budgeted at \$5,106,155, is proposed to be funded from a variety of sources, including revenue bond for the parking lot portion (22.3%); State General Fund for the street improvements (30.3%); Foundation/private funds for the Commons improvements (45.9%); and operating cash for planning (1.5%). The project is to be phased to maintain adequate parking and vehicular access throughout the campus during implementation. The phasing plan also allows for implementation as stand-alone projects so that progress can be made over several years as funding becomes available.

The Board accepted the document, pending review by interested parties. No issues have arisen as the result of the review process. Therefore, the System Office and WSC recommend that the Board approve the design development. The funding proposal for the revenue bond portion of the project is pending before the Coordinating Commission and must then be approved by the Legislature. When approvals are secured, WSC will be able to begin the parking lot portion of the project.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**ACTION:      Approve the Resolutions Authorizing the Colleges to Spend Revenue Bond Surplus Funds for Contingency Maintenance Projects at Their Colleges**

---

Chadron, Peru and Wayne have submitted lists of projects for their revenue bond facilities along with financial information related to the status of their revenue bond programs.

The data has been reviewed by System Office staff, in consultation with Bill Beavers, the NSCS revenue bond financial management consultant. The requests are appropriate uses of funds, and financial projections indicate adequate support for the programs and planned improvements.

**CHADRON STATE COLLEGE  
CHADRON, NE**

**RESOLUTION TO WITHDRAW FUNDS**

WHEREAS, Section 5.2 of Article V of the Master Resolution adopted by the Board of Trustees of the Nebraska State Colleges June 11, 2002 requires the Board to operate revenue bond facilities in an efficient, sound and economical manner and as a revenue producing enterprise, maintaining, preserving, and keeping the facilities in good repair, working order, and condition, and from time to time promptly making all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, and,

WHEREAS, Section 3.7(2) of Article III of the Master Resolution states that the Board may expend funds from the Surplus Fund for purposes of making "any extraordinary acquisitions, repairs, renewals, replacements, renovations, equippings and furnishings to the Facilities," and,

WHEREAS, certain repairs, remodeling and furnishings are required in the revenue bond facilities at Chadron State College in order to maintain the maximum use and occupancy of the facilities, and,

WHEREAS, there is on deposit with Wells Fargo Nebraska, N.A. Lincoln, Nebraska, Trustee, and the short-term investment pool of the State of Nebraska, as of February 28, 2005, \$3,175,521 in the Surplus Fund, therefore,

BE IT RESOLVED that the Board of Trustees of the Nebraska State Colleges, in compliance of the Master Resolution, does approve and hereby directs Wells Fargo Nebraska, N.A. Lincoln, Nebraska to pay appropriate orders out of the Series 2002 Surplus Fund for the following:

1. Andrews Hall	Bathroom Renovations	110,000
2. Kent Hall	Bathroom Repairs	10,000
3. Student Center	Repairs/ Maint	10,000
4. Student Center	Specialty Equipment	30,000
5. Revenue Bond Bldgs	Replace Misc Room Furnishings	40,000
<b>TOTAL - Not-to-Exceed -</b>		<b>\$200,000</b>

C E R T I F I C A T E

I, the undersigned, Stan Carpenter, being duly appointed Executive Director of the Board of Trustees of the Nebraska State Colleges, hereby certify that the foregoing Resolution was adopted in a regularly called meeting of April 8, 2005.

IN WITNESS WHEREOF, I have hereunto affixed my signature this 8th day of April 2005.

\_\_\_\_\_  
Stan Carpenter



**PERU STATE COLLEGE  
PERU, NE**

**RESOLUTION TO WITHDRAW FUNDS**

WHEREAS, Section 5.2 of Article V of the Master Resolution adopted by the Board of Trustees of the Nebraska State Colleges June 11, 2002 requires the Board to operate revenue bond facilities in an efficient, sound and economical manner and as a revenue producing enterprise, maintaining, preserving, and keeping the facilities in good repair, working order, and condition, and from time to time promptly making all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, and,

WHEREAS, Section 3.7(2) of Article III of the Master Resolution states that the Board may expend funds from the Surplus Fund for purposes of making "any extraordinary acquisitions, repairs, renewals, replacements, renovations, equippings and furnishings to the Facilities," and,

WHEREAS, certain repairs, remodeling and furnishings are required in the revenue bond facilities at Peru State College in order to maintain the maximum use and occupancy of the facilities, and,

WHEREAS, there is on deposit with Wells Fargo Nebraska, N.A. Lincoln, Nebraska, Trustee, and the short-term investment pool of the State of Nebraska, as of February 28, 2005, \$3,175,521 in the Surplus Fund, therefore,

BE IT RESOLVED that the Board of Trustees of the Nebraska State Colleges, in compliance of the Master Resolution, does approve and hereby directs Wells Fargo Nebraska, N.A. Lincoln, Nebraska to pay appropriate orders out of the Series 2002 Surplus Fund for the following:

1. Campuswide	Annual Inspections & Maint of Smoke Detectors, Fire Exting, Alarm System	4,500
2. Residence Halls, Student Center	Repair/Replace Steam, Hot Water, Soft Equip	30,000
3. Residence Halls, Student Center	HVAC Repairs & Maint	9,000
4. Residence Halls, Student Center	Repair Roofs, Eaves & Gutter Systems	5,000
5. Residence Halls, Student Center	Repair & Replace Furnishings	100,000
6. Student Center	Replace Food Service Equipment	15,000

**TOTAL - Not-to-Exceed - \$163,500**

C E R T I F I C A T E

I, the undersigned, Stan Carpenter, being duly appointed Executive Director of the Board of Trustees of the Nebraska State Colleges, hereby certify that the foregoing Resolution was adopted in a regularly called meeting of April 8, 2005.

IN WITNESS WHEREOF, I have hereunto affixed my signature this 8th day of April 2005.

\_\_\_\_\_  
Stan Carpenter

**WAYNE STATE COLLEGE  
WAYNE, NE**

**RESOLUTION TO WITHDRAW FUNDS**

WHEREAS, Section 5.2 of Article V of the Master Resolution adopted by the Board of Trustees of the Nebraska State Colleges June 11, 2002 requires the Board to operate revenue bond facilities in an efficient, sound and economical manner and as a revenue producing enterprise, maintaining, preserving, and keeping the facilities in good repair, working order, and condition, and from time to time promptly making all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, and,

WHEREAS, Section 3.7(2) of Article III of the Master Resolution states that the Board may expend funds from the Surplus Fund for purposes of making "any extraordinary acquisitions, repairs, renewals, replacements, renovations, equippings and furnishings to the Facilities," and,

WHEREAS, certain repairs, remodeling and furnishings are required in the revenue bond facilities at Wayne State College in order to maintain the maximum use and occupancy of the facilities, and,

WHEREAS, there is on deposit with Wells Fargo Nebraska, N.A. Lincoln, Nebraska, Trustee, and the short-term investment pool of the State of Nebraska, as of February 28, 2005, \$3,175,521 in the Surplus Fund, therefore,

BE IT RESOLVED that the Board of Trustees of the Nebraska State Colleges, in compliance of the Master Resolution, does approve and hereby directs Wells Fargo Nebraska, N.A. Lincoln, Nebraska to pay appropriate orders out of the Series 2002 Surplus Fund for the following:

1. Commons/Parking Lots	Improvements	365,000
2. Berry Hall	Replace Water Softener	15,000
3. Student Center	Replace Food Service Equipment	10,000
4. Student Center	Ext Metal Clean & Repaint	10,000
5. Bowen Hall	Replace Water Lines, Shower Valves	163,000
<b>TOTAL - Not-to-Exceed -</b>		<b>\$563,000</b>

C E R T I F I C A T E

I, the undersigned, Stan Carpenter, being duly appointed Executive Director of the Board of Trustees of the Nebraska State Colleges, hereby certify that the foregoing Resolution was adopted in a regularly called meeting of April 8, 2005.

IN WITNESS WHEREOF, I have hereunto affixed my signature this 8th day of April 2005.

\_\_\_\_\_  
Stan Carpenter

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

**ACTION: Approve the following grant applications and awards as submitted by the colleges:**

Chadron Application

- Development of Wetland Education Workshop and Website for a Site on the Red River near Shreveport, Louisiana (Red River Watershed Management Institute: Louisiana State University-Shreveport) -- \$27,496

Chadron Award

- Enhancing Achievement and Enrollment of Latino and Native American Undergraduates at Chadron State College (U.S. Department of Education) -- \$29,744

Wayne Application

- College Assistance Migrant Program (CAMP) (U.S. Department of Education) -- \$1,534,972

---

Board policy 6024 requires that grant applications and awards, which exceed \$25,000, or have as part of the agreement the obligation to accept fiscal responsibility in future years, or require maintenance of effort shall be approved by the Board. Information on grant applications and awards exceeding \$25,000 is found on the following page(s).

## 4.8.-2

## NOTICE OF INTENT TO APPLY FOR OR TO ACCEPT AWARDS FOR FINANCIAL ASSISTANCE

College: Chadron State College		Date: 1/31/05
Notice of Intent	Application: X	Accept Award:
Name of Program: Development of Wetland Education Workshop and Website for a site on the Red River near Shreveport, Louisiana		
Funding Source: Red River Watershed Management Institute: Louisiana State University-Shreveport		
Amount Requested: \$27,496	Amount Awarded:	Funding Period: 2/1/05-1/31/06
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): CSC office and operations support.		
Is <b>State Maintenance of Effort</b> required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No:
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award: CSC and the National Wetland Research Center purpose to develop materials for a study site on the Red River near Shreveport. This will include the collection of background information, the identification of wetland materials including appropriate aerial photography, maps, and other airborne science images, the enhancement of the existing WETMAAP website by developing the basic format for identified materials, and the facilitation of two workshops. Materials will be provided for a third workshop facilitated by WETMAAP trainees and will be monitored by members of the WETMAAP Team. The Red River Watershed Management Institute will continue using the materials and offer additional workshops facilitated by the WETMAAP trained educators.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Catherine Lockwood		
Administrator responsible for approving the application: President Thomas L. Krepel		

**NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF FEDERAL FINANCIAL ASSISTANCE.**

College: Chadron State College		Date: 2/23/05
Notice of Intent	Application:	Accept Award: X
Name of Program: Enhancing achievement and enrollment of Latino and Native American undergraduates at Chadron State College		
Funding Source: US Department of Education		
Amount Requested:	Amount Awarded: \$29,744	Original Funding Period: 10/1/04 – 9/30/05
Closing Date for Application Submission: N/A		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: June 10, 2004 & September, 2004
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes: <input type="checkbox"/> No: X
Will this grant require <b>State Matching Funds</b> ?		Yes: <input type="checkbox"/> No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?		Yes: XX No:
If yes, describe briefly: 50% salary for project director; travel; office space; supplies and publications; campus sponsored events; website development; professional memberships.		
Is <b>State Maintenance of Effort</b> required?		Yes: <input type="checkbox"/> No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: <input type="checkbox"/> No: X
How many FTE positions will the grant fund?		FTE: .5
How many of these are new positions?		New FTE: .5
Briefly describe the purpose(s) of this application/award: CSC task groups will identify institutional strategies to increase enrollment of Latino and Native American students. Furthermore, grant activities will reveal pedagogical methodologies to facilitate Latino and Native American educational achievement. Ultimately, the goal of this planning grant is to draft and to submit a successful Title III Comprehensive development plan application in March, 2005.		
Is this grant a continuation of a previous/existing grant?		Yes: X No:
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences: The grant period has been extended from the original deadline of September 30, 2005, to September 30, 2006.		
Has this grant application been previously denied?		Yes: <input type="checkbox"/> No: X
If yes, please state the reason: However, different versions of the application were denied funding.		
Person responsible for the preparation of the application: William E. Roweton		
Administrator responsible for approving the application: President Thomas L. Krepel		

4.8.-4

**NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF FEDERAL FINANCIAL ASSISTANCE**

College: Wayne State College		Date: April 8, 2005
Notice of Intent	Application: X	Accept Award:
Name of Program: College Assistance Migrant Program (CAMP)		
Funding Source: U.S. Department of Education		
Amount Requested: \$1,534,972	Amount Awarded:	Funding Period: 07/05-07/10
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the Colleges use?		Yes: X    No:
Will this grant require <b>State Matching Funds</b> ?		Yes:    No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?		Yes:    No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> required?		Yes:    No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: X    No:
How many FTE positions will the grant fund?		FTE: 4.40
How many of these are new positions?		New FTE: 4.40
Briefly describe the purpose(s) of this application/award: This proposal requests funding over a five year period for the salaries and benefits of a 1.00 FTE program director, assistant program director, and office assistant as well as four part-time site coordinators and some summer session staff to advance educational opportunities for migrant and seasonal farm worker families. It includes funds for office supplies, equipment, and travel expenses for the staff and cultural activities, supplies, and training stipends for the student participants as well as contractual services. The CAMP program will include advising, counseling, tutoring, social/cultural interaction, academic monitoring/intervention, career guidance, leadership opportunities, service learning, a "Shadowing" program, and an "Educational Outreach" program for twenty-five children of migrant or seasonal farmworkers yearly to successfully complete their first year of college and further prepare them to successfully complete a baccalaureate degree.		
Is this grant a continuation of a previous/existing grant?		Yes:    No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:    No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Frank Adams, Professor, Educational Foundations and Leadership Department		
Administrator responsible for approving the application: Carolyn Murphy, Administration & Finance		

**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

**ACTION:      Approve the Acceptance and Retrieval of LB 309 Allocations**

The following items are submitted by the colleges for Board approval.

**Wayne**

1.      Acceptance of \$13,600.00 for replacement of north entry canopies on Rice Auditorium.
 

Allocation Date/Amount	2/28/05	\$13,600.00
College Contribution Amount		<u>2,400.00</u>
Estimated Project Cost		\$16,000.00
  
2.      Acceptance of \$5,000.00 for condensate pump unit replacement materials in Carhart Science.
 

Allocation Date/Amount	2/28/05	\$5,000.00
College Contribution Amount		<u>Labor</u>
Estimated Project Cost		\$5,000.00

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

**ACTION: Approve the Following Contract Submitted by Chadron State College:**

Chadron Contract

- Heat Plant (equipment modernization) – \$118,702

Board policies 7016 and 8065 require that the following types of contracts and change orders be submitted to the Board for approval.

**CONTRACTS** -- a) construction contracts or land purchases amounting to \$50,000 or more; b) architect/engineer fees exceeding \$40,000; and c) consultant contracts exceeding \$25,000).

<b>College: Chadron State College</b>		<b>Meeting Date: April 7-8, 2005</b>
Location on Campus:	Heat Plant	
Contracted Work:	Equipment Modernization	
Contract Amount:	\$118,702	
Fund Source:	LB 1100 Set Aside Funds/Cash	
Contractor:	Hurst Boiler and Welding Company	



**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

**ACTION:                    Approve Audit Contracts**

---

In 2004, the NSCS issued a request for proposals for audit services to perform the revenue bond audit for the colleges. The successful bidder was KPMG LLP. The 2004 audit cost was \$20,300. KPMG has submitted an offer to extend the contract at a cost of \$21,000, an increase of 3.4%. The estimate is within reason, and the System Office recommends that the Board approve the extension of the contract with KPMG.

As part of the on-going discussion over accomplishing an annual operating audit, the System Office sought an estimate from KPMG to perform the Facilities Corporation audit. The estimate submitted is \$6,500. The last Facilities Corp. independent audit was performed in 2002 at a cost of \$5,700. In the two subsequent years, the Facilities Corp. audit was simply folded into the work done by the Auditor of Public Accounts. To facilitate getting our audit accomplished for the year ending June 30, 2005 with the least amount of complication, the System Office recommends that we accept the proposal from KPMG for the Facilities Corp. audit.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

**ACTION: Authorize the Following Reallocations of Contingency Maintenance Funds for Peru and Wayne State College:**

**PERU STATE COLLEGE**

From Resolution '04	\$ 3,500.00	Residence Hall Repairs to Roofs, Eaves, & Gutter System
To Resolution '04	\$ 3,500.00	Emergency Exit Battery Replacement
From Resolution '04	\$ 246.78	Resident Hall Repair/Replacement of Steam, Hot Water & Softener Equipment
To Resolution '04	\$ 246.78	Residence Hall Repair and Replacement of Furnishings
From Resolution '04	\$ 2,000.00	Residence Hall HVAC Repair and Maintenance
To Resolution '04	\$ 2,000.00	Residence Hall Repair and Replacement of Furnishings
From Resolution '04	\$ 1,500.00	Residence Hall Repairs to Roofs, Eaves, & Gutter System
To Resolution '04	\$ 1,500.00	Residence Hall Repair and Replacement of Furnishings
TOTAL	\$ 7,246.78	

**WAYNE STATE COLLEGE**

From Resolution '02	\$100,000.00	Residence Hall Fire Alarm Upgrades
From Resolution '03	\$ 12,000.00	Pile Hall Exterior Door Replacement
From Resolution '03	\$ 35,000.00	Recreation Center Air Conditioner Repairs
To Resolution '04	\$ 52,000.00	Bowen Hall Drains and Pipe Replacement
To Resolution '04	\$ 55,000.00	Berry Hall Carpet, Ceiling Tiles and Lighting
To Resolution '04	\$ 40,000.00	Athletic Training Renovation Assistance

#### 4.12.-2

The hot water and softener equipment project at Peru State has been completed. The roof repairs planned in the 2004 resolution can be delayed, according to a roof consultant. Some HVAC maintenance will be deferred to the 2005-06 resolution so that higher priority projects may be completed at this time. Peru has requested the reallocation of contingency maintenance funds for other uses as identified above.

Wayne State College has been able to complete more than originally anticipated within the 2003 Bond Construction Fund. Bids received on most projects came in well below preliminary estimates. Remaining funds should allow the College to complete the last two residence hall fire alarm upgrades that were listed in the bond documents as alternates for funding if adequate funding remained after completing the budgeted projects. In addition, the Pile Hall door replacement was completed within the scope of the Pile Hall window project in the 2003 Bond Construction Fund. The Recreation Center air conditioning repairs are not a high priority compared to other needed projects, and the College would like to defer this project.

WSC recently had an engineering analysis done on the condensate lines, the domestic water pipes, and the shower valves in Bowen Hall. The replacement and upgrading of these piping systems has been determined to be a critical need. Funding earmarked in the 2003 resolution is not adequate to complete the work. The reallocation of \$52,000 from the projects noted above will allow the College to continue planning and begin work on this project in May of this year. Additional funding will be included on the 2005 resolution to adequately complete the Bowen Hall project.

In addition, \$55,000 of reallocated funds would be directed to the Berry Hall carpeting and ceiling tile project. Existing hallway carpeting had to be abated due to the presence of asbestos, and the entire project cost will be significantly higher than anticipated. This funding will also allow additional areas of needed carpeting to be taken care of.

Finally, the remaining reallocated amount would provide \$40,000 to assist with the Athletic Training renovation in the Recreation Center. This funding would be used to assist with core electrical and HVAC needs to renovate the existing dance studio into an Athletic Training/Physical Rehab facility. This funding would be pending approval of the overall concept for this facility.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

**ACTION: Approve Return of Unused Capital Improvement Fee (CIF) Dollars (\$46,955.72) from Administration Building HVAC Project at Chadron State College to CIF Pool for Future Reallocation**

---

The Administration Building HVAC project at Chadron State College has reached final completion. CIF fund balance for this project is currently \$46,955.72.

Chadron State College respectfully requests those funds to be returned to the CIF pool for future reallocation.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**ACTION: Authorize Executive Director to Sign a Construction Contract for the Following Three Projects in Bowen Hall at Wayne State College:**

- **Replace Condensate Pipes**
- **Replace Domestic Water Lines**
- **Replace Shower Valves**

---

The College has identified the Bowen Hall mechanical project noted as a critical priority. Funding is requested for the project through a contingency maintenance reallocation and the new resolution. The project is in design, and arrangements have been made to make Bowen Hall available as soon as school is out in May to begin the project. In order to begin the project as soon as students have moved out and complete in a timely manner to minimize disruption to students, the College requests that the Board of Trustees authorize the Executive Director to approve the construction contract prior to the June, 2005 Board meeting. The estimated cost for the three projects is \$275,000.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

**ACTION: Authorize the Executive Director to Approve a Contract for an Athletic Training Facility and a Construction Contract to Renovate a Portion of the Natatorium at Wayne State College**

---

Wayne State College is exploring an opportunity to create a Sports Rehabilitation Facility on campus. This would be done through a partnership and lease agreement with an alumnus who has strong ties to Wayne State and also to the WSC athletic training program.

The Facility is proposed as a center of excellence in sports rehabilitation. It would maintain and provide care and prevention of athletic injuries for all WSC student athletes. Additionally, it would enhance the care of the WSC students involved with club sports and intramurals and would provide for community involvement through outreach using the athletic trainers on staff in area high schools. All services currently provided to student athletes would be maintained and/or enhanced.

The contractor is working closely with the local hospital to consider possible partnerships and referral options. Services of the Facility would also be available to the region, through the ability to bill health insurance and/or medicare for services outside of the general scope of athletic training for our students.

The Facility would also provide and greatly enhance athletic training and rehabilitation services to WSC student athletes and other students as well. It would also be an excellent recruiting tool and a model for higher education institutions.

The Facility would provide a significant service to students who reside in residence halls and participate in food service programs. The strength of the revenue bond programs align directly with the College's ability to recruit and retain students by providing excellent services in addition to the quality education they receive.

Having this facility and staffing in place may have implications for including a greater emphasis on athletic training in the academic offerings at Wayne State College. Finally, the region will benefit by the provision of outreach and services to area high schools and others.

The plan includes the renovation of 4,000 square feet in the Natatorium/Rec Facility complex that is currently used as a dance/aerobics area. Alternative locations are being considered for the dance and aerobics programs. This location will provide easy access for all athletic, club sport, and intramural activities. The location is ADA accessible. All renovations would be provided through the partnership with the exception of some college support for the mechanical/electrical improvements. The NSCS bond attorney and bond advisors have

#### 4.15.-2

indicated that this proposal does not violate any of the bond covenants and should enhance the revenue bond program.

Staffing, equipment, and supplies would be provided through the partnership agreement.

Staffing levels will be determined by the contractor leasing the space, but would include a director, athletic trainers, physical therapist, interns, and office support. Student interns working in the facility would be completing internships related to Athletic Training programs.

#### CONTRACT

The contract would be a lease to the contractor and include provisions of facilities, staffing, equipment, supplies and services as noted above. The proposed lease would have a term of five to seven years with an option to renew for another five to seven years in the base contract.

The value of the services to be applied to the lease can be determined based on the actual cost of renovations, and the costs of staffing and operations on an annual basis for the portion of the services provided related directly to Wayne State students.

The College revenue bond program will provide utilities and general maintenance and facilities upkeep as part of the Agreement. WSC will also provide access to existing laundry facilities and allow use of the swimming pool for rehabilitation activities. The Facility will be responsible for upkeep and replacement on all equipment and supplies.

The contract will contain a provision for a cancellation right on either party; however, if the College chooses to cancel within the first five to seven years, a prorated portion of the facilities improvements will be repaid to the contractor.

The final terms of the contract are still pending some negotiation with the hospital and further review of the renovation plans. It will be necessary to move ahead quickly to get the renovation accomplished and have the facility in place in time for fall sports. WSC requests that the Board authorize the Executive Director to review and, if satisfied, approve a contract for the facility and, if necessary, approve a construction contract to allow the renovation of the space to move ahead, with information coming to the Board in June.

**Academic and Personnel Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

2004-05 Non-resident Scholars Reports

---

The intent of the Non-resident Scholars Program is to:

- enrich the cultural diversity of the student population of each college;
- increase the number of high academic ability students attending the NSC institutions; and to
- increase dormitory occupancy and facility utilization at each college; and

In order to participate, non-resident students are required to meet certain academic standards. Entering freshmen have to rank in the upper fourth of their high school class, have a 3.25 cumulative GPA on a 4.0 scale, or have achieved a score of 25 on the ACT. Transfer students are required to have a 3.0 cumulative GPA for all previous college work or meet the standards required of nonresident freshmen students. To continue in the program, students are required to maintain a cumulative 3.0 GPA. The Chadron State Non-resident Scholars Program was implemented during the 1988-89 academic year, while the Peru State and Wayne State programs were initiated in 1990-91.



## 5.1.-2

## 2004-05 Non-Resident Scholar Participants

Fall 2004

		Chadron	Peru	Wayne	Total
Total # of Out-of State Students		347	247	475	1069
# Non-Resident Scholars		315	103	169	585
Participants		91%	42%	36%	55%
States of Origin	AK	1	0	0	1
	AR	0	1	0	1
	AZ	1	1	0	2
	CA	1	1	3	5
	CO	50	1	1	52
	FL	1	0	0	1
	GA	0	1	0	1
	IA	0	36	133	169
	ID	1	0	0	1
	IL	3	1	1	5
	KS	3	19	1	23
	MA	1	0	0	1
	MN	1	1	2	4
	MO	1	26	2	29
	ND	1	0	1	2
	NV	0	2	0	2
	OH	0	0	1	1
	OK	0	1	1	2
	OR	1	0	0	1
	SD	100	1	18	119
	TX	2	3	0	5
	UT	1	0	2	3
	VA	0	1	0	1
	WA	0	2	0	2
	WY	135	0	3	138
	Other	11	5	0	16

**Academic and Personnel Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**Student Opportunity Award Program Report**

---

The Student Opportunities Scholarship Program offers access to all out-of-state students as well as international students. The following is the criteria for the SOSP:

Freshman:

ACT of **22** or higher  
Rank in the top **half** of class  
Minimum GPA of 3.25

Attached is a summary of students currently enrolled under the SOSP.

At Chadron State, 18.75% of the 32 students receiving the tuition waiver are from states other than those bordering Nebraska. Of the 23 new students enrolled in the SOSP during Fall 2004, 11 were males and 12 were females. Also 43% of the new enrollees are minority, and 91% are living in campus housing.

At Peru State, 20% of the 15 students are participating in the SOSP are from states other than those bordering Nebraska. Of the nine new students enrolled in the program during Fall 2004, four were males and five were females. None of the new students enrolled are minority but all are living in campus housing.

At Wayne State, 13.16% of the 38 students in the SOSP program for the 2004-05 academic year were from states other than those bordering Nebraska. Seventeen males and twenty-one females make up the newly enrolled students during Fall 2004. Of the 38 students enrolled during Fall 2004, 13.16% are minority and 87% are living in campus housing.

5.2.-2

**2004-05 Student Opportunity Award Participants**  
Fall 2004

		Chadron	Peru	Wayne	Total
Total # of Out-of State Students		347	247	475	1069
# Student Opportunity Award Scholars		32	15	38	83
Participants		9%	6%	8%	8%
States of Origin	AZ	0	0	1	1
	CA	0	0	1	1
	CO	5	0	1	6
	FL	0	0	1	1
	IA	0	6	25	31
	IL	0	0	1	1
	KS	0	3	1	4
	LA	1	0	0	1
	MN	0	0	1	1
	MO	0	2	0	2
	NM	1	0	0	1
	NV	2	0	0	2
	SD	10	1	5	16
	TX	2	0	0	2
	VA	0	1	0	1
	WI	0	0	1	1
	WY	11	0	0	11
	Other	0	2	0	2

**CHADRON STATE COLLEGE**  
**Student Opportunity Scholarship Program**  
**Fall 2002-Spring 2005**

	# of Participants	# Living in Dorms	Gender		Ethnicity				Pell Eligibility	
			Males	Females	White	Black	Native Am.	Other	Yes	No
Fall 2002	11	11	7	4	9	2	0	0	1	10
Spring 2003	0	0	0	0	0	0	0	0	0	0
Summer 2003	0	0	0	0	0	0	0	0	0	0
Fall 2003	6	6	1	5	5	0	0	1	0	6
Spring 2004	0	0	0	0	0	0	0	0	0	0
Summer 2004	0	0	0	0	0	0	0	0	0	0
Fall 2004*	23	21	11	12	13	2	0	8	4	19
Spring 2005	0	0	0	0	0	0	0	0	0	0

These numbers represent new students enrolled during each term.

Fall of 02 we enrolled 11 students - 1 transferred to another school after three semesters at CSC - seven continued through the present.

Fall 04 we enrolled 23 new students - 6 withdrew after the first semester.

95% of all students lived on-campus.

We currently have 28 students on the program.

70.0% of students in the program are continuing to pursue their education at Chadron State College;

5 students of the total of 40 students have transferred. 76.8% of the total are continuing their education.

Current Students: Overall we have 75% living in on campus housing - 21.5% are minority - gender breakout is approximately 53.5%/46.5%.

14.3% of current students are Pell Eligible

\*Other count is high during Fall 2004 as two students did not specify ethnic background; not considered in minority percentage

**PERU STATE COLLEGE**  
**Student Opportunity Scholarship Program**  
**Fall 2002-Spring 2005**

	# of Participants	# Living in Dorms	Gender		Ethnicity				Pell Eligibility	
			Males	Females	White	Black	Native Am.	Other	Yes	No
Fall 2002	13	13	8	5	9	0	1	3	3	10
Spring 2003	1	0	0	1	1	0	0	0	1	0
Summer 2003	0	0	0	0	0	0	0	0	0	0
Fall 2003	3	3	2	1	3	0	0	0	1	2
Spring 2004	0	0	0	0	0	0	0	0	0	0
Summer 2004	0	0	0	0	0	0	0	0	0	0
Fall 2004	9	9	4	5	9	0	0	0	2	8
Spring 2005	1	1	0	1	1	0	0	0	0	1

The numbers are cumulative from term to term. We currently have 20 students on the program.

The numbers include undergraduates only.

Fall of 02 we enrolled 13 students - 3 dropped out - 3 transferred to other schools at semester break - seven continued through the present.

Fall 04 we enrolled 9 new students - 1 withdrew after the first semester.

All other students are continuing for a current roster of 20.

85.2% of students in the program are continuing to pursue their education.

Overall we have 96% living in on campus housing - 15% are minority - gender breakout is approximately 50%/50%

25.9% were Pell Eligible

**WAYNE STATE COLLEGE**  
**Student Opportunity Scholarship Program**  
**Fall 2002-Spring 2005**

	# of Participants	# Living in Dorms	Gender		Ethnicity				Pell Eligibility	
			Males	Females	White	Black	Native Am.	Unknown	Yes	No
<b>Fall 2002</b>	1	1	1	0	1	0	0	0	0	1
<b>Spring 2003</b>	2	2	1	1	1	0	0	1	1	1
<b>Summer 2003</b>	0	0	0	0	0	0	0	0	0	0
<b>Fall 2003</b>	35	34	13	22	31	2	1	1	14	21
<b>Spring 2004</b>	33	31	13	20	29	2	1	1	12	21
<b>Summer 2004</b>	4	1	2	2	4	0	0	0	1	3
<b>Fall 2004</b>	38	33	17	21	33	3	0	2	12	26
<b>Spring 2005</b>	34	27	14	20	30	3	0	1	10	24

**Academic and Personnel Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**2005 Board of Trustees Scholarship Report**

---

The Board of Trustees' Scholarship campaign is complete. This year 307 applications were received, which is up from last year. Of the total number of applicants, 94 were for Chadron, 36 for Peru, and 177 for Wayne. The number of scholarships awarded by each college is determined through a formula based on the FTE of the previous fall semester.

All Nebraska students who received ACT scores of 25 or above were mailed letters about the BOT Scholarships. Posters, general information cards, and applications were mailed to high school guidance counselors in each region. Press releases were sent to Nebraska newspapers, radio stations, and high school newspapers.

Once the recipients were selected, press releases were mailed to the *Omaha World Herald* and *Lincoln Journal Star*, as well as the recipients' hometown media. Certificates of scholarship will also be mailed to the high schools for presentation to the student.

**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

Introduction of New Logo

---

The new logo was introduced to the Board at the last meeting in February. The logo was later introduced to the public via the NSCS Newsletter, press releases, and an advertisement in the Omaha World-Herald College Bound special section, Sunday, March 6 (a copy of this advertisement will be distributed at the board meeting).



**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

Unveiling of Visual Display

---

The new visual display was presented to the Board at the last board meeting. An advertisement in the Omaha World-Herald College Bound special section, Sunday, March 6 was the public's first introduction to both the new logo and the visual display. The display will also be part of the new website design.

**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

DVD/CD Update

---

Carnegie sent the video scripts and shot lists in mid-April. Each college representative then met with the president and/or college committees to edit the script and make any necessary revisions. The college representatives are currently choosing the talent for the videos and planning detailed shooting schedules.

Shooting for the videos begins in last April. The schedule is as follows: CSC, April 21-22; PSC, April 25-26; and WSC, April 27-29.

**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

Website Update

---

Work continues on evaluating options for the website. At this time, changes have been made to incorporate the new logo and visual display. We have also included the most recent press releases.

Additional items available in .pdf format on the NSCS website include:

- The Board policy manual has been updated to include the most recent policies
- All Board materials continue to be made available the same day materials are mailed, as required in each of the union Agreements
- Once union contracts have been ratified, each of the Agreements will be made available to the individual groups as required in each of the union Agreements

If you have any questions, please contact Becky Kohrs in the System Office.

**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

NSCS Month Update

---

Last year former Governor Mike Johanns' Office was contacted about proclaiming October 2005 to be Nebraska State College System Month. Due to Governor Johanns' departure we have contacted Governor Heineman's office to determine if this was still possible.

The Governor's staff said a written proclamation should be received in their office prior to August/September and the proclamation would be made. A press conference/announcement could also be scheduled.

**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

NECC/WSC Joint Press Conference Report

---

History was made in higher education in Nebraska, Friday, February 11 with the signing of a Memorandum of Understanding by Northeast Community College of Norfolk President Bill Path, Wayne State College President Richard Collings and NSCS Executive Director Stan Carpenter to build a commuter campus in South Sioux City. Many people attended the press conference, including the South Sioux City Chamber of Commerce and all media from the area.

The Board and the Northeast Community College Board of Governors signed resolutions in early February supporting the partnership. Governor Dave Heineman also sent a letter in support of the partnership, which was read at the press conference. A copy is attached for your review.

**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

Legislative Luncheon Report

---

Twenty-six senators attended the 2005 Legislative Luncheon, which was sponsored by Platte Valley Financial Services, Inc., in Scottsbluff. The event was held for the third year at the Blue Cross Blue Shield Building in the lower level. Each college sent one representative and five Board members attended.

Catered by Tina's Café in Lincoln, the menu was expanded this year to include hot buffet food and dessert. Only a sandwich buffet was served in the past. In order to get the new system logo in front of the senators in a creative way, the dessert consisted of a cake with the logo on top.

All attendees received an eight-page booklet that included the NSCS history, mission statement, core values, recent investments, list of services to Nebraska and colored photos. College viewbooks were also available for the senators.

Executive Director Stan Carpenter and Board Chair Steve Lewis gave brief remarks.

**Enrollment and Marketing Committee**

*Bill Roskens, Chair  
Doug Christensen  
Wendy Alexander*

April 7-8, 2005

---

Student Trustees' Update

---

Each college sent applications for nominees for the 2005-06 Student Trustees' positions. Governor Heineman was presented with a booklet of all applicants' information and chose the three new trustees on May 23.

The new 2005-06 Student Trustees are:

Carla Giger from Chadron State College

Heath Christiansen from Peru State College

Lucas Virgil from Wayne State College

**Academic and Personnel Committee**

*Willa Kosman, Chair*  
*Richard Halbert*  
*Kari Daly*

April 7-8, 2005

---

**2005 Board of Trustees' Scholarship Report**

---

The Board of Trustees' Scholarship campaign is complete. This year 307 applications were received, which is an increase from last year (268). Of the total number of applicants, 94 were for Chadron, 36 for Peru, and 177 for Wayne. The number of scholarships awarded by each college is determined through a formula based on the FTE of the previous fall semester.

All Nebraska students who received ACT scores of 25 or above were mailed letters about the BOT Scholarships. Posters, general information cards, and applications were mailed to high school guidance counselors in each region. Press releases were sent to Nebraska newspapers, radio stations, and high school newspapers.

Once the recipients were selected, press releases were mailed to the *Omaha World Herald* and *Lincoln Journal Star*, as well as the recipients' hometown media. Certificates of scholarship will also be mailed to the high schools for presentation to the student.



**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

**Legislative Budget Recommendations Update**

---

The Legislature's preliminary recommendation was released in February. It includes full funding for salaries, health insurance increase, LB1100 depreciation reserve, utilities, property/liability/other insurance increases, DAS charges, and Worker's Comp increase. In addition, full funding is provided for the new building opening at PSC for the Library/ARC. The deficit request is recommended at \$65,000 to allow assistance for preparation of our audit reports. The main difference between the Legislature's recommendation and the Governor's is that for the items cited, full funding is provided as opposed to the 69% funding provided in the Governor's recommendation.

No funding was provided for inflationary operating increases, and none is recommended for any of the areas of emphasis requests. The recommendation, the best in four years, will allow us to deal with the increases facing the colleges and the system office, except the impact of inflation. Investments to maintain and enhance quality would need to be in addition to the amounts provided.

In regard to our capital construction request, funding to repay the two outstanding Facilities Corporation bond issues is included in both the Legislature's and the Governor's recommendations. There is no additional amount for capital construction. LB 605, which would allow the Facilities Corporation to bond for deferred maintenance projects, is still in committee. In addition to our capital construction request, the NSCS asked for bonding authority to accomplish the top priority capital projects in that bill.

Our hearing before the Appropriations Committee was held on March 14, and LB 605 testimony was given on March 15. The Appropriations Committee now has until about April 28 to go back over requests and refine their recommendations. We have been answering questions and providing further information to our fiscal analyst and are hopeful for a good outcome. Once the final budget bill is approved by the Legislature, the Governor has 5 days (not counting Sunday) to submit any line-item vetoes. If the Legislature chooses to do overrides of vetoes that usually occurs within the next day or two after the bill is returned. We probably won't know the final outcome of the budget until about May 25.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

2005-06 Potential Occupancy and Income

---

Chadron, Peru and Wayne have provided potential occupancy and income reports for Fall 2005 and Spring 2006.

The attached reports provide the estimated occupancy and related income expected at each college, given certain assumptions. This report shows Edna Work off-line due to renovation in the Fall of 2004 and Spring of 2005, but expected to be back on-line in the Fall of 2005. Peru continues to have 36 rooms in Morgan off-line until Phase II of the construction plan can be implemented, and Wayne is back on-line with Neihardt for the full year of 2004-05. Room occupancy rates, based on the market demand for private rooms at the colleges, is running 94% at CSC, 86% at PSC, and 93% at WSC for the fall semester.

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE  
TERM: FALL 2005

REPORT DATE: 03-14-05  
POTENTIAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Fall 2004	Potential Occupancy Fall 2005	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Potential Room Occupancy Fall 2005	Percent Room Occupancy
Residence Hall									
ANDREWS	304	284	184	170	-7.61%	59.86%	147	138	93.88%
BROOKS	110	84	41	35	-14.63%	41.67%	40	25	62.50%
EDNA WING	94	94	45	45	0.00%	47.87%	47	47	100.00%
EDNA WORK	100	100	0	100	0.00%	100.00%	50	50	100.00%
HIGH RISE	400	422	285	250	-12.28%	59.24%	218	210	96.33%
KENT HALL	304	275	256	230	-10.16%	83.64%	147	140	95.24%
<b>SUBTOTALS</b>	<b>1,312</b>	<b>1,259</b>	<b>811</b>	<b>830</b>	<b>2.34%</b>	<b>65.93%</b>	<b>649</b>	<b>610</b>	<b>93.99%</b>

	Apartments Available	Apartments Occupied Fall 2004	Potential Apt. Occupancy Fall 2005	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0	0.00%
SPARKS HALL	12	12	12	0	100.00%
WEST COURT	41	37	37	0	90.24%
<b>SUBTOTALS</b>	<b>0</b>	<b>53</b>	<b>49</b>	<b>0</b>	<b>92.45%</b>
<b>TOTALS</b>	<b>1,312</b>	<b>1,312</b>	<b>860</b>	<b>0</b>	<b>67.00%</b>

**POTENTIAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,312		822-1580	\$905,300	\$801,000	88.48%
Student Apartments N/A						
Family Housing	53		265-420	\$92,500	79,000	85.41%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				\$31,000	31,000	100.00%
Other						
<b>TOTALS</b>				<b>\$1,028,800</b>	<b>\$911,000</b>	<b>88.55%</b>

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE  
TERM: SPRING 2006

REPORT DATE: 03-14-05  
POTENTIAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2005	Potential Occupancy Spring 2006	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Potential Room Occupancy Spring 2006	Percent Room Occupancy
Residence Hall									
ANDREWS	304	284	191	170	-10.99%	59.86%	147	140	95.24%
BROOKS	110	84	30	25	-16.67%	29.76%	40	22	55.00%
EDNA WING	94	94	48	40	-16.67%	42.55%	47	37	78.72%
EDNA WORK	100	100	0	100	0.00%	0.00%	50	50	0.00%
HIGH RISE	400	422	273	240	-12.09%	56.87%	218	211	96.79%
KENT HALL	304	275	173	160	-7.51%	58.18%	147	135	91.84%
<b>SUBTOTALS</b>	<b>1,312</b>	<b>1,259</b>	<b>715</b>	<b>735</b>	<b>2.80%</b>	<b>58.38%</b>	<b>649</b>	<b>595</b>	<b>91.68%</b>

	Apartments Available	Apartments Occupied Spring 2005	Potential Apt. Occupancy Spring 2006	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0	0.00%
SPARKS HALL	12	10	10	0	83.33%
WEST COURT	41	39	39	0	95.12%
<b>SUBTOTALS</b>	<b>0</b>	<b>53</b>	<b>49</b>	<b>0</b>	<b>92.45%</b>
<b>TOTALS</b>	<b>1,312</b>	<b>1,312</b>	<b>764</b>	<b>0</b>	<b>59.76%</b>

**POTENTIAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,312		822-1580	\$905,300	\$780,000	86.16%
Student Apartments N/A						
Family Housing	53		265-420	\$92,500	\$76,000	82.16%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				\$10,000	5,000	50.00%
Other						
<b>TOTALS</b>				<b>\$1,007,800</b>	<b>\$861,000</b>	<b>85.43%</b>

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE  
TERM: FALL 2005

REPORT DATE: APRIL 8, 2005  
POTENTIAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Fall 2004	Potential Occupancy Fall 2005	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Potential Room Occupancy Fall 2005	Percent Room Occupancy
Residence Hall									
ELIZA MORGAN (1)	170	98	75	77	2.67%	78.57%	50	46	92.00%
DELZELL	146	144	100	105	5.00%	72.92%	72	70	97.22%
CLAYBURN/MATHEWS	120	106	97	99	2.06%	93.40%	58	46	79.31%
DAVIDSON/PALMER	116	106	87	90	3.45%	84.91%	58	43	74.14%
NICHOLAS/PATE	24	48	26	30	15.38%	62.50%	14	12	85.71%

SUBTOTALS	576	502	385	401	4.16%	79.88%	252	217	86.11%
-----------	-----	-----	-----	-----	-------	--------	-----	-----	--------

	Apartments Available	Apartments Occupied Fall 2004	Potential Apt. Occupancy Fall 2005	Percent of Change	Percent Occupancy	
Family Housing						
OAK HILL	12	12	12	0	100.00%	
FACULTY	8	8	8	0	100.00%	
SUBTOTALS	0	20	20	0	100.00%	
TOTALS	576	522	405	421	0	80.65%

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Projected Income	Percent of Potential Income
Residence Halls *	552	454	1098-1288	\$547,742	\$471,660	86.11%
Student Apartments	12	28	1680-2205	23,310	42,735	183.33%
Family Housing	24	24	330-478	\$43,632	43,632	100.00%
Faculty Apartments	8	8	360-452	\$14,616	14,616	100.00%
Summer, Guest Housing & Rentals Other						
TOTALS				\$629,300	\$572,643	91.00%

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.

(1) 36 rooms in Morgan remain off-line until Phase II of the construction plan can be implemented.

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE  
TERM: SPRING 2006

REPORT DATE: April 8, 2005  
POTENTIAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2005	Potential Occupancy Spring 2006	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Potential Room Occupancy Spring 2006	Percent Room Occupancy
Residence Hall									
ELIZA MORGAN (1)	170	98	79	82	3.80%	83.67%	50	45	90.00%
DELZELL	146	144	104	105	0.96%	72.92%	72	63	87.50%
CLAYBURN/MATHEWS	120	106	71	73	2.82%	68.87%	58	43	74.14%
DAVIDSON/PALMER	116	106	61	82	34.43%	77.36%	58	43	74.14%
NICHOLAS/PATE	24	48	12	28	133.33%	58.33%	14	9	64.29%

SUBTOTALS	576	502	327	370	13.15%	73.71%	252	203	80.56%
-----------	-----	-----	-----	-----	--------	--------	-----	-----	--------

	Apartments Available	Apartments Occupied Spring 2005	Potential Apt. Occupancy Spring 2006	Percent of Change	Percent Occupancy
Family Housing					
OAK HILL		12	12	0	1
FACULTY		8	8	0	1
SUBTOTALS	0	20	20	0	1
TOTALS	576	522	347	0	1

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	552	454	1098-1288	\$547,742	\$404,562	73.86%
Student Apartments	12	28	1680-2205	23,310	42,735	183.33%
Family Housing	24	24	330-478	\$43,632	43,632	100.00%
Faculty Apartments	8	8	360-452	\$14,616	14,616	100.00%
Summer, Guest Housing & Rentals						
Other						
TOTALS				\$629,300	\$505,545	80.33%

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.

) 36 rooms in Morgan remain off-line until Phase II of the construction plan can be implemented.

**REVENUE BOND FACILITIES  
POTENTIAL OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE  
TERM: FALL, 2005

REPORT DATE: April 8, 2005  
POTENTIAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Fall 2004	Potential Occupancy Fall 2005	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Potential Room Occupancy Fall 2005	Percent Room Occupancy
Residence Hall									
Anderson Hall	165	160	89	90	1.12%	56.25%	66	55	83.33%
Berry Hall	328	310	251	250	-0.40%	80.65%	159	155	97.48%
Bowen Hall	448	436	265	265	0.00%	60.78%	208	175	84.13%
Morey Hall	240	231	193	195	1.04%	84.42%	119	115	96.64%
Neihardt Hall	185	165	140	140	0.00%	84.85%	91	90	98.90%
Pile Hall	150	136	114	115	0.88%	84.56%	72	70	97.22%
Terrace Hall	147	143	118	115	-2.54%	80.42%	74	70	94.59%
<b>SUBTOTALS</b>	<b>1,663</b>	<b>1,581</b>	<b>1,170</b>	<b>1,170</b>	<b>0.00%</b>	<b>74.00%</b>	<b>789</b>	<b>730</b>	<b>92.52%</b>

	Apartments Available	Apartments Occupied Fall 2004	Potential Apt. Occupancy Fall 2005	Percent of Change	Percent Occupancy
Family Housing					

<b>SUBTOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>TOTALS</b>	<b>1,663</b>	<b>1,581</b>	<b>1,170</b>	<b>1,170</b>	<b>0</b>	<b>1</b>

**POTENTIAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,581	\$1040-\$1560	\$1,653,600	\$1,150,000	69.55%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals						
Other				\$15,000	15,000	100.00%
<b>TOTALS</b>				<b>\$1,668,600</b>	<b>\$1,165,000</b>	<b>69.82%</b>

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.

**REVENUE BOND FACILITIES  
POTENTIAL OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE  
TERM: Spring, 2006

REPORT DATE: April 8, 2005  
POTENTIAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occup. as of 2/1 Spring 2005	Potential Occupancy Spring 2006	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Potential Room Occupancy Spring 2006	Percent Room Occupancy
Residence Hall									
Anderson Hall	165	160	81	81	0.00%	50.63%	66	60	90.91%
Berry Hall	328	310	223	223	0.00%	71.94%	159	155	97.48%
Bowen Hall	448	436	232	232	0.00%	53.21%	208	100	48.08%
Morey Hall	240	231	181	181	0.00%	78.35%	119	120	100.84%
Neihardt Hall	185	165	119	119	0.00%	72.12%	91	90	98.90%
Pile Hall	150	136	101	101	0.00%	74.26%	72	70	97.22%
Terrace Hall	147	143	106	106	0.00%	74.13%	74	75	101.35%
<b>SUBTOTALS</b>	<b>1,663</b>	<b>1,581</b>	<b>1,043</b>	<b>1,043</b>	<b>0.00%</b>	<b>65.97%</b>	<b>789</b>	<b>670</b>	<b>84.92%</b>

	Apartments Available	Apartments Occupied Spring 2005	Potential Apt. Occupancy Spring 2006	Percent of Change	Percent Occupancy
Family Housing					

<b>SUBTOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>TOTALS</b>	<b>1,663</b>	<b>1,581</b>	<b>1,043</b>	<b>1,043</b>	<b>0.00%</b>	<b>65.97%</b>

**POTENTIAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,581	\$1040-\$1560	\$1,653,600	\$1,018,400	61.59%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals						
Other				\$55,000	55,000	100.00%
<b>TOTALS</b>				<b>\$1,708,600</b>	<b>\$1,073,400</b>	<b>62.82%</b>

\* Residence Hall rental revenue is less waivers, refunds and receivables. Amounts shown represent actual income collected.



**Fiscal and Facilities Committee**

*Larry Teahon, Chair*  
*Cap Peterson*  
*Norman Small*

April 7-8, 2005

---

**Peru State—Majors Hall Lease Update**

---

In the early 1960's the A. D. Majors building at Peru State College was constructed to provide campus housing for 218 students. In 1971 use of the building as a dormitory was discontinued due to declining enrollments. In 1977 the legislature funded the construction of a physical education facility contiguous to Majors Hall. Included in that funding was \$300,000 to renovate the west half of Majors Hall for a health center and related equipment, and to provide supplemental space for the new athletic facility. Language in the appropriations bill authorized the Board of Trustees to use state funds to lease Majors hall for such usage or to purchase Majors Hall with non-state funds.

Since June 27, 1980, the Board has annually continued to authorize the allocation of nearly \$30,000 of general funds for the rental of the west end of A. D. Majors Hall for the following state-supported functions: a regional health clinic, athletic personnel offices and locker room facilities for the adjacent Al Wheeler Athletic Center.

Peru State College has requested renewal of the A. D. Majors Hall lease agreement for July 1, 2005 through June 30, 2006 at a rate of \$1.13 per square foot for 26,514 square feet (\$29,960.82). In addition the College has requested authorization to use general funds to pay annual utility costs, with the cost not to exceed \$7,423.92.

Board Policy 9002 authorizes the Executive Director to renew lease agreements approved previously by the Board unless substantial revisions are proposed. A copy of the signed lease agreement will be filed with the System Office.

**Fiscal and Facilities Committee**

*Larry Teahon, Chair  
Cap Peterson  
Norman Small*

April 7-8, 2005

---

Grant applications and awards for information only

Chadron Awards

- History of Cuny Table (South Dakota Humanities Council) -- \$600
- Subcontractor (Deborah Stewart) (U.S. Department of Education through University of Florida) -- \$7,044

Wayne Applications

- Wayne State College Football Field Project – Tire-Derived Products/Crumb Rubber Grant (Nebraska Department of Environmental Quality) -- \$8,500
  - Wayne State College Soccer Field Project – Tire-Derived Products/Crumb Rubber Grant (Nebraska Department of Environmental Quality) -- \$14,076
- 

Board policy 6024 requires that grant applications and awards, which exceed \$25,000, or have as part of the Agreement the obligation to accept fiscal responsibility in future years, or require maintenance of effort shall be approved by the Board. Information on grant applications and awards less than \$25,000 are attached for information only.

## 7.4.-2

## NOTICE OF INTENT TO APPLY FOR OR TO ACCEPT AWARDS FOR FINANCIAL ASSISTANCE

College: Chadron State College		Date: 2/23/05
Notice of Intent	Application:	Accept Award: X
Name of Program: History of Cuny Table		
Funding Source: South Dakota Humanities Council		
Amount Requested:	Amount Awarded: \$600	Original Funding Period: 11/01/04-5/31/05
Closing Date for Application Submission: N/A		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?	Yes: XX	No:
If yes, describe briefly: describe: time of CSC humanities scholars; projected salary of print shop professionals; and time of program administrator and CSC comptroller, as fiscal agent.		
Is <b>State Maintenance of Effort</b> required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award:  This media project will involve the editing, final revision, and printing of a 78-page manuscript on the history of Cuny Table, SD. The final product will be a soft-cover booklet ; 300 copies will be printed. The booklet will be advertised and distributed to a wide audience through presentations, mailings, and bookstores.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: XX
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason: However, different versions of the application were denied funding.		
Person responsible for the preparation of the application: Professor Katherine Bahr		
Administrator responsible for approving the application: President Thomas L. Krepel		

## NOTICE OF INTENT TO APPLY FOR OR TO ACCEPT AWARDS FOR FINANCIAL ASSISTANCE

College: Chadron State College		Date: 2/23/05
Notice of Intent	Application:	Accept Award: X
Name of Program: Subcontractor (Deborah Stewart)		
Funding Source: US Department of Education through the Florida State University		
Amount Requested:	Amount Awarded: \$7,044	Original Funding Period: 10/1/04-8/31/05
Closing Date for Application Submission: N/A		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		Yes:      No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly: describe:		
Is <b>State Maintenance of Effort</b> required?		Yes:      No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes:      No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: Professor Stewart is sub-contracted through a FIPSE grant to Florida State University. The grant will make a Master's of Social Work (MSW) degree program available to western Nebraska and to students in other rural areas of the country.  Instructionally, the program will be available part-time and on-line to accommodate schedules. Coursework will be followed with a field practicum, and Professor Stewart will be serving as the field coordinator for both our BSW and Florida State's MSW programs. It will take approximately 2 1/2 years for a student to complete this advanced standing program.  CSC's Social Work program has received added attention from BSW's in this area even before formal news releases have been distributed. Because this is a post-baccalaureate program, only those who have previously graduated from an accredited BSW program are eligible to apply. We are now preparing a press release and sending information out to agencies in the Nebraska Panhandle. Prospective students are currently beginning their application process and taking the GRE. We are planning to have the initial cohort of students ready to begin the program in September of 2005		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason: However, different versions of the application were denied funding.		
Person responsible for the preparation of the application: Professor Deborah Stewart		
Administrator responsible for approving the application: President Thomas L. Krepel		

7.4.-4

**NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF FEDERAL FINANCIAL ASSISTANCE**

College: Wayne State College		Date: April 8, 2005
Notice of Intent	Application: X	Accept Award:
Name of Program: Wayne State College Football Field Project-Tire-Derived Products/Crumb Rubber Grant		
Funding Source: Nebraska Department of Environmental Quality		
Amount Requested: \$8,500	Amount Awarded:	Funding Period: 07/05-07/06
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the Colleges use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	Yes: X	No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): Matching funds may include a combination of state and private funds.		
Will this grant require <b>In-Kind Funds</b> ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-Kind support will include the time commitment of various staff.		
Is <b>State Maintenance of Effort</b> required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0.00	
Briefly describe the purpose(s) of this application/award: This proposal is a request for reimbursement of 50% of the cost of crumb rubber materials from recycled tires to resurface the College football field.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Mr. Michael Barry, Director of Sports and Recreation Facilities and Associate Athletic Director		
Administrator responsible for approving the application: Carolyn Murphy, Vice President for Administration and Finance		

**NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF FEDERAL FINANCIAL ASSISTANCE**

College: Wayne State College		Date: April 8, 2005
Notice of Intent	Application: X	Accept Award:
Name of Program: Wayne State College Soccer Field Project-Tire-Derived Products/Crumb Rubber Grant		
Funding Source: Nebraska Department of Environmental Quality		
Amount Requested: \$14,076	Amount Awarded:	Funding Period: 07/05-07/06
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the Colleges use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	Yes: X	No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): Matching funds may include a combination of state and private funds.		
Will this grant require <b>In-Kind Funds</b> ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-Kind support will include the time commitment of various staff.		
Is <b>State Maintenance of Effort</b> required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0.00	
Briefly describe the purpose(s) of this application/award: This proposal is a request for reimbursement of 50% of the cost of crumb rubber materials from recycled tires to resurface the College soccer field.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Mr. Michael Barry, Director of Sports and Recreation Facilities and Associate Athletic Director		
Administrator responsible for approving the application: Carolyn Murphy, Vice President for Administration and Finance		

## Fiscal and Facilities Committee

Larry Teahon, Chair  
 Cap Peterson  
 Norman Small

April 7-8, 2005

---

### Contracts and Change Orders for information only

---

Board policies 7015 and 8065 require that the colleges report the following contract awards and change orders to the Board as information.

**CONTRACTS** – 1) construction contracts for less than \$100,000; b) architect/engineer fees of less than \$40,000; c) consultant contracts for less than \$25,000; and d) exempt contracts exceeding \$25,000.

<b>Chadron State College</b>	
Location on Campus:	Softball Field
Contracted Work:	Professional Services
Contract Amount:	\$8,615
Fund Source:	Cash
Contractor:	Coe Engineering
Location on Campus:	Softball Field
Contracted Work:	Sewer Line
Contract Amount:	\$11,603.50
Fund Source:	Cash
Contractor:	Buettner Construction

<b>Peru State College</b>	
Location on Campus:	Administration Building
Contracted Work:	Asbestos Removal
Contract Amount:	\$700
Fund Source:	Capital Improvement Fee
Contractor:	McGill Asbestos Abatement Company, Inc.
Location on Campus:	Administration Building
Contracted Work:	Asbestos Removal Monitoring
Contract Amount:	\$450
Fund Source:	Capital Improvement Fee
Contractor:	AMI Environmental
Location on Campus:	Jindra Fine Arts Building
Contracted Work:	Selective Exterior Renovation
Contract Amount:	\$14,550 (supersedes previous proposal)
Fund Source:	LB 309
Contractor:	Jackson Jackson & Associates

<b>Wayne State College</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center – Frey Conference Suite Repair tracks for wall petitions \$6,975 Contingency Maintenance/Revenue Bond Allied Construction Services, Inc., Papillion, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Field investigation/solutions for domestic water piping & condensate lines \$1,600 Revenue Bond/Contingency Maintenance Leo A Daly, Omaha, NE

**CHANGE ORDERS** – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are less than \$20,000.

<b>Chadron State College</b>	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Edna Work Hall/Wing Renovation #9 backfill, elevator infills, replaced flooring \$10,587 Fees/Cash Fuller Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Edna Work Hall/Wing Renovation #10 additional soffits, fin tube covers, chases and coffers \$8,833 Fees/Cash Fuller Construction

<b>Peru State College</b>	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Administration Building #1 change to ¾" underlayment rated tongue and grove plywood flooring \$5,330 LB 1100 Lueder Construction Co.
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Al Wheeler Activity Center #2 flashing extender at the rake condition and the high eave condition \$3,213 LB 309 Vincent Roofing Inc.

<b>Wayne State College</b>	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Brandenburg Education #4 Improvements to roof insulation \$1,825 LB 309/Capital Improvement Fee Otte Construction, Wayne NE



- Executive Director Report –  
April 2005

1. CSC Presidential Search

The CSC Presidential search is moving ahead as planned. The search committee is scheduled to meet on March 28 to begin the winnowing process. To date, we have 63 applications which include 33 new applicants and 30 folks from the first pool who asked to have their materials considered again.

2. Appropriations Committee Testimony including LB515 and LB605

Our testimony before the Appropriations Committee went well. In the five minutes we had we thanked the committee for its support of higher education generally and the NSCS specifically. It is clear from the preliminary budget proposal that the committee has made higher education a priority for funding this year and the NSCS was treated very well. Of course, it remains to be seen what the final outcome will be, but I think we are in a good position.

We did discuss with the committee the issue of our need to have an annual audit. The senators listened closely and were very interested in our quandary. In essence I asked the committee to appropriate funds so that a private auditing firm could be hired to perform our audit. In the alternative, I asked the committee to provide funds to the Auditor of Public Accounts (APA) with a directive to conduct an audit of the NSCS.

The APA's position is that the NSCS is legally prohibited from seeking an audit even if the APA declines to audit the NSCS annually. Thus, if the APA is correct, without an infusion of new funds, the APA may decline to perform an annual audit and the NSCS is prohibited from contracting on its own to have an annual audit performed by a private firm. I do not believe this interpretation will prevail.

In addition to our operating appropriation testimony, we also testified on LB 515—the bill we had introduced by Senator Don Pederson to increase the college's revolving funds, held in local banks, from \$25,000 to \$50,000. Finally we also testified on LB 605—“daughter of LB 1100” and put forth the NSCS's capital construction priorities.

The appropriations bill must be reported out on the 70<sup>th</sup> day of the legislative session, which is April 28. At that time, we will know just where we stand with the appropriations committee recommendation. Of course, the Governor just may have something to say about the bill as well. We will keep you informed.

3. Greetings from Board at Commencements

As is our custom, we need to ask Board members to represent the Board and System at college graduations this spring. Graduations are set for Saturday, May 7 at Chadron, Peru and Wayne.

## 8.1.-2

### 4. Recognition of Out-Going Student Trustees and In-Coming Student Trustees (if present)

I want to thank our student trustees, Kari Daly, Wendy Alexander, and Norman Small for their hard work and dedication. The NSCS has been blessed with terrific student trustees in the past and this year was no exception.

### 5. Nominating Committee Appointment

The Chair of the Board will appoint a nominating committee to nominate Board officers for the coming year. The committee will make its report to the Board at the June meeting.

CHADRON STATE COLLEGE  
- President's Report –  
April 2005

**National Council for Accreditation of Teacher Education**

Since 1929, Chadron State College has been accredited by the National Council for Accreditation of Teacher Education (NCATE) or its precursors (American Association of Teachers Colleges and American Association for Colleges of Teacher Education). NCATE is recognized by the U.S. Department of Education and the Council for Higher Education Accreditation, defining and upholding best professional practice for the preparation of P-12 educators. Five hundred eighty-eight postsecondary institutions currently belong to NCATE, with another 100 seeking accreditation.

Nebraska is an official partner state with NCATE, with the state standards aligned with those of NCATE. The Nebraska Department of Education team completes its campus visit immediately prior to NCATE's visit. The overlap of visits allows for communication regarding the institution's meeting of state standards with the national accreditation team. Chadron State will host these visits in Spring, 2006.

As a part of accreditation, each institution's education unit writes its "*Conceptual Framework*," the unit's intellectual philosophy or its shared vision that underlies all programming, coursework, scholarship, and accountability efforts. Each unit's *Conceptual Framework* is unique, articulating the unit's application of professional and state standards in teacher education to regional and institutional values, beliefs, and paradigms.

*Chadron State College Education Unit's Conceptual Framework:*

Chadron State College's *Conceptual Framework* reflects a regional comprehensive institution's commitment to serving the educational needs of a rural environment, recognizing the geographical, socioeconomic, communication, and transportation challenges confronting our functional service region. The functional realities of small schools necessitate collaborative teams of proactive leaders at all levels of institution functioning. This requires effective teachers with the required in-depth content and pedagogical knowledge of their discipline and area of teaching authority, coupled with a breadth of knowledge of organizational functioning, legal and ethical issues within P-12 education, diverse populations and cultures, and regional connectedness and understanding.

Following a model of "Developing Visionary Leaders for Lifelong Learning," Chadron State College's education unit builds on the philosophy of preparing visionary leaders who are well-educated and possess the knowledge, skills, and dispositions for leading all learners in opportunities for success. Effective team members in today's highly-functioning schools require the following dispositions: (1) the power of imagination and foresight to plan for positive change, (2) the commitment to continual learning and quality pedagogical improvement, (3) the proclivity to employ critical and reflective thinking to solve problems, and (4) a propensity to appropriately adapt instruction and services for all students based on influential cultural and/or exceptionality factors. Graduates from the Chadron State College Education Program have the knowledge, skills, and dispositions to provide learning opportunities supporting students' intellectual, social, and personal development; are able to create, encourage, and foster higher order thinking, social engagement and positive change; and can facilitate social and community relationships that support student learning and well-being. The education unit is committed to the intentional development of these personal characteristics, skills, and knowledge.

## 8.2.-2

Chadron State recognizes that college is a holistic experience. Eight other academic departments offer at least one secondary teaching certificate program, with the remaining department providing the School Counseling degree components. These faculty work closely to ensure that the philosophy of the education unit is carried across the curriculum. The education curriculum also works closely with the general studies component of a student's academic experience, building on the learning objectives of critical thinking and decision making; knowledge of our social environment; communication through writing, speaking, and symbolic languages; awareness, understanding, and appreciation of cultures and societies; personal health and wellness; integration and application of knowledge across broad disciplines; personal and societal values and the ethical and moral implications of that knowledge; and maturity and proficiency in a field of knowledge. Additionally, co-curricular experiences are specifically offered for students within the teacher education program— a Student Education Association exists. Graduate students are encouraged to join and attend the regional Phi Delta Kappa meetings. Sigma Delta Nu recognizes outstanding education graduates. A Council for Exceptional Children meets regularly, while a Counseling club supports both community and school counselor students. Education faculty are engaged in the Foundations of Excellence<sup>(T)</sup> discussions, in student disciplinary and academic hearings, and in campus-wide discussions involving student learning and success.

### *Chadron State College Self-Study toward meeting NCATE Standards:*

NCATE forwards the philosophy that institutional assessment of effectiveness begins with a clear articulation of the knowledge, skills, and dispositions that students should possess upon completion of the professional teacher preparation program and the college experience. Two mechanisms of assessment should be utilized: (1) the candidate performance provides evidence of program graduates meeting the professional expectations of the Department of Education, and (2) assessment of the intentional learning experiences, both curricular (classroom and field experiences) and co-curricular, provides additional evidence of effectiveness. Both of these patterns of evidence facilitate critical reflection and review, which is a required component of continual improvement. Additionally, education faculty must have the theoretical and practical knowledge, embrace their responsibility and authority, and the resources to continually refine the focus of the program to prepare exemplary K-12 educators.

The following standards, and beliefs of performance for these standards, will be addressed in the institution's NCATE self-study:

- Candidate performance
  - Candidates will have the knowledge, skills, and dispositions necessary to help all students learn
  - The institution collects, analyzes, and acts upon intentionally collected data to evaluation and improve the program preparing both initial and advanced teachers.
- Unit capacity
  - Field experiences and clinical practices are designed, implemented, and evaluated so that students develop and demonstrate the knowledge, skills, and dispositions necessary to help all students learn.
  - Candidates are intentionally provided curriculum and experiences to ensure competence in diverse working and social environments, and working with individuals and students from diverse cultures and populations.
  - Faculty are qualified and model best professional practices in scholarship, service, and teaching, including self-assessment of effectiveness, collaboration with colleagues, and systemic professional development.
  - The educational unit has leadership and exhibits authority for meeting professional, state, and institution standards, and has financial support, personnel allocation, facilities, and resources to exceed these standards.

The institution is following the recommended timeline of activities, as forwarded by NCATE, to prepare for the Spring 2006 site visits. The *Conceptual Framework* document is in its final stages of editorial review, while the *Self-Study* is nearly complete and will be ready for external review by consultant peers in early summer. The evidence room to support the self-study and site visit is being organized concurrent with the *Self-Study* construction. Academic peers will conduct a “mock site visit” this coming fall semester, to provide collaborative advice and counsel regarding the *Conceptual Framework*, the *Self-Study*, and the evidence room.

Continued NCATE accreditation supports Chadron State College’s commitment to consistently remain on the forefront of teacher education standards. Chadron State College embraces accreditation as a mechanism for continual improvement of performance, professional best practice, and collegial collaboration to fulfill our societal obligations within our role and mission.

PERU STATE COLLEGE  
- President's Report -  
April 2005

**Transforming Vision Campaign**

Peru State College is planning for continued growth. In the near future we plan to launch a multi-million dollar capital campaign. Prior to that, we have to define what new capital will purchase. Successful long-term growth demands that we involve as many people as possible in planning for the future. Over the 2004-2005 school year, we have initiated a special time of visioning and planning for the PSC community. To begin this process, I am suggesting a broad transforming vision for the "Campus of A Thousand Oaks." I invited the Peru State College and Foundation community to participate in a yearlong conversation refining this vision for the future. I also encouraged the faculty, staff, students and public to participate by suggesting additions, alternatives, and important concepts and facilities not yet conceived. Transformation will be our priority; a flexible blueprint will be the goal.

Items on our expansion, re-imaging and repair agenda include:

- A new entrance to campus, featuring a brick archway which includes an electronic welcome sign announcing significant campus events.
- The addition of a varsity indoor competition center, i.e., a spectator gym.
- An addition to the Student Center, largely glass, stretching toward Morgan Hall. This addition will include admissions, financial aid, housing, student offices and a small twenty-five seat theatre for special feature films.
- An addition to Jindra of a technology facility used to house our growing production of internet courses and professional development facilities.
- A new stadium with lighting and an elevated entrance to the Oak Bowl, the construction of a new field house, and remodeling of the existing field house.
- The renovation of the theater, possibly turning it into a tiered lecture hall for large groups.
- The renovation of Delzell Hall, possibly turning it into a classroom and office facility.
- The demolition of A.D. Majors, replacing it with a parking lot serving the Oak Bowl and the Wheeler Center.
- A major remodeling of the Al Wheeler Athletic Center, with the addition of wood floors, air conditioning, showers, health center, weight room, offices and classrooms.

Funding sources for the estimated \$30-35 million cost will include revenue bonds, state funds, private funds, student fees.

The Planning Process began with Homecoming 2004 and will continue through the next twelve months, involving many people in planning for the College's future.

A college committee has been appointed to sort through, evaluate and consolidate planning suggestions. At the end of the twelve-month planning period, the recommendations of this committee will be considered and the plan presented today will be adjusted.

The final plan will be presented for review by the student body, faculty and staff groups, the Booster Club Board, the National Alumni Association Board, community groups and the Foundation Board.

Implementation begins. The final plan will be presented to the NSCS Board of Trustees. With its approval the Transforming Vision returns to campus for implementation planning and action.

WAYNE STATE COLLEGE  
- President's Report -  
April 2005

### **Focus on the School of Arts and Humanities**

It has been four years since Wayne State College completed a major organizational change of its academic structure. This change, instituted in the fall of 2001, replaced the former Humanities Division and former Fine Arts Division with the departments of Art and Design, Communication Arts, Language and Literature, and Music, now housed in the School of Arts and Humanities. The new department and school structure has provided opportunities for academic disciplines to move forward as distinct entities within the School of Arts and Humanities. This has resulted in new initiatives, the broadening of academic programming and technological sophistication in departments, noteworthy awards and recognition in scholarly work as well as in teaching, and the continued enhancement of the learning environment for students.

### **Honors and Awards during the 2004-05 Academic Year**

Dr. Deborah Whitt, professor and chair of the Department of Communication Arts, was named national 'Advisor of the Year' for Lambda Pi Eta, the student honorary society. She is the advisor of the Wayne State chapter of Lambda Pi Eta. Whitt was also honored in January 2005 when she was named "Educator of the Year" by the Wayne Area Chamber of Commerce. In 2001, she was the recipient of the George Rebensdorf Teaching Excellence Award from the Nebraska State College System.

The WSC chapter of Lambda Pi Eta was named 'Chapter of the Year' at Lambda Pi Eta's national convention in Chicago in November. The chapter, which was started on campus in 2000, has sponsored numerous service projects both on campus and in the region. Last year, WSC student Lila Preston was elected to serve as national president of Lambda Pi Eta.

The Wayne State College radio station, KWSC-FM, was recently selected to participate in a national cybercast during the National College Media/College Broadcasters Convention in Nashville, Tenn. in November. The station received the invitation to participate in the cybercast in recognition of its designation as "Radio Station of the Year" in the Nebraska Collegiate Media Awards in 2004.

Gretchen Ronnow, professor of English, was the recipient of the 2004 Balsley Whitmore Excellence in Teaching Award, presented annually to a tenured member of the WSC English faculty.

### **Curriculum Development**

Among the School of Arts and Humanities curriculum and program development activities are:

- Major update of mass communication curricula, creating more synergy in the sub disciplines of radio, television, and journalism, and reflecting current trends toward programs in media studies.
- Update of speech communication curricula, restructuring an existing concentration in "corporate, community and public relations" to "organizational leadership and public relations."
- Modification of sequencing in the art curricula, to enhance the department's assessment plan.
- Creation of prerequisites for the English senior seminar course, to enhance the department's assessment plan.
- Study begun in theatre, seeking models in streamlined theatre curricula that also provide greater internship opportunities for students.

## 8.2.-6

### Program Development

- Increasing library utilization by students is a major goal in English, modern languages, and music.
- English program has created the WSC Press, to provide additional and ongoing publication opportunities for WSC students. The first projects published will appear in the late spring or early fall semester.
- During 2004-05, Music and Art are authoring self studies in application for membership in the National Association of Schools of Music, and National Association of Schools of Art, respectively.
- Spanish has reinstated the WSC chapter of the discipline's honorary organization.
- Music, Language, Theatre and Art have created student recruitment plans and events.
- Noted guests are scheduled for visits to programs in speech communication, English, Spanish.
- Communication programs from colleges and universities in the region will soon be invited to an event hosted by the WSC speech communication program.
- With support from various budgetary entities on campus, Art Department has initiated a major project to re-frame, catalog, and display the significant print collection owned by the Wayne State Foundation and WSC.

### Activities

- Members of the Wayne State College Concert Choir, Madrigal Singers and Wind Ensemble gave six performances during an eight-day trip to Ireland in May. The groups toured and performed in the cities of Dublin, Killarney and Galway, including performances at Christ Church Cathedral and Galway Cathedral.
- The Nordstrand Visual Arts Gallery and the WSC Student Center jointly exhibited a traveling art show entitled, "Art Across Borders" from Aug. 25 to Sept. 23. The show, featuring art work of Palestinian and Iraqi artists, has been exhibited internationally since 2002.
- ArtsWalk, a two-day event throughout campus, was held in October. Consisting of applied Arts and Humanities activities taking place in public settings not normally thought of as venues, the event highlighted poetry readings, musical ensembles, theatre performances, individual musical performances, and the public creation of a large painting.
- The Plains Writers Series has hosted two special programs during the 2004-05 school year. Poets of the American West, Red Shuttleworth and Paul Zarzyski were on campus in October to read in honor of the memory of Nebraska poet, essayist, teacher and editor Larry Holland. On March 3, the Plains Writers Series hosted a reading by David Lee, the first poet laureate of Utah.
- Ailey II Dance Company, the celebrated young performers from Alvin Ailey American Dance Theater, presented a program in Ramsey Theatre for the WSC Black and Gold Performing Arts Series on March 2.

### Faculty

- Christopher Bonds (Chair, Music), who has served as concertmaster in numerous performances of the Sioux City Symphony Orchestra, retired as concertmaster in June 2004 after serving in that position for 22 years.
- Melissa Derechailo and David Bohnert (Music) recently performed with the Colorado Mahler Festival, Sioux City Symphony Orchestra, the Sioux City Municipal Band, and A Touch of Brass. Derechailo also performed with the Kansas City Ballet.



- Steven Elliot (Art and Design) exhibited a one-person show at the Zone Gallery in Kansas City, Mo.; the Nordstrand Visual Arts Gallery at Wayne State; and the 38th National Juried Small Sculpture Show in Corpus Christi, Texas.
- Jeffrey Howlett (Language and Literature), assistant professor of English, has been awarded a Fulbright Scholar grant to lecture in American literature at Azerbaijan State Pedagogical University in Baku, Azerbaijan in central Asia during the 2004-05 academic year.
- Janet Gilligan (Language and Literature) participated in a National Endowment for the Humanities Institute on Anglo-Saxon England at Cambridge University, UK, in July and August, and attended the International Medieval Conference at the University of Leeds, UK, in July.
- William Slaymaker (Language and Literature) presented papers at the Globalization of Environmental Literature Conference at Boston University; the Modern Language Association Conference in San Diego, Calif.; and the International Comparative Literature Conference in Hong Kong.
- Campus book signings were held for recently-published books, *In The River Province*, written by associate professor Lisa Sandlin, and *The Only Dance in Iowa, A History of Six-Player Girls' Basketball*, written by assistant professor Max McElwain.
- Noted author Delphine Red Shirt has joined the Department of Language and Literature faculty for the spring 2005 semester teaching creative writing courses while associate professor Lisa Sandlin completes a visiting professorship at the University of Texas.

CHADRON STATE COLLEGE  
- Student Trustee Report –  
April 2005

1. The end of the year is wrapping up but events are still going strong including the Moscow Circus and the annual International Food Tasting party hosted by the International Club. African dancers will entertain guests at the International Food Tasting party this year.
2. Sadly, when we returned from mid-term break we were one student short. Jamie Bunner of Sidney was killed in a car accident March 8, 2005.
3. Dr. Rob Stack has been named Dean of Students. I, along with many others, feel that he has done a wonderful job and will continue to do so.
4. The work of a Chadron State College graduate is on display at the Mari Sandoz High Plains Heritage Center. Bellamy Parks Jansen, a leading botanical illustrator, will have nearly 50 illustrations displayed.
5. Winter sports have ended with two wrestlers competing at nationals and three students competing at the national indoor track meet. Not only did the wrestling team have two national competitors, they also finished third in the national team academic standings.
6. Spring sports are underway with good results at indoor track and the rodeo season. It should be a very good spring for both teams.
8. Several potential employers have been on campus. The Dress for Success Style Show, Graduate School Basics, and Banquet Etiquette Series were held to help graduates with future plans and also to help all students look to the future.
9. Spring Days will be April 11-17. Events planned include a date auction to help the famine in Sudan, a Bingo hour, and a Battle of the Bands.

### 8.3.-2

PERU STATE COLLEGE  
- Student Trustee Report -  
April 2005

1. United States Poet Laureate Ted Kooser read selections from poems written about his family to a standing-room-only audience at PSC March 3. Mr. Kooser is a Nebraska resident and the thirteenth U.S. Poet Laureate.
2. The baseball and softball teams began their seasons with high expectations and two home wins on Wednesday, March 2<sup>nd</sup>. Both teams are charging through the season with softball coming through with a 10-4 record while the baseball team stands at 4-9.
3. The Men's Volleyball team is always close in their matches but not close enough for a win. The Bobcats are now 4-11 overall and 1-5 for the MAMVIC conference. The games are always exciting as the men start slow but gain momentum in the end
4. With enrollment on a 10% increase, Admissions advisors are encouraging area recruits to take a "Sneak Peak" for a day. The day includes a tour, visits with advisors and a student panel.
5. PSC's annual high school Quiz Bowl competition was held April 4-6. The event keeps growing and 2005 will mark the 23rd anniversary. Quiz Bowl is a double-elimination, academic tournament in which teams from over 70 surrounding schools compete by answering questions from all areas of a general, liberal arts education. The questions are high school scholar level, so the competition attracts the very best academically-prepared students from high schools in Nebraska and surrounding states.
6. Anthony John Warner, noted British agricultural biologist and who has worked for World Bank, presented a public seminar entitled "The Tsunami: What It Did and Did Not Do" on March 23<sup>rd</sup>. He is particularly interested in the world's declining Mangrove swamps and wild tigers. Dr. Warner's visit was sponsored by the PSC School of Arts and Sciences, the Service Learning program and the Peru State College Foundation.
7. Another distinguished scholar visiting PSC is Dr. Mohammed Kenbib, who will be on campus March 17 through April 15. A historian and political scientist, Dr. Kenbib is a member of the Faculty of Letters at Rabat University, Morocco. He will present lectures on Moroccan history and culture, including its historic ties to Europe and its existence under colonial rule. He will also lecture on the future of this North African country and its American relations.

WAYNE STATE COLLEGE  
- Student Trustee Report -  
April 2005

1. The International Students Club hosted their 38<sup>th</sup> annual International Dinner in February with over 100 people present. This program allows many students from around the world to share a small part of their culture with students, faculty and staff. The students prepare and serve traditional foods of their country. Additionally, they perform various dances, music and poetry for the people in attendance.
2. In March the performance of Eve Ensler's "The Vagina Monologues" by 20 women all students at WSC was held. The performance raised money to support the Haven House and the national V-Day campaign. These programs help the public understand the issues of Violence against women of all ages.
3. Student Senate conducted Senate President and Vice President elections the first week of March. The new President Elect is Ryan Becker and Vice President Elect is Brian Weise. They will assume office on April 10<sup>th</sup>. Senator elections are being held March 15<sup>th</sup> and 16<sup>th</sup> for each resident's hall and off campus. The Senate approved the establishment of a permanent committee to oversee the Student Assisting Students Philanthropy Program with a fund raising campaign planned for late April. In cooperation with the WSC Foundation, the Senate's goal is to raise \$5,000 within the next two years to establish endowments. The program would be for the sole purpose of providing another form of scholarship monies for students at WSC. The Student Senate's 1<sup>st</sup> annual Professor of the Year Award was presented to Dr. Randy Bertolas. This program was renewed by the Student Senate and will honor one WSC Professor annually.
4. The search committee for the 2005-2006 Student Trustee forwarded its recommendations to Sheri Irwin on March 17<sup>th</sup>.
5. The Psi Chi Honor Society and Pi Gamma Mu Honor Society hosted the Dr. Seuss birthday party at the Wayne Library with story time, games, cake and punch. It is unsure who had more fun the big kids or the little ones who attended the celebration.
6. The WSC Madrigals and Choir were featured on the Nebraska Public Radio program Live from the Mill on Friday, March 19<sup>th</sup> at 9 am.
7. The campus is buzzing with activity as WSC searches for a VPAA, prepares for President Collings' Inauguration, and Graduation.
8. It has been an honor to represent Wayne State College this past year. It has been an extreme pleasure serving with each of you on the Board of Trustees and I thank each of the college staffs for their support of the Students on this Board. Personal thanks to Stan Carpenter and the entire staff of the Nebraska State College System for their commitment to the three colleges and to me.

April 7-8, 2005

---

 Proposed 2005-06 Board Meeting Schedule
 

---

**2005-06 Proposed Board Meeting Schedule**

<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 15-16, 2005</b> Thursday - Friday
<b>OCTOBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>October 27-28, 2005</b> Thursday - Friday
<b>DECEMBER</b>	<b>BOARD OF TRUSTEES MEETING—LINCOLN</b>	<b>December 1, 2005</b> Thursday
<b>FEBRUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>February 2, 2006</b> Thursday
<b>APRIL</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>March 30-31, 2006</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 1, 2006</b> Thursday