



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 Hillcrest Country Club, 8901 E "O" Street, Lincoln, Nebraska, on June 13, 2003.

Executive Session	June 13 –	9:00 a.m.
Committee Meetings	June 13 -	10:00 a.m.
Business Meeting	June 13 –	1:00 p.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.

BOARD OF TRUSTEES MEETING

**JUNE 13, 2003
HILLCREST COUNTRY CLUB – 8901 “O” Street
LINCOLN, NEBRASKA**

FRIDAY, JUNE 13 – Meetings will be held in the Ballroom – Hillcrest Country Club

8:30 – 10:00 Business Officers Council Meeting

8:30 – 10:00 Academic Officers Council Meeting

**9:00 – 10:00 Executive Session
Personnel Item**

**10:00 – 12:00 BOARD COMMITTEE MEETINGS
Academic & Personnel Committee
Fiscal & Facilities Committee**

12:00 – 1:00 LUNCH

**1:00 – 3:00 BOARD OF TRUSTEES BUSINESS MEETING
Executive Session
Honorary Doctorate - CSC
Distinguished Service Awards – CSC
Naming of Entry Plaza and Student Center Plaza-WSC**

JUNE 13, 2003
BOARD OF TRUSTEES MEETING

CALL TO ORDER

- 1. APPROVAL OF MEETING AGENDA**
- 2. APPROVAL OF MINUTES** from the April 10 – 11 meeting
- 3. PUBLIC COMMENT**

ITEMS FOR DISCUSSION AND ACTION

4. ACADEMIC AND PERSONNEL

- 4.1 CEO Contract Extensions and Salaries
- 4.2 Employee Salary Recommendations
- 4.3 Approve Additions of Concentrations to Technology Major – WSC
- 4.4 Approve Additions and Deletions of Concentrations and Options and Addition of Safety Minor in Industrial Technology Program – WSC
- 4.5 Approve Restructuring of Computer Information Systems Program – WSC
- 4.6 Approve Middle Level Education Endorsement - WSC
- 4.7 Honorary Doctorate - CSC
- 4.8 Distinguished Service Awards – CSC
- 4.9 Approve Revisions to Policies 4160, 4170, and 4180
- 4.10 Final Approval Board Policy 2100 Changes
- 4.11 Final Approval Board Policy 5020 Changes
- 4.12 Final Approval Board Policy 5021 Changes
- 4.13 Personnel Recommendations

5. FISCAL AND FACILITIES

- 5.1 Approve Tuition Rates
- 5.2 Approve Fee Recommendations
- 5.3 Approve Distribution of Operating Appropriations

- 5.4 Approve the Distribution of Remaining LB 1100 Balances for Additional Deferred Maintenance Projects at the Colleges
- 5.5 Preliminary Operating Budgets
- 5.6 Preliminary Revenue Bond Operating Budgets
- 5.7 Revised Operating Budgets
- 5.8 Revised Revenue Bond Operating Budgets
- 5.9 Chadron State College Bookstore Contract
- 5.10 Approve Use of Capital Improvement Fee Funds at PSC
- 5.11 Appoint Architect Selection Committee for Edna Work-CSC
- 5.12 Recommended Depositories
- 5.13 Contracts and Change Orders
- 5.14 Reallocation of Contingency Maintenance Funds
- 5.15 Approval to Purchase Real Estate – WSC
- 5.16 Ratify Substantial Completion of Energy Plant - WSC
- 5.17 Approval to Name New Entry Plaza of Memorial Track-Stadium and Student Center Plaza – WSC
- 5.18 Grant Applications and Awards (requiring approval)
- 5.19 LB 309 Allocations and Retrievals
- 5.20 Adopt a Parameters Resolution for Bond Issuance
- 5.21 Adopt a Reimbursement Resolution for Revenue Bond Expenditures Prior to Bond Issuance

ITEMS FOR INFORMATION AND DISCUSSION

6. ACADEMIC AND PERSONNEL

- 6.1 Personnel Recommendations for Information
- 6.2 Nebraska Early Childhood Educator Development Project Partnership
- 6.3 Peru, Progress on Benchmarks

7. FISCAL AND FACILITIES

- 7.1 Spring Occupancy and Income Reports

- 7.2 Grant Applications and Awards
- 7.3 Contracts and Change Orders
- 7.4 Physical Plant Status Reports (January-March)
- 7.5 Capital Construction Quarterly Reports (January-March)

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

- 8.1 Executive Director's Report
- 8.2 Presidents' Reports
- 8.3 Student Trustees' Reports
- 8.4 Election of Board Officers
- 8.5 Appointment of System Lobbyist
- 8.6 Strategic Planning Follow-up
- 8.7 2003-04 Board Meeting Calendar

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held September 11-12, 2003, at Chadron.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF APRIL 10-11, 2003 MEETING

A meeting of the Board of Trustees of the Nebraska State College System was held at Wayne State College, Wayne, Nebraska on Thursday and Friday, April 10-11, 2003.

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
Bill Roskens, Omaha
Larry Teahon, Chadron

Student Board Members present:

Kelly Bitner, Chadron State College
Clayton Seeba, Peru State College
Traci Coover, Wayne State College

NSC Staff, present:

Stan Carpenter, Executive Director
Jean Dale, Associate Executive Director for Administration & Finance
Bruce, Donelson, Facilities Management & Planning Director
Curt Frye, Vice President and Dean for Student Life, Wayne State College
David Fuller, Vice President for Academic Affairs, Wayne State College
Janice Gardner, Assistant to the President, Wayne State College
Ed Hoffman, Vice President for Administration, Chadron State College
Sheri Irwin, Public Relations Director
Linda Jacobsen, Vice President for Administration and Finance, Peru State College
Thomas Krepel, President, Chadron State College
Jerome Martin, Vice President for Academic Affairs, Peru State College
Carolyn Murphy, Vice President for Administration and Finance, Wayne State College
Lynne Olson, Administrative Assistant
Larry Schultz, Associate Executive Director for Academic Affairs & Legal Services
Sheila Stearns, President, Wayne State College

Others present

Rachel Arterburn, 2003-04 Student Trustee, Wayne State College

Thursday, April 11, 2003

CALL TO ORDER

Vice Board Chair Lewis called the meeting to order at 8:30 a.m.

EXECUTIVE SESSION

Motion was made by Trustee Roskens and seconded by Trustee Halbert to move into executive session at 8:30 a.m. to discuss the Executive Director's performance evaluations of the College Presidents. No action was taken. Motion was made by Trustee Halbert and seconded by Trustee Christensen to move out of Executive Session at 10:00 a.m.

The Academic and Personnel Committee and the Fiscal and Facilities Committee met separately starting at 10:00 a.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 11:00 a.m.

The Board of Trustees and the Executive Director met with the Board of the Wayne State Foundation starting at 11:05 a.m.

After lunch and a brief tour of the renovated Ramsey Fine Arts Building the Board of Trustees and the Executive Director met with members of the Faculty Senate, Student Senate, Support Staff Senate and Professional Staff Senate throughout the afternoon.

Friday, April 11, 2003

CALL TO ORDER—BUSINESS MEETING

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

APPROVAL OF MEETING AGENDA

The meeting agenda for April 11, 2003 was approved.

APPROVAL OF MINUTES

Minutes of the February 13 meeting were unanimously approved.

ITEMS FOR DISCUSSION AND ACTION

Academic and Personnel Committee

Teaching Excellence Award Nomination

A motion to approve the recommendation of the Academic and Personnel Committee for the 2003 Teaching Excellence Award recipient and submission of that recommendation to the Lincoln Foundation for final approval was recommended by the committee to the full Board, which unanimously approved the motion.

Personnel Recommendations

A motion to approve the personnel recommendations 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.)

2003-04 Salary Policy

A motion to approve the 2003-04 salary policy as follows was recommended by the committee to the full Board, which unanimously approved the motion.

Unionized Faculty (SCEA): As per collective bargaining agreement (2.0% across the board for all bargaining unit members with satisfactory performance).

Unionized Professional Staff (NSCPA): As per collective bargaining agreement (2.0% across the board to all bargaining unit members with satisfactory or better performance).

Unionized Support Staff (NAPE): As per collective bargaining agreement (2.0% across the board to all bargaining unit members with satisfactory or better performance).

Non-unionized Professional Staff: Each college and the System Office is authorized to provide a salary increase of 2.0% over the existing 2002-03 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 2.0% over the existing 2002-03 salary base to each non-union support staff employee with satisfactory performance.

Program Review

A motion to approve the program review recommendations relating to each degree program and forward the report to the Nebraska Coordinating Commission for Postsecondary Education as follows was recommended by the committee to the full Board, which unanimously approved the motion.

Chadron State College:

Chemistry – replaced by comprehensive major in Physical Sciences

Physics – replaced by comprehensive major in Physical Sciences

Physical Sciences – continue the undergraduate program

Range Management – continue the undergraduate program

Sociology – eliminate the undergraduate program

Speech Communication – continue the undergraduate programs

Information Resource Management/Library Media Specialist (Educational Media) – continue the undergraduate program

Peru State College:

Computer Science – major has been eliminated

Graduate Center – continue the center

Lincoln Center – continue the center

Wayne State College:

Chemistry – continue the undergraduate and graduate programs

Geography – continue the undergraduate program

Special Education – continue the graduate program

Insurance Renewals

A motion authorizing the Executive Director to renew the current insurance coverages in the most cost-effective manner was recommended by the committee to the full Board, which unanimously approved the motion.

Joint Resolution Regarding Establishment of Scholarship Committee

A motion to approve the joint resolution regarding the establishment of a scholarship committee to make awards authorized by the Minority Scholarship Program Act was recommended by the committee to the full Board, which unanimously approved the motion. (Copy of resolution attached to the official minutes.)

Changes to Board Policy 2100-First Round Approval

A motion for first round approval of the changes to Board Policy 2100 with clarification that all new positions not previously approved through the budget process must have Executive Director approval was recommended by the committee to the full Board, which unanimously approved the motion.

Changes to Board Policy 5020-First Round Approval

A motion for first round approval of the changes to Board Policy 5020 – Search and Selection Procedures; State College Employees with clarification that all new positions not previously approved through the budget process must have Executive Director approval was recommended by the committee to the full Board, which unanimously approved the motion.

Changes to Board Policy 5021-First Round Approval

A motion for first round approval of the changes to Board Policy 5021- Delegation of Authority to Make Certain Appointments with clarification that all new positions not previously approved through the budget process must have Executive Director approval was recommended by the committee to the full Board, which unanimously approved the motion.

Modifications to Board Policy 3200-Final Approval

A motion for final approval of the modifications to Board Policy 3200 – Due Process; Students was recommended by the committee to the full Board, which unanimously approved the motion.

Extension of Board Policy 5401-Final Approval

A motion for final approval of the extension of Board Policy 5401 – Early Retirement Incentive; Faculty until June 30, 2005 was recommended by the committee to the full Board, which unanimously approved the motion.

Board Policy 5406-Final Approval

A motion for final approval of new Board Policy 5406 – Voluntary Retirement Settlement Program as a One-Time Opportunity for Eligible Employees was recommended by the committee to the full Board, which unanimously approved the motion.

Fiscal and Facilities Committee

Deferred Maintenance/Fire & Life Safety Projects Funded from Supplemental Revenue Bond Issue

A motion to approve certain deferred maintenance/fire and life safety projects for Bowen, Pile, Terrace, Berry, Anderson and Morey Halls at Wayne State College to be funded from a supplemental revenue bond issue was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Bitner, Coover and Seeba.

Resolutions to Submit Financing Plans to Coordinating Commission

A motion to approve resolutions to submit financing plans to the Coordinating Commission for Postsecondary Education to renovate Edna Work Hall and Edna Work Wing at Chadron State College and certain deferred maintenance/fire and life safety projects for Bowen, Pile, Terrace, Berry, Anderson and Morey Halls at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Bitner, Coover and Seeba. (Copies of resolutions are attached to the official minutes.)

Contingency Maintenance Requests

A motion to approve the resolutions authorizing the state colleges to spend revenue bond surplus funds for contingency maintenance projects on their campuses was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Bitner, Coover and Seeba. (Resolutions are attached to the official minutes.)

Chadron-\$355,000
Peru-\$45,000
Wayne-\$506,000

Renew Contract for Revenue Bond Audit

A motion to approve the renewal of the agreement with KPMG to provide revenue bond auditing services for fiscal year 2002-03 for a total fee of \$19,750, which includes out-of-pocket expenses was recommended by the committee to the full Board, which unanimously approved the motion.

Room and Board Rates

A motion to approve the 2003-2004 room and board rate proposals as submitted by the colleges was unanimously passed. Voting aye: Christensen, Halbert, Kosman, Lewis, Roskens and Teahon. Voting nay: None. Student Opinion aye: Bitner, Coover and Seeba. (Copies attached to official minutes.)

Food Service Contracts

A motion to approve the 2003-04 food service contract recommendations submitted by Chadron, Peru and Wayne State Colleges as follows was recommended by the committee to the full Board, which unanimously approved the motion.

Chadron – CHARTWELLS
 Peru – CREATIVE DINING SERVICE
 Wayne – CHARTWELLS

Bookstore Contracts

A motion to approve the 2003-04 bookstore contracts submitted by Peru and Wayne State Colleges as follows was recommended by the committee to the full Board, which unanimously approved the motion.

Peru – PERU STATE ADVANCEMENT, INC.
 Wayne – NEBRASKA BOOK COMPANY

Chadron is in the process of negotiating it's bookstore contract and will submit it's recommendation at the June Board meeting.

Use of Capital Improvement Fee Funds at Chadron State College

A motion to approve the use of capital improvement fee funds for the fifteen percent (15%) match funds for the following LB 309 projects (\$60,750) and a portion of the master lease debt service on the Memorial Hall renovation (\$50,000) at Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Roskens and Teahon. Voting nay: None. Student Opinion aye: Bitner, Coover and Seeba.

<u>Project</u>	<u>CSC Match</u>
Burkhiser Technology Complex Reroof	\$21,000
Math and Science Building Fire Sprinkler	20,250
Campus Fire Hydrants	6,000
Armstrong Gymnasium Fire Sprinkler	<u>13,500</u>
Total LB 309 Project Match Request	\$60,750

Authorize Executive Director to Sign Burkhiser Technology Complex Reroof Contract

A motion to authorize the Executive Director to sign the Burkhiser Technology Complex Reroof Project contract at Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion.

Authorize Executive Director to Sign Armstrong Gymnasium Fire Sprinkler Contract

A motion to authorize the Executive Director to sign the Armstrong Gymnasium Fire Sprinkler Project contract at Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion.

Authorize Executive Director to Sign Math and Science Building Fire Sprinkler Contract

A motion to authorize the Executive Director to sign the Math and Science Building Fire Sprinkler Project contract at Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion.

Grant Applications and Awards

A motion to approve the following grant applications and awards as submitted by the colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Bitner, Coover, and Seeba.

Chadron Award

- Improving Teacher Quality State Grants (Coordinating Commission for Postsecondary Education) -- \$61,330

Chadron Applications

- C-TAP: Chadron Teaching Art Project (Cowles Charitable Trust) -- \$267,092.80
- Enhancing Recruitment, Retention, and Graduation of American Indian, Asian, Black and Hispanic Students at Chadron State College (U.S. Dept. of Education, Title III Planning Grant) -- \$34,638

Wayne Awards

- Native Stories as a Path to Science Literacy (No Child Left Behind Act/CCPE Improving Teacher Quality State Grants) -- \$55,423
- Teacher World 2003 (Nebraska Dept. of Education) -- \$40,000

Wayne Application

- Wayne State College Title III Grant (U.S. Dept. of Education Strengthening Institutions Program) -- \$1,824,207

LB 309 Acceptance and Retrievals

A motion to approve the acceptance and retrievals of LB 309 allocations was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Bitner, Coover, and Seeba.

Chadron State College:

Acceptance of \$1,700.00 to replace damaged fire hydrant by Administration Building
Acceptance of \$34,000.00 to install fire hydrant south of football stadium and Armstrong Gymnasium
Retrieval of \$94,603.22 to replace roof on Burkhiser Complex
Retrieval of \$8,391.91 for design of roof replacement on Burkhiser Complex
Retrieval of \$177.74 for roof replacement on Burkhiser Complex
Retrieval of \$5,525.00 for structural repair of stairs in Armstrong Gymnasium

Peru State College:

Acceptance of \$7,480.00 for tuckpointing design on Administration Building
Acceptance of \$7,480.00 for tuckpointing design on Theatre/Auditorium
Acceptance of \$17,850.00 for emergency repair of Nebraska boiler in Heat Plant
Acceptance of \$51,000.00 to expand wet pipe sprinkler system in Theatre
Retrieval of \$1,079.50 for study of east wall structural crack in boiler house

Retrieval of \$8,215.25 for emergency repair of Nebraska boiler in Heat Plant

Wayne State College:

Acceptance of \$127,500.00 for installation of fire sprinkler system in Carhart Science

Substantial Completion of Old Gym Renovation at Peru State College

A motion to accept substantial completion of Peru State College Old Gym Renovation to Become the New Library was recommended by the committee to the full Board, which unanimously approved the motion.

Substantial Completion Committee for Eliza Morgan Renovation at Peru State College

A motion to appoint a substantial completion committee for the Peru State College Eliza Morgan Renovation was recommended by the committee to the full Board, which unanimously approved the motion.

Steve Lewis, Board member--Fiscal and Facilities Committee Chair

Richard Halbert, Board Member

Jean Dale, Associate Executive Director, Administration and Finance, System Office

Bruce Donelson, Director, Facilities Management and Planning, System Office

Eric Pavey, The Clark Enersen Partners

Linda Jacobsen, Vice President, Administration and Finance, Peru State College

Paul Pate, Director of Campus Services, Peru State College

Ted Harshbarger, Vice President of Student Services, Peru State College

ITEMS FOR INFORMATION AND DISCUSSION

Academic and Personnel

Personnel Actions

Personnel actions not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Non-Resident Scholars Program Report

A summary of the 2002-03 non-resident scholars report was presented to the Board. (Summary is attached to the official minutes.)

Promotion and Tenure

Reports on promotion granted and tenure awarded to faculty in the Nebraska State Colleges System were presented to the Board. (Copies are attached to the official minutes.)

Board of Trustees Scholarship Report

The 2003 Board of Trustees scholarship report was presented to the Board.

Fiscal and Facilities

Potential Occupancy and Income Reports

The colleges provided potential 2002-03 occupancy and income projections. (Copies are attached to the official minutes.)

Audit Plans

The State Auditor's Office will be conducting the audit of the Nebraska State Colleges System the year instead of contracting out for those services.

Peru, Majors Hall Lease Renewal

Peru's request to renew the A.D. Majors Hall lease agreement for July 1, 2003 through June 30, 2004 at a rate of \$1.13 per square foot for 26,514 square feet (for a total of \$29,960.82) has been approved by the Executive Director. The college is also authorized to use general funds to pay annual utility costs, with the cost not to exceed \$7,423.92.

Grant Awards

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

Chadron State College Award

- Chadron State Arboretum Landscaping Funds (Nebraska Statewide Arboretum's Green Space Stewardship -- \$12,500

Peru State College Award

- Martin Luther King and the Pursuit of an American Dream (Nebraska Humanities Council) -- \$188

Wayne State College Awards

- Analysis of Genes Associated with Pathogenesis by *Escherichia*, *Salmonella* and *Listeria* species (EPSCoR/Nebraska Academy of Sciences) -- \$600
- Arbor Day Tree Planting Project (Lower Elkhorn Natural Resources District) -- \$4,600
- NCAA Health and Safety Speakers Grant Alcohol Education & Prevention (National Collegiate Athletic Association (NCAA)) -- \$500
- Northeast Nebraska P-16 Education Council Conference (Nebraska Dept. of Education) -- \$7,000
- Port-A-Press Pellet Die Kit (EPSCoR/Nebraska Academy of Sciences) -- \$600
- Student Center Plaza Nebraska Greenspace Stewardship Initiative (Nebraska Statewide Arboretum/Nebraska Environmental Trust) -- \$10,000
- Synthesize Aluminum and Chromium Chelates and Measure Their Stability Constants Using Potentiometric Titration (EPSCoR/Nebraska Academy of Sciences) -- \$600
- Systematic Check on Contamination and Components of Certain Targeted Streams in Northeast Nebraska (EPSCoR/Nebraska Academy of Sciences) -- \$1,000

Contract and Change Orders

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

Chadron State College Contracts

- Campus – (consulting services—strategic planning) -- \$9,300
- Andrews Hall Dormitory – (bathroom/suite renovation) -- \$98,000

Peru State College Contracts

- AD Majors Hall – (annual lease) -- \$29,960.82 plus \$7,423.92 for utilities
- Rock Parking Lot – (lease) -- \$600
- The Bobcat Bookstore – (operating agreement) -- \$200 per month

Wayne State College Contract

- Bowen Hall – (professional services-fire alarm sprinkler system) -- \$35,500

Chadron State College Change Order

- Administration Building HVAC – (#2 isolation valve & lintel add, modify fiberglass sump & transfer ducts, power to smoke/fire dampers) -- \$11,580

Peru State College Change Orders

- Eliza Morgan Hall – (#10 relocate exterior fire sprinkler, RFP #8 & 9, door modifications) -- \$14,330
- Eliza Morgan Hall – (#11 addition of 3 condensate pumps on heat pumps) -- \$1,287

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Executive Director's Report

Executive Director Carpenter distributed information to the Board regarding the impact of the Governor's budget proposal on the NSC for FY 02 through FY 05, along with several tuition increase scenarios and an explanation of LB 759. He further reported to the Board that the budget was scheduled to be brought to the floor of the Legislature April 25. Tuition increases and need-based aid were discussed. Trustee Christensen asked for data regarding the amount of need-based aid required and a comparison of the amount of tuition to the amount students borrow and the amount available for grants, etc. Trustee Kosman asked for data regarding tuition from surrounding institutions. Executive Director Carpenter reported the Council of Presidents had discussed various tuition increases and hoped to keep the tuition for students affordable.

Executive Director Carpenter asked all Board members to forward to Lynne Olson dates they would be unavailable in July and August for a Board retreat. He reported the Vice-Presidents for Academic Affairs and for Administration and Finance from the three colleges would be the first group to hold a system-wide meeting. Dates for the meeting are being discussed.

Executive Director Carpenter acknowledged Trustee Seeba's birthday and welcomed Rachel Arterburn, WSC's Student Trustee for 2003-04.

The following members of the Board of Trustees will be bringing greetings from the Board to the May commencement exercises at the three colleges—Willa Kosman-Chadron, Steve Lewis-Peru and Sheryl Lindau-Wayne.

Presidents' Reports

President Krepel reported that Chadron State would be participating in two AASCU projects, Democracy in America and Hallmarks of Excellence. He further reported the Strategic Planning Committee for 2003-2011 had met, 265 degrees would be conferred during May commencement exercises and construction on the trail project should begin in June.

Vice-President for Academic Affairs, Jerry Martin, reported that Peru State had recently hosted over 2000 high school students for various academic contests, registrations for fall are up, all construction projects are progressing well, and the new Liberal Arts program had received Coordinating Commission approval. Peru is especially proud of the New Library that was scheduled to open Monday, April 14.

President Stearns reported that Wayne State would also be participating in the AASCU Democracy in America project. She further reported that Wayne State had been selected as a host site for a Smithsonian exhibit. She thanked Janice Gardner for all her assistance with preparing for the Board meeting, welcomed Rachel Arterburn and thanked Traci Coover for her service as student trustee. President Stearns noted some computer science students had participated in a service-learning project that provided children in Uganda with computers and support.

President Stearns introduced Dennis Linster, Chief Information Officer, and noted that his collaborative work in installing a tower on Bowen Hall assisted with providing wireless service to the region.

Vice-Chair Lewis presented the outgoing student trustees with certificates of appreciation. The student trustees were Kelly Bitner, Chadron; Clayton Seeba, Peru and Traci Coover, Wayne.

Student Trustees' Reports

Student Trustee Bitner reported many activities were being held at Chadron State including History Day and Scholastic Day. She thanked Chadron State and the Board for the opportunity to serve as student trustee during the 2002-03 academic year.

Student Trustee Seeba reported that over one thousand area students had participated in a Quiz Bowl at Peru State. He thanked Peru State and the Board for his opportunity to serve as a student trustee.

Student Trustee Coover reported that many Wayne State students had participated in various academic activities and competitions recently. She also thanked Wayne State and the Board for giving her the opportunity to serve as student trustee for the 2002-03 academic year.

Appointment of Board Nominating Committee

Board Vice-Chair Lewis appointed Trustees Kosman, Teahon and Lewis to serve as the nominating committee for the 2003-2004 Board officers.

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held at Lincoln, Nebraska on June 13, 2003.

ADJOURNMENT -- The meeting was adjourned at 11:28 a.m.

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 and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Hilary Koso

June 13, 2003

ACTION: Approve the 2003-04 salary and contract extension until June 30, 2005 for the Executive Director:

Stan Carpenter, NSC Executive Director \$_____

Following is the 2002-03 Executive Director salary with contract through June 30, 2004:

Stan Carpenter NSC System Office \$155,824

4.1.2

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve the 2003-04 salary and contract extension until June 30, 2005 for the following individuals:

Tom Krepel, President, Chadron State College \$ _____
Plus housing allowance of \$ 14,000

Ben Johnson, President, Peru State College \$ _____
Plus housing allowance of \$ 7,000

Sheila Stearns, President, Wayne State College \$ _____
Plus housing allowance of \$ 14,000

Following are the 2002-03 CEO salaries with contracts through June 30, 2004:

Tom Krepel Chadron State College \$137,086 plus \$14,000 housing

Ben Johnson Peru State College \$132,477 plus \$7,000 housing

Sheila Stearns Wayne State College \$138,238 plus \$14,000 housing

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve the 2003-04 salary recommendations as submitted by the Executive Director and College Presidents

The Executive Director and each State College President have submitted salary recommendations for the 2003-04 fiscal year.

The Board of Trustees is asked to approve the salary recommendations which resulted from the salary policy approved at the April 11 Board meeting and repeated below:

Unionized Faculty (SCEA): As per collective bargaining agreement (2.0% across the board for all bargaining unit members with satisfactory performance).

Unionized Professional Staff (NSCPA): As per collective bargaining agreement (2.0% across the board to all bargaining unit members with satisfactory or better performance).

Unionized Support Staff (NAPE): As per collective bargaining agreement (2.0% across the board to all bargaining unit members with satisfactory or better performance).

Non-unionized Professional Staff: Each college and the System Office is authorized to provide a salary increase of 2.0% over the existing 2002-03 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 2.0% over the existing 2002-03 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 remain at 7.5%.

CHADRON STATE COLLEGE

RECOMMENDED SALARIES FOR FACULTY
Fiscal Year 2003-2004

State-Supported Positions

EMPLOYEE NAME	RANK	FTE	ADJUSTMENTS				2003-2004 TOTAL ANNUAL SALARY	% INCREASE	FOOT-NOTES
			2002-2003 SALARY BASE	SALARY INCREASE	DOCTORATE/PROMOTION	OTHER			
Anderson, Timothy	Professor	1.00	58,934.00	1,179.00			60,113.00	2.00%	
Bare, Charles	Professor	1.00	60,615.00	1,212.00			61,827.00	2.00%	
Bird, Richard	Professor	1.00	52,064.00	1,041.00			53,105.00	2.00%	
Burke, Ronald	Professor	1.00	59,987.00	1,200.00			61,187.00	2.00%	
Cartwright, Michael	Professor	1.00	64,195.00	1,284.00			65,479.00	2.00%	
Cressy, Charles	Professor	1.00	73,385.00	1,468.00			74,853.00	2.00%	
Crouse, Margaret	Professor	1.00	70,745.00	1,415.00			72,160.00	2.00%	
Cruzeiro, Patricia	Professor	1.00	50,586.00	1,012.00			51,598.00	2.00%	
DeWitt, Dana	Professor	1.00	53,374.00	1,067.00			54,441.00	2.00%	
Doxtator, Robert	Professor	1.00	70,830.00	1,417.00			72,247.00	2.00%	
Fickel, Monty	Professor	1.00	63,793.00	1,276.00			65,069.00	2.00%	
Gardener, Clark	Professor	1.00	52,653.00	1,053.00			53,706.00	2.00%	
Griffith, George	Professor	1.00	66,212.00	1,324.00			67,536.00	2.00%	
Hytrek, Jack	Professor	1.00	60,715.00	1,214.00			61,929.00	2.00%	
Lawson, Randy	Professor	1.00	65,985.00	1,320.00			67,305.00	2.00%	
Lopez-Laval, Hilda	Professor	1.00	51,559.00	1,031.00			52,590.00	2.00%	
McEwen, Robert	Professor	1.00	52,573.00	1,051.00			53,624.00	2.00%	
Moeller, Lee	Professor	1.00	66,424.00	1,328.00			67,752.00	2.00%	
Nealeigh, Norma	Professor	1.00	47,334.00	947.00	2,500.00	311.00	51,092.00	7.28%	*
Rankin, Samuel	Professor	1.00	77,500.00	1,550.00			79,050.00	2.00%	
Ritzen, Scott	Professor	1.00	50,586.00	1,012.00			51,598.00	2.00%	

* Promotion/Adjust to Rank Base Salary

<u>EMPLOYEE NAME</u>	<u>RANK</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY</u>	<u>% INCREASE</u>	<u>FOOT-NOTES</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/PROMOTION</u>	<u>OTHER</u>			
Shepherd, Allen	Professor	1.00	70,713.00	1,414.00			72,127.00	2.00%	
Watson, George	Professor	1.00	60,879.00	1,218.00			62,097.00	2.00%	
Weedon, Ronald	Professor	1.00	70,929.00	1,419.00			72,348.00	2.00%	
Wess, Roger	Professor	1.00	72,388.00	1,448.00			73,836.00	2.00%	
Winkle, William	Professor	1.00	67,120.00	1,342.00			68,462.00	2.00%	
Wright, James	Professor	<u>1.00</u>	<u>59,655.00</u>	1,193.00			<u>60,848.00</u>	<u>2.00%</u>	
-TOTAL PROFESSORS-		27.00	1,671,733.00	33,435.00	2,500.00	311.00	1,707,979.00	2.17%	

CHADRON STATE COLLEGE

RECOMMENDED SALARIES FOR FACULTY
Fiscal Year 2003-2004

State-Supported Positions

<u>EMPLOYEE NAME</u>	<u>RANK</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY</u>	<u>% INCREASE</u>	<u>FOOT-NOTES</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/ PROMOTION</u>	<u>OTHER</u>			
Bahr, Katherine	Assoc. Prof.	1.00	45,708.00	914.00			46,622.00	2.00%	
Blundell, Patricia	Assoc. Prof.	1.00	42,626.00	853.00			43,479.00	2.00%	
Bogner, Michael	Assoc. Prof.	1.00	44,400.00	888.00			45,288.00	2.00%	
Duron, Bobby	Assoc. Prof.	1.00	50,645.00	1,013.00	2,500.00		54,158.00	6.94%	*
Gaudet, Laura	Assoc. Prof.	1.00	38,607.00	772.00	2,500.00	765.00	42,644.00	10.46%	*
Hazen, Vincent	Assoc. Prof.	1.00	42,626.00	853.00			43,479.00	2.00%	
Keith, Tim	Assoc. Prof.	1.00	44,173.00	883.00			45,056.00	2.00%	
King, Don	Assoc. Prof.	1.00	44,865.00	897.00			45,762.00	5.50%	
Koza, Richard	Assoc. Prof.	1.00	52,433.00	1,049.00			53,482.00	2.00%	
Leesch, Lisette	Assoc. Prof.	1.00	42,222.00	844.00			43,066.00	2.00%	
Leite, Michael	Assoc. Prof.	1.00	45,075.00	902.00			45,977.00	2.00%	
Limbach, Barbara	Assoc. Prof.	1.00	47,333.00	947.00			48,280.00	2.00%	
Lockwood, Catherine	Assoc. Prof.	1.00	45,932.00	919.00			46,851.00	2.00%	
Madsen, Kim	Assoc. Prof.	1.00	43,404.00	868.00			44,272.00	2.00%	
Mays, Roger	Assoc. Prof.	1.00	42,626.00	853.00			43,479.00	2.00%	
McDaniel, Larry	Assoc. Prof.	1.00	43,423.00	868.00			44,291.00	2.00%	
Miller, Ronald	Assoc. Prof.	1.00	57,063.00	1,141.00			58,204.00	2.00%	
Moody, Yvonne	Assoc. Prof.	1.00	55,546.00	1,111.00			56,657.00	2.00%	
Pickett, Brent	Assoc. Prof.	1.00	43,713.00	874.00			44,587.00	2.00%	
Schaefer, G. W.	Assoc. Prof.	1.00	40,542.00	811.00	2,500.00		43,853.00	8.17%	*
Smith, Royce	Assoc. Prof.	1.00	65,755.00				65,755.00	0.00%	
Stack, Robert	Assoc. Prof.	1.00	46,509.00	930.00			47,439.00	2.00%	
Tucker, Thomas	Assoc. Prof.	1.00	39,744.00	795.00	2,500.00		43,039.00	8.29%	*
Watt, Don	Assoc. Prof.	1.00	43,035.00	861.00			43,896.00	2.00%	
Waugh, Wendy	Assoc. Prof.	1.00	46,498.00	930.00	2,500.00		49,928.00	7.38%	*
Yeager, Noranne	Assoc. Prof.	1.00	47,103.00	942.00			48,045.00	2.00%	
Younglove, Georgia	Assoc. Prof.	<u>1.00</u>	<u>39,799.00</u>	<u>796.00</u>	<u>2,500.00</u>		<u>43,095.00</u>	8.28%	*
-TOTAL ASSOC. PROFESSORS-		27.00	1,241,405.00	23,514.00	15,000.00	765.00	1,280,684.00	3.16%	

*Promotion/Adjust to Rank Base Salary

<u>EMPLOYEE NAME</u>	<u>RANK</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY</u>	<u>% INCREASE</u>	<u>FOOT-NOTES</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/ PROMOTION</u>	<u>OTHER</u>			
Baily, Will	Asst. Prof.	1.00	35,870.00	717.00			36,587.00	2.00%	
Benson, Gary	Asst. Prof.	1.00	44,381.00				44,381.00	0.00%	
Brockbank, Linda	Asst. Prof.	1.00	38,400.00	768.00			39,168.00	2.00%	
Butterfield, Charles	Asst. Prof.	1.00	40,162.00	803.00			40,965.00	2.00%	
Cary, Philip	Asst. Prof.	1.00	46,420.00	928.00			47,348.00	2.00%	
Cavin, Scott	Asst. Prof.	1.00	38,509.00	770.00			39,279.00	2.00%	
Corsini, Joseph	Asst. Prof.	1.00	37,287.00	746.00			38,033.00	2.00%	
Dickinson, Zane	Asst. Prof.	1.00	46,897.00	938.00			47,835.00	2.00%	
Doxtator, Brenda	Asst. Prof.	1.00	41,500.00	830.00			42,330.00	2.00%	
Fillmore, Bradley	Asst. Prof.	1.00	36,187.00	724.00			36,911.00	2.00%	
Fisher, Steven	Asst. Prof.	1.00	36,534.00				36,534.00	0.00%	
Hanson, Clifford	Asst. Prof.	1.00	65,589.00	1,312.00			66,901.00	2.00%	
Hyer, Joel	Asst. Prof.	1.00	36,187.00	724.00			36,911.00	2.00%	
Kirsch, Kathleen	Asst. Prof.	1.00	35,000.00	700.00		849.00	36,549.00	4.43%	*
Krejci, Ann	Asst. Prof.	1.00	36,925.00	739.00			37,664.00	2.00%	
Miller, Kevin	Asst. Prof.	1.00	41,182.00	824.00			42,006.00	2.00%	
Nobiling, Tracy	Asst. Prof.	1.00	46,012.00	920.00			46,932.00	2.00%	
Petersen, Ann	Asst. Prof.	1.00	36,534.00	731.00			37,265.00	2.00%	
Schreuder, Joel	Asst. Prof.	1.00	35,000.00	700.00		849.00	36,549.00	4.43%	*
Swanke, Thomas	Asst. Prof.	1.00	43,783.00	876.00			44,659.00	2.00%	
Vogl, Michael	Asst. Prof.	1.00	36,187.00	724.00			36,911.00	2.00%	
-TOTAL ASST. PROFESSORS-		21.00	854,546.00	15,474.00	0.00	1,698.00	871,718.00	2.01%	

*Adjust to Rank Base Salary

<i>EMPLOYEE NAME</i>	<i>RANK</i>	<i>FTE</i>	<i>ADJUSTMENTS</i>				<i>2003-2004 TOTAL ANNUAL SALARY</i>	<i>% INCREASE</i>
			<i>2002-2003 SALARY BASE</i>	<i>SALARY INCREASE</i>	<i>DOCTORATE/ PROMOTION</i>	<i>OTHER</i>		

Andersen, Tom	Instructor	1.00	36,112.00	722.00			36,834.00	2.00%
Anderson, Don	Instructor	1.00	37,081.00	742.00			37,823.00	2.00%
Bynum, Michael	Instructor	1.00	33,000.00	660.00			33,660.00	2.00%
Carpenter, Deb	Instructor	1.00	31,000.00	620.00			31,620.00	2.00%
Dickinson, Lavida	Instructor	1.00	33,203.00	664.00			33,867.00	2.00%
Lurvey, John	Instructor	1.00	47,406.00	948.00			48,354.00	2.00%
Marshall, Peggy	Instructor	1.00	31,993.00	640.00			32,633.00	2.00%
Nitsch, Linda	Instructor	1.00	31,155.00	623.00			31,778.00	2.00%
O'Boyle, William	Instructor	1.00	39,574.00	791.00			40,365.00	2.00%
Reiners, John	Instructor	1.00	34,224.00	684.00			34,908.00	2.00%
Rodin, Jennifer	Instructor	1.00	33,391.00	668.00			34,059.00	2.00%
Squire, Cynthia	Instructor	1.00	35,870.00	717.00			36,587.00	2.00%
Warren, Debra	Instructor	1.00	36,925.00	739.00			37,664.00	2.00%
<i>-TOTAL INSTRUCTORS-</i>		13.00	460,934.00	9,218.00	0.00	0.00	470,152.00	2.00%

*Adjust to Rank Base Salary

PHASED RETIREMENT

Dewing, Rolland (Year 3 of 3)	Emeritis	0.33	29,439.17	588.73			30,027.90	2.00%
Druecker, Jay (Year 1 of 1)	Emeritis	0.33	71,475.00				27,947.23	2.00%
Froehlich, Loren (Year 1 of 3)	Emeritis	0.33	59,139.00				23,123.35	2.00%
Gibson, James (Year 3 of 3)	Emeritis	0.33	25,408.80	508.21			25,917.01	2.00%
Hulm, Lee (Year 2 of 3)	Emeritis	0.33	28,130.82	562.68			28,693.50	2.00%
MacNeill, Roger (Year 2 of 3)	Emeritis	0.33	22,796.83	455.88			23,252.71	2.00%
Hall, Ernest (Year 2 of 3)	Emeritis	0.33	19,461.74	389.22			19,850.96	2.00%
Smith, Ann (Year 2 of 3)	Emeritis	<u>0.33</u>	<u>19,548.85</u>	<u>390.83</u>			<u>19,939.78</u>	2.00%
<i>-TOTAL PHASED CONTRACTS-</i>		2.64	275,400.21	2,895.55	0.00	0.00	198,752.44	2.00%

CHADRON STATE COLLEGE

**RECOMMENDED SALARIES FOR
NON-UNION PROFESSIONAL STAFF
Fiscal Year 2003-2004**

State Supported Positions

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY</u>	<u>% INCREASE</u>	<u>FOOT - NOTES</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/ PROMOTION</u>	<u>OTHER</u>			
Beebe, Dan	Basketball Coach	1.00	40,440.00	809.00			41,249.00	2.00%	
Brammer, Dawn	Womens VB Coach	1.00	32,807.00	656.00			33,463.00	2.00%	
Brennan, Terrance	Dir.-Library & Learning Res.	1.00	61,105.00				61,105.00	0.00%	
Burk, Ann	Dir.-Computer Services	0.75	37,781.00	756.00			38,537.00	2.00%	
Cogdill, Rex	Dean of Students	0.75	50,535.00	1,011.00			51,546.00	2.00%	
Dawson, Theresa	Asst. VP - Enrollment Mgmt.	1.00	63,359.00	1,267.00			64,626.00	2.00%	
Douglas, Sherry	Dir.-Financial Aid	1.00	47,654.00	953.00			48,607.00	2.00%	
Gould, Tena	Director of Admissions	1.00	37,843.00	757.00			38,600.00	2.00%	
Grant, Dale	Dir.-Bus. Serv./Comptroller	0.75	45,359.00	907.00			46,266.00	2.00%	
Hardy, Joyce	Senior VP of Academics	1.00	95,039.00	1,901.00			96,940.00	2.00%	
Hays, Randy	Dir. Extended Campus Sites	1.00	44,521.00	890.00			45,411.00	2.00%	
Hoffman, Edward	VP for Administration	1.00	82,225.00	1,645.00			83,870.00	2.00%	
Hoffman, Patricia	Distance Learning Coord.	1.00	36,298.00	726.00			37,024.00	2.00%	
Kennell, Deena	Dir. Coop Education	1.00	37,000.00	740.00			37,740.00	2.00%	
Marshall, Con	Dir. - Information Services	1.00	57,198.00	1,144.00			58,342.00	2.00%	
Rickenbach, Sharon	Dir. - Std. Acdmc. Succ. Svcs	1.00	35,617.00	712.00			36,329.00	2.00%	
Roweton, William	Dir. Inst. Res. /Asst to Pres.	1.00	72,795.00	1,456.00			74,251.00	2.00%	
Smith, Bradley	Dir. - Athletics	1.00	72,005.00	1,440.00			73,445.00	2.00%	
Stetson, Gayle	Business Manager	0.50	18,928.00	379.00			19,307.00	2.00%	
Taylor, Stephen	Asst. VP-Ex. Campus Prog.	1.00	65,910.00	1,318.00			67,228.00	2.00%	
Veath, Lois	Dean	1.00	82,512.00	1,650.00		2,538.00	86,700.00	5.08%	*
Vogt, Kara	Director - Human Resources	1.00	44,838.00	897.00			45,735.00	2.00%	
Welch, David	Dean	1.00	85,000.00	1,700.00			86,700.00	2.00%	
Williamson, Dale	Registrar	1.00	56,940.00	1,139.00			58,079.00	2.00%	
-TOTALS-		22.75	1,303,709.00	24,853.00	0.00	2,538.00	1,331,100.00	2.10%	

*Moved from Interim Dean 02-03 to Dean of Arts & Sciences 03-04

CHADRON STATE COLLEGE

**RECOMMENDED SALARIES FOR
NON-UNION PROFESSIONAL STAFF
Fiscal Year 2003-2004**

Non-State Supported Positions

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY</u>	<u>% INCREASE</u>	<u>FOOT - NOTES</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/ PROMOTION</u>	<u>OTHER</u>			
<u>FEDERAL FUNDING</u>									
Gore, Barry	St. Support Svc. Project Dir.	1.00	<u>40,090.00</u>	802.00			<u>40,892.00</u>	2.00%	
	-TOTALS-	1.00	40,090.00	802.00	0.00	0.00	40,892.00	2.00%	
<u>REVENUE BOND</u>									
Burk, Ann	Dir. - Computer Services	0.25	12,594.00	252.00			12,846.00	2.00%	
Cogdill, Rex	Dean of Students	0.25	16,845.00	337.00			17,182.00	2.00%	
Grant, Dale	Dir.-Bus. Serv./Comptroller	0.25	15,119.00	302.00			15,421.00	2.00%	
Schmitt, Joann	Dir. - Residence Life	1.00	34,367.00	687.00			35,054.00	2.00%	
Simons, Sherri	Dir. - Housing	1.00	39,930.00	799.00			40,729.00	2.00%	
Stetson, Gayle	Business Manager	<u>0.50</u>	<u>18,928.00</u>	379.00			<u>19,307.00</u>	<u>2.00%</u>	
	-TOTALS-	3.25	137,783.00	2,756.00	0.00	0.00	140,539.00	2.00%	

CHADRON STATE COLLEGE

**RECOMMENDED SALARIES FOR
NON-UNION PROFESSIONAL STAFF
Fiscal Year 2003-2004**

State Supported Positions

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY</u>	<u>% INCREASE</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/ PROMOTION</u>	<u>OTHER</u>		
McDonald, Brenda	Local Prog. Coord.-ECP	0.63	19,355.00	387.00			19,742.00	2.00%
Reid, Richard	Rodeo Coach	0.25	4,000.00	80.00			4,080.00	2.00%
Richards, Maycel	Local Prog. Coord.-ECP	0.50	<u>15,361.00</u>	<u>307.00</u>			<u>15,668.00</u>	2.00%
-TOTALS-		1.38	38,716.00	774.00			39,490.00	2.00%

Non-State Supported Positions

REVENUE BOND

Counce, Sharilee	Amer. Indian Counselor	0.25	<u>7,787.00</u>	<u>156.00</u>			<u>7,943.00</u>	2.00%
-TOTALS-		0.25	7,787.00	156.00			7,943.00	2.00%

CHADRON STATE COLLEGE

**RECOMMENDED SALARIES FOR
NSCPA PROFESSIONAL STAFF
Fiscal Year 2003-2004**

State-Supported Positions

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY</u>	<u>% INCREASE</u>	<u>FOOT - NOTES</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/ PROMOTION</u>	<u>OTHER</u>			
Absalon, Cari	Assistant for Extended Campu	1.00	24,919.00	498.00			25,417.00	2.00%	
Auer, Todd	Athletic Administrative Asst.	1.00	38,992.00	780.00			39,772.00	2.00%	
Becker, Stephen	Computer Support Speclst.	1.00	34,243.00	685.00			34,928.00	2.00%	
Brennan, Blair	Coord. Phys. Facilities	0.50	15,786.00	316.00			16,102.00	2.00%	
Broderick, Patricia	Acad. Coun./Prog. Facil.-SB	1.00	39,200.00	784.00			39,984.00	2.00%	
Carson, Barbara	Public Services Librarian	1.00	43,141.00	863.00			44,004.00	2.00%	
Collins, Joby	Programmer/Analyst	1.00	34,450.00	689.00			35,139.00	2.00%	
Dockweiler, Ann	Nurse	0.75	25,533.00	511.00			26,044.00	2.00%	
Gamby, Glenda	Public Services Librarian	1.00	44,528.00	891.00			45,419.00	2.00%	
Gimeson, Merle	Publications Specialist	1.00	37,831.00	757.00			38,588.00	2.00%	
Gonzalez, Frances	Tutorial Serv. Coordinator	0.83	31,229.00	625.00		805.00	32,659.00	4.58%	*
Gooder, Kellee	Admissions Representative	1.00	25,953.00	519.00			26,472.00	2.00%	
Haag, Justin	Communications Coord.	1.00	31,788.00	636.00			32,424.00	2.00%	
Harris, Laurie	Asst. Dir. Financial Aid	1.00	30,052.00	601.00			30,653.00	2.00%	
Heath, Linda	Admin. Coordinator	1.00	35,000.00	700.00			35,700.00	2.00%	
Hildebrand, Mark	Telecomm. Technician	1.00	27,263.00	545.00			27,808.00	2.00%	
Huckfeldt, Bruce	Print Shop Supervisor	1.00	33,945.00	679.00			34,624.00	2.00%	
Johnson, Julie	Admin. Coordinator	1.00	33,000.00	660.00			33,660.00	2.00%	
Johnson, Luann	Support Services Librarian	1.00	34,815.00	696.00			35,511.00	2.00%	
Johnson, Roberta	Local Prog. Coord.-ECP	1.00	32,768.00	655.00			33,423.00	2.00%	
Korte, Kenneth	Interim Dir. - Mari Sandoz	1.00	22,261.00	445.00			22,706.00	2.00%	**
MacNeill, Loree	Dir. - Cultural Programs	1.00	42,200.00	844.00			43,044.00	2.00%	
Mack, Jill	Coordinator of Special Events	1.00	25,600.00	512.00			26,112.00	2.00%	
Meter, Deborah	Coord. Coop Ed. Internships	1.00	33,575.00	672.00			34,247.00	2.00%	
Mitchell, Melissa	Assistant Registrar	1.00	30,964.00	619.00			31,583.00	2.00%	
Mittleider, Damon	Webmaster	1.00	37,229.00	745.00			37,974.00	2.00%	
Patterson, Jereme	Telecom. Service Specialist	1.00	31,165.00	623.00			31,788.00	2.00%	
Rasmussen, Connie	Dir. - Development	1.00	58,434.00	1,169.00			59,603.00	2.00%	

* Increase to rank base salary according to 2003-2005 NSCPA Agreement.

** 6 month contract

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>FTE</u>	<u>ADJUSTMENTS</u>				<u>2003-2004 TOTAL ANNUAL SALARY INCREASE</u>	<u>%</u>	<u>FOOT - NOTES</u>
			<u>2002-2003 SALARY BASE</u>	<u>SALARY INCREASE</u>	<u>DOCTORATE/ PROMOTION</u>	<u>OTHER</u>			
Reece, Kathryn	Admissions Representative	1.00	24,951.00	499.00			25,450.00	2.00%	
Roberts, Katie	Admissions Representative	1.00	24,919.00	498.00			25,417.00	2.00%	
Salmon, Heather	Admissions Representative	1.00	31,439.00	629.00			32,068.00	2.00%	
Sendel, Corey	Senior Programmer/Analyst	1.00	38,775.00	776.00			39,551.00	2.00%	
Smith, Debra	Admissions Coordinator	1.00	24,951.00	499.00			25,450.00	2.00%	
Smith, George	Instructional Design Coord.	1.00	42,852.00	857.00			43,709.00	2.00%	
Stephen, Mark	Network Specialist	0.50	19,658.00	393.00			20,051.00	2.00%	
Underwood, Chad	Programer/Analyst	1.00	32,099.00	642.00			32,741.00	2.00%	
Wood, Bridget	Payroll/Benefits Manager	0.55	14,497.00	290.00			14,787.00	2.00%	
Zahn, Sally	Acquisitions Librarian	1.00	50,469.00	1,009.00			51,478.00	2.00%	
-TOTALS-		36.13	1,240,474.00	24,811.00	0.00	805.00	1,266,090.00	2.07%	

CHADRON STATE COLLEGE

RECOMMENDED SALARIES FOR
 NSCPA PROFESSIONAL STAFF
 Fiscal Year 2003-2004

Non-State Supported Positions

EMPLOYEE NAME	POSITION TITLE	FTE	ADJUSTMENTS				2003-2004 TOTAL ANNUAL SALARY	% INCREASE	FOOT - NOTES
			2002-2003 SALARY BASE	SALARY INCREASE	DOCTORATE/ PROMOTION	OTHER			
<u>FEDERAL</u>									
Lawson, Doralie	Asst. Dir - Child Devel. Cente	0.75	20,580.00	412.00			20,992.00	2.00%	
Sheets, David	Student Intervention Coord.	1.00	28,035.00	561.00			28,596.00	2.00%	
-TOTALS-		1.75	48,615.00	973.00			49,588.00	2.00%	
<u>REVENUE BOND</u>									
Andersen, Clint	Dir.-Residence Hall	1.00	20,166.00	403.00			20,569.00	2.00%	
Brennan, Blair	Interim Coord. Phys. Facil.	0.50	15,786.00	316.00			16,102.00	2.00%	
Klein, Emily	Dir.-Conf./Spec. Events	1.00	40,183.00	804.00			40,987.00	2.00%	
Reading, Jill	Dir.-Residence Hall	1.00	19,074.00	381.00			19,455.00	2.00%	
Sinn, Laure	Coordinator-Student Act.	1.00	37,225.00	745.00			37,970.00	2.00%	
Stephen, Mark	Network Specialist	0.50	19,658.00	393.00			20,051.00	2.00%	
Wood, Bridget	Payroll/Benefits Manager	0.45	11,862.00	237.00			12,099.00	2.00%	
-TOTALS-		5.45	163,954.00	3,279.00	0.00	0.00	167,233.00	2.00%	

CHADRON STATE COLLEGE

**RECOMMENDED SALARIES FOR
NAPE SUPPORT STAFF
Fiscal Year 2003-2004**

State Supported Positions

EMPLOYEE NAME	POSITION TITLE	FTE	2002-2003 SALARY BASE	SALARY INCREASE	OTHER ADJUSTMENTS	2003-2004 TOTAL ANNUAL SALARY	% INCREASE	FOOT - NOTES
Abold, Stacie	Custodian	1.00	15,792.00	316.00		16,108.00	2.00%	
Adams, Janet	Mail Clerk	1.00	20,800.00	416.00		21,216.00	2.00%	
Anderson, Pamela B.	Office Assistant I	0.75	11,844.00	237.00		12,081.00	2.00%	
Atchison, James	Maint. Repair Worker III	0.50	12,993.00	260.00		13,253.00	2.00%	
Barry, Brenda	Office Assistant IV	0.50	16,338.00	327.00		16,665.00	2.00%	
Baumann, Todd	Maint. Repair Worker I	0.60	10,326.00	207.00		10,533.00	2.00%	
Blair, John	Maint. Repair Worker III	0.50	11,438.00	229.00		11,667.00	2.00%	
Blundell, Janice	Office Assistant II	1.00	26,698.00	534.00		27,232.00	2.00%	
Bradley, Kim	Office Assistant I	1.00	16,020.00	320.00		16,340.00	2.00%	
Brown-Butterfield, Dorrene	Office Assistant I	0.75	11,844.00	237.00		12,081.00	2.00%	
Burke, Mary	Office Assistant II	1.00	23,919.00	478.00		24,397.00	2.00%	
Burks, Terry	Accounting Clerk II	0.50	12,778.00	256.00		13,034.00	2.00%	
Butler, Greg	Maint. Repair Worker IV	0.60	17,962.00	359.00		18,321.00	2.00%	
Callahan, Pam	Accounting Clerk II	0.50	9,488.00	190.00		9,678.00	2.00%	
Canaday, Leann	Custodian	1.00	18,998.00	380.00		19,378.00	2.00%	
Caparoon, Marilyn	Custodian	1.00	16,025.00	321.00		16,346.00	2.00%	
Caswell, David	Maint. Repair Worker IV	0.50	14,761.00	295.00		15,056.00	2.00%	
Caswell, John	Custodian	1.00	17,162.00	343.00		17,505.00	2.00%	
Cisneros, Valerie	Office Assistant II	1.00	18,483.00	370.00		18,853.00	2.00%	
Conway, Craig	AV Service Technician	1.00	20,042.00	401.00		20,443.00	2.00%	
Demaree, Kay	Office Assistant II	1.00	19,948.00	399.00		20,347.00	2.00%	
DeWitt, Jerry	Custodial Leader	0.50	10,384.00	208.00		10,592.00	2.00%	
Downs, Joanne	Office Assistant I	0.83	13,404.00	268.00		13,672.00	2.00%	
Eleson, Bonnie	Custodian	1.00	18,824.00	376.00		19,200.00	2.00%	
Encinas, Kimberly	Accounting Clerk II	0.50	9,177.00	184.00		9,361.00	2.00%	
Evans, Linda	Academic Records Clerk	1.00	20,952.00	419.00		21,371.00	2.00%	

NAPE Support Staff - State Supported Positions

EMPLOYEE NAME	POSITION TITLE	FTE	2002-2003		OTHER	2003-2004 TOTAL		%	FOOT -
			SALARY BASE	SALARY INCREASE		ADJUSTMENTS	ANNUAL SALARY INCREASE		
Fisher, Andrea	Office Assistant I	1.00	15,792.00	316.00		16,108.00	2.00%		
Fonseca, Helen	Office Assistant II	1.00	18,276.00	366.00		18,642.00	2.00%		
Foral, Robyn	Office Assistant II	1.00	19,755.00	395.00		20,150.00	2.00%		
Galey, Margaret	Office Assistant II	0.55	12,589.00	252.00		12,841.00	2.00%		
Groves, Maura	Office Assistant II	1.00	18,483.00	370.00		18,853.00	2.00%		
Gutierrez, Trina	Office Assistant I	1.00	15,792.00	316.00		16,108.00	2.00%		
Halverson, Amy	Office Assistant II	1.00	18,705.00	374.00		19,079.00	2.00%		
Hansen, Maruta	Custodian	1.00	15,792.00	316.00		16,108.00	2.00%		
Hartman, Janet	Office Assistant II	1.00	20,167.00	403.00		20,570.00	2.00%		
Hartman, Shawn	Office Assistant II	1.00	21,666.00	433.00		22,099.00	2.00%		
Heigel, Farrah	Office Assistant I	1.00	16,020.00	320.00		16,340.00	2.00%		
Huckfeldt, Kim	Office Assistant II	1.00	21,282.00	426.00		21,708.00	2.00%		
Hughart, Karen	Office Assistant II	1.00	20,167.00	403.00		20,570.00	2.00%		
Johns, Shellie	Office Assistant II	1.00	20,952.00	419.00		21,371.00	2.00%		
Kadlecek, Scott	Maint. Repair Worker IV	0.50	13,279.00	266.00		13,545.00	2.00%		
Katen, Sally	Accounting Clerk III	0.50	11,481.00	230.00		11,711.00	2.00%		
Keim, Debra	Office Assistant IV	1.00	32,431.00	649.00		33,080.00	2.00%		
Kern, Silas	Maint. Repair Worker III	0.60	14,942.00	299.00		15,241.00	2.00%		
Krejci, Linda	Custodian	1.00	16,490.00	330.00		16,820.00	2.00%		
Kuhnel, Lorin	Maint. Repair Worker II	0.60	14,541.00	291.00		14,832.00	2.00%		
LaFontsee, Craig	Maint. Repair Worker I	0.60	12,923.00	258.00		13,181.00	2.00%		
Langford, Annette	Office Assistant II	1.00	22,284.00	446.00		22,730.00	2.00%		
Laue, Tim	Maint. Repair Worker III	0.70	22,046.00	441.00		22,487.00	2.00%		
Malone, Velinda	Custodian	1.00	16,025.00	321.00		16,346.00	2.00%		
Mason, Kathy	Office Assistant III	0.50	14,187.00	284.00		14,471.00	2.00%		
McCormick, Cliff	Automotive Mechanic	1.00	29,747.00	595.00		30,342.00	2.00%		
Mintken, Beverly	Custodian	1.00	16,490.00	330.00		16,820.00	2.00%		
Moore, James	Maint. Repair Worker III	0.50	13,311.00	266.00		13,577.00	2.00%		
Morford, Brenda	Academic Records Clerk	1.00	17,446.00	349.00		17,795.00	2.00%		
Muenchau, Gary	Maint. Repair Worker IV	1.00	31,096.00	622.00		31,718.00	2.00%		
Myers, Lewis	Maint. Repair Worker III	0.50	11,539.00	231.00		11,770.00	2.00%		
Nemeth, Patty	Accounting Clerk II	0.50	9,488.00	190.00		9,678.00	2.00%		
Neuharth, Jeri	Office Assistant I	0.83	13,851.00	277.00		14,128.00	2.00%		
Niehues, Galen	Custodian	1.00	16,025.00	321.00		16,346.00	2.00%		
Noble, Bonnie	Library Assistant	1.00	24,397.00	488.00		24,885.00	2.00%		

NAPE Support Staff - State Supported Positions

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>FTE</u>	<u>2002-2003</u>		<u>OTHER</u>	<u>2003-2004 TOTAL</u>		<u>%</u>	<u>FOOT -</u>
			<u>SALARY BASE</u>	<u>SALARY INCREASE</u>		<u>ADJUSTMENTS</u>	<u>ANNUAL SALARY INCREASE</u>		
Olivas, Johnny	Maint. Repair Worker III	0.50	12,451.00	249.00		12,700.00	2.00%		
Otten, Sonja	Office Assistant II	1.00	18,276.00	366.00		18,642.00	2.00%		
Peters, Gene	Electrician Master	0.60	20,516.00	410.00		20,926.00	2.00%		
Rickenbach, Michele	Academic Records Clerk	1.00	21,047.00	421.00		21,468.00	2.00%		
Rutter, Judy	Office Assistant I	0.83	13,404.00	268.00		13,672.00	2.00%		
Schramm, Esther	Custodian	1.00	16,490.00	330.00		16,820.00	2.00%		
Schreuder, Ruth	Office Assistant I	0.75	11,844.00	237.00		12,081.00	2.00%		
Sterling, Cindy	Custodian	1.00	18,282.00	366.00		18,648.00	2.00%		
Turman, Bridget	Custodian	1.00	22,903.00	458.00		23,361.00	2.00%		
VanVleet, Stefani	Office Assistant II	1.00	18,483.00	370.00		18,853.00	2.00%		
Waggener, Denise	Maint. Repair Worker I	0.60	13,322.00	266.00		13,588.00	2.00%		
Walgren, Cindy	Accounting Clerk II	1.00	18,975.00	380.00		19,355.00	2.00%		
Weber, Steve	Interim Custodial Leader	0.50	9,242.00	185.00		9,427.00	2.00%		
Wiese, Jim	Office Assistant II	1.00	19,948.00	399.00		20,347.00	2.00%		
Wilkins, Leona	Office Assistant II	1.00	21,855.00	437.00		22,292.00	2.00%		
Wineteer, Linda	Office Assistant II	1.00	19,755.00	395.00		20,150.00	2.00%		
Zillig, Robert	Maint. Repair Worker II	<u>0.60</u>	<u>12,343.00</u>			<u>12,343.00</u>	<u>0.00%</u>		
-TOTALS-		64.79	1,334,993.00	26,460.00		1,361,453.00	1.98%		

NAPE Support Staff - Non State Supported Positions

FEDERAL

<u>EMPLOYEE NAME</u>	<u>POSITION TITLE</u>	<u>FTE</u>	<u>2002-2003</u>		<u>OTHER</u>	<u>2003-2004 TOTAL</u>		<u>%</u>	<u>FOOT -</u>
			<u>SALARY BASE</u>	<u>SALARY INCREASE</u>		<u>ADJUSTMENTS</u>	<u>ANNUAL SALARY INCREASE</u>		
Fankhauser, Christine	Office Assistant II	1.00	18,276.00	366.00		18,642.00	2.00%		
Frandsen, Connie	Office Assistant II	1.00	18,483.00	370.00		18,853.00	2.00%		
-TOTALS-		2.00	36,759.00	736.00		37,495.00	2.00%		

NAPE Support Staff - Non State Supported Positions

REVENUE BOND

EMPLOYEE NAME	POSITION TITLE	FTE	2002-2003		OTHER	2003-2004 TOTAL		%	FOOT -
			SALARY BASE	SALARY INCREASE		ADJUSTMENTS	ANNUAL SALARY INCREASE		
Adler, Nancy	Custodian	1.00	16,490.00			16,490.00	0.00%		
Ainslie, Melvin	Custodian	1.00	18,204.00	364.00		18,568.00	2.00%		
Applegarth, Maria	Custodian	1.00	15,792.00	316.00		16,108.00	2.00%		
Atchison, James	Maint. Repair Worker III	0.50	12,994.00	260.00		13,254.00	2.00%		
Barry, Brenda	Office Assistant IV	0.50	16,338.00	327.00		16,665.00	2.00%		
Baumann, Todd	Maint. Repair Worker I	0.40	6,884.00	138.00		7,022.00	2.00%		
Blair, John	Maint. Repair Worker III	0.50	11,438.00	229.00		11,667.00	2.00%		
Burks, Terry	Accounting Clerk II	0.50	12,778.00	256.00		13,034.00	2.00%		
Butler, Greg	Maint. Repair Worker IV	0.40	11,976.00	240.00		12,216.00	2.00%		
Callahan, Pam	Accounting Clerk II	0.50	9,488.00	190.00		9,678.00	2.00%		
Carnahan, Melody	Office Assistant II	1.00	20,167.00	403.00		20,570.00	2.00%		
Caswell, David	Maint. Repair Worker IV	0.50	14,761.00	295.00		15,056.00	2.00%		
Coates, Amy	Custodian	1.00	17,170.00	343.00		17,513.00	2.00%		
Crawford, Carla	Custodian	1.00	18,807.00	376.00		19,183.00	2.00%		
DeWitt, Jerry	Custodial Leader	0.50	10,385.00	208.00		10,593.00	2.00%		
Donker, Danette	Office Assistant III	1.00	24,368.00	487.00		24,855.00	2.00%		
Encinas, Kimberly	Accounting Clerk II	0.50	9,177.00	184.00		9,361.00	2.00%		
Franey, Max	Interim Maint. Repair II	1.00	23,745.00	475.00		24,220.00	2.00%		
Galey, Margaret	Office Assistant II	0.45	10,300.00	206.00		10,506.00	2.00%		
Holst, Beverly	Custodian	1.00	22,903.00	458.00		23,361.00	2.00%		
Kadlecek, Scott	Maint. Repair Worker IV	0.50	13,279.00	266.00		13,545.00	2.00%		
Katen, Sally	Accounting Clerk III	0.50	11,481.00	230.00		11,711.00	2.00%		
Kern, Silas	Maint. Repair Worker III	0.40	9,960.00	199.00		10,159.00	2.00%		
Kuhnel, Lorin	Maint. Repair Worker II	0.40	9,694.00	194.00		9,888.00	2.00%		
LaFontsee, Craig	Maint. Repair Worker I	0.40	8,616.00	172.00		8,788.00	2.00%		
Laue, Tim	Maint. Repair Worker III	0.30	9,448.00	189.00		9,637.00	2.00%		
Mason, Kathy	Office Assistant III	0.50	14,187.00	284.00		14,471.00	2.00%		
McKinnon, Kenneth	Custodian	1.00	16,688.00	334.00		17,022.00	2.00%		
Moore, Jim	Maint. Repair Worker III	0.50	13,311.00	266.00		13,577.00	2.00%		
Myers, Lewis	Maint. Repair Worker III	0.50	11,539.00	231.00		11,770.00	2.00%		
Nemeth, Patty	Accounting Clerk II	0.50	9,488.00	190.00		9,678.00	2.00%		
O'Donnell, Audrey	Custodian	1.00	15,792.00	316.00		16,108.00	2.00%		
Olivas, Johnny	Maint. Repair Worker III	0.50	12,451.00	249.00		12,700.00	2.00%		

NAPE Support Staff - Non State Supported Positions

EMPLOYEE NAME	POSITION TITLE	FTE	2002-2003	SALARY	OTHER	2003-2004 TOTAL	%	FOOT -
			SALARY BASE	INCREASE	ADJUSTMENTS	ANNUAL SALARY	INCREASE	NOTES
Peters, Gene	Electrician Master	0.40	13,677.00	274.00		13,951.00	2.00%	
Retzlaff, Kathy	Custodian	1.00	16,025.00	321.00		16,346.00	2.00%	
Waggener, Denise	Maint. Repair Worker I	0.40	8,882.00	178.00		9,060.00	2.00%	
Weber, Steve	Interim Custodial Leader	0.50	9,242.00	185.00		9,427.00	2.00%	
White, Audrey	Custodian	1.00	22,658.00	453.00		23,111.00	2.00%	
Wood, Elaine	Custodian	1.00	18,552.00	371.00		18,923.00	2.00%	
Zillig, Robert	Maint. Repair Worker II	<u>0.40</u>	<u>8,228.00</u>			<u>8,228.00</u>	<u>0.00%</u>	
-TOTALS-		25.95	557,363.00	10,657.00		568,020.00	1.91%	

CHADRON STATE COLLEGE

**RECOMMENDED SALARIES FOR
NON-UNION SUPPORT STAFF
Fiscal Year 2003-2004**

State Supported Positions

EMPLOYEE NAME	POSITION TITLE	FTE	2002-2003 SALARY BASE	SALARY INCREASE	OTHER ADJUSTMENTS	2003-2004 TOTAL ANNUAL SALARY	% INCREASE	FOOT - NOTES
Anderson, Pamela	Secretary to the Pres.	1.00	29,815.00	596.00		30,411.00	2.00%	
Cisneros, Alan	Maintenance Supervisor	0.55	18,612.00	372.00		18,984.00	2.00%	
Kuhnel, Kristal	Office Assistant I	1.00	16,492.00	330.00		16,822.00	2.00%	
Marshall, Darrell	Maintenance Supervisor	0.55	22,335.00	447.00		22,782.00	2.00%	
Stokey, Katherine	Office Assistant III	<u>1.00</u>	<u>31,081.00</u>	622.00		<u>31,703.00</u>	<u>2.00%</u>	
-TOTALS-		4.10	118,335.00	2,367.00		120,702.00	2.00%	

Non-State Supported Positions

EMPLOYEE NAME	POSITION TITLE	FTE	2002-2003 SALARY BASE	SALARY INCREASE	OTHER ADJUSTMENTS	2003-2004 TOTAL ANNUAL SALARY	% INCREASE	FOOT - NOTES
<u>REVENUE BOND</u>								
Cisneros, Alan	Maintenance Supervisor	0.45	15,228.00	305.00		15,533.00	2.00%	
Lehman, David	Security Supervisor	1.00	27,000.00	540.00		27,540.00	2.00%	
Marshall, Darrell	Maintenance Supervisor	<u>0.45</u>	<u>18,274.00</u>	365.00		<u>18,639.00</u>	<u>2.00%</u>	
-TOTALS-		1.90	60,502.00	1,210.00		61,712.00	2.00%	

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2002-03	Salary	Adjustment		2003-04	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
FACULTY - State Supported Positions									
Anderson, Ken	Professor	1.00	\$55,411	\$1,108			\$56,519	2.00%	
Citrin, Anthony	Professor	1.00	\$61,661	\$1,233			\$62,894	2.00%	
Clemente, William	Professor	1.00	\$51,559	\$1,031			\$52,590	2.00%	
Crook, Sara	Professor	1.00	\$50,586	\$1,012			\$51,598	2.00%	
Davis, Spencer	Professor	1.00	\$62,329	\$1,247			\$63,576	2.00%	
Ediger, Thomas	Professor	1.00	\$63,635	\$1,273			\$64,908	2.00%	
Edris, David	Professor	1.00	\$69,580	\$1,392			\$70,972	2.00%	
Holtz, Dan	Professor	1.00	\$55,431	\$1,109			\$56,540	2.00%	
Long, Daryl	Professor	1.00	\$77,089	\$1,542			\$78,631	2.00%	
Lundak, Joel	Professor	1.00	\$51,559	\$1,031			\$52,590	2.00%	
McCran, Anthony	Professor	1.00	\$52,064	\$1,041			\$53,105	2.00%	
Snyder, William	Professor	1.00	\$66,931	\$1,339			\$68,270	2.00%	
Thomas, James	Professor	1.00	\$65,281	\$1,306			\$66,587	2.00%	
Waln, Randy	Professor	1.00	\$47,100	\$942			\$48,042	2.00%	
Sub-Total Professors		14.00	\$830,216	\$16,604	\$0	\$0	\$846,820		
Asmussen, Kelly	Associate Professor	1.00	\$43,488	\$870			\$44,358	2.00%	
Beischel, Mark	Associate Professor	1.00	\$42,271	\$845			\$43,116	2.00%	
Clopton, Richard	Associate Professor	1.00	\$49,530	\$991			\$50,521	2.00%	
Hnida, John	Associate Professor	1.00	\$41,694	\$834	\$2,500		\$45,028	8.00%	promotion
Vokolek, Dennis	Associate Professor	1.00	\$39,967	\$799			\$40,766	2.00%	
Sub-Total Associate Professors		5.00	\$216,950	\$4,339	\$2,500	\$0	\$223,789		
Adams, Mary	Assistant Professor	1.00	\$36,925	\$739			\$37,664	2.00%	
Barger, Michael	Assistant Professor	1.00	\$36,398	\$728			\$37,126	2.00%	
Batterson, Bruce	Assistant Professor	1.00	\$38,956	\$779			\$39,735	2.00%	
Domangue, Druann	Assistant Professor	1.00	\$37,980	\$760			\$38,740	2.00%	
Gatewood, Kelly	Assistant Professor	1.00	\$44,900	\$898			\$45,798	2.00%	
Grotian, Judy	Assistant Professor	1.00	\$38,607	\$772			\$39,379	2.00%	
Haney, John	Assistant Professor	1.00	\$38,500	\$770			\$39,270	2.00%	
Hinrichs, Paul	Assistant Professor	1.00	\$41,963	\$839			\$42,802	2.00%	
Johnson, Rhonda	Assistant Professor	1.00	\$36,000	\$720			\$36,720	2.00%	
Murray, Johann	Assistant Professor	1.00	\$0	\$0			\$38,500	n/a	
Nevitt, James	Assistant Professor	1.00	\$38,000	\$760			\$38,760	2.00%	
Newman, William	Assistant Professor	1.00	\$38,400	\$768			\$39,168	2.00%	
Rippe, Patricia	Assistant Professor	1.00	\$38,238	\$765			\$39,003	2.00%	
Ruskamp, Judith	Assistant Professor	1.00	\$36,000	\$720			\$36,720	2.00%	
Urbach, Beverly	Assistant Professor	1.00	\$0	\$0			\$38,500	n/a	
Welsh, Dennis	Assistant Professor	1.00	\$43,255	\$865			\$44,120	2.00%	
Wiederhold, Dick	Assistant Professor	1.00	\$44,900	\$898			\$45,798	2.00%	
Wray, Patrick	Assistant Professor	1.00	\$38,000	\$760			\$38,760	2.00%	
Sub- Total Assistant Professors		18.00	\$627,022	\$12,540	\$0	\$0	\$716,562		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2002-03 Salary Base	Salary Increase	Adjustment		2003-04 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
FACULTY - State Supported Positions									
Hertzel, Erik	Instructor	1.00	\$0	\$0			\$40,000	n/a	
Sub-Total Instructors		1.00	\$0	\$0	\$0	\$0	\$40,000		
Waln, Ursula	Unranked	1.00	\$33,161	\$663			\$33,824	2.00%	
Sub-Total Unranked		1.00	\$33,161	\$663	\$0	\$0	\$33,824		
Total		39.00			\$2,500	\$0	\$1,860,996		
FACULTY - State Supported Positions - Retirement Contract									
Evans, Rob		0.00					\$15,182		
Harper, Charles		0.25					\$15,224		
NSCPA Professional Staff - State Supported Positions									
Bender, Barbara	Ass't to the Dir of Records & Institutional Research	1.00	\$29,737	\$595			\$30,332	2.00%	
Burns, Jennifer	Learning Center Coordinator - Omaha	1.00	\$31,354	\$627			\$31,981	2.00%	
Clifton, Delyn	Network Specialist	1.00	\$40,384	\$808			\$41,192	2.00%	
Glathar, Sara	Admissions/Financial Aid Counselor	1.00	\$25,158	\$503			\$25,661	2.00%	
Johnson, Stephanie	Distance Learning Coordinator - Offutt	1.00	\$28,000	\$560			\$28,560	2.00%	
Lasley, Paul	Assistant Football Coach	0.92	\$28,221	\$564			\$28,785	2.00%	
Otto, Mike	Systems Analyst	1.00	\$44,521	\$890			\$45,411	2.00%	
Peery, Scott	Athletic Trainer	0.84	\$30,500	\$610			\$31,110	2.00%	
Unruh, Susan	Accountant	1.00	\$28,048	\$561			\$28,609	2.00%	
Volker, Janice	Ass't Dir of Financial Aid	1.00	\$25,652	\$513			\$26,165	2.00%	
Willis, Michaela	Coordinator of Admission Services	1.00	\$28,221	\$564			\$28,785	2.00%	
Total		10.76	\$339,796	\$6,796	\$0	\$0	\$346,592		
NSCPA Professional Staff - Revenue Bond									
Lynch, Patrick	Coordinator of Residence Life	1.00	\$0	\$0			\$29,500	n/a	
Total		1.00		\$0	\$0	\$0	\$29,500		
NSCPA Professional Staff - Non State Supported Positions (Federal)									
Groff, Peggy (9/1/03-8/31/04)	Learning Skills Specialist	0.84	\$25,970	\$519			\$26,489	2.00%	
Nies, Kristi	Tutorial Skills Specialist	0.84	\$26,431	\$529			\$26,960	2.00%	
Total		1.68	\$52,401	\$1,048	\$0	\$0	\$53,449		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2002-03 Salary Base	Salary Increase	Adjustment		2003-04 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
Professional Staff (Non-Union) - State Supported Positions									
Bayliss, Mark	Head Baseball Coach/Ath. Admin. Asst.	0.92	\$30,116	\$602			\$30,718	2.00%	
Becker, Roger	Director of the Library	1.00	\$54,000	\$1,080			\$55,080	2.00%	
Church, Renae	Business Manager	1.00	\$47,310	\$946			\$48,256	2.00%	
Clark, Terry	Head Football Coach	0.92	\$39,563	\$791			\$40,354	2.00%	
Cole, Jerre	Head (M) Basketball Coach/SID	0.92	\$30,000	\$600			\$30,600	2.00%	
Drew, Todd	Dean of Professional Studies	1.00	\$76,000	\$1,520			\$77,520	2.00%	
Frugoli, Geno	Head (M & W) Volleyball Coach	0.92		\$0			\$32,600	n/a	
Grotrian, Sheri	Interim Learning Center Coord - Lincoln	1.00	\$29,540	\$591			\$30,131	2.00%	
Harshbarger, Ted	Director of ARC/Dean of Student Life	1.00	\$66,782	\$1,336			\$68,118	2.00%	
Holtz, Alice	Temporary Testing/Coord/Acad Advisor	0.84	\$28,224	\$564			\$28,788	2.00%	
Hopp, Julie	Ass't to VP for Administration & Finance	1.00	\$27,792	\$556			\$28,348	2.00%	
Jacobsen, Jay	Ass't to the President for Technology	1.00	\$57,335	\$1,147			\$58,482	2.00%	
Jacobsen, Linda	VP for Admin & Finance	1.00	\$77,912	\$1,558			\$79,470	2.00%	
Lind, Diana	Director of Financial Aid	1.00	\$44,927	\$899			\$45,826	2.00%	
Loy, DiAnna	Dir. of Records & Institutional Research	1.00	\$56,764	\$1,135			\$57,899	2.00%	
Martin, Jerome	VP for Academic Affairs	1.00	\$86,398	\$1,728			\$88,126	2.00%	
Mathews, Mark	Head Sftbl Coach/Intramurals	0.92	\$31,618	\$632			\$32,250	2.00%	
Meland, Marie	Temporary Tutorial Coord/Acad Advisor	1.00	\$26,713	\$534			\$27,247	2.00%	
Moran, Janelle	Director of Admissions & Recruitment	1.00	\$39,035	\$781			\$39,816	2.00%	
Pate, Paul (\$57,445)	Director of Campus Services	0.90	\$50,687	\$1,014			\$51,701	2.00%	
Prichard, Dennis	Head (W) Basketball/Golf Coach	0.92	\$0	\$0			\$32,640	n/a	
Propst, Kent	VP for Col Adv & Inst'l Relationships	1.00	\$66,782	\$1,336			\$68,118	2.00%	
Reeves, Nancy	Budget/Human Resources	1.00	\$40,045	\$801			\$40,846	2.00%	
Roberts, Laura	Dir. of Online Services & Offutt Operations	1.00	\$49,500	\$990			\$50,490	2.00%	
Sylvester, Stephen	Dean of Arts & Sciences	1.00	\$68,575	\$5,219			\$73,794	7.61%	
Tande, Korrine	Dean of Education & Graduate Programs	1.00	\$72,347	\$1,447			\$73,794	2.00%	
Wood, Zoon	Temp. Developmental Studies/Dir of Diversity Prog	0.84	\$32,178	\$644			\$32,822	2.00%	
Lee, Brian	Head (W) Cross Country Coach	0.42	\$0	\$0			\$9,800	n/a	
Total		20.76	\$1,230,143	\$28,450	\$0	\$0	\$1,333,633		
Professional Staff (Non-Union) - Non State Supported Positions (Revenue Bond)									
Pate, Paul (\$57,445)	Director of Campus Services	0.10	\$5,632	\$113			\$5,745	2.00%	
Total		0.10		\$113	\$0	\$0	\$5,745		
Professional Staff (Non-Union) - Non State Supported Positions (Federal)									
Beu, Pat (9/1/03-831/04)	Dir of Stu Sup Serv Grant	1.00	\$44,173	\$883			\$45,056	2.00%	
Total		1.00	\$44,173	\$883			\$45,056		
NAPE/ Support Staff - State Supported Positions									
Alberts, Christine	Accounting Clerk III	1.00	\$21,832	\$437			\$22,269	2.00%	
Allgood, Carolyn	Office Assistant II	1.00	\$22,375	\$448			\$22,823	2.00%	

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2002-03	Salary	Adjustment		2003-04	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
Anthony, Alma	Office Assistant II	1.00	\$18,975	\$380			\$19,355	2.00%	
Chandler, Yvonne	Computer Operator	1.00	\$27,857	\$557			\$28,414	2.00%	
Chapin, Ardie	Office Assistant III	1.00	\$29,252	\$585			\$29,837	2.00%	
Conz, Tracey	Mail Reg Clerk/Office Assistant I	1.00	\$18,491	\$370			\$18,861	2.00%	
Davis, Phyllis	Acad Credentials Technician	1.00	\$23,262	\$465			\$23,727	2.00%	
Edris, Malinda	Office Assistant III	1.00	\$26,948	\$539			\$27,487	2.00%	
Ellner, Janice	Office Assistant III	1.00	\$27,998	\$560			\$28,558	2.00%	
George, Barb	Library Assistant	1.00	\$21,786	\$436			\$22,222	2.00%	
Hawley, Janet	Office Assistant II	1.00	\$21,416	\$428			\$21,844	2.00%	
Hawley, Nancy	Accounting Clerk II	1.00	\$22,367	\$447			\$22,814	2.00%	
Johnson, JoAnn	Library Technician	1.00	\$20,307	\$406			\$20,713	2.00%	
Kearney, Connie	Office Assistant IV	1.00	\$32,050	\$641			\$32,691	2.00%	
Keenan, Kimberly	Acad Credentials Technician	1.00	\$21,120	\$422			\$21,542	2.00%	
Lager, Jill	Accounting Clerk II	1.00	\$18,276	\$366			\$18,642	2.00%	
Martin, Gayle	Computer Operator	1.00	\$20,332	\$407			\$20,739	2.00%	
Moody, Connie	Audio/Visual Serv Technician	1.00	\$27,360	\$547			\$27,907	2.00%	
Parriott, Lisa	Office Assistant II	1.00	\$18,975	\$380			\$19,355	2.00%	
Staples, Linda	Office Assistant II	1.00	\$20,953	\$419			\$21,372	2.00%	
Teten, Dixie	Acad Credentials Technician	1.00	\$22,097	\$442			\$22,539	2.00%	
Tynon, Kathy	Accounting Clerk III	1.00	\$28,938	\$579			\$29,517	2.00%	
Williams, Jackie	Office Assistant II	1.00	\$23,126	\$463			\$23,589	2.00%	
Williams, Krista	Accounting Clerk III	1.00	\$21,120	\$422			\$21,542	2.00%	
Allen, Jack	Maint Rep Worker II	1.00	\$20,046	\$401			\$20,447	2.00%	
Ballue, Don (\$22,173)	Security Officer II	0.50	\$10,869	\$217			\$11,086	2.00%	
Bremer, Joseph (\$20,012)	Maint. Repair Worker II	0.70	\$13,734	\$275			\$14,009	2.00%	
Coulter, William	Custodian	1.00	\$16,261	\$325			\$16,586	2.00%	
Cummins, Dana	Custodian	1.00	\$16,025	\$321			\$16,346	2.00%	
Dalbec, Rosaire	Maint Rep Worker II	1.00	\$20,434	\$409			\$20,843	2.00%	
Decker, Jared	Maint Rep Worker II	1.00	\$19,831	\$397			\$20,228	2.00%	
Eltiste, Hal	Maint Rep Worker II	1.00	\$19,831	\$397			\$20,228	2.00%	
Felver, Jeffrey (\$20,012)	Maint. Repair Worker II	0.70	\$13,734	\$275			\$14,009	2.00%	
Furnas, Kelly	Custodian	1.00	\$18,198	\$364			\$18,562	2.00%	
Hager, Terry (\$17,937)	Custodian /MRWI	0.20	\$3,517	\$70			\$3,587	2.00%	
Kistner, Eldon (\$28,283)	Maint Rep Worker IV	0.70	\$19,410	\$388			\$19,798	2.00%	
Kopf, Roger (\$20,447)	Maint Rep Worker II	0.70	\$14,032	\$281			\$14,313	2.00%	
Meyers, Jeffrey (\$20,228)	Maint Rep Worker II	0.70	\$13,882	\$278			\$14,159	2.00%	
Morris, Debra (\$17,675)	Custodian	0.70	\$12,130	\$243			\$12,372	2.00%	
Reeves, Darrin	Security Officer II	1.00	\$23,407	\$468			\$23,875	2.00%	
Robbins, James	Custodian	1.00	\$18,460	\$369			\$18,829	2.00%	
Shepherd, Donna (\$20,770)	Custodian	0.20	\$4,073	\$81			\$4,154	2.00%	
Simonton, Dee (\$17,022)	Custodian	0.20	\$3,338	\$67			\$3,404	2.00%	
Spangler, Antonia	Custodian	1.00	\$17,169	\$343			\$17,512	2.00%	
Stutheit, Kurt	Custodian	0.20	\$20,344	\$407			\$20,751	2.00%	
Volkmer, Mark	Maint Rep Worker II	1.00	\$19,831	\$397			\$20,228	2.00%	
Total		39.50	\$895,767	\$17,915	\$0	\$0	\$913,683		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2002-03 Salary Base	Salary Increase	Adjustment		2003-04 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
NAPE/ Support Staff - Non State Supported Positions (Federal)									
Merz, Nancy	Office Assistant II	1.00	\$22,043	\$0			\$20,941	-5.00%	Reassignment
Total	Total	1.00	\$22,043	\$0	\$0	\$0	\$20,941		
NAPE/ Support Staff - Non State Supported Positions (Revenue Bond)									
Ballue, Don (\$22,173)	Security Officer II	0.50	\$10,869	\$217			\$11,086	2.00%	
Bremer, Joseph (\$20,012)	Maint. Repair Worker II	0.30	\$5,886	\$118			\$6,004	2.00%	
Felver, Jeffrey (\$20,012)	Maint. Repair Worker II	0.30	\$5,886	\$118			\$6,004	2.00%	
Hager, Terry (\$17,937)	Custodian /MRWI	0.80	\$14,068	\$281			\$14,349	2.00%	
Kistner, Eldon (\$28,283)	Maint Rep Worker IV	0.30	\$8,318	\$166			\$8,485	2.00%	
Kopf, Roger (\$20,447)	Maint Rep Worker II	0.30	\$6,014	\$120			\$6,134	2.00%	
Meyers, Jeffrey (\$20,228)	Maint Rep Worker II	0.30	\$5,949	\$119			\$6,068	2.00%	
Morris, Debra (\$17,675)	Custodian	0.30	\$5,198	\$104			\$5,302	2.00%	
Shepherd, Donna (\$20,770)	Custodian	0.80	\$16,290	\$326			\$16,616	2.00%	
Simonton, Dee (\$17,022)	Custodian	0.80	\$13,350	\$267			\$13,617	2.00%	
Total		4.70	\$91,830	\$1,837	\$0		\$93,666		
Support Staff (Non Union) - State Supported Positions									
Adams, Phyllis	Acad Records Clk	0.50	\$9,808	\$196			\$10,004	2.00%	
Jensen, Teresa	Office Assistant II	0.60	\$11,571	\$231			\$11,802	2.00%	
Breazile, Debra	Custodial Supervisor	1.00	\$23,459	\$469			\$23,928	2.00%	
Fisher, Sandra	Office Assistant III	1.00	\$24,784	\$496			\$25,280	2.00%	
Moody, Linda	Sec'y to the President	1.00	\$34,986	\$700			\$35,686	2.00%	
Reynolds, James	Maintenance Supervisor	1.00	\$31,339	\$627			\$31,966	2.00%	
Stonebarger, William	Security Supervisor	1.00	\$29,321	\$586			\$29,907	2.00%	
Total		6.10	\$165,268	\$3,305	\$0	\$0	\$168,573		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2002-03 Salary Base	Salary Increase	Adjustment		2003-04 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
FACULTY - State Supported Positions - Vacancies									
	Associate Professor (Ed)	1.00					\$40,766		
	Assistant Professor (Crim. Justice)	1.00					\$38,760		
Total Faculty Vacancies		2.00					\$79,526		
Professional Staff (Non-Union) - State Supported Positions - Vacancies									
Ass't Ftbl/Grad Asst.	Ass't Ftbl/Grad Asst.	0.20					\$4,541		
Ass't Ftbl Coach	Ass't Ftbl Coach	0.20					\$4,541		
Ass't Ftbl Coach	Ass't Ftbl Coach	0.20					\$4,541		
Ass't (W) Volleyball Coach	Ass't (W) Volleyball Coach	0.20					\$4,541		
Ass't Baseball Coach	Ass't Baseball Coach	0.20					\$4,452		
Ass't (M) Basketball Coach	Ass't (M) Basketball Coach	0.20					\$4,541		
Ass't (W) Basketball Coach	Ass't (W) Basketball Coach	0.20					\$4,541		
Ass't Softball Coach	Ass't Softball Coach	0.20					\$4,541		
Ass't (M) Volleyball Coach	Ass't (M) Volleyball Coach	0.20					\$4,080		
Total		1.80					\$40,319		
NSCPA Professional Staff - State Supported Positions - Vacancies									
None									
Support Staff (Non Union) - State Supported Positions - Vacancies									
Office Assistant I	Office Assistant I - Offutt	0.73					\$12,167		

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2002-2003 Salary Base	Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Faculty -- State Supported Positions									
Adams, Franklin	Professor	1.00	53,823	1,077			54,900	2.00%	
Alexander, Andrew	Professor	1.00	50,586	1,012			51,598	2.00%	
Anderson, Wayne	Professor	1.00	58,090	1,162			59,252	2.00%	
Arneson, Patricia	Professor	1.00	58,066	1,162			59,228	2.00%	
Blaser, Kent	Professor	0.50	32,428	649			33,077	2.00%	(n)
Blayney, Michael	Professor	1.00	64,856	1,298			66,154	2.00%	
Bondhus, Joann	Professor	1.00	64,856	1,298			66,154	2.00%	
Bonds, Christopher	Professor	1.00	61,331	1,227			62,558	2.00%	
Brufiat, Alan	Professor	1.00	54,412	1,089			55,501	2.00%	
Butler, Katherine	Professor	1.00	75,815	1,517			77,332	2.00%	
Campbell, Paul	Professor	1.00	62,625	1,253			63,878	2.00%	
Claussen, Larry	Professor	1.00	57,207	1,145			58,352	2.00%	
Conley, Donovan	Professor	1.00	59,843	1,197			61,040	2.00%	
Conway, Kathleen	Professor	1.00	63,721	1,275			64,996	2.00%	
Cook, Tom	Professor	1.00	54,625	1,093			55,718	2.00%	
Dalal, Meenakshi	Professor	1.00	63,295	1,266			64,561	2.00%	
Dinsmore, Steven	Professor	1.00	64,856	1,298			66,154	2.00%	
Ettel, Mary	Professor	1.00	51,071	1,022			52,093	2.00%	
Filter, William	Professor	1.00	67,723	1,355			69,078	2.00%	
Fuelberth, John	Professor	1.00	55,643	1,113			56,756	2.00%	
Garvin, Timothy	Professor	1.00	48,660	974	2,500 (2)		52,134	7.14%	
Gilligan, Janet	Professor	1.00	58,158	1,164			59,322	2.00%	
Hallgren, Kenneth	Professor	1.00	64,057	1,282			65,339	2.00%	
Hansen, Pearl	Professor	1.00	61,589	1,232			62,821	2.00%	
Hickey, Donald	Professor	1.00	64,856	1,298			66,154	2.00%	
Imdieke, Jack	Professor	1.00	61,041	1,221			62,262	2.00%	
Karlen, Jean	Professor	1.00	64,155	1,284			65,439	2.00%	
Karr, Paul	Professor	1.00	44,764	896	2,500 (2)	2,932	51,092	14.14%	(g) (m)
Kelly, Siobhan	Professor	1.00	51,071	1,022			52,093	2.00%	(f)
Kietzmann, Glenn	Professor	1.00	53,014	1,061			54,075	2.00%	
Lawrence, Gloria	Professor	1.00	56,004	1,121			57,125	2.00%	
Lindberg, Judith	Professor	1.00	56,436	1,129			57,565	2.00%	
Linster, Carolyn	Professor	1.00	60,587	1,212			61,799	2.00%	
Mudge, Marilyn	Professor	1.00	51,559	1,032			52,591	2.00%	
Mueller, Marlene	Professor	1.00	60,456	1,210			61,666	2.00%	(f)
O'Leary, Jay	Professor	1.00	74,889	1,498			76,387	2.00%	
Paige, James	Professor	1.00	73,203	1,465			74,668	2.00%	
Paxton, John	Professor	1.00	66,875	1,338			68,213	2.00%	
Renzelman, John	Professor	1.00	60,775	1,216			61,991	2.00%	
Reynolds, Vic	Professor	1.00	57,171	1,144			58,315	2.00%	
Roney, Janet	Professor	1.00	57,654	1,154			58,808	2.00%	
Ronnow, Gretchen	Professor	1.00	51,560	1,032			52,592	2.00%	
Rudin, Catherine	Professor	1.00	58,389	1,168			59,557	2.00%	
Slaymaker, William	Professor	1.00	57,882	1,158			59,040	2.00%	
Sweeney, Karen	Professor	1.00	57,308	1,147			58,455	2.00%	
Sweetland, Robert	Professor	1.00	59,085	1,182			60,267	2.00%	
Taber, Douglass	Professor	1.00	60,081	1,202			61,283	2.00%	
Whitt, Deborah	Professor	1.00	52,096	1,042			53,138	2.00%	
Whitt, Ronald	Professor	1.00	60,783	1,216			61,999	2.00%	
Wilcox, Daryl	Professor	1.00	64,856	1,298			66,154	2.00%	
Wingett, Terry	Professor	1.00	52,205	1,045			53,250	2.00%	
Sub-Total Professors		50.50	2,996,091	59,951	5,000	2,932	3,063,974		
Bauer, Jeffrey	Assoc. Prof.	1.00	41,182	824	2,500 (2)		44,506	8.07%	
Bertolas, Randy	Assoc. Prof.	1.00	45,773	916			46,689	2.00%	
Black, Barbara	Assoc. Prof.	1.00	48,475	970			49,445	2.00%	
Blankenau, Joe	Assoc. Prof.	1.00	43,166	864			44,030	2.00%	
Blomenkamp, Jean	Assoc. Prof.	1.00	54,434	1,089			55,523	2.00%	
Borgmann, Marian	Assoc. Prof.	1.00	46,723	935			47,658	2.00%	
Brummels, James	Assoc. Prof.	1.00	57,589	1,152			58,741	2.00%	

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2002-2003 Salary Base	Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Carrigg, Maureen	Assoc. Prof.	1.00	47,167	944			48,111	2.00%	
Christensen, Douglas	Assoc. Prof.	1.00	39,205	785	2,500 (2)	154	42,644	8.77%	(m)
Conway, Gerald	Assoc. Prof.	1.00	61,362	1,228			62,590	2.00%	
Curtiss, James	Assoc. Prof.	1.00	48,919	979			49,898	2.00%	
Evetovich, Tammy	Assoc. Prof.	1.00	42,295	846	2,500 (2)		45,641	7.91%	
Hammer, Mark F.	Assoc. Prof.	1.00	43,400	868			44,268	2.00%	
Hill, Kevin	Assoc. Prof.	1.00	45,854	918			46,772	2.00%	
Jackson, Fay	Assoc. Prof.	1.00	50,988	1,020			52,008	2.00%	
Keenan, Richard	Assoc. Prof.	1.00	49,033	981			50,014	2.00%	
Leeper, Mark	Assoc. Prof.	1.00	44,980	900			45,880	2.00%	
Lichty, Dennis	Assoc. Prof.	1.00	48,072	962			49,034	2.00%	
Lofgren, Ronald	Assoc. Prof.	1.00	41,182	824	2,500 (2)		44,506	8.07%	
Metz, Sandra	Assoc. Prof.	1.00	47,109	943			48,052	2.00%	
Miller, Daniel	Assoc. Prof.	1.00	45,011	901			45,912	2.00%	
Nelson, Jeryl	Assoc. Prof.	1.00	50,419	1,009			51,428	2.00%	
Parker, Chuck	Assoc. Prof.	1.00	46,426	929			47,355	2.00%	
Pearcy, Shawn	Assoc. Prof.	1.00	43,255	866			44,121	2.00%	
Peitz, David	Assoc. Prof.	1.00	43,373	868			44,241	2.00%	
Rump, Carl	Assoc. Prof.	1.00	64,006	1,281			65,287	2.00%	
Sandlin, Lisa	Assoc. Prof.	1.00	44,962	900			45,862	2.00%	
Schmitz, Janet	Assoc. Prof.	1.00	59,678	1,194			60,872	2.00%	
Sharer, Timothy	Assoc. Prof.	1.00	52,647	1,053			53,700	2.00%	
Snowden, Monica	Assoc. Prof.	1.00	39,852	798	2,500 (2)		43,150	8.28%	
Taber, Linda	Assoc. Prof.	1.00	49,130	983			50,113	2.00%	
Volk, Gary	Assoc. Prof.	1.00	64,257	1,286			65,543	2.00%	
Waddington, Cheryl	Assoc. Prof.	1.00	46,663	934			47,597	2.00%	
Walker, Karen	Assoc. Prof.	1.00	43,868	878			44,746	2.00%	
Willis, Keith	Assoc. Prof.	1.00	46,499	930			47,429	2.00%	
Worner, Tamara	Assoc. Prof.	1.00	39,324	787	2,500 (2)	33	42,644	8.44%	(m)
Young, Todd	Assoc. Prof.	1.00	39,444	789	2,500 (2)		42,733	8.34%	
Sub-Total Associate Professors		37.00	1,765,722	35,334	17,500	187	1,818,743		
Bareman, Laura	Asst. Prof.	1.00	44,521	891			45,412	2.00%	
Buryanek, Donald	Asst. Prof.	1.00	46,525	931			47,456	2.00%	
Cacheiro, Adolfo	Asst. Prof.	1.00	40,090	802			40,892	2.00%	
Christensen, Linda	Asst. Prof.	1.00	39,563	792			40,355	2.00%	
Dinsmore, Janice	Asst. Prof.	0.50	23,218	465			23,683	2.00%	(d) (l)
Elliott, Steven	Asst. Prof (Interim)	1.00					30,000		(h) (i)
Engbretsen, Barb	Asst. Prof.	1.00	39,815	797			40,612	2.00%	
Gillan, Michael	Asst. Prof.	1.00	40,599	812			41,411	2.00%	
Hamada, Yahia	Asst. Prof.	1.00	39,563	792			40,355	2.00%	
Harms, Sally	Asst. Prof.	1.00	40,069	802			40,871	2.00%	
Holloway, Peggy	Asst. Prof.	1.00	40,000	800			40,800	2.00%	
Karsky, Jason	Asst. Prof.	1.00	39,391	788			40,179	2.00%	
Knotwell, James	Asst. Prof.	1.00	38,956	780			39,736	2.00%	
Lutt, Pat	Asst. Prof.	1.00	39,852	798			40,650	2.00%	
McElwain, David	Asst. Prof.	1.00	42,000	840			42,840	2.00%	
Thomas, Sharon	Asst. Prof.	1.00	45,282	906			46,188	2.00%	
Vander Weil, Gregory	Asst. Prof.	1.00	44,076	882			44,958	2.00%	
Vergara, Stephen	Asst. Prof.	1.00	43,378	868			44,246	2.00%	
Sub-Total Assistant Professors		17.50	686,898	13,746	0	0	730,644		
Berry, Judith	Instructor (Interim)	1.00	27,826	557			28,383	2.00%	(h)
Driewer, Carolyn	Instructor (Interim)	1.00	30,000	600			30,600	2.00%	(h)
Gahagan, Bryan	Instructor (Interim)	1.00	32,960	660			33,620	2.00%	(h)
Garvin, Sharon	Instructor	1.00	36,000	720			36,720	2.00%	
Geisert, Cameron	Instructor	1.00	30,000	600			30,600	2.00%	
Herling, Lourdes	Instructor (Interim)	1.00	26,724	535			27,259	2.00%	(h)
Jensen, Gwen	Instructor	1.00	37,000	740			37,740	2.00%	
Lutt, Jean	Instructor	1.00	44,569	892			45,461	2.00%	(l)
Meyer, Jeffrey	Instructor	1.00	36,925	739			37,664	2.00%	(l)

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2002-2003 Salary Base	Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Nicholson, Lori	Instructor	1.00	37,980	760			38,740	2.00%	
Sebade, Mary	Instructor (Interim)	1.00	26,980	540			27,520	2.00%	(h)
Sub-Total Instructors		11.00	366,964	7,343	0	0	374,307		
TOTAL FACULTY		116.00	5,815,675	116,374	22,500	3,119	5,987,668		
Faculty Phased Retirements									
Zahniser, Robert	Professor	0.17	13,471				13,741	2.00%	last sem of 3rd year
TOTAL PHASED RETIREMENTS		0.17	13,471				13,741		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence for one semester at full pay
- (g) employee on leave of absence for full year at one-half pay
- (h) interim appointment
- (i) new appointment
- (j) market adjustment
- (k) gender equity adjustment
- (l) special faculty appointment on a year-to-year basis
- (m) additional adjustment to bring to rank base salary
- (n) employee on leave of absence for one semester

Vacant Faculty Positions for 2003-04

VACANT (Goewardene) Asst. Prof.		1.00	38,000
VACANT (Eichenberg) Asst. Prof.		1.00	38,000
VACANT (Higgins) Asst. Prof.		1.00	38,000
VACANT (Labant) Asst. Prof.		1.00	38,000
VACANT (Karr leave) Instructor (Int.)		1.00	24,000
VACANT (Kelly leave) Instructor (Int.)		0.50	12,000
VACANT (Mueller leave) Instructor (Int.)		0.50	12,000
VACANT (Blaser leave) Instructor (Int.)		0.50	12,000

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	2002-03 FTE	2002-2003 Salary Base	2% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	NOTES
					Degree	Other			
<u>NSCPA Professional Staff -- State Supported Positions</u>									
Bargstadt, Connie	Nurse	1.00	37,722	755		206	38,683	2.55%	(l)
Brumm, Janet	Public Services Librarian	0.75	33,022	661			33,683	2.00%	(d)
Dunning, John	Asst. Dir./Network Services	1.00	57,322	1,147			58,469	2.00%	
Eckmann, Brandon	Computer Support Specialist	1.00	29,540	591			30,131	2.00%	
Ensz, Deborah	Learning Skills Specialist	0.75	26,804	537			27,341	2.00%	(d)
Graber, David	Reference Librarian	0.92	35,816	717			36,533	2.00%	(d)
Granberg, Karen	Counselor	0.80	34,650	693			35,343	2.00%	(d)
Gross, Mary Jo	Assistant Registrar	1.00	30,000	600			30,600	2.00%	
Halle, Kevin	Admissions Specialist	1.00	24,921	499			25,420	2.00%	
Heggemeyer, Terri	Career Services Specialist	0.85	26,082	522		2,086	28,690	10.00%	(d) (l)
Hurlbert, Holly	Asst. Dir./Financial Aid	1.00	28,939	579			29,518	2.00%	
Johnson, Maria	Reference Librarian	0.92	35,285	706			35,991	2.00%	(d)
Johnson, Rebecca	Admissions Specialist	1.00	24,920	499			25,419	2.00%	
Kucera, Loren	Director, NBDC	0.07	3,324	67			3,391	2.02%	(c)
Liedorff, Marilyn	Technical Services Librarian	1.00	39,805	797		1,024	41,626	4.57%	(l)
Meyer, Barbara	Budget Manager	1.00	48,362	968			49,330	2.00%	
Mohlfeld, Kathy	Counselor	1.00	38,161	764			38,925	2.00%	
Muir, Trudy	Graphic Design Artist	1.00	31,650	633			32,283	2.00%	
Nelson, Jeremy	Computer Support Specialist	1.00	29,100	582			29,682	2.00%	
Pick, Karla	Payroll/Benefits Mgr.	0.80	26,713	535			27,248	2.00%	(d)
Piper, Jeff	Graphic Design Artist (Digital)	1.00	31,165	624			31,789	2.00%	
Poirier, Gayle	Reference Librarian	1.00	37,705	755		486	38,946	3.29%	(l)
Polenske, Cheri	Programmer Analyst	1.00	32,278	646			32,924	2.00%	
Reynolds, Lisa	Asst. Dir./Continuing Education	1.00	24,925	499			25,424	2.00%	
Roe, Monty	Asst. FB Coach	1.00	32,961	660			33,621	2.00%	
Samuelson, Josh	Network Specialist-UNIX Support	1.00	36,175	724			36,899	2.00%	
Schlichter, Marcus	Acquisitions Librarian	1.00	41,353	828			42,181	2.00%	
Schmoldt, Kurt	Athletic Trainer	1.00	36,398	728			37,126	2.00%	
Smith, Ruth	Facilities Technician	1.00	26,713	535			27,248	2.00%	
Thayer-Mencke, Laura	Admissions Specialist	1.00	25,159	504			25,663	2.00%	
Vick, Ronald Sr.	Counselor	1.00	36,366	728		1,903	38,997	7.23%	(l)
Wilson, Marilyn	Asst. Dir. Admin. Systems	1.00	44,012	881			44,893	2.00%	
	TOTAL	29.86	1,047,348	20,964	0	5,705	1,074,017		
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>									
Hasenkamp, Karina	SSRC Coordinator	0.75	22,880	458			23,338	2.00%	(d)
Kucera, Loren	Director, NBDC	0.53	25,162	504			25,666	2.00%	(c)
Kucera, Loren	Director, FBC	0.40	18,990	380			19,370	2.00%	(c)
Wriedt, Jeannine	Math/Science Specialist STRIDE	0.80	25,746	515			26,261	2.00%	(d)
	TOTAL	2.48	92,778	1,857	0	0	94,635		

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	2002-03 FTE	2002-2003 Salary Base	2% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	NOTES
					Degree	Other			
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>									
Benscoter, Mandy	Computer Support Specialist	1.00	31,165	624			31,789	2.00%	
Chadwick, Jonathan	Res. Hall Dir.	0.75	16,464	330		92	16,886	2.56%	(d) (l)
Laursen, Jennifer	Res. Hall Dir.	0.75	16,301	327			16,628	2.01%	(d)
Osnes, Thomas	Asst. Dir. Residence Life	1.00	26,713	535			27,248	2.00%	
Smith, Chad	Computer Support Specialist	1.00	34,966	700			35,666	2.00%	
Smith, Joy	Res. Hall Dir.	0.75	15,984	320			16,304	2.00%	(d)
TOTAL		5.25	141,593	2,836	0	92	144,521		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>									
Bareman, Jason	Director/Career Services	0.80	35,685	714			36,399	2.00%	(d)
Barry, Jeannette	Institutional Research Analyst	1.00	36,000	720			36,720	2.00%	
Barry, Todd	Director/Athletics	1.00	69,008	1,381			70,389	2.00%	
Benson, Vaughn	Dean Business/Technology	1.00	86,510	1,731			88,241	2.00%	
Brink, Marlon	Head M/W Track/Cross Country	1.00	32,283	646			32,929	2.00%	
Brummels, Linda	Director/Counseling	0.94	47,781	956			48,737	2.00%	(d)
Bullock, Rollie	Head Wmn's Soccer/Asst. Event Cr	1.00	31,123	623			31,746	2.00%	
Burkett, Rico	Head Men's Basketball Coach	0.92	50,087	1,002			51,089	2.00%	(d)
Burmood, Vickie	Manager of Custodial Services	1.00					26,000		(m)
Burns, Jana	Admissions Specialist (Int.)	0.75					18,513		(d) (h) (i)
Carmichael, Richard	Asst Physical Plant Dir.	1.00	47,475	950			48,425	2.00%	
DeBoer, Mitchell	Director/Business Services	1.00					43,500		(n)
Elfers, Eddie	Dir./Tchnng/Lrnng Technologies	1.00	54,860	1,098			55,958	2.00%	
Feuerbacher, Roger	Dir./Continuing Education	0.90	45,576	912			46,488	2.00%	(d)
Frye, Curt	VP and Dean of Students	1.00	85,281	1,706			86,987	2.00%	
Fuller, David	VP for Academic Affairs	1.00	105,738	2,115			107,853	2.00%	
Garbers, Trevor	Admissions Specialist (Int.)	1.00	23,500	470			23,970	2.00%	(h)
Gardner, Stanley	Director/Library	1.00	69,405	1,389			70,794	2.00%	
Henderson, Eric	Asst. MBB/Men's Golf	0.66	17,584	352			17,936	2.00%	(c)
Hoffman, Scott	Head Football Coach	0.92	58,752	1,176			59,928	2.00%	(d)
Johnson, Dwayne	Director/Facility Services	1.00					61,500		(n)
Johnson, Judith	Director/College Relations	0.80	45,412	909			46,321	2.00%	(d)
Knief, Scott	Asst Vlybll/Track (Int.)	1.00					27,000		(h) (i)
Lentz, Brian	Accountant	0.70	22,400	448			22,848	2.00%	(c)
Lentz, Lynette	Registrar	1.00	48,530	971			49,501	2.00%	
Linster, Dennis	Chief Information Officer	1.00	80,695	1,614			82,309	2.00%	
Majeski, Robert	Asst. Football Coach (Int)	1.00					30,000		(h) (i)
Manganaro, John	Bsball Cch&Event/Fields Mgr.	1.00	34,815	697			35,512	2.00%	
McCue, Robert	Dean Natural/Social Sciences	1.00	83,873	1,678			85,551	2.00%	
Misfeldt, Jon	Hd Softbll/W Golf/SID	1.00	31,650	633			32,283	2.00%	
Morris, Lincoln	Dean Admissions/Recruitment	1.00	62,000	1,240			63,240	2.00%	
Murphy, Carolyn	VP for Administration/Finance	1.00	92,382	1,848			94,230	2.00%	
Murphy, Kenneth	Director/Administrative Systems	1.00	53,411	1,069			54,480	2.00%	
O'Donnell, James	Dean Arts/Humanities	1.00	82,602	1,653			84,255	2.00%	

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	2002-03 FTE	2002-2003 Salary Base	2% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	NOTES
					Degree	Other			
Rose, Kyle	Director/Financial Aid	1.00	42,200	844			43,044	2.00%	
Santos, Odell	Director/Multicultural Center (Int.)	0.50					19,380		(c) (h) (i)
Theobald, Paul	Dean Education/Counseling	1.00	91,587	1,832			93,419	2.00%	
Vanis, Sharon	Head Volleyball Cch & Asst. AD	0.92	50,087	1,002			51,089	2.00%	(d)
Weber, Dorothy	Director/Learning Center	0.92	42,233	845			43,078	2.00%	(d)
Williams, Ryun	Head Wmn's Bsktball Coach	0.92	55,652	1,114			56,766	2.00%	(d)
Yates, Marilyn	Compliance Coordinator (Int.)	0.60	15,429	309			15,738	2.00%	(c) (d) (h)
TOTAL		38.25	1,831,606	36,647	0	0	2,094,146		

Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted)

Conner, Phyllis	VP Development	1.00					88,000		(i)
Lentz, Brian	Asst. Director	0.30	12,600	252			12,852	2.00%	(c)
Lundahl, Deborah	Director, Alumni Relations	1.00	33,000	660			33,660	2.00%	
Salmen-Thomas, Amy	Asst. Director NBDC	0.50	14,770	296			15,066	2.00%	(d)
Santos, Odell	Director Multicultural Center (Int)	0.60	22,800	456			23,256	2.00%	(c) (h) (i)
TOTAL		3.40	83,170	1,664	0	0	172,834		

Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)

Anderson, Derek	Student Center Manager	1.00	29,953	600			30,553	2.00%	
Barry, Michael	Sprts/Rec Fac Dir/Assoc. Dir. Ath	1.00	50,087	1,002			51,089	2.00%	
Buhrman, Beverly	Accounting Manager	1.00	46,386	928			47,314	2.00%	
Carstens, Jeffrey	Dir. Hsng/Asst. Dean of Stdts	1.00	48,952	980			49,932	2.00%	
Henderson, Eric	Asst. Dir./Rec Center	0.34	9,059	182			9,241	2.01%	(c)
Meehan, Patrick	Landscape/Arboretum Mgr.	1.00					37,000		(m)
Teach, Frank	Dir./Std. Activ.&Std. Ctr.	1.00	47,532	951			48,483	2.00%	
Yates, Marilyn	Compliance Coordinator (Int.)	0.10	2,571	52			2,623	2.02%	(c) (d) (h)
TOTAL		6.44	234,540	4,695	0	0	276,235		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence without pay
- (g) employee on leave of absence with pay
- (h) interim appointment
- (i) new appointment
- (j) market adjustment
- (k) gender equity adjustment
- (l) in accordance with NSCPA salary guide 2003-04
- (m) position changed to professional staff
- (n) position restructured for 2003-04

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	2002-03 FTE	2002-2003 Salary Base	2% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	NOTES
					Degree	Other			

Professional Staff Vacant Positions

NSCPA Professional Staff -- State Supported Positions -- VACANT POSITIONS

VACANT	Director of Field Experience	1.00	49,500					
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NSCPA Professional Staff -- Non-State Supported Positions (Federal/Restricted) -- VACANT POSITIONS

VACANT	STRIDE Retention Specialist	1.00	31,479					
VACANT	STRIDE Learning Skills Specialist	0.88	27,545					

NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Res Hall Area Coordinator	0.88	26,250					
VACANT	Res Hall Area Coordinator	0.88	26,250					

Professional Staff (Non-Union) -- State Supported Positions -- VACANT POSITIONS

VACANT	Human Resources Coordinator	1.00	28,000					
VACANT	Asst. WBB Coach/Event Mgr. (Int.)	1.00	25,500					new hire to begin August 18

Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted) -- VACANT POSITIONS

VACANT	Director, Development	1.00	35,000					
VACANT	Director, Planned Giving	1.00	45,000					

Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Senior Resident Asst.	0.25	3,500					
VACANT	Senior Resident Asst.	0.25	3,500					
VACANT	Senior Resident Asst.	0.25	3,500					
VACANT	Senior Resident Asst.	0.25	3,500					

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2002-2003 Salary Base	2.00% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	Notes
						Other			
NAPE/Support Staff -- State Supported Positions									
Ahmann, Nancy	Academic Records Clerk	1.00	17,447	349			17,796	2.00%	
Allen, Lisa	Custodian	1.00	19,911	399			20,310	2.00%	
Backstrom, Virginia	Office Assistant II	1.00	23,605	473			24,078	2.00%	
Bausch, Heather	Academic Credentials Technici	1.00	21,339	427			21,766	2.00%	
Bruggeman, Diane	Office Assistant I	1.00	20,256	406			20,662	2.00%	
Carroll, Dennis	Maintenance Repair Worker II	1.00	22,833	457			23,290	2.00%	
Casey, Gene	Maintenance Repair Worker II	1.00	24,140	483			24,623	2.00%	
Clarkson, Robert	Maintenance Repair Worker III	1.00	23,409	469			23,878	2.00%	
Daehnke, Deborah	Office Assistant II	1.00	22,384	448			22,832	2.00%	
Dempster, Robert	Maintenance Repair Worker III	1.00	34,561	692			35,253	2.00%	
Echtenkamp, Cathleen	Library Assistant	1.00	36,476	730			37,206	2.00%	
Ewing, Donna	Office Assistant I	1.00	18,589	372			18,961	2.00%	
Fleer, Sharon	Accounting Clerk II	1.00	24,937	499			25,436	2.00%	
Gathje, Richard	Custodian	1.00	20,338	407			20,745	2.00%	
Gray, Sage	Electrician Master	1.00	33,996	680			34,676	2.00%	
Gross, Steve	Storekeeper	1.00	20,964	420			21,384	2.00%	
Hank, Amanda	Office Assistant II	1.00	18,484	370			18,854	2.00%	
Hansen, Cathleen	Office Assistant II	1.00	18,706	375			19,081	2.00%	
Headley, Terri	Library Assistant	0.83	14,912	299			15,211	2.01%	(d)
Hintz, John	Maintenance Repair Worker III	1.00	27,650	554			28,204	2.00%	
Hirschman, Dawn	Office Assistant II	1.00	19,353	388			19,741	2.00%	
Hix, Karla	Office Assistant II	1.00	21,213	425			21,638	2.00%	
Hoffman, Lisa	Office Assistant II	0.50	9,489	190			9,679	2.00%	(c) (d)
Janke, Kathy	Office Assistant II	1.00	20,921	419			21,340	2.00%	
Jeffrey, Lynn	Maintenance Repair Worker IV	1.00	38,078	762			38,840	2.00%	
Jensen, Lesa	Office Assistant III	1.00	25,698	515			26,213	2.00%	
Jones, Richard	Maintenance Repair Worker III	1.00	29,178	584			29,762	2.00%	
Kamrath, Vern	Custodian	1.00	20,338	407			20,745	2.00%	
Kardell, Jeanne Ann	Office Assistant II	1.00	23,004	461			23,465	2.00%	
Keller, Jennifer	Office Assistant II	1.00	19,154	384			19,538	2.00%	
Kennedy, Gerald	Maintenance Repair Worker III	1.00	23,410	469			23,879	2.00%	
Kosch, Kristine	Office Assistant I	1.00	16,025	321			16,346	2.00%	
Krugman, Tamra	Office Assistant III	1.00	22,176	444			22,620	2.00%	
Long, William	Custodian	1.00	18,857	378			19,235	2.00%	
Loofe, Vickie	Office Assistant III	1.00	27,468	550			28,018	2.00%	
Lubberstedt, Marcella	Custodian	1.00	20,338	407			20,745	2.00%	
Maly, Jim	Audio-Visual Service Technicia	0.75	20,313	407			20,720	2.00%	(d)
Marr, Daniel	Electrician	1.00	27,194	544			27,738	2.00%	
Marsh, Carol	Office Assistant III	1.00	21,535	431			21,966	2.00%	
Meehan, Sherrie	Office Assistant IV	1.00	25,596	512			26,108	2.00%	
Meier, Tammy	Office Assistant III	1.00	26,467	530			26,997	2.00%	
Melena, Molly	Office Assistant II	1.00	18,977	380			19,357	2.00%	
Meyer, Nancy	Accounting Clerk II	1.00	22,002	441			22,443	2.00%	
Milliken, Ann	Academic Credentials Technici	1.00	22,601	453			23,054	2.00%	
Monahan, Pamela	Accounting Clerk II	1.00	18,706	375			19,081	2.00%	
Morlok, Deb	Office Assistant I	1.00	16,362	328			16,690	2.00%	

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2002-2003 Salary Base	2.00% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	Notes
						Other			
Morris, Robert	Maintenance Repair Worker IV	1.00	39,231	785			40,016	2.00%	
Mosley, Greg	Maintenance Repair Worker III	1.00	27,041	541			27,582	2.00%	
Mostek, Denise	Office Assistant III	1.00	22,602	453			23,055	2.00%	
Nordhues, Angela	Office Assistant III	1.00	24,387	488			24,875	2.00%	
Nuernberger, Lois	Library Assistant	1.00	20,949	420			21,369	2.00%	
Penn, Suzanne	Office Assistant II	1.00	20,700	414			21,114	2.00%	
Peterson, Ricky	Maintenance Repair Worker III	1.00	23,177	464			23,641	2.00%	
Puls, Patti	Accounting Clerk III	1.00	23,458	470			23,928	2.00%	
Raveling, Linda	Office Assistant II	1.00	22,918	459			23,377	2.00%	
Reinhardt, Heather	Office Assistant II	0.85	15,900	318			16,218	2.00%	(d)
Ritze, David	Custodian	1.00	18,109	363			18,472	2.00%	(l)
Roeber, Merle	Custodian	1.00	18,216	365			18,581	2.00%	
Roland, Charles	Maintenance Repair Worker II	1.00	24,017	481			24,498	2.00%	
Schmidt, Wendy	Custodian	1.00	16,701	335			17,036	2.01%	(m)
Schmitz, Cynthia	Custodian	1.00	17,329	347			17,676	2.00%	
Schmitz, Thomas	Broadcast Engineer	1.00	28,674	574			29,248	2.00%	
Sebade, Rhonda	Office Assistant III	1.00	23,398	468			23,866	2.00%	
Seier, Carolyn	Custodian	1.00	20,536	411			20,947	2.00%	
Sinniger, Carolyn	Office Assistant II	0.88	17,455	n/a			17,804	2.00%	(d)
Spahr, Connie	Accounting Clerk III	1.00	22,389	448			22,837	2.00%	
Swinney, William	Maintenance Repair Worker III	1.00	32,130	643			32,773	2.00%	
Teach, Linda	Office Assistant III	1.00	22,795	456			23,251	2.00%	
Thiemann, Kelly	Electrician	1.00	24,754	496			25,250	2.00%	
Thompson, Patricia	Library Technician	1.00	22,272	446			22,718	2.00%	
Trevett, Joyce	Office Assistant III	1.00	23,825	477			24,302	2.00%	
Vick, Ron Jr.	Custodian	1.00	16,491	330			16,821	2.00%	
Vrtiska, Kenneth	Custodian	1.00	20,536	411			20,947	2.00%	
Weber, Deborah	Office Assistant II	1.00	23,605	473			24,078	2.00%	
Webster, Lacey	Office Assistant II	1.00	18,705	375			19,080	2.00%	
Weed, Ronald	Maintenance Repair Worker III	1.00	27,039	541			27,580	2.00%	
Woehler, Mary	Library Assistant	0.83	15,242	305			15,547	2.00%	(d)
Wurdinger, Richard	Custodian	1.00	19,982	400			20,382	2.00%	(l)
TOTALS		76.64	1,753,952	34,771	0	0	1,789,072		

NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)

Beebe, Lori	Custodian	1.00	18,583	372			18,955	2.00%	
Chase, Deb	Office Assistant II	1.00	21,127	423			21,550	2.00%	
Denklau, Sue	Accounting Clerk III	1.00	23,074	462			23,536	2.00%	
Doring, Sheryl	Custodian	1.00	21,956	440			22,396	2.00%	
Elsberry, Ronald	Custodian	1.00	18,216	365			18,581	2.00%	(m)
Erleben, Radelle	Maintenance Repair Worker II	1.00	24,262	486			24,748	2.00%	
Granberg, Gordon	Custodian	1.00	18,216	365			18,581	2.00%	
Gray, Bradley	Custodian	1.00	16,491	330			16,821	2.00%	
Harm, Debra	Office Assistant II	1.00	21,578	432			22,010	2.00%	
Henderson, Kathy	Custodian	1.00	18,216	365			18,581	2.00%	
Hurlbert, Glenda	Custodian	1.00	16,265	326			16,591	2.00%	(m)
McCoy, Charles	Custodian Leader	1.00	18,967	380			19,347	2.00%	

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2002-2003 Salary Base	2.00% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	Notes
						Other			
Metzler, Darrel	Custodian	1.00	16,025	321			16,346	2.00%	(m)
Mrsny, Jason	Security Officer II	1.00	28,354	568			28,922	2.00%	
Olson, Arden	Custodian	1.00	20,338	407			20,745	2.00%	(m)
Paysen, William	Maintenance Repair Worker II	1.00	22,247	445			22,692	2.00%	
Penlerick, Norma	Custodian	1.00	17,329	347			17,676	2.00%	(m)
Ritze, Randy	Maintenance Repair Worker III	1.00	27,418	549			27,967	2.00%	
Schroeder, LeAnn	Custodian	1.00	17,171	344			17,515	2.00%	
Sherry, George	Custodian	1.00	20,642	413			21,055	2.00%	(l)
Stalling, Mary	Custodian	1.00	18,216	365			18,581	2.00%	
Sullivan, Heidi	Custodian	1.00	16,491				16,491	0.00%	
Sutton, Robert	Custodian	1.00	18,583	372			18,955	2.00%	
Wurdinger, Marlin	Custodian	1.00	16,491	330			16,821	2.00%	
TOTALS		24.00	476,257	9,207	0	0	485,464		
<u>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>									
Hoffman, Lisa	Office Assistant II	0.25	4,745	95			4,840	2.00%	(c) (d)
Kastrup, Tama	Office Assistant II	1.00	21,728	435			22,163	2.00%	
TOTALS		1.25	26,473	530	0	0	27,003		
<u>Support Staff (Non-Union) -- State Supported Positions</u>									
Backer, Joni	Office Assistant IV	1.00	29,558	592			30,150	2.00%	
Gardner, Janice	Secretary to the President	0.80	29,541	591			30,132	2.00%	(d)
Riley, Delpha	Office Assistant IV	1.00	26,765	536			27,301	2.00%	
Tietsort, Donna	Office Assistant I	0.61	10,986	n/a			11,206	2.00%	(d)
TOTALS		3.41	96,849	1,719	0	0	98,788		
<u>Support Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>									
Hochstein, Roger	Security Supervisor	1.00	34,563	692			35,255	2.00%	
TOTALS		1.00	34,563	692	0	0	35,255		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence without pay
- (g) employee on leave of absence with pay
- (h) interim appointment
- (i) new appointment
- (j) market adjustment
- (k) gender equity adjustment
- (l) position changed due to reorganization
- (m) position changed due to elimination of hybrid positions

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2002-2003 Salary Base	2.00% Salary Increase	Adjustments		2003-2004 Total Annual Salary	% Increase	Notes
						Other			

Support Staff Vacant Positions

Vacant Positions (NAPE/State Funded)

Vacant Positions (NAPE/Non-State Funded (Revenue Bond))

Vacant Positions (NAPE/Non-State Funded (Federal/Restricted))

Vacant Positions (Non-Union/State Funded)

Vacant Positions (Non-Union/Non-State Funded (Revenue Bond))

SYSTEM OFFICE

June 13, 2003

RECOMMENDED SALARIES FOR 2003-04

Employee Name	Rank or Position Title	FTE	2002-03 Annual Salary	Salary Increase	2003-04 Annual Salary
PROFESSIONAL STAFF					
Dr. Larry Schultz	Associate Executive Director, Academic Affairs and General Counsel	1.0	\$94,950	\$1,899	\$96,849
Ms. Jean Dale	Associate Executive Director, Administration and Finance	1.0	\$84,400	\$1,688	\$86,088
Mr. Bruce Donelson	Director, Facilities Management and Planning	1.0/.6* .15**	\$34,559* \$8,640	\$ 691 \$ 173	\$35,250 \$ 8,813
Ms. Sheri Irwin	Director of Public Relations	1.0	\$45,154	\$ 903	\$46,057
Ms. Becky Kohrs	Network Specialist/Accountant	1.0	\$42,276	\$ 846	\$43,122
TOTAL PROFESSIONAL		5.0/4.75	\$309,979	\$6,200	\$316,179
SUPPORT STAFF					
Ms. Lynne Olson	Administrative Assistant to the Executive Director	1.0	\$31,808	\$ 636	\$32,444
Ms. Lori Glass	Staff Assistant	1.0	\$24,265	\$ 485	\$24,750
TOTAL SUPPORT STAFF		2.0	\$56,073	\$1,121	\$57,195

*Mr. Bruce Donelson will be at .75 FTE for 2003-04. He was at 1.0 FTE during 2002-03. His salary of \$43,199 is at the .75 level of his 2002-03 salary which was used to determine his 2% increase of \$864 for 2003-04.

**Revolving Fund

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve Additions of Concentrations to the Technology Major at Wayne State College

Wayne State seeks Board approval for the addition of concentrations in Construction Occupations, Industrial Management Occupations, and Drafting Occupations to its Technology major. The proposed changes would take effect in the Fall 2003 term.

These additions are designed to provide the Technology major with additional flexibility needed to accommodate the increasing number of students who have earned an associate of applied arts or science degree as well as those who have taken applied art or science coursework and now wish to complete a bachelor of arts or science degree.

No immediate staffing impact is expected, and no new courses will be required to support these additions.

Academic Policies Proposal Form

Department: Technology & Applied Science School: Business & Technology Proposal #: 14-02-11

Academic Policies Committee Approval:

Advanced from 1st Reading (date) 1-17-03 Approved on 2nd Reading (date) 1-31-03

Brief Description of Proposed Change and date of implementation:

Proposal: Changes to Major in Technology:

- a) Add Construction Occupations Concentration (57 hours)
- b) Add Industrial Management Occupations Concentration (57 hours)
- c) Add Drafting Occupations Concentration (57 hours)

Rationale for Change(s):

This proposal is designed to provide the Major in Technology with the additional flexibility needed to accommodate the increasing number of students who have earned an associate of applied arts or science degree or who have taken applied arts or science coursework and now wish to complete a bachelor of science or arts degree. Discussions with community colleges in the Wayne State College region have indicated a definite need for programs that incorporate the technical skills earned at the community colleges and then add the breadth of knowledge associated with general education and the additional background associated with upper division coursework in their field of study. Besides the traditional areas of industrial technology and agriculture, discussions also indicated a strong need exists in the construction, drafting and industrial management services area.

Current Catalog Description (include if change involves a modification of the description):

Major in Technology (BA or BS) 57 to 62 hours

The bachelor of science with a major in Technology will provide an opportunity for the student transferring to Wayne State College from a technical or community college with an associate of applied arts or science degree or approved coursework to continue his/her education for employment potential, advancement in business and industry or to teach at the post-secondary level.

Students majoring in technology are able to transfer up to 40 credit hours from a variety of technical and service areas including, industrial trades, computer and management services. In addition to the forty transfer hours, students will complete seventeen additional hours approved by the student's advisor(s), the Technical and Applied Science department chair, and the Technology Curriculum Committee.

Technical Competency Concentration: 57 hours

Technical Competency Area	40
ITE Supporting courses by advisement (upper level credits recommended)	17

Ag-Tech Concentration: 62 hours

This concentration consists in part of transfer credit in an area of agriculture from a technical, community or junior college. The student will be provided appropriate advisement by the department. Students that major in technology with an ag-tech option can transfer 50 hours in an area of agriculture. (An area of agriculture might include crop production, farm and ranch management, farm mechanics or livestock). Specific articulation agreements may be in effect relating to this option.

Agriculture Area	50
Agriculture Area Supporting upper level coursework by advisement	12

Industrial Trades Occupations Concentration: 57 hours

Technical Competency Area Courses	40
Supporting coursework by advisement	17

Agricultural Occupations Concentration: 57 hours

Agricultural Competency Area Courses	40
Supporting coursework by advisement	17

Computer Occupations Concentration: 57 hours

Computer Competency Area Courses	40
Supporting coursework by advisement.....	17

Management Services Occupations Concentration: 57 hours

Management Services Competency Area Courses	40
Supporting coursework by advisement.....	17

New Catalog Description (as it will appear in the catalog if change is approved):**Major in Technology (BA or BS) 57 hours**

The bachelor of science with a major in Technology will provide an opportunity for the student transferring to Wayne State College from a technical or community college with an associate of applied arts or science degree or approved coursework to continue his/her education for employment potential, advancement in business and industry or to teach at the post-secondary level.

Students majoring in technology are able to transfer up to 40 credit hours from a variety of technical and service areas including, industrial trades, construction, drafting, industrial management, agriculture, computer, and management services. In addition to the forty transfer hours, students will complete seventeen additional hours approved by the student's advisor(s), the Technology and Applied Science department chair, and the Technology Curriculum Committee.

Industrial Trades Occupations Concentration: 57 hours

Technical Competency Area Courses	40
Supporting coursework by advisement	17

Agricultural Occupations Concentration: 57 hours

Agricultural Competency Area Courses	40
Supporting coursework by advisement	17

Computer Occupations Concentration: 57 hours

Computer Competency Area Courses	40
Supporting coursework by advisement.....	17

Management Services Occupations Concentration: 57 hours

Management Services Competency Area Courses	40
Supporting coursework by advisement.....	17

(NEW)

Construction Occupations Concentration: 57 hours

Technical Competency Area Courses	40
Supporting coursework by advisement	17

Drafting Occupations Concentration: 57 hours

Technical Competency Area Courses	40
Supporting coursework by advisement	17

Industrial Management Concentration: 57 hours

Computer Competency Area Courses	40
Supporting coursework by advisement.....	17

Non-personnel resources necessary to support change (i.e., facilities, equipment, library holdings)

Support for full time students is currently in place. Part time students will be served through the continuing education sites at Norfolk, South Sioux City, Columbus, and the future Grand Island/Hastings site. No additional non-personnel needs are anticipated.

Staffing Requirements (specify current faculty qualifications, need for special training, and availability of current faculty to handle the requirement within load; if change requires additional full-time or part-time faculty, specify need, load, and predicted cost)

No immediate staffing impact is expected. Full time students can be accommodated with our current staff. Part-time students will be accommodated through staffing policies utilized by the Office of Continuing Education.

Out of Department Impact and relationship to Inter and Intra Department Program(s) (i.e., affects on other program curricula, courses, and staffing):

Out of Department Impact: The majority of courses taken by students will be general education courses. Associate of applied arts or science degrees are often lacking in general education courses. The majority of the remaining courses taken will be from academic areas with the School of Business and Technology.

Inter and Intra Department Relationship: While the major is housed in the Department of Technology and Applied Science, all three departments in the School of Business and Technology will utilize it. The proposal includes the establishment of an interdepartmental Major in Technology Curriculum Committee to approve support course selection for all four concentrations.

Course Rotation (i.e., every semester, every other semester, alternate years, or summer only offerings):

There will be no new courses supporting this major. Full time students will be integrated into current course rotations. However, it is anticipated many of the new students taking the Major in Technology will be working full time. They will be accommodated through the delivery of courses through existing continuing education sites.

Delivery mode (i.e., on-campus, off-campus, and/or electronic mediated)

The possibility exists that this major will be delivered via several different modes depending on the location of the students.

Assessment (specify how this course or change in existing curriculum will be assessed; explain relationship to and impact on the program's current assessment plan):

An important part of the School of Business and Technology's assessment program is keeping abreast of the needs of its stakeholders. During the past several years the need for a flexible bachelor degree program that can accommodate the variety of backgrounds held by students in the Wayne State College region who hold applied arts or science degrees has been voiced. Conversations with Community College administrators, faculty and past graduates have confirmed this need. We anticipate the revised Major in Technology will provide an important option for improving the quality of employees working in business and industry.

Recommendation and approval signatures:

Larry A. Clausen 3/4/03
Department Chair Date

Jay Deen 3/4/03
School Dean Date

School of Education & Counseling Dean Date
(if required)

Scott K... 1-31-03
Academic Policies Committee Chair Date

David Miller 5/1/07
Vice President for Academic Affairs Date

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve Additions and Deletions of Concentrations and Options and Addition of a Safety Minor in the Industrial Technology Program at Wayne State College

Wayne State seeks Board approval of the addition of concentrations in Construction Management, Manufacturing Management, Planning and Design Management and Safety Management to its Industrial Technology program.

Wayne also seeks Board approval of the deletion of the Applied Industrial Technology concentration with the Construction, Planning and Design, Energy, Power, and Transportation, and Production options and the deletion of the Industrial Management concentration with the Construction, Manufacturing, and Planning and Design options.

Board approval for the addition of a minor in Safety is also requested. The proposed changes would take effect in the Fall 2003 term.

The Industrial Technology program and courses are being updated to reflect changes in technology and industry and to better prepare program graduates for the workplace.

There is no anticipated impact on resources needed to support these changes.

No additional faculty are required to support these changes.

Academic Policies Proposal Form

Department: Technology & Applied Science School: Business & Technology Proposal #: 14-02-03

Academic Policies Committee Approval:

Advanced from 1st Reading (date) 1-17-03 Approved on 2nd Reading (date) 1-31-03

Brief Description of Proposed Change and date of implementation:

Create a Planning and Design Management concentration. ITE classes 209, 311, 409, 411, 420 and 460 will be dropped from the new catalog. BUS 322 Managerial Finance, BUS 241 Accounting II, BUS 370 Principles of Marketing will be removed from the Planning & Design program. FALL 2003.

Rationale for Change(s):

The Industrial Technology program and courses are being updated to reflect changes in technology and industry. The review by an outside consultant (spring 2002) served to reinforce the views and findings from two years of discussion within the department as well as meetings with former graduates, contacts with industry, the Occupational Safety Health Administration (OSHA) and the National Association of Home Builders (NAHB).

Current Catalog Description (include if change involves a modification of the description):

Deleted as outlined in proposal 14-02-01.

New Catalog Description (as it will appear in the catalog if change is approved):

Industrial Technology Core	18-hrs
Planning and Design Concentration	39-hrs
ITE 214 Residential Drawing	(3)
309 Technical Drawing and Design	(3)
314 Architectural Drawing	(3)
412 Advanced Computer Aided Design & Rendering	(3)
363 Digital Photography	(3)
BUS 226 Business Statistics	(3)
308 Strategic Communications or	
FCS 313 Techniques in Professional Presentations	(3)
BUS 360 Management Theory & Practice	(3)
462 Operations Management	(3)
464 Human Resource Management	(3)
CIS 130 Introduction to Computer/Information Technology or	
132 Principles of Computing and Information Systems	(3)
140 Introduction to Operating Systems	(3)
170 Networking (CISCO Level 1 & 2)	(3)

ITE 109 Drafting & Design (3)

An introduction to drafting that will emphasize geometric, construction, multi-view drawings, orthographic projection, sectional views, primary and secondary auxiliary views, dimensioning, isometric drawing, sketching and drafting standards. This course will include extensive use of Computer Aided Drafting software.

ITE 214 Residential Drawing (3) Prerequisite: ITE 109

This course explores the fundamentals of residential drawing and the application of computer aided drafting. Students develop skills in sketching, home planning, design, layout and building material selection for residential structures. Students are required to complete a full set of construction documents to include floor plans, foundation plans, elevations, kitchen and bath plans, detail drawings, general, specific notes and a 3D rendering.

ITE 309 Technical Drawing and Design (3) Prerequisite: ITE 109

This course includes the development of technical working drawings to include correct methods of dimensioning and tolerancing, use of ANSI standards, sheet-metal developments, documentation of shop processes, use of fasteners and pictorial drawings. An introduction to 3D modeling, rendering and an introduction to CNC and Computer Aided Manufacturing processes is also included.

ITE 314 Architectural Design Prerequisite: ITE 214

This course looks at Architectural Drafting using a design team/client approach. Emphasis is on a major commercial project. Teams will interview clients, determine client needs, develop and refine design proposals, develop working and presentation drawings. The course includes the development of a project summary that is presented to the client and use of 3D CAD models, rendering, construction terminology and interior design and cost estimation. Rendering of 3D models and portfolio development are also included.

ITE 412/512 Advanced Design and Rendering (3) Prerequisite: ITE 214 for ITE and FCS majors or by permission.

This course will examine operating system, hardware, software and customization as they relate to Computer Aided Design. Attention will be given to design analysis, the design process, project design, modeling, production and prototypes. This course will include extensive use of computer software, 3D, solid modeling and rendering.

Non-personnel resources necessary to support change (i.e., facilities, equipment, library holdings)

No impact on resources to support the change at this time. It is hoped, that in the future, resources would become available to update equipment and facilities.

Staffing Requirements (specify current faculty qualifications, need for special training, and availability of current faculty to handle the requirement within load; if change requires additional full-time or part-time faculty, specify need, load, and predicted cost)

Current faculty members are qualified to teach these courses with minimal additional training.

Out of Department Impact and relationship to Inter and Intra Department Program(s) (i.e., affects on other program curricula, courses, and staffing):

Little "Out of Department" impact is anticipated. Most of the changes do not directly effect other programs or courses on campus. The Business & Economics, Computer & Technology Information Systems departments would be impacted the most and they are in agreement with these changes.

Course Rotation (i.e., every semester, every other semester, alternate years, or summer only offerings):

The classes in this concentration will be offered on a rotating semester schedule.

Delivery mode (i.e., on-campus, off-campus, and/or electronic mediated)

These courses will be offered on campus at this time. They may be offered through distance learning modes in the future.

Assessment (specify how this course or change in existing curriculum will be assessed; explain relationship to and impact on the program's current assessment plan):

Assessment will be based on tests, hands-on learning activities and research projects. Course content will be adjusted to keep up-to-date with the changes occurring in industry.

Recommendation and approval signatures:

Larry J. Claussen 3/4/03
 Department Chair Date

Vary B. B... 3/4/03
 School Dean Date

School of Education & Counseling Dean Date
 (if required)

[Signature] 1-31-03
 Academic Policies Committee Chair Date

[Signature] 5/1/03
 Vice President for Academic Affairs Date

Academic Policies Proposal Form

Department: Technology & Applied Science School: Business & Technology Proposal #: 14-02-04

Academic Policies Committee Approval:

Advanced from 1st Reading (date) 1-17-03 Approved on 2nd Reading (date) 1-31-03

Brief Description of Proposed Change and date of implementation:

Create a Construction Management concentration. ITE classes 208, 305, 311 and 411 will be dropped from the new catalog. ITE 330, and 307 will become electives for this program. BUS 226, 241, 322 and 370 will be removed from the concentration. Fall 2003.

Rationale for Change(s):

The Industrial Technology program and courses are being updated to reflect changes in technology and industry. The review by an outside consultant (spring 2002) served to reinforce the views and findings from two years of discussion within the department as well as meetings with former graduates, contacts with industry, the Occupational Safety Health Administration (OSHA) and the National Association of Home Builders (NAHB).

Current Catalog Description (include if change involves a modification of the description):

Deleted as outlined in proposal 14-02-01.

New Catalog Description (as it will appear in the catalog if change is approved):

Industrial Technology Core	18-hrs
Construction Management concentration	39-hrs
ITE 202 Construction Systems	(3)
211 Architectural & Industrial Finishing	(3)
214 Residential Drawing	(3) Prerequisite: ITE 109 (core)
314 Architectural Design	(3) Prerequisite: ITE 214
301 Construction Safety	(3)
308 Construction Technology	(3) Prerequisite: ITE 202
390 Construction Estimating and Scheduling	(3)
428 Non-Structured Systems & Subcontractors	(3)
438 Commercial Construction	(3)
Bus 240 Accounting I	(3)
327 Principles of Real Estate	(3)
360 Management Theory and Practice	(3)
471/571 Principles of Supervision	(3)

ITE 211 Architectural & Industrial Finishing (3)

Introduction to the many types of finishing materials and techniques used in modern architectural designs and on industrial goods. Residential, commercial and industrial finishes will be explored and students will practice several application techniques on personal projects or departmental projects.

ITE 301 Construction Safety (3)

This course will focus on safety issues directly related to the construction industry. Students will explore state and federal regulations associated with the construction industry. The course will include both classroom activities and “in the field” activities to further their understanding of the issues faced by construction companies.

ITE 390 Construction Estimating and Scheduling (3)

This course will focus on project estimating and scheduling using industry standards, scheduling techniques, including critical path scheduling. The course will include the use of Timberline software and Excel spreadsheets. The use of cost handbooks, specifications and bid documents will be explored.

ITE 428 Non-Structured Systems & Subcontractors (3)

This course will define the roles between the General Contractor and Sub-Contractors in the Construction Industry. Emphasis will be on the role and relationship with HVAC, plumbing and electrical sub-contractors.

ITE 438 Commercial Construction (3)

This course covers Commercial and Civil Construction designs. Topics include; materials, materials testing, design considerations, characteristics of commercial/civil construction vs. residential construction and career opportunities.

ITE 214 Residential Drawing (3) Prerequisite: ITE 109 (core)

This course explores the fundamentals of residential drawing and the application of computer aided drafting. Students develop skills in sketching, home planning, design, layout, and building material selection for residential structures. Students are required to complete a full set of construction documents to include floor plans, foundation plans, elevations, kitchen and bath plans, detail drawings, general, specific notes and a 3D rendering.

ITE 314 Architectural Design (3) Prerequisite: ITE 214

This course looks at Architectural Drafting using a design team/client approach. Emphasis is on a major commercial project. Teams will interview clients, determine client needs, develop and refine design proposals, develop working and presentation drawings. The course includes the development of a project summary that is presented to the client and use of 3D CAD models, rendering, construction terminology and interior design and cost estimation. Rendering of 3D models and portfolio development are also included.

Non-personnel resources necessary to support change (i.e., facilities, equipment, library holdings)

No impact on resources to support the change at this time. It is hoped, that in the future, resources would become available to update equipment and facilities.

Staffing Requirements (specify current faculty qualifications, need for special training, and availability of current faculty to handle the requirement within load; if change requires additional full-time or part-time faculty, specify need, load, and predicted cost)

Current faculty members are qualified to teach these courses with minimal additional training.

Out of Department Impact and relationship to Inter and Intra Department Program(s) (i.e., affects on other program curricula, courses, and staffing):

Little “Out of Department” impact is anticipated. Most of the changes do not directly effect other programs or courses on campus. The Business & Economics, Computer & Technology Information Systems departments would be impacted the most and they are in agreement with these changes.

Course Rotation (i.e., every semester, every other semester, alternate years, or summer only offerings):

The classes in this concentration will be offered on a rotating semester schedule.

Delivery mode (i.e., on-campus, off-campus, and/or electronic mediated)

These courses will be offered on campus at this time. They may be offered through distance learning modes in the future.

Assessment (specify how this course or change in existing curriculum will be assessed; explain relationship to and impact on the program's current assessment plan):

Assessment will be based on tests, hands-on learning activities and research projects. Course content will be adjusted to keep up-to-date with the changes occurring in industry.

Recommendation and approval signatures:

Larry J. Clausen 3/4/03
Department Chair Date

Viggo E. Eber 3/4/03
School Dean Date

School of Education & Counseling Dean Date
(if required)

[Signature] 1-31-03
Academic Policies Committee Chair Date

[Signature] 5/1/03
Vice President for Academic Affairs Date

Academic Policies Proposal Form

Department: Technology & Applied Science School: Business & Technology Proposal #: 14-02-05

Academic Policies Committee Approval:

Advanced from 1st Reading (date) 1-17-03 Approved on 2nd Reading (date) 1-31-03

Brief Description of Proposed Change and date of implementation:

Create a Manufacturing Management concentration. ITE courses 209, 305, 318 and 460 will be dropped from the new catalog. BUS courses 241 and 322 will be removed from the concentration. Fall 2003.

Rationale for Change(s):

The Industrial Technology program and courses are being updated to reflect changes in technology and industry. The review by an outside consultant (spring 2002) served to reinforce the views and findings from two years of discussion within the department as well as meetings with former graduates, contacts with industry, the Occupational Safety Health Administration (OSHA) and the National Association of Home Builders (NAHB).

Current Catalog Description (include if change involves a modification of the description):

Deleted as outlined in proposal 14-02-01.

New Catalog Description (as it will appear in the catalog if change is approved):

Industrial Technology Core	18-hrs
Manufacturing Management concentration	39 hrs
ITE 315 Manufacturing Technology	(3)
330 Welding & Fabrication	(3)
405 Industrial Production & Design	(3)
410 Programmable Logic & Controls & CAM	(3)
415 Industrial Materials	(3)
430 Quality Control	(3)
Bus 222 Business Law I	(3)
226 Business Statistics	(3)
240 Accounting I	(3)
360 Management Theory and Practice	(3)
370 Principles of Marketing	(3)
462 Operations Management	(3)
467 Issues in Human Resource Management	(3)

ITE 315 Manufacturing Technology (3)

This course emphasizes the methods used to access and improve the efficiency of manufacturing processes. Engineering principles used in casting, forming, joining, machining and finishing of metals, polymers, ceramics, woods and composites will be considered in the course. Students will also explore the areas of CNC, process flow, jigs and fixtures.

ITE 330 Welding Theory and Fabrication (3)

Tools, equipment, safety practices, materials and basic metallurgy used in electric arc, oxy-acetylene, metal, insert gas and tungsten arc inert gas welding will be covered in this course. Fabrication techniques with sheet metal and other ferrous materials will also be covered along with parametric modeling software.

ITE 405 Industrial Production and Design (3)

Students will address different conditions and situations found in a manufacturing facility. Some topics to be covered include; Cellular Manufacturing, Just In Time Manufacturing, Custom Manufacturing, Intermittent Manufacturing and Mass Production. Students will also look at and design a specific type of manufacturing facility.

ITE 410 Programmable Logic Controllers and Computer Aided Manufacturing (3)

Students will explore the areas of Computer Aided Manufacturing and Programmable Logic Controllers. In the CAM section students will design, setup and produce a product using the CNC software. In PLC section students will learn about ladder logic, input and output devices.

ITE 430 Quality Control (3)

Students will learn about different ways quality is used in manufacturing to ensure the best product possible. Students will look at ways of producing a better product and how to ensure that quality is kept. Some topics include local regulating agencies, state regulating agencies, federal regulating agencies and ISO 9001.

Non-personnel resources necessary to support change (i.e., facilities, equipment, library holdings)

No impact on resources to support the change at this time. It is hoped, that in the future, resources would become available to update equipment and facilities.

Staffing Requirements (specify current faculty qualifications, need for special training, and availability of current faculty to handle the requirement within load; if change requires additional full-time or part-time faculty, specify need, load, and predicted cost)

Current faculty members are qualified to teach these courses with minimal additional training.

Out of Department Impact and relationship to Inter and Intra Department Program(s) (i.e., affects on other program curricula, courses, and staffing):

Little "Out of Department" impact is anticipated. Most of the changes do not directly affect other programs or courses on campus. The Business & Economics, Computer & Technology Information Systems departments would be impacted the most and they are in agreement with these changes.

Course Rotation (i.e., every semester, every other semester, alternate years, or summer only offerings):

The classes in this concentration will be offered on a rotating semester schedule.

Delivery mode (i.e., on-campus, off-campus, and/or electronic mediated)

These courses will be offered on campus at this time. They may be offered through distance learning modes in the future.

Assessment (specify how this course or change in existing curriculum will be assessed; explain relationship to and impact on the program's current assessment plan):

Assessment will be based on tests, hands-on learning activities, and research projects. Course content will be adjusted to keep up-to-date with the changes occurring in industry.

Recommendation and approval signatures:

Larry J. Clauson 3/4/03
Department Chair Date

V. Ben 3/4/03
School Dean Date

School of Education & Counseling Dean Date
(if required)

[Signature] 1-31-03
Academic Policies Committee Chair Date

[Signature] 5/1/07
Vice President for Academic Affairs Date

Academic Policies Proposal Form

Department: Technology & Applied Science School: Business & Technology Proposal #: 14-02-06

Academic Policies Committee Approval:

Advanced from 1st Reading (date) 1-17-03 Approved on 2nd Reading (date) 1-31-03

Brief Description of Proposed Change and date of implementation:

Create a Safety Management Concentration and add a Safety Minor to the Industrial Technology Major. Fall 2003.

Rationale for Change(s):

The Industrial Technology program and courses are being updated to reflect changes in technology and industry. The review by an outside consultant (spring 2002) served to reinforce the views and findings from two years of discussion within the department as well as meetings with former graduates, contacts with industry, the Occupational Safety Health Administration (OSHA) and the National Association of Home Builders (NAHB).

Current Catalog Description (include if change involves a modification of the description):

NA

New Catalog Description (as it will appear in the catalog if change is approved):

Industrial Technology Core	18-hrs
Safety Management Concentration	39-hrs
ITE 203 Fundamentals of Industrial Hygiene	(3)
207 Ergonomics	(3)
301 Construction Safety OR	
306 Industrial Safety	(3)
310 Workplace Accident Investigation	(3)
312 Systems Safety	(3)
397 Internship	(6)
407 Accident Prevention	(3)
408 Hazardous Materials	(3)
PED 241 First Aid & CPR	(3)
SPA 110 Elementary Spanish I	(3)
BUS 418/518 Legal Environment of Business	(3)
471/571 Principles of Supervision	(3)

Safety Minor	21-hrs
ITE 203 Fundamentals of Industrial Hygiene OR	
207 Ergonomics	(3)
301 Construction Safety OR	
306 Industrial Safety	(3)
310 Workplace Accident Investigation	(3)
312 Systems Safety	(3)
407 Accident Prevention	(3)
408 Hazardous Materials	(3)
PED 241 First Aid & CPR	(3)

ITE 203 Fundamentals of Industrial Hygiene (3)

An overview of the reasons for, benefits of and activities related to occupational environmental control programming and industrial hygiene practices.

ITE 207 Ergonomics (3)

This course is a study of human characteristics for the appropriate design of the workplace environment to promote safety, well being and work efficiency.

ITE 301 Construction Safety (3)

This course will focus on safety issues directly related to the construction industry. Students will explore state and federal regulations associated with the construction industry. The course will include both classroom activities and "in the field" activities to further their understanding of the issues faced by construction companies.

ITE 306 Industrial Safety (3)

This course will focus on safety issues directly related to the industrial environment. Students will look at state and federal regulations associated with the industrial/manufacturing environment.

ITE 310 Workplace Accident Investigation (3)

This course will explore the principles and application of workplace accident investigation techniques as they relate to the management of occupational safety and health programs. A variety of theories and practices will be discussed and evaluated using case studies of actual accidents.

ITE 312 Systems Safety (3)

This course will focus on systems safety as they apply to the management of safety and health programs. The student will explore a variety of concepts as they pertain to system safety.

ITE 407 Accident Prevention (3)

This course will explore the principles and theories of accident causation and prevention in the workplace. The impact of accidents on society today, psychological factors related to accidents, legal requirements, accident prevention in business & industry, schools and the community.

ITE 408 Hazardous Materials (3)

This course will focus on the examination of issues concerning the use of hazardous materials in the construction and industrial environments. Chemical and physical properties as well as issues related to the transportation of these materials will be addressed.

Non-personnel resources necessary to support change (i.e., facilities, equipment, library holdings)

No impact on resources to support the change at this time. It is hoped, that in the future, resources would become available to update equipment and facilities.

Staffing Requirements (specify current faculty qualifications, need for special training, and availability of current faculty to handle the requirement within load; if change requires additional full-time or part-time faculty, specify need, load, and predicted cost)

Current faculty members are qualified to teach these courses with minimal additional training.

Out of Department Impact and relationship to Inter and Intra Department Program(s) (i.e., affects on other program curricula, courses, and staffing):

Little "Out of Department" impact is anticipated. Most of the changes do not directly affect other programs or courses on campus. The Business & Economics, Computer & Technology Information Systems departments would be impacted the most and they are in agreement with these changes.

One or more of the classes in the Safety Management Concentration and Safety Management Minor may be of interest to students in several areas of study across campus.

Course Rotation (i.e., every semester, every other semester, alternate years, or summer only offerings):

The classes in this concentration will be offered on a rotating semester schedule.

Delivery mode (i.e., on-campus, off-campus, and/or electronic mediated)

These courses will be offered on campus at this time. They may be offered through distance learning modes in the future.

Assessment (specify how this course or change in existing curriculum will be assessed; explain relationship to and impact on the program's current assessment plan):

Assessment will be based on tests, hands-on learning activities and research projects. Course content will be adjusted to keep up-to-date with the changes occurring in industry.

Recommendation and approval signatures:

Terry Klauwson 2-3-03
Department Chair Date

Vig B. 2-3-03
School Dean Date

School of Education & Counseling Dean Date
(if required)

[Signature] 2-3-03
Academic Policies Committee Chair Date

[Signature] 5/1/07
Vice President for Academic Affairs Date

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve Restructuring of Computer Information Systems Major and Increase Computer Science Major to 57 Hours at Wayne State College

Wayne State seeks Board approval for the restructuring of its Computer Information Systems major. The structure of the Computer Information Systems major will be changed to a comprehensive major with options/concentrations. The concentrations will be Business Support, Programmer/Analyst, Networking, Web Specialist and Applied E-Commerce. The Computer Science major will be increased to 57 hours. There will also be an adjustment to the Computer Science curriculum to reflect the changes to courses that are shared by the Computer Information Systems and Computer Science majors. The proposed changes would take effect in the Fall 2003 term.

These revisions preserve the preparatory path for the information systems and computer science fields while accommodating the needs of students to be prepared for new employment opportunities because of technological changes in the field.

No additional resources or faculty are initially required to accommodate need changes.

Academic Policies Proposal Form

Department: Computer Technology and Information Systems School: BST Proposal # 04-02-02

Academic Policies Committee Approval:

Advanced from 1st Reading (date) 1-17-03 Approved on 2nd Reading (date) 1-31-03

Brief Description of Proposed Change and date of implementation:

Proposed date of implementation: Academic Year 2003-2004

Restructuring of existing Computer Information Systems (CIS) courses into a multi-concentration offering and a corresponding adjustment of the Computer Science (CSC) curriculum to reflect the changes to the courses that are shared by CIS and CSC majors.

Specific course numbers and descriptions are listed in the section under new catalog descriptions.

Rationale for Change(s):

Diversification in the Information Systems/Information Technology Field: The field of information systems has experienced considerable change over the last decade. Multiple career paths have emerged. Wayne State College has been very successful with the Computer Information Systems major since 1991. The CIS curriculum at WSC is relatively monolithic in nature at the current time, preparing students for entry-level positions as computer programmers and systems analysts. Wayne State College has several loyal and supportive stakeholders in the external environment who continue to employ our students and rely upon WSC as a source for students prepared in the manner provided by the current program. It is paramount that WSC continue to identify and prepare qualified students for this employment market. In addition, the broader marketplace for information systems graduates has expanded to offer positions in numerous other areas such as network administration, Internet/Web technologies, electronic commerce, and several others. In recent years, an increasing number of prospective students and incoming freshmen have been expressing a preference for curriculum options that address the diversification in the information systems career field. In addition, employers at the local, regional, and national levels have been seeking students prepared in these new employment areas that have emerged. To remain relevant to the diversified job market and to have programs that are marketable to a broader range of student interests, WSC must address these needs as well.

Serving the Needs of Existing and Potential Employers of WSC CIS and CSC Program Graduates: Increasing complexity of information systems and increasing specialization among information systems professionals has created identifiable academic preparatory tracks and accompanying skill sets for a broader range of positions in the information systems and computing science fields. It is very important to note that the careers for which the existing CIS and CSC curricula at WSC prepare students have not disappeared. It is vital that the result of any curriculum revision in these areas preserve the preparatory path for those positions and continue to serve the external stakeholders who have hired and continue to hire many of our graduating students over the years. Many current and prospective WSC students desire to pursue career paths along the same lines as our past and recent graduates. In addition to being strong and loyal supporters of WSC's CIS and CSC programs and consistent employers of our graduating students, many of these firms are also facing technological changes that are requiring them to develop or hire people with increasingly diverse information technology skill sets or specializations outside the realm of traditional information systems career paths. Other prospective employers have emerged with specific needs that the current WSC CIS and CSC curricula fail to address.

Responsiveness to the Interests of Current and Prospective WSC Students: Current and prospective students expressing an interest in WSC's CIS and CSC programs often come to that interest via exposure to a broader range of potential information systems and computer science topics than past students have witnessed. It is now a frequent occurrence for prospective students to inquire knowledgeably about degree program preparation and potential for employment in a specific area of

Computer Information Systems or Computer Science. The current monolithic structure and packaging of the CIS and CSC curricula do not allow for presentation of a strong demonstration of how the degree programs do indeed deliver the preparation for careers in those specific areas.

Improved Marketability of CIS and CSC Degree Programs: The current structure of the CIS and CSC curricula lends itself to marketing well to only a narrow segment of the potential market for prospective students for those programs. Unfortunately, many of the students coming out of secondary educational systems have had little prior exposure to the fields of study and the professional careers for which the current CIS and CSC curricula prepare students. Many of these same prospective students do, however, have an idea of and an interest in some of the areas of information systems and computer science. Our current programs do not permit us to market to these students in a convincing manner. The CIS 132 course is designed to give all CIS and CSC students exposure to the range of information systems and computer science careers, but to be successful in doing that, WSC must first attract these students to our programs. In many cases, the limited resources of secondary educational institutions only permits students interested in computing to be exposed to courses in how to use applications software, build simple Web pages, or work with other very introductory-level concepts. Most of these courses are taught in a personal computer-based environment. Some prospective students consider WSC from the perspective of the self-taught computer gamer or fix-it specialist. Regardless of their backgrounds, many students come to WSC with an incomplete view of the many career paths available to them and only a partial view of what the information systems and computer science fields include. If the range of opportunities at WSC in CIS and CSC is not broad enough to attract the students to WSC's programs in these areas, then it is unlikely that WSC will be able to expose the students to our traditional preparatory paths as well as proposed paths.

The Emergence of and WSC's Commitment to IT Certification: Information Technology (IT) professional certification programs have emerged as a popular and sometimes necessary component in the preparation of information systems and computer science professionals. Many secondary school systems in the WSC service region have already begun to provide the initial courses in multi-course sequences leading to prestigious IT certifications. The most popular certification offered by these schools is the Cisco certification for computer networking. Others include A+ certification (hardware and operating systems), Red Hat Linux certification (operating system), various Microsoft certifications (applications specialist, networking, etc.), and Novell (networking) certification. Several regional community colleges are also offering the early courses in the certification sequences. This puts WSC in an excellent position to offer complete certification programs as an integral part of our curriculum. In August of 2002, WSC was accepted as a Cisco Local Academy. Plans for rollout of Cisco certification courses integrated into the networking portions of the CIS and CSC curricula at WSC is planned for Fall of 2003.

In addition, WSC has recently been contacted about A+ certification delivery and Microsoft certification delivery in the future. Additional efforts to determine the resource requirements of entering such arrangements will be made prior to drafting of proposals dealing with those certifications. As the current curriculum included networking coursework, the Cisco certification was a very natural fit with that current curriculum and adjustments could be made without creating excessive additional resource demands. The potential for marketing solid degree programs with the additional side-benefit of an accompanying certification preparation that is integrated into the degree program should make these degree programs much more marketable to students with an interest in that area. Also, a target market for promoting the certification aspect of the degree program exists and is very identifiable. Certification will not drive the CIS and CSC curricula, but where possible it may be integrated with our desired curriculum.

The Rapidly Changing Pace of Technological Development: The current CIS program has its roots in a program that was created over ten years ago. The success of that curriculum and its continuing relevance to a considerable segment of the information systems field attests to the foresight and expertise of those who developed it. The curriculum has stood the test of time and, with only relatively minor changes, has been a curriculum that has remained somewhat timeless in the face of rapid technological change. The technological changes in recent years have not rendered the original curriculum irrelevant, but rather, have added additional potential paths or tracks that can be served by additions to or restructuring of the curriculum. Since the mid-1990s, the growth of the Internet and World Wide Web has been dramatic. During the late 1980s and throughout the 1990s, the field of computer networking has advanced at a dizzying pace. As we progress through the early years of the new millenium, networking has taken on increased importance and wireless computer networks and home computer networks have emerged. Enabled by the new technologies, information dissemination and various forms of commerce have moved into the "virtual" marketplace and have given rise to the field of electronic commerce. These are just a few of the examples of technological advancement that make revisiting and revising the current CIS and CSC curricula necessary. The preservation and updating of the key components of our traditional curriculum coupled with the repackaging necessary to address the diversification of areas of study and potential career paths created by the new technology creates a great opportunity for strengthening the academic programs.

The Pursuit of Synergy and the Accompanying Shared-Resource Efficiencies: When the CTIS department was created with the merger of the former Computer Information Systems faculty from the Division of Business and the former Computer Science faculty from the Division of Mathematics and Sciences, efforts were made to create CIS and CSC curricula that achieved synergy and used resources in a very efficient manner. After three semesters of delivering coursework as the combined department, faculty have identified additional ways that the CIS and CSC curricula can be delivered efficiently, thus freeing most, if not all, of the faculty resources required to deliver the coursework for the revised curriculum.

Positioning for Future Collaborative Efforts with other WSC Departments and with External Entities: It is difficult to imagine an academic area that has not been (or will not be) affected by changes in computing and related information/communications technologies. CTIS faculty have already identified several candidate academic areas on the WSC campus that, once the CTIS department has made the transition to the curriculum in this proposal, might be approached for the purpose of exploring mutually beneficial collaboration. Such collaboration may permit improved marketability of the participating programs, better service to or preparation of students in those programs, and conservation of scarce resources. In addition, the new curriculum will permit us to continue to serve the needs of existing external stakeholders while remaining open to cultivating relationships with other entities in our service region. These entities may include secondary schools and two-year colleges that might serve as additional "feeders" for our programs, as well as including potential employers for our graduating students.

Current Catalog Description (include if change involves a modification of the description):

**Computer Information Systems (CIS)
Computer Technology & Information Systems
Department
School of Business & Technology
Gardner Hall**

Objectives: The CIS curriculum is designed to: (1) provide students a breadth of knowledge and experiences; (2) allow students to specialize within the curriculum; (3) provide students with pertinent, up-to-date information and experiences; and (4) provide students with skills/knowledge that allow them to be competitive in a broad range of areas of the computer and information systems job market.

**Major in Computer Information Systems
(BA or BS) 57 hours**

Computer Information Systems majors should meet with their advisors to determine the appropriate mathematics courses and science courses to satisfy their General Education Mathematics and Science requirements.

CIS	132 Prin of Computing & Info Sys	3
	140 Intro to Microcomputer Operating Sys	3
	250 COBOL Programming	3
	251 Advanced COBOL Programming	3
	346 Introduction to MVS/JCL	3
	360 Comp Info Sys: Analysis & Design	3
	361 Comp Info Sys: Design, Implementation, & Evaluation	3
	366 Introduction to Data Base.....	3
	372 Computer Hardware.....	3

**Computer Science (CSC)
Computer Technology & Information Systems
Department
School of Business & Technology**

	390 Computer Information Sys Practicum..	3
	470 Networking	3
	480 Seminar in Comp Info Systems	3
	Plus 3-hours of committee approved upper level elective course work.....	3
BUS	240 Accounting I	3
	241 Accounting II.....	3
	308 Strategic Communications	3
	360 Management Theory and Practice.....	3
CSC	150 Programming Fundamentals I.....	3
	160 Programming Fundamentals II	3

Minor in Computer Information Systems 21 hours

A minor must include a minimum of 12 hours unduplicated by the student's major(s).

CIS	140 Intro to Microcomputer Operating Sys	3
	250 COBOL Programming	3
	251 Advanced COBOL Programming.....	3
	346 Introduction to MVS/JCL	3
	360 Comp Info Sys: Analysis & Design.....	3
	366 Introduction to Data Base	3
	372 Computer Hardware.....	3

Undergraduate Courses

Note: Course Descriptions for current courses are found on pages 64-66 of the 2002-2003 WSC Catalog.

Eligible seniors may enroll in 500 level graduate courses. Graduate Courses

Note: Course Descriptions for current graduate courses are found on page 66 of the 2002-2003 WSC Catalog.

Gardner Hall

Objectives: The computer science program is designed to provide students with a solid foundation in the general field of computing and its applications in business,

industry, government, and education. Students graduating from this program should be well prepared to pursue computer-related careers in these fields or to pursue an advanced degree in computer science or a related field.

Major in Computer Science (BA or BS) 48 hours

PHY 326 Electronics must be taken as the Physical Science General Education requirement and MAT 137 Applied Calculus (or MAT 140 Calculus with Analytic Geometry) must be taken as the Mathematics General Education requirement.

CSC	150 Programming Fundamentals I.....	3
	160 Programming Fundamentals II.....	3
	310 Data Structures.....	3
	320 Computer Organization.....	3
	340 Modern Programming Methods.....	3
	380 Advanced Operating Systems.....	3
	390 Computer Science Practicum.....	3
	480 Seminar in Computer Science.....	3
CSC/CIS	electives numbered 300 or above.....	3
CIS	132 Prin of Computing & Info Sys.....	3
	140 Intro to Microcomputer Operating Sys	3
	250 COBOL Programming.....	3
	372 Computer Hardware.....	3
	470 Networking.....	3
MAT	305 Discrete Mathematics.....	3
MAT	electives numbered 300 or above.....	3

Minor in Computer Science 21 hours

CSC	150 Programming Fundamentals I.....	3
	160 Programming Fundamentals II.....	3
	310 Data Structures.....	3
	320 Computer Organization.....	3
CIS	132 Prin of Computing & Info Sys.....	3
CSC/CIS	electives numbered 300 or above.....	6

Endorsement in Computer Science 18 hours

A special endorsement in addition to a field endorsement or two subject endorsements.

CSC	150 Programming Fundamentals I.....	3
	160 Programming Fundamentals II.....	3
	310 Data Structures.....	3
	320 Computer Organization.....	3
	480 Seminar in Computer Science.....	3
CIS	132 Prin of Computing & Info Sys.....	3

Undergraduate Courses

Note: Course Descriptions for current courses are found on pages 66-67 of the 2002-2003 WSC Catalog.

Highlights of Changes between Current Catalog and Proposed Catalog Content:

Creation of four concentrations within CIS to replace the current monolithic program structure. This represents a repackaging of courses currently being taught as required courses or frequently taught electives.

Replacement of BUS 240 Accounting I (3) and BUS Accounting II (3) with BUS 201 Survey of Accounting (3) (assumes approval of BUS 201 Academic Policies Proposal from BSEC Department)

Renumbering CIS 470 to CIS 170 and changing course title to Networking I.

Elimination of CSC 435 Advanced Networking from catalog and addition of CIS 270 Networking II, CIS 370 Networking III, and CIS 470 Networking IV courses.

Moving CIS 250 COBOL Programming to the support course area (reference discipline) and renumbering and giving it a new title of CIS 352 Structured Business Programming to reflect a new emphasis.

Renumbering CIS 251 Advanced COBOL Programming and giving it a new title of CIS 354 Advanced Structured Programming.

Creation of CSC 165 Intro to Web Design course

Creation of the CIS 375 Intro to E-Commerce course that is currently being taught as one of the CIS 475 Topics in E-Commerce courses as listed in the catalog.

Renumbering of the CSC 396 Scripting Languages course currently being taught as a 396 course to CSC 365 Scripting Languages

Increase the size of the Computer Science Major to 57 hours to permit better preparation of Computer Science Students and to allow for more efficient utilization of CTIS instructional resources while eliminating some duplication of coverage.

Change Course Title and Description for CSC 340 Modern Programming Methods to CSC 340 Object-Oriented Programming : Java

Removal of CSC 435 Advanced Networking and CSC 405 Software Development from the catalog.

Removal of CSC 415 Internet Technologies from the catalog and replacement with CSC 440 Server Management.

Corresponding Course Listing Adjustments to the minors

Removal of CIS 346 Intro to MVS/JCL and CIS 361 CIS Design, Implementation, Evaluation from the CIS Minor and replacement of those courses with 6 hours to be selected from four courses currently offered as part of major.

New Catalog Description (as it will appear in the catalog if change is approved):

Computer Information Systems (CIS)
Computer Technology & Information Systems
Department
School of Business & Technology
Gardner Hall

Objectives: The CIS curriculum is designed to: (1) provide students a breadth of knowledge and experiences; (2) allow students to specialize within the curriculum; (3) provide students with pertinent, up-to-date information and experiences; and (4) provide students with skills/knowledge that allow them to be competitive in a broad range of areas of the computer and information systems job market.

Major in Computer Information Systems
(BA or BS) 57 hours

Computer Information Systems majors should meet with their advisors to determine the appropriate mathematics courses and science courses to satisfy their General Education Mathematics and Science requirements.

CIS	132 Prin of Computing & Info Sys	3
	140 Intro to Microcomputer Operating Sys	3
	170 Networking I	3
	360 Comp Info Sys: Analysis & Design	3
	366 Introduction to Data Base	3
	372 Computer Hardware	3
	480 Seminar in Comp Info Systems	3
CSC	150 Programming Fundamentals I	3

Plus Business Support (Reference Discipline) Area:

BUS	201 Survey of Accounting	3
	308 Strategic Communications	3
	360 Management Theory and Practice	3
CIS	352 Structured Business Programming	3

Plus at least ONE of the following Concentrations:

Programmer/Analyst Concentration: 21 hours

CIS	346 Intro to MVS/JCL	3
	354 Adv. Structured Programming	3
	361 CIS Design, Impl., Evaluation	3
	466 Advanced Data Base	3
	Committee-approved Electives	
	300 or above	6
CSC	160 Programming Fundamentals II	3

Networking Concentration: 21 hours

CIS	270 Networking II	3
	361 CIS Design, Impl., Evaluation	3
	390 CIS Practicum	3
	Committee-approved Electives	
	300 or above	9
CSC	160 Programming Fundamentals II	3

Web Specialist Concentration: 21 hours

CIS	361 CIS Design, Impl, Evaluation	3
	375 Intro to E-Commerce	3
	390 CIS Practicum	3
	Committee-approved Electives	
	300 or above	3
CSC	160 Programming Fundamentals II	3
	165 Intro to Web Design	3
	365 Scripting Languages	3

Applied E-Commerce Path Concentration: 21 hours

CIS	375 Intro to E-Commerce	3
	390 CIS Practicum	3
	Committee-approved Electives	
	300 or above	3
CSC	165 Intro to Web Design	3
BUS	124 Intro to Business	3
	418 Legal Environment of Business	3
ART	330 Graphic Design I	3

Minor in Computer Information Systems 21 hours

A minor must include a minimum of 12 hours unduplicated by the student's major(s).

CIS	140 Intro to Microcomputer Operating Sys	3
	352 Structured Business Programming	3
	360 Comp Info Sys: Analysis & Design	3
	366 Introduction to Data Base	3
	372 Computer Hardware	3

plus 6 hours selected from the following courses

CSC	165 Intro to Web Design	3
CIS	170 Networking I	3
	375 Intro to E-Commerce	3
	430 Management Information Systems	3

Undergraduate Courses

Note: For clarity of presentation, only the courses with changes from the current catalog are listed here. All other courses currently in the catalog will remain in the new catalog listing at their current content unless otherwise specified. Parenthetical notations are included for explanatory purposes but will not be part of the catalog content.

(CIS 170 will be a renumbering of the former CIS 470 course to reflect evolving networking curricula and to position WSC for our new role as a Cisco networking local academy)

CIS 170 Networking I (3) An introduction to networking concepts and technologies. Students will be introduced to the theory and practice of networking computers and various other devices.

(CIS 270 will be a renumbering and repositioning of the former CSC 435 Advanced Networking course to reflect evolving networking curricula and to position WSC for our new role as a Cisco networking local academy)

CIS 270 Networking II (3) Prerequisite: CIS 170 or instructor approval. This course builds upon the material presented in CIS 170 and provides the students with additional networking theory. In addition, students will work in a variety of "hands-on" settings to apply the theory to modern computer networks and networking equipment.

(CIS 352 is a renumbering and a course title change for the former CIS 250 COBOL Programming course. The course description is also modified to reflect the more generic title)

CIS 352 Structured Business Programming (3) Prerequisite: CIS 130 or 132. A study of structured computer programming. Topics include: a computer language overview, the program development cycle, the structured programming concept, program documentation, language structure and syntax, and common language commands. Emphasis is placed on development of sequential, batch programs that generate reports. Input to output data transfer, editing, simple and comprehensive arithmetic statement application, single and compound condition testing, sort/merge techniques, single dimensional and multi-dimensional table concepts are some of the processes emphasized in the programs.

(CIS 354 is a renumbering and a course title change for the former CIS 251 Advanced COBOL Programming course. The course description is also modified to reflect the more generic title)

CIS 354 Advanced Structured Programming (3) Prerequisite: CIS 352. A study of advanced topics in structured programming. Topics include: programmer controlled sort/merge concepts, advanced concepts in structured programming techniques, program documentation, multi-image records, master/transaction file concepts and advanced language syntax commands and topics. Emphasis is placed on development of programs that generate, access, and update sequential and random master files. Cohesion, coupling, structured walkthrough, key matching, test data development and editing are some of the concepts/processes emphasized in the programs.

(The description of CIS 366 is being changed very slightly to remove the reference to Microsoft Access that existed in the previous description.)

CIS 366 Introduction to Data Base (3) Prerequisite: CIS 130 or 132. A study of database theory, design and management through application development and implementation. Topics include: database planning and organization, common database models, normalization, the total DBMS concept, logical and physical model design, program database strategies control and recovery, security and integrity, query application, and advanced database topics. Emphasis is placed on application assignments using that encompass topics/concepts presented in the course.

(CIS 370 is a new course that is being created to address and reflect evolving networking curricula and to position WSC for our new role as a Cisco networking local academy. Currently, this content is being provided to students in a variety of ways including certain elective courses, various directed studies, and certain CIS and/or CSC Practicum projects. WSC's designation as a Cisco local academy dictates that WSC must offer this course if we are to prepare students for the CCNP networking certification. Cisco certification is an important facet to the CIS and CSC programs and a key component in enhancing the marketability of those programs.)

CIS 370 Networking III (3) Prerequisite: CIS 270 or instructor approval. This course builds upon the material presented in CIS 270 and provides the students with additional networking theory. In addition, students will work in a variety of "hands-on" settings to apply the theory to modern computer networks and networking equipment.

(CIS 375 Introduction to E-Commerce is a newly created course that places into the catalog a course that is currently being taught under the CIS 475 Topics in CIS course. Evidence suggests that E-Commerce will become a mainstream course for the foreseeable future in most information systems curricula.)

CIS 375 Introduction to E-Commerce (3) This course is an introduction to the world of electronic commerce and various other forms of electronic interaction. The course provides an overview of the basic technology of the Internet and World Wide Web. It also discusses strategic, tactical, and operational issues faced by online business firms and various other types of organizations. Marketing, financing, infrastructure, choice of online business model, and many other considerations are explored.

(CIS 470/570 is a new course that is being created to address and reflect evolving networking curricula and to position WSC for our new role as a Cisco networking local academy. Currently, this content is being provided to students in a variety of ways including certain elective courses, various directed

studies, and certain CIS and/or CSC Practicum projects. WSC's designation as a Cisco local academy dictates that WSC must offer this course if we are to prepare students for the CCNP networking certification. Cisco certification is an important facet to the CIS and CSC programs and a key component in enhancing the marketability of those programs.)

CIS 470/570 Networking IV (3) Prerequisite: CIS 370 or instructor approval. This course builds upon the material presented in CIS 370 and provides the students with additional networking theory. In addition, students will work in a variety of "hands-on" settings to apply the theory to modern computer networks and networking equipment.

Eligible seniors may enroll in 500 level graduate courses. Graduate Courses

CIS 530 Management Information Systems (3) See CIS 430

CIS 566 Advanced Data Base (3) See CIS 466

CIS 570 Networking (3) See CIS 470

CIS 575 Topics in Computer Information Systems (3) See CIS 475

CIS 580 Seminar in Comp Info Systems (3) See CIS 480

**Computer Science (CSC)
Computer Technology & Information
Systems Department
School of Business & Technology
Gardner Hall**

Objectives: The computer science program is designed to provide students with a solid foundation in the general field of computing and its applications in business, industry, government, and education. Students graduating from this program should be well prepared to pursue computer-related careers in these fields or to pursue an advanced degree in computer science or a related field.

Major in Computer Science (BA or BS) 57 hours

PHY 326 Electronics must be taken as the Physical Science General Education requirement and MAT 137 Applied Calculus (or MAT 140 Calculus with Analytic Geometry) must be taken as the Mathematics General Education requirement.

Computer Science Foundation Courses:

CIS	132 Prin of Computing & Info Sys	3
	140 Intro to Microcomputer Operating Sys	3
	170 Networking I	3
	360 Comp Info Sys: Analysis & Design	3
	366 Introduction to Data Base	3
	372 Computer Hardware	3
CSC	150 Programming Fundamentals I	3
	480 Seminar in Computer Science	3

Plus Computer Science Core Courses:

CSC	160 Programming Fundamentals II	3
	310 Data Structures	3
	320 Computer Organization	3
	340 Object-Oriented Programming: Java	3
	380 Advanced Operating Systems	3
	440 Server Management	3
CIS	361 CIS Design, Impl., Evaluation	3
CSC/CIS	electives numbered 300 or above	6

Plus Mathematics Support (Reference Discipline) Area:

MAT	305 Discrete Math	3
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plus 3 hours selected from:

MAT	180 Applied Probability and Statistics	3
	320 College Geometry	3
	350 Linear Algebra	3
	410 Probability and Statistics	3

Minor in Computer Science 21 hours

CSC	150 Programming Fundamentals I	3
	160 Programming Fundamentals II	3
	310 Data Structures	3
	320 Computer Organization	3
CIS	132 Prin of Computing & Info Sys	3
CSC/CIS	electives numbered 300 or above	6

Endorsement in Computer Science 18 hours

A special endorsement in addition to a field endorsement or two subject endorsements.

CSC	150 Programming Fundamentals I	3
	160 Programming Fundamentals II	3
	310 Data Structures	3
	320 Computer Organization	3
	480 Seminar in Computer Science	3
CIS	132 Prin of Computing & Info Sys	3

Undergraduate Courses

Note: For clarity of presentation, only the courses with changes from the current catalog are listed here. All other courses currently in the catalog will remain in the new catalog listing at their current content unless otherwise specified. Parenthetical notations are included for explanatory purposes but will not be part of the catalog content.

(CSC 165 will be a newly-created course.)

CSC 165 Introduction to Web Design (3) An introduction to the design and implementation of pages for the World Wide Web. Elementary HTML programming and the use of various web creation software tools will be introduced. This course will also deal with issues and considerations in design, layout, functionality, and other aspects of web page creation.

(CSC 340, formerly Modern Programming Methods, has a revised course title and description to remove duplication of content that the Modern Programming Methods course had as it overlapped with other courses.)

CSC 340 Object-Oriented Programming: Java (3) Prerequisite: CSC 160. This course is an exploration of the object-oriented paradigm as a means of creating and maintaining computer applications. In addition to providing instruction in object-oriented programming concepts and methodologies, this course will provide students with syntax

and programming techniques for developing programs in the Java language.

CSC 380 Advanced Operating Systems (3)
Prerequisites: CSC 160 and CIS 140. An overview of the structure and design of an operating system—the software interface between the user and the hardware. Topics include process management, memory management, device management, file management, concurrency, distributed systems, and security. Case studies will be emphasized.

CSC 390 Computer Science Practicum (3)
Prerequisites: CSC 320 and CIS 372 and instructor approval. An individualized assignment arranged with a campus administrative unit, area business, or other organization to provide supervised experience in computer science, information technology, or a closely related field. Course may be repeated for three (3) additional credits of general electives only.

(CSC 396 Scripting Languages, a course currently being taught under the special 396 number as a CSC and CIS program committee-approved elective will be brought into the catalog under its own course number.)

CSC 365 Scripting Languages (3) Prerequisite: CSC 150 or instructor approval This course is a study of modern scripting languages and their role in traditional and emerging information systems. Focus is on the ability of these server-side languages to extend the capabilities of HTML by providing greater control over content, style, and functionality. In addition, special emphasis will be placed on the integration of these languages with a popular database engine and/or other information systems technologies.

(CSC 405 Software Development will be removed from the catalog.)

CSC 405 Software Development (3)
Prerequisite: CSC 160. An introduction to modern software development tools and methods. Topics include event driven and concurrent programming, graphical user

interface (GUI) design, rapid application development (RAD) tools, and database connectivity.

(CSC 415 Internet Technologies will be removed from the catalog.)

CSC 415 Internet Technologies (3) Prerequisite: CSC 160. An overview of contemporary Internet technologies. Topics include Internet programming, scripting languages, client-side technologies, server-side technologies, Web site engineering and Web site administration.

(CSC 435 Advanced Networking will be removed from the catalog.)

CSC 435 Advanced Networking (3)
Prerequisite: CIS 470. A continuation of the networking concepts started in the introductory course (CIS 470), but at a more advanced, theoretical level. Topics include digital communications, network architecture, direct link networks, packet switching, internetworking, congestion control, multimedia networking, network management, and network security.

(CSC 440 Server Management will be a new course created to take the place of CSC 415 which is being removed from the catalog. The addition of CSC 440 reflects efforts to address the criticisms of the existing computer science curriculum at WSC as being focused only on the "client" side of information systems while ignoring "server"-side issues and technologies.)

CSC 440 Server Management (3) Prerequisite: CIS 372 or instructor approval. Server management is a comprehensive course that teaches students how to implement mission-critical services on various networking platforms. Students install and configure Web, e-mail, and proxy servers and receive in-depth understanding of how to connect e-commerce databases to Web servers. Additional topics may include system backup, load balancing issues, and Internet security.

Non-personnel resources necessary to support change (i.e., facilities, equipment, library holdings)

WSC acquired the Cisco equipment and initial training of Cisco instructors through funding from a prior fiscal year's budget. Refresher training costs will be taken out of the CTIS department's current budget allocation. WSC Network and Technology Services has provided advice and guidance on delivering the degree programs for the next three-to-four years using current CTIS equipment, current NATS equipment, and planned upgrades to the WSC Computing Labs and related infrastructure. Some instruction will also move to make use of open-source (usually free downloads or less-costly acquisitions) software to reflect current trends in business, industry, and academia.

Staffing Requirements (specify current faculty qualifications, need for special training, and availability of current faculty to handle the requirement within load; if change requires additional full-time or part-time faculty, specify need, load, and predicted cost)

At current student levels and permanent FTE allocated to the CTIS department, faculty will be able to deliver the program within load with the levels of additional staffing that we currently receive during Academic Year 2002-2003. This assumes that WSC NATS will also be permitted and funded to teach 3 to 6 credit hours per academic year for CTIS, as is the case currently.

Out of Department Impact and relationship to Inter and Intra Department Program(s) (i.e., affects on other program curricula, courses, and staffing):

This proposal assumes that the Business and Economics Department will be successful in their Academic Policies proposal to create a Survey of Accounting course to be taken by CIS and CSC Majors.

Some of the course changes that are part of this proposal will affect course descriptions, course numbers, and/or course prerequisites in the Minor in Management Information Systems (21 hours) listed in the WSC catalog under Business (Administration). The CIS courses that are part of that minor are:

CIS 140 Intro to Micro Operating Systems	3
CIS 250 COBOL Programming	3
CIS 360 Computer Info Systems Analysis & Design	3
CIS 366 Introduction to Database	3
CIS 372 Computer Hardware	3
CIS 430 Management Information Systems	3

The CTIS Department will continue to deliver the CIS 130 course which is taken by students from the Business and Economics Department as well as students from several other academic departments on campus.

Course Rotation (i.e., every semester, every other semester, alternate years, or summer only offerings):

Course rotation will be similar to the current CIS and CSC course rotation permitting timely completion of the program. Adjustment will be made to the rotation as student demand for courses warrants.

Delivery mode (i.e., on-campus, off-campus, and/or electronic mediated)

At the current time, the planned delivery mode for these programs is on-campus. The CIS 430 Management Information Systems course is regularly delivered off-campus as a service course to Business Administration students. It is anticipated that this practice will continue. It is also conceivable, that as demand warrants (based upon results of WSC negotiations to take programs to other communities in our service area) some CIS or CSC courses may have to be delivered off-campus or in an

electronically-mediated form.

Assessment (specify how this course or change in existing curriculum will be assessed; explain relationship to and impact on the program's current assessment plan):

The CTIS department is making significant revision to its assessment plan to make assessment an integral part of these proposed CIS and CSC curricula. This includes a point for entrance and pretest assessment (CIS 132), a point for midpoint and transfer student assessment (CIS 360), and exit/posttest assessment (the CIS and CSC 480 Seminar courses). In addition to specific course objective assessments, various program-level assessments are mapped to specific courses to measure attainment of program objectives. The assessment plan uses direct and indirect measures, taken at multiple points in the program. In addition, the levels of Bloom's taxonomy are incorporated into the plan. Opportunities for student portfolio development are built into various portions of the academic program should the CTIS faculty wish to have students develop a portfolio. The final form of the assessment plan will be under discussion as its development is a departmental goal for CTIS for this academic year. Further progress on the assessment plan is on hold pending notification of the status of this academic policies proposal. The assessment plan will include opportunities for both formative and summative assessment.

The CTIS department will keep a close watch on enrollment figures for CIS and CSC programs as an indirect measure of whether the curriculum change achieved the objective of improving marketability. As there are other factors that play into the enrollment change, not all of the change might necessarily be attributable to the change in curriculum. CTIS faculty will also conduct a employer survey and a post-initial-employment survey of our graduating students to see if there is increased satisfaction with the preparation of students due to the new curriculum.

Recommendation and approval signatures:

Tom Stan 12/3/2002
Department Chair Date

Jay Davis 12/3/02
School Dean Date

School of Education & Counseling Dean Date
(if required)

[Signature] 1-31-03
Academic Policies Committee Chair Date

[Signature] 4/10/03
Vice President for Academic Affairs Date

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve Middle Level Education Endorsement for Wayne State College

For the past several years, Wayne State has contemplated the creation and adoption of a middle grades endorsement as an option for its professional education students. During this past year, a middle level endorsement was approved by the college Academic Policies Committee.

Wayne is the only public four-year institution of higher education in the state of Nebraska that currently does not offer a middle level endorsement. To remain competitive and to meet the considerable demand for this endorsement, the college has responded by putting together a high quality program. Recognizing significant budget constraints, the amount of new course creation (one class) has been minimized by relying on curricular adjustments to existing courses.

Reallocation of existing budgets and staffing will be utilized to accommodate the creation of this endorsement.

Proposal Submission Form

Submitted by: Middle Level Endorsement Committee within the Education Foundations and Leadership Department, and the faculty of School of Education and Counseling, and Secondary Education Team from Schools of Arts and Humanities, Natural and Social Sciences, Business and Technology and Education and Counseling

<u>Academic Policies</u>	<u>Graduate Council</u>
____ First reading	Date _____
____ Second reading	Date _____
____ Approval	Date _____

Proposed Changes: Adding a Middle Level Education Endorsement to the current array of endorsement programs at Wayne State College.

Catalog Changes: Adding the Middle Level Program of Study to include Content Area Courses, Professional Education, Middle Level Core Courses, and NE Certification Courses.

Old Catalog Description: None

New Catalog Descriptions: Page 81 (2002 catalog) Insert this material between the end of **Field Endorsement in Early Childhood K-3 information** and **Special Education Field Endorsement**.

Field Endorsement**Middle Level Education**

Objectives: Individuals are provided with opportunities to develop knowledge, understanding, skills, and competencies for teaching grades four through nine. On completion of the program, the student is prepared for a teaching position grades four through nine.

Field Endorsement in Middle Level Education 61 hours**Core Courses (25 hours)**

EDU 330 Reading and Lit in El/Mid Classroom	6	
EDU 332 Development of Language Arts	3	
EDU 423 Development of Social Studies	3	
EDU 431 Development of Science	3	
EDU 432 Development of Math	3	
EDU 350 Middle Level Teacher	3	New course created for endorsement

And

Select the two correspondent to your content areas:

EDU 409 Business Methods and Materials	2	
EDU 409 Family & Consumer Science Methods and Materials	2	
EDU 409 Industrial Technology Methods and Materials	2	
EDU 409 Math Methods and Materials	2	
EDU 409 Language Arts Methods and Material	2	
EDU 409 Health & Physical Education Methods and Materials	2	
EDU 409 Science Methods and Materials	2	
EDU 409 Social Science Methods and Materials	2	
EDU 409 Foreign Language Methods and Materials	2	
Total	25 hours	

State Certification Requirements (18 hours)

SPD 151 Introduction to Special Education	3	
EDU 367 Human Relations in a Multicultural Society	3	
EDU 410 Student Teaching and Seminar****	<u>12</u>	
Total	18 hours	

Professional Education Courses (21)

EDU 201 Intro to Professional Education	3
EDU 211 Child Growth and Development	3
EDU 321 Educational Psychology	3
EDU 275 Introduction to Instruction	3
EDU 302 Curriculum & Assessment	3
EDU 406 Classroom Management	3
EDU 335 Clinical I	2
EDU 323 Content Area Practicum	1
Total	21 hours

Content Area Courses (36)

Demonstrate competence in two (2) or more of the following Content Areas of Specialization with a minimum of 18 semester hours in each for a total of 36 semester hours.

Language Arts Content Area Courses

ENG 270 Critical Approaches to Literature (fulfills GenEd ENG 150 requirement)	3
ENG 325 Structure of English	3
CNA 100 Principles of Human Communication (fulfills Gen Ed requirement)	3
ENG 442 Teaching Writing	2
ENG 443 Young Adult Literature	2
ENG 384 World Literature (fulfills Gen Ed requirement)	3
choose one of the following:	
ENG 361 American Literature I (3)	
ENG 362 American Literature II (3)	
ENG 365 Modern American Fiction (3)	
ENG 371 British Literature I (3)	
ENG 372 British Literature II (3)	
ENG 378 Topics in Modern British Literature (3)	
ENG 380 Shakespeare (3)	
ENG 381 Classical Epic and Drama (3)	
ENG 382 The Bible as Literature (3)	
ENG 386 Modern World Drama (3)	3
Total	19

Mathematics Content Area Courses

MAT 126 Pre-Calculus Topics	3
MAT 140 Calculus with Analytic Geometry I	5
MAT 180 Applied Probability and Statistics	3
MAT 210 Math for Elem School Teachers I (fulfills Gen Ed. Reqmt)	3
MAT 215 Math for Elem School Teachers II	3
MAT 270 Foundations of Math	3
Recommended/Not Required	
MAT 320 College Geometry	3
Total	20 hours

Natural Science Content Area Courses

(this choice fulfills Life Science & Physical Science General Education Requirements)

Physical Science (Choose two)

PHY 201 General Physics	3
Must take PHY 321 concurrently	1 cr.
CHE 106 General Chemistry	4
NAT 281 Physical Science for Elementary Education	3

Life Science (Choose two)

BIO 110 Biology Concepts	4
NAT 280 Life Science for Elementary Education	3

Earth Science

EAS 120 Introduction to Geology	4
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Total 18 hours

4.6.-4

Social Science Content Area Courses

HIS 170 World Civilizations I (fulfills General Ed. Requirement)	3
HIS 171 World Civilizations II	3
HIS 180 American Experience I (fulfills General Ed. Requirement)	3
HIS 181 American Experience II	3
GEO 120 World Regional Geography (fulfills General Ed. Requirement)	3
HIS 340 American Economic History	3
HIS 350 Nebraska History	3
POS 100 American National Government	<u>3</u>
Total	24 hours

Business Education Content Area Courses

BUS 122 Personal Finance	
or BUS 124 Introduction to Business	3
BUS 216 Office Information Processing	
or BUS 307 Office Systems Technology	3
BUS 222 Business Law I	3
BUS 240 Accounting I	3
BUS 308 Strategic Communications	3
ECO 202 Principles of National Economic System	<u>3</u>
Total	18 hours

Health and Physical Education Content Courses

PED 105 Anatomy & Physiology I	3
PED 241 First Aid & CPR	3
PED 341 Org, Admin & Curr Dvlpmt of Sec Health & P E	3
PED 351 Biomechanics	3
PED 361 Methods and Materials in Health and PE.	3
PED 407/507 Motor Percept & Adaptives for Special Populations	<u>3</u>
Total	18 hours

Family & Consumer Science Content Courses

FCS 103 Clothing Construction	3
FCS 104 Food Selection and Preparation	3
FCS 108 Explore FCS	1
FCS 110 Family & Personal Relationships (fulfills Gen Ed. Reqmt)	3
FCS 315 Consumer Economics	3
FCS 220 Infants and Toddlers	
or FCS 230 The Pre-School Age Child	3
FCS 305 Housing Development & Design	3
Recommended/Not Required	
FCS 313 Techniques in Professional Presentation (3)	<u> </u>
Total	19 hours

Industrial Technology Content Courses

ITE 108 Manufacturing Systems	3
ITE 109 Drafting Communications	3
ITE 202 Construction Systems	3
ITE 210 Intro to Energy, Power and Transportation Systems	3
ITE 302 Industrial Technology Laboratory Operations	3
VED 415 Org and Admin of Career and Technical Education	<u>3</u>
Total	18 hours

Foreign Language Content Courses**Spanish**

SPA 120 Elementary Spanish II (fulfills Gen. Ed. ENG 384 reqmnts)	3
SPA 210 Intermediate Spanish I	3
SPA 215 Language Lab (take twice for 2 hrs total)	2
SPA 220 Intermediate Spanish II	3
SPA 230 Conversation and Composition	3
SPA 305 Advanced Grammar and Composition	3
Choose one of the following:	
SPA 301 Spanish Civilization (3)	
SPA 302 Spanish American Civilization (3)	
SPA 317 Spanish Literature (3)	
SPA 333 Survey of Spanish American Literature (3)	3
Total	20 hours

French

FRE 120 Elementary French II (fulfills Gen. Ed. ENG 384 reqmnts)	3
FRE 210 Intermediate French I	3
FRE 215 Language Lab (take twice for 2 hrs total)	2
FRE 220 Intermediate French II	3
FRE 230 Conversation and Composition	3
Choose two of the following:	
FRE 316 Approaches to French Literature (3)	
FRE 313 French Civilization I (3)	
FRE 314 French Civilization II (3)	
FRE 415 Advanced Composition and Translation (3)	3
Total	20 hours

German

GER 120 Elementary German II (fulfills Gen. Ed. ENG 384 reqmnts)	3
GER 210 Intermediate German I	3
GER 215 Language Lab (take twice for 2 hrs total)	2
GER 220 Intermediate German II	3
GER 230 Conversation and Composition	3
Choose two of the following:	
GER 315 Approaches to German Literature (3)	
GER 301 German Civilization I (3)	
GER 401 German Civilization II (3)	3
Total	20 hours

EDU 350 The Middle Level Teacher 3

Prerequisite: Admission to teacher education and gateway two passage. In this course, students will examine the history and philosophy of middle level education, the concepts of teaming and learning communities, knowledge specific to curriculum and learner-centered instructional design, assessment appropriate for middle level learners, and other organizational and communication models specific to middle level education. This course should be taken prior to enrollment in EDU 332, 423, 431, 432, and the two required sections of EDU 409.

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Prerequisites: Prerequisites in EDU courses are not affected, as there are no changes in EDU coursework that will affect current prerequisites. Separate Program Revision Proposals from each content area department where course prerequisites would affect middle level endorsement students are being submitted to the Academic Policies Committee for review by each individual department.

4.6.-6

Rationale for changes: Due to the nature of the changing demographics in Nebraska Public Schools, a middle level endorsement is a judicious addition as an endorsement option at Wayne State College (see attached Appendices). During the course of the Fall 2002 semester, 9 current students and additional high school student visitors to Wayne State College's Fridays at Wayne State have expressed immediate interest in this endorsement option. Inquiries from four graduate students who wish to add a Middle Level Endorsement have been received also.

Non-personnel resources necessary to support change (i.e. facilities, equipment, library holdings) Initiation of a new section in the Curriculum Lab in ITC in Conn Library to begin acquisition of 4-9 Textbooks in Science, Social Science, English, Industrial Technology, Mathematics, Family and Consumer Science, Business, Foreign Language and Health and Physical Education. Combined monies from the four schools will be sought for acquisitions in the content areas. The School of Education and Counseling will commit \$500.00 of its annual Library Budget each year for the first 5 years toward acquisition of pedagogy, philosophy and resource books specific to Middle Level Education.

Staffing Requirements (specify current faculty qualifications, need for special training, and availability of current faculty to handle the requirement within load; if change requires additional full-time or part-time faculty, specify need, load and predicted costs)

1. Staffing is needed in the School of Education and Counseling at .25 FTE to teach the one section of EDU 350 Middle Level Teacher Course during Fall and Spring semesters. We currently have faculty on staff who could teach in the Middle Level Endorsement program, and we have two faculty members who are pursuing doctorates in Middle Level Education.
2. Staffing in the Schools of Natural and Social Sciences, Business and Technology, and Fine Arts and Humanities will not be affected by the addition of this endorsement, as the normal course rotations for content coursework will remain in effect.
3. The predicted costs are as follows: The net effect of adding this endorsement will be the cost of an adjunct professor at \$600.00 per credit hour, or \$3600.00 per school year. If the course is taught by a tenure-track professor, it will simply mean that one of the courses this individual would have taught will be shifted to an adjunct professor each semester at the same expense noted above. It is likely that this middle school course will have more than enough enrollment to offset this cost.

Out of Department Impact and Relationship to Inter- and Intra-Department Program(s) (i.e. effects on program curricula, courses and staffing): All Content Area Methods and Materials (EDU 409) courses, and all Middle Level Content Area courses (see listings above) will be impacted favorably due to increased enrollments expected with the addition of a Middle Level Endorsement. This Middle Level Endorsement recommendation comes from the School of Education and Counseling's Department of Educational Foundations and Leadership, and Department of Counseling and Special Education, and Secondary Education Team that includes the content area faculty residing in the School of Fine Arts and Humanities, School of Natural and Social Sciences, and The School of Business and Technology.

Course Rotation (i.e. every semester, every other semester, alternate years, or summer only offerings) The new middle level methods course EDU 350 Middle Level Teacher is the only course that is affected by the addition of this endorsement program. EDU 350 will be offered every other semester in Fall only during the initial two years of the program. Beginning in year 3 (2005-2006 academic year) every semester.

All other existing Professional Education, Content Area and Core coursework will continue in its regular rotation.

Delivery Mode (i.e. on-campus, off-campus, and/or electronic mediated)

On campus only, the same as other undergraduate endorsement programs.

Date of Implementation: Fall 2003. We request this catalog change occur in the 2003-2004 catalog edition.

Assessment (specify how this course or change in existing curriculum will be assessed; explain relationship to an impact on program's current assessment plan):

The addition of a Middle Level Endorsement will increase the undergraduate endorsement options for current and future students. This program option will dovetail into our current program improvement plan for the National Council for the Accreditation of Teacher Education, and AQIP.

Evidence of Consultation with Impacted Faculty/Schools/Departments: This recommendation comes from the full Secondary Education Team which includes content area methods faculty from the Schools of Fine Arts and Humanities, Natural and Social Sciences, Business and Technology, and Education and Counseling. (A discussion and resulting support of this proposal occurred at the Secondary Education Team meeting held on November 15, 2002, chaired by Tim Sharer of School of Education and Counseling.)

____ **Approved**

____ **Disapproved**

School Dean

____ **Approved**

____ **Disapproved**

Graduate Dean

____ **Approved**

____ **Disapproved**

Vice President for Academic Affairs

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve the Honorary Doctorate Degree submitted by Chadron State College

Board Policy 4510 allows campus Presidents to make recommendations to the Board for Honorary Doctorate Degrees. A recommendation for an Honorary Doctorate Degree has been received from Chadron State College and will be provided to Board members. Any questions will be answered during the Executive Session.

ACADEMICS, NEBRASKA STATE COLLEGES**POLICY: 4510 Honorary Degrees****Page 1 of 1**

BOARD POLICY

An honorary doctoral degree may be awarded by the Board upon recommendation of the institutional President. The following honorary degrees may be granted:

1. Doctor of Humane Letters (L.H.D.);
2. Doctor of Pedagogy (Ped.D.);
3. Doctor of Letters (Litt.D.);
4. Doctor of Science (Sc.D.); and
5. Doctor of Laws (L.L.D.).

PROCEDURE

1. The President of each State College shall, in consultation with a campus committee composed of faculty, students and administration designated by the President, select the nominees of that campus for the honorary degrees.
2. Nominees are to be approved by the Board prior to their notification and selection. Each campus may grant up to four honorary degrees a year.
3. No degree shall be conferred in consideration of the payment of money or other valuable things.
4. The purpose of the degree is to offer academic recognition to individuals who have distinguished themselves nationally and/or internationally, and to establish a collegiate tie with such distinguished individuals who would not otherwise be actively associated with the College, its students and staff.
5. Candidates cannot be active staff members of the Colleges.
6. An honorary degree may not be given posthumously.
7. The award shall be made at College graduation exercises.

Policy Adopted: 9/16/83

Policy Revised: 6/5/93

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve the Distinguished Service Award recommendations submitted by Chadron State College

Board Policy 4500 allows College Presidents to make recommendations to the Board for Distinguished Service Awards. Recommendations for Distinguished Service Awards have been received from Chadron State College and will be provided to Board members. Questions may be asked during the Executive Session.

BOARD POLICY

Any of the Nebraska State Colleges may confer a distinguished service award upon an outstanding person who has made a significant contribution to a State College or to an alumnus who has achieved distinction and recognition, which reflects favorably upon the image of the State Colleges.

PROCEDURE

The campus President must bring recommendations for Distinguished Service Awards to the Board for approval.

Each institution will give no more than four awards in any one year.

Each State College shall develop criteria and procedures for the conferral of such awards.

Policy Adopted: 01/28/77
Policy Revised: 10/28/83
Policy Revised: 06/05/93
Policy Revised: 06/19/98

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve the Proposed Revisions to Policies 4160, 4170 and 4180; Degree Programs Offered at Chadron, Peru and Wayne State Colleges

As a result of periodic changes made in degree programs offered by the Nebraska State Colleges, the Board is asked to update these policies to accurately reflect current degree programs authorized by the Board and the Coordinating Commission.

ACADEMICS, NEBRASKA STATE COLLEGES

POLICY: 4160 Degree Programs;
Chadron State College

BOARD POLICY

The following degree programs are authorized for Chadron State College:

1. General Authorization:

- Bachelor of Applied Sciences
- Bachelor of Arts
- Bachelor of Science
- Bachelor of Science in Education
- Master of Arts in Education
- Master of Science in Education
- Master of Business Administration
- Specialist in Education

2. Specific Authorization, Non-Teaching Degree Programs

Bachelor

Master

- [Agri-Business](#)
- Applied History
- Art
- Biology
- Business Administration
- ~~Chemistry~~
- ~~Educational Library Media~~
- English
- Family & Consumer Science
- [General Business](#)
- Health Sciences
- History
- Industrial Management
- Information Science & Technology
- Interdisciplinary Studies
- Justice Studies
- [Library Media Specialist](#)
- Mathematics
- Music
- [Physical Sciences](#)
- ~~Physies~~
- Psychology
- Range Management
- Recreation
- Social Work
- Sociology
- Spanish
- Speech Communication

Business Administration



ACADEMICS, NEBRASKA STATE COLLEGES

**POLICY: 4160 Degree Programs;
Chadron State College**

Page 2 of 2

Technical Occupations
Theatre

3. **Specific Authorization, Teacher Certification Programs**

Bachelor	Master	Specialist
Elementary Education Field Endorsement	Education Administration	Education Admin.
Art Field Endorsements	Elementary Education	
Basic Business Ed Subject Endorsement	Secondary Education	
Biology Subject Endorsement	Counseling	
Chemistry Subject Endorsement	History	
Early Childhood Educ Subj Endorsement	Language/Humanities/Fine Arts	
Early Childhood Educ Unified Field End.	Science/Math	
Earth Science Subject Endorsement		
Economics Education Subject Endorsement		
Educational Library Media		
English Subject Endorsement		
Family & Consumer Science Field Endorsement		
Health Education Subject Endorsement		
History Subject Endorsement		
Industrial Technology Field Endorsement		
Language Arts Field Endorsement		
Library Media Specialist Endorsement		
Mathematics Field Endorsement		
Mild & Moderate Disabilities Field Endorsement		
Music Field Endorsements		
Natural Science Field Endorsement		
Physical Education and Health Field Endorsement		
Physical Education Subject Endorsement		
Physical Science Field Endorsement		
Physics Subject Endorsement		
Social Science Field Endorsement		
Sociology Subject Endorsement		
Foreign Language Spanish Subject Endorsement		
Speech Communication and Theatre Field Subject Endorsement		
Speech Communication Subject Endorsement		
Theatre Subject Endorsement		
Trade and Industrial Education Field Endorsement		
Vocal Music Subject Endorsement		
Vocational -Business Education Field Endorsement		

Policy Adopted: 1/28/77
 Policy Revised: 6/5/93
 Policy Revised: 11/12/94
 Policy Revised: 11/11/95
 Policy Revised: 8/29/97
 Policy Revised: 4/13/00
[Policy Revised 6/13/03](#)

ACADEMICS, NEBRASKA STATE COLLEGES

**POLICY: 4170 Degree Programs;
Peru State College**

BOARD POLICY

The following degree programs are authorized for Peru State College:

1. **General Authorization:**

Bachelor of Arts
Bachelor of Science
[Bachelor of Applied Science](#)
~~Bachelor of Technology~~
Master of Science in Education

2. **Specific Authorization, Non-Teaching Degree Programs**

Bachelor

Art
Business Administration
~~Business Administration Technology~~
Criminal Justice
~~Computer and Information Services~~
English
[Liberal Arts](#)
Mathematics
Music
Natural Science
Physical Education
Psychology
Social Science

ACADEMICS, NEBRASKA STATE COLLEGES

**POLICY: 4170 Degree Programs;
Peru State College**

Page 2 of 2

3. **Specific Authorization, Teacher Certification Programs****Bachelor****Master**

Art Field Endorsement

Curriculum & Instruction

Basic Business ~~Education~~ Subject Endorsement

Biology Subject Endorsement

Chemistry Subject Endorsement

Coaching Endorsement

~~Computer Science Supplemental Endorsement~~

Driver Education Supplemental Endorsement

Early Childhood Education ~~Subject-Field~~ Endorsement

Elementary Education Field Endorsement

English ~~Education~~ Subject Endorsement

History Subject Endorsement

Language Arts Field Endorsement

Mathematics Field Endorsement

Middle Grades Education Field Endorsement

Music Field/Subject Endorsements

Natural Science Field Endorsement

Physical Education Subject Endorsement

Physical Science Field Endorsement

~~Pre-school Handicapped Education Subject Endorsement~~~~Secondary Education Field Endorsement~~

Social Science Field Endorsement

Special Education ~~Field (MMH) Subject~~ Endorsement

Policy Adopted: 1/28/77

Policy Revised: 6/5/93

Policy Revised: 11/12/94

Policy Revised: 11/11/95

Policy Revised: 8/29/97

Policy Revised: 4/13/00

Policy Revised 6/13/03

ACADEMICS, NEBRASKA STATE COLLEGES

**POLICY: 4180 Degree Programs;
Wayne State College**

BOARD POLICY

The following degree programs are authorized for Wayne State College:

1. **General Authorization:**

- Bachelor of Arts
- Bachelor of Science
- Master of Science in Education
- Master of Business Administration
- Specialist in Education

2. **Specific Authorization, Non-Teaching Degree Programs**

Bachelor

Master

[Applied Human and Sport Physiology](#)

Business Administration

- Art
- Business Administration
- Chemistry
- Computer Information Systems
- Computer Science
- Criminal Justice
- Early Childhood
- English
- English Writing and Literature
- Exercise Science
- Family & Consumer Science
- Geography
- History
- Human Service Counseling
- Industrial Technology
- Interdisciplinary Studies
- Life Sciences
- Mass Communications
- Mathematics
- Modern Language & Culture
- Music
- Political Science
- Psychology
- Social Sciences
- Sociology
- Spanish
- Speech Communications
- Sports Management
- Technology
- Theatre

ACADEMICS, NEBRASKA STATE COLLEGES

POLICY: 4180

**Degree Programs;
Wayne State College**

Page 2 of 2

3. Specific Authorization, Teacher Certification Programs:

Bachelor	Master	Specialist
Art Education Field/Subject Endorsements	Art Education	School Admin.
Basic Business Education Subject Endorsement	Communication Arts Education	
Chemistry Education Subject Endorsement	Counselor Education	
Coaching Special Endorsement	Curriculum & Instruction	
Computer Science Special Endorsement	English Education	
Diversified Occupations Special Endorsement	History/Social Sciences Education	
Driver Education Special Endorsement	High Ability Education K-12	
Early Childhood Education Subject Endorsement	Mathematics Education	
Elementary Education Field Endorsement	School Administration	
English Education Subject Endorsement	Science Education	
English as a Second Language Special Endorsement	Special Education	
Family & Consumer Sciences Field Endorsement	Sport Management/Exercise Science	
F&CS/Related Occupations Supplemental Endorse.		
French Subject Endorsement		
Geography Subject Endorsement		
German Subject Endorsement		
Health & PE K-12 Field Endorsement		
History Subject Endorsement		
Industrial Technology Education Field Endorsement		
Industrial Technology/Trades & Industrial Education Field Endorsement		
Journalism & Mass Communication Subject Endorsement		
Language Arts Field Endorsement		
Life Sciences/Biology Subject Endorsement		
Mathematics Field Endorsement		
Music Field/Subject Endorsements		
Natural Science Field Endorsement		
Physical Education Subject Endorsements		
Physical Sciences Field Endorsement		
Political Science Subject Endorsement		
Psychology Subject Endorsement		
Social Sciences Field Endorsement		
Sociology Subject Endorsement		
Spanish Subject Endorsement		
Special Education/ MMH K-12 Field Endorsement		
Speech Communication Subject Endorsement		
Theatre Subject Endorsement		
Trades & Industrial Education Field Endorsement		
Vocational Business Education Field Endorsement		
Vocational Marketing Education Field Endorsement		

Policy Adopted: 1/28/77
 Policy Revised: 6/5/93
 Policy Revised: 11/12/94
 Policy Revised: 11/11/95

Policy Revised: 8/29/97
Policy Revised: 4/13/00
[Policy Revised: 6/13/03](#)

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Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve Proposed Changes to Board Policy 2100; Presidents -- Duties

Policy 2100 has been revised to authorize the College Presidents to appoint faculty and staff at their respective Colleges and to report their actions to the Executive Director and the Board to establish a permanent record of all personnel actions. The proposed policy requires only Board approval prior to the hiring of College Vice Presidents.

Attached is a copy of Policy 2100 with the proposed changes.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

POLICY: 2100 Presidents -- Duties

Page 1 of 1

BOARD POLICY

The Board shall select and appoint Presidents of the Colleges considering the recommendations of the Executive Director. The selection shall be based solely upon adjudged abilities to administer the College. The Presidents are responsible to the Executive Director and the Board for the administration of the Colleges under Board policy and the laws of the state and federal government. They ~~Presidents select shall appoint~~ within the parameters of the college's specified personnel allocations in their approved budgets, and recommend report them to the Executive Director ~~for appointment~~, and shall make or designate the appropriate officials to make the necessary administrative decisions. A personnel appointment that represents a new position, a previously unfunded position, or an increase in budgeted FTE must be reviewed and approved by the Executive Director prior to its effective date. The Executive Director shall report such changes to the Board on a regular basis. If a situation demanding a decision is not covered by an existing policy or by regulations, the Presidents or those they designate are empowered to make decisions deemed best, later reporting to the Executive Director and Board. The Presidents shall be responsible to the Executive Director for:

1. ~~Recommending~~ Appointing all personnel to be employed except for Vice Presidents who shall be recommended to the Executive Director for Board approval prior to their appointments;
2. Developing new courses of study in such curricular areas and to attain such educational objectives as the Board may authorize;
3. Reporting regularly to the Executive Director concerning effectiveness of the instructional programs with recommendations for an indicated modification of policy;
4. Directing the preparation of a budget designed to support the educational program of the college for consideration and adoption by the Board;
5. Supervising the maintenance of financial records of the College and making regular reports to the Executive Director concerning the status of receipts, expenditures, debts and investment;
6. Consulting with the Executive Director on the agenda for all regular and special Board meetings;
7. Reporting the actions of the Board and Executive Director to staff, press and community at large;
8. Preparing an annual fiscal report to the people of Nebraska in cooperation with the Executive Director;
9. Assuming joint responsibility with the Board and Executive Director, through agreed upon procedures, for establishing and maintaining good press and public relations;
10. Organizing the college for effective operation; providing for continuous planning; making provisions for periodical reviews and critical evaluation; and establishing procedures and responsibilities for faculty and staff participation in college affairs;
11. Establishing and operating a system of communication by which each member of the faculty and staff can be kept informed of the important activities and plans of the colleges and whereby the administration and the Board can be informed of the proposals and problems of the faculty and administrative staff; and
12. Attendance at all Board meetings except as specifically exempted.

Legal Reference: RRS 85-304 Board of Trustees; powers; enumerated
 RRS 85-306 State Colleges; president; duties
 Policy Adopted: 6/5/93
 Policy Revised: 11/11/95
Policy Revised: 6/13/03

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve Proposed Changes to Board Policy 5020; Search and Selection Procedures; State College Employees

Revised Policy 5020 acknowledges the Board's desire to delegate authority to hire faculty and staff to their chief executive officers as noted in revised Policies 5021 and 2100.

Attached is a copy of Policy 5020 with the proposed changes.

4.11.-2

PERSONNEL, NEBRASKA STATE COLLEGES

**POLICY: 5020 Search and Selection Procedures;
State College Employees**

Page 1 of 1

BOARD POLICY

The ~~final~~ authority for approval of all appointments resides with the Board. Except in the case of the appointment of a new President or Executive Director, such authority shall be exercised by the persons to whom the Board has delegated such responsibility. ~~the Board after receiving the recommendations of the Executive Director and/or the appropriate President.~~

PROCEDURE

1. Advisory committees for the positions of Executive Director or President shall be determined by the Board and will follow EEO/AA guidelines. The Executive Director will serve as a non-voting member of the advisory committee established by the Board for Presidential searches.
2. Whenever a vacancy occurs in a position at the System Office or campus levels, and assuming the position is to be refilled, ~~the a~~ committee ~~that is~~ may be appointed to serve in an advisory capacity. Such committee, if appointed, will be selected and function within the Board's equal opportunity and affirmative action guidelines as expressed in Board Policy 5000.
3. The work and records of each advisory committee, including all candidate files, shall be considered confidential and shall be treated accordingly by each member of each advisory committee.
4. Nothing in this section shall be construed as restricting the authority of the President, Executive Director or the Board, as appropriate, to make acting or interim appointments to vacancies in senior administrative positions.

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve Proposed Changes to Board Policy 5021; Delegation of Authority to Make Certain Appointments

Revised Policy 5021 authorizes College Presidents to review and approve appointments to the positions of academic dean, faculty, professional staff, and support staff and to report those appointments to the Executive Director. This Policy retains for the Board the exclusive right to approve, prior to their effective date, all appointments to senior administrative positions at the college and System Office levels. These positions include College Vice Presidents and System Assistant and Associate Executive Directors.

Attached is a copy of Policy 5021 with the proposed changes.

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5021 Delegation of Authority to
Make Certain Appointments

Page 1 of 1

BOARD POLICY

All full-time (0.75 FTE on an annualized basis or more) appointments to the positions of academic dean, faculty, and professional and support staff appointments must be reviewed and recommended approved by the College President and reported to the Executive Director. An appointment that represents a new full-time position, a previously unfunded position, or an increase in budgeted FTE must be reviewed and approved by the Executive Director prior to its effective date. All appointments to senior administrative positions, including Vice President positions at the College level and Assistant and Associate Executive Director positions at the System Office level, must be reviewed and recommended by the Executive Director and reported to the Board for approval prior to their effective date, except when appointments must be made and the timing of Board meetings would not allow prior approval. In these cases the appointments that are made are subject to Board approval at the next subsequent Board meeting.

~~Appointments of support staff, a~~All part-time appointments (less than 0.75 FTE); including overload assignments and summer school contract extensions for full-time faculty must be reviewed and approved by the ~~campus~~ College President and reported to the Executive Director.

PROCEDURE

1. Records of the appointments covered by this policy will be maintained in the respective Presidents' offices and in the System Office of the Executive Director and will be available for inspection. Information on specific appointments will be available on written request.
2. The System Office will develop appropriate forms for reporting all personnel appointments. All full and Support staff, part-time appointments, and full-time faculty overloads or summer extensions are to be filed in report form with the Executive Director along with all other personnel recommendations actions in preparation for Board meetings. Once each year the Executive Director shall provide a summary report to the Board on all full- and part-time faculty, professional and support staff appointments in the System, as well as all vacant positions that have been budgeted.

Policy Adopted: 6/5/93
Policy Revised: 11/11/95
Policy Revised: 4/13/00
Policy Revised: 6/13/03

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

ACTION: Approve the Personnel Recommendations submitted by the Colleges

Board Policy 5021 requires that all full-time faculty and professional staff appointments be reviewed and recommended by the Executive Director and reported to the Board for approval.

Appointments of support staff, all part-time appointments (less than .75 FTE), overload assignments and summer school contract extensions for full-time faculty must be approved by the Presidents and reported to the Executive Director. Once each semester the Executive Director shall provide a summary report to the Board on all full and part-time faculty, professional and support staff appointments in the System, as well as all vacant positions that have been budgeted.

The attached recommendations involve adjustments to workload or salary, leaves of absence, separations, reappointments, retirements and deaths. In some instances, personnel recommendations will be sent under separate cover and discussed in closed session as permitted by the Public Meeting Laws, Article XIV, Section 84-1410 of the Nebraska Revised Statutes. Any action to be taken regarding executive session discussions must be conducted in open session according to the mandates of the public meeting statutes as outlined in Sections 84-1408 to 84-1414.

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Chadron State College

MEETING DATE: June 13, 2003

RANKED FACULTY								
(FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Tenured -- Specific Term -- * Non-Tenure Track * Probationary Tenure Track Special -- * Interim * Temporary * Grant/Federally Funded
Bateman, Mathew	Arts & Sciences, Physical & Life Sciences	Assistant Professor	36,500.00 AY	State	08/22/03	1.00	Replacement	Specific Term – Probationary Tenure Track
Dilday, Chester	Professional & Graduate Studies, Counseling, Psychology & Social Work	Professor	13,983.00 AY	State	06/30/03	0	Voluntary Retirement Settlement	Tenured
Evertson, Matthew	Arts & Sciences, Language, Literature, & Communication Arts	Assistant Professor	36,500.00 AY	State	08/22/03	1.00	Replacement	Specific Term – Probationary Tenure Track
Hinesley, Gail	Professional & Graduate Studies, Counseling, Psychology & Social Work	Assistant Professor	36,000.00 AY	State	05/21/03	1.00	Resigned	Specific Term – Probationary Tenure Track
Schoer, Alan	Arts & Sciences, Visual & Performing Arts	Associate Professor	47,351.00 AY	State	05/10/03	1.00	Resigned	Specific Term – Probationary Tenure Track
Teske, Daniel	Arts & Sciences, Physical and Life Sciences	Assistant Professor	39,799.00 AY	State	05/10/03	1.00	Resigned	Specific Term – Probationary Tenure Track
Wright, Ottley	Professional & Graduate Studies, Health, Physical Education & Recreation	Assistant Professor	35,000.00 AY	State	08/22/03	1.00	Replacement	Specific Term – Probationary Tenure Track

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Chadron State College

MEETING DATE: June 13, 2003

UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term -- * Probationary (3 yrs) * Non-Probationary Special -- * Interim * Temporary * Grant/Federally Funded
Fackrell, Pat	Coordinator of Nelson Physical Activity Center & Director of Intramurals	N/A	26,732.77 FY	State	06/30/03	1.00	Resigned	Specific Term – Probationary
Heitz, Daman	Student Support Services Counselor	N/A	29,403.00 FY	Grant	05/30/03	.83	Resigned	Specific Term - Probationary
Wood, Bridget	Payroll/Benefits Manager	N/A	26,358.51 FY	State	04/22/03	1.00	Replacement	Specific Term – Probationary

NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term Special -- * Interim * Temporary * Grant/Federally Funded
Bishop, Jeanne	Director of Special Events	N/A	50,086.00 FY	State	06/30/03	1.00	Reduction in Force	Specific Term
Janssen, Cydney	Director, Media & Public Relations	N/A	52,312.00 FY	State	06/30/03	1.00	Reduction in Force	Specific Term

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

4.13.-4

RANKED FACULTY (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Tenured -- Specific Term -- * Non-Tenure Track * Probationary Tenure Track Special -- * Interim * Temporary * Grant/Federally Funded
Murray, Johann	School of Education/ Graduate Studies	Assist. Professor	\$38,500	State	08/18/03	1 AY	Appointment	Specific, Probationary Tenure Track
Citrin, Anthony	School of Education/ Graduate Studies	Professor	\$750	State	05/15- 08/15/03	N/A	Summer Stipend- Chair	N/A
Domangue, Druann	Director of Quiz Bowl	Assist. Professor	\$1,500	State	08/23/02- 05/08/03	N/A	Stipend	N/A
Vokolek, Dennis	School of Education/ Graduate Studies	Assoc. Professor	\$750	State	05/15- 08/15/03	N/A	Summer Stipend- Chair	N/A

UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term-- * Probationary (3 yrs) * Non-Probationary Special -- * Interim * Temporary * Grant/Federally Funded
Bender, Barbara	Assist. To Assoc. VP for Technology/ Extended Learning	N/A	\$150	Grant	04/28/03	N/A	Stipend	N/A
Breazile, Jerry	Dir., PSC NE Business Develop Center	N/A	\$41,340	Grant	12/31/02	1 FY	Funding not renewed	N/A
Groff, Peggy	Learning Skills Specialist	N/A	\$2,597	Grant	05/01- 08/31/03	1.0	Appointment	Special
Groff, Peggy	Student Programs Director	N/A	\$29,676	.70/State .30/Rev. Bond	05/01/03	1 FY	Resignation	N/A

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term -- * Probationary (3 yrs) * Non-Probationary Special -- * Interim * Temporary * Grant/Federally Funded
Lynch, Patrick	Coordinator of Residence Life	N/A	\$29,500	Revenue Bond	07/01/03	1 FY	Appointment	Specific
Sims, Steven	Systems Analyst	N/A	\$33,823	State	06/30/03	1 FY	Reduction in Force	N/A

NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term Special -- * Interim * Temporary * Grant/Federally Funded
Becker, Roger	Library Director	N/A	\$54,000	State	05/13/03	1 FY	Appointment	Special
Fritschle, Karen	Marketing Specialist	N/A	\$40,793	State	06/30/03	1 FY	Reduction in Force	N/A
Frugoli, Gino	Men's/Women's Volleyball Coach	N/A	\$32,500	State	07/01/03	.92 FY	Appointment	Specific
Garsow, David	Director, Residence Life	N/A	\$40,090	Revenue Bond	06/30/03	1 FY	Reduction in Force	N/A
Gray, Bart	Athletic Director	N/A	\$45,634	State	06/30/03	1 FY	Reduction in Force	N/A
Gunn, William	Interim Residence Hall Director	N/A	\$21,373	Revenue Bond	06/30/03	1 FY	Reduction in Force	N/A
Jefferson, Tab	Head Women's Basketball Coach/Athletic Admin. Assist.	N/A	\$33,391	State	06/30/03	.92 FY	Non-Renewal of Contract	N/A
Reeves, Nancy	Budget/Human Resources	N/A	\$40,045	State	05/01/03	1 FY	Salary Adjustment	N/A

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

NON-UNIONIZED PROFESSIONAL STAFF								
(FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term Special -- * Interim * Temporary * Grant/Federally Funded
Roberts, Laura	Assist. Dir. Tech/Ext Campus/Offutt Learning Cntr Coord	N/A	\$500	Grant	04/28/03	N/A	Stipend	N/A
Schilling, Cody	Temp. Admissions Counselor	N/A	\$2,084/month	State	06/30/03	.75 FY	Reduction in Force	N/A
Sylvester, Stephen	Dean, School of Arts and Sciences	N/A	\$73,794	State	07/01/03	1 FY	Appointment	Specific

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

RANKED FACULTY (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Tenured -- Specific Term -- * Non-Tenure Track * Probationary Tenure Track Special -- * Interim * Temporary * Grant/Federally Funded
Blaser, Kent	History, Politics and Geography	Professor	\$500.00	State	1/12/ - 5/8/04	.020	Leave of absence	Specific
Bohnert, David	Music	Instructor	\$31,327.00	State	5/10/03	1.00	Reduction in Force	Specific
Bohnert, David	Music	Assistant Professor	\$36,549.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special
Dinsmore, Janice	History, Politics and Geography	Assistant Professor	\$23,683.00	State	5/10/03	.50	Reduction in Force of .50	Special
Elliott, Steven	Art and Design	Interim Assistant Professor	\$30,000	State	8/21/03 – 5/8/04	1.00	Appointment, replaces Ray Replogle	Special, Interim
Ellis, Susan	Sociology, Psychology and Criminal Justice	Assistant Professor	\$40,069.00	State	5/10/03	1.00	Reduction in Force	Specific
Ellis, Susan	Sociology, Psychology and Criminal Justice	Associate Professor	\$43,371.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special
Hawlitshka, Katja	Language and Literature	Assistant Professor	\$38,956.00	State	5/10/03	1.00	Reduction in Force	Specific
Hawlitshka, Katja	Language and Literature	Assistant Professor	\$39,736.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special
Hayford, Barbara	Life Sciences	Assistant Professor	\$38,956.00	State	5/10/03	1.00	Reduction in Force	Specific
Hayford, Barbara	Life Sciences	Assistant Professor	\$39,736.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special
Heithold, Kelly	Health, Human Performance and Sport	Lecturer/ Wellness Coordinator	\$29,540.00	State	5/10/03	1.00	Reduction in Force	Special

RANKED FACULTY (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Tenured -- Specific Term -- * Non-Tenure Track * Probationary Tenure Track Special -- * Interim * Temporary * Grant/Federally Funded
Howlett, Jeff	Language and Literature	Assistant Professor	\$38,956.00	State	5/10/03	1.00	Reduction in Force	Specific
Howlett, Jeff	Language and Literature	Assistant Professor	\$39,736.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special
Johnson, Ed	Communication Arts	Associate Professor	\$43,731.00	State	5/10/03	1.00	Reduction in Force	Specific
Johnson, Ed	Communication Arts	Associate Professor	\$44,606.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special
Khan, Raza	Physical Sciences and Mathematics	Assistant Professor	\$39,563.00	State	5/10/03	1.00	Reduction in Force	Specific
Khan, Raza	Physical Sciences and Mathematics	Assistant Professor	\$40,355.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special
Mosher, Mark	Language and Literature	Associate Professor	\$47,582.00	State	5/10/03	1.00	Resignation	Specific
Todd, Jay	Health, Human Performance and Sport	Instructor	\$32,835.00	State	5/10/03	1.00	Reduction in Force	Specific
Todd, Jay	Health, Human Performance and Sport	Instructor	\$33,492.00	State	8/22/03 – 5/8/04	1.00	Terminal Contract	Special

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term-- * Probationary (3 yrs) * Non-Probationary Special -- * Interim * Temporary * Grant/Federally Funded
Balogh, Elaine	Assistant Manager of the Student Center	N/A	\$27,515.00	Revenue Bond	6/30/03	1.00	Reduction in Force	Non-Probationary
Carstens, Mary	Learning Skills Specialist/Academic Advisor	N/A	\$25,504.00	State	6/30/03	1.00	Reduction in Force	Probationary
Feeley, Virginia	Counselor	N/A	\$9,839.00	State	7/1/03	0	Voluntary Retirement Settlement Program	Non-Probationary
Hasenkamp, Karina	SSRC Coordinator	N/A	\$23,338.00	Grant	7/1/03	.75	Appointment, new position	Probationary; Special, Grant
Heggemeyer, Terri	Career Services Specialist	N/A	\$28,690.00	State	7/1/03	.85 (Chg. from 1.0)	Load reduction	Non-Probationary
Johnson, Maria	Reference Librarian	N/A	\$35,991.00	State	7/1/03	Chg. from 1.0 to .92	Load reduction	Non-Probationary
Kloster, Jonathan	Residence Hall Director	N/A	\$14,862.00	Revenue Bond	5/15/03	.75	Reduction in Force	Probationary
Lueders-Johnson, Shelly	Athletics	N/A	\$28,485.00	State	6/30/03	1.00	Resignation	Probationary
Mohlfeld, Kathy	Counselor	N/A	\$38,925.00	State	7/1/03	Chg. from .75 to 1.0	Increased workload	Probationary

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

4.13.-10

UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term-- * Probationary (3 yrs) * Non-Probationary Special -- * Interim * Temporary * Grant/Federally Funded
Ouellette, Robert	Residence Hall Director	N/A	\$15,005.00	Revenue Bond	5/15/03	.75	Reduction in Force	Probationary
Pick, Karla	Payroll and Benefits Manager	N/A	\$27,248.00	State	7/1/03	.80 (Chg. from 1.0)	Voluntary load reduction	Non-Probationary
Sigler, Judi	Residence Hall Director	N/A	\$16,145.00	Revenue Bond	6/30/03	.75	Resignation	Probationary
Tyson, Tammy	Retention Specialist	N/A	\$25,869.00	Grant	6/30/03	1.00	Resignation	Probationary

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term Special -- * Interim * Temporary * Grant/Federally Funded
Alston, Steve	Dean of School of Natural and Social Sciences	Professor	\$82,602.00	State	6/30/03	1.00	Reduction in Force	Specific
Barelman, Jason	Director of Career Services	N/A	\$36,399.00	State	7/1/03	.80 (Chg. from 1.0)	Load reduction	Specific
Burmood, Vicky	Custodial Supervisor	N/A	\$26,000.00	State	7/1/03	1.00	Classification change from Support Staff to Professional Staff	Specific
Burns, Jana	Interim Admissions Specialist	N/A	\$18,513.00	State	3/17/03 – 5/15/03	.75	Appointment	Special, Interim
Burns, Jana	Interim Admissions Specialist	N/A	\$18,513.00	State	8/15/03 – 5/15/04	.75	Appointment	Special, Interim
DeBoer, Mitch	Director of Business Services	N/A	\$43,500.00	State	7/1/03	1.00	Change in title and responsibilities	Specific
Feuerbacher, Roger	Director of Continuing Education	N/A	\$46,488.00	State	7/1/03	.90 (Chg. from 1.0)	Load reduction	Specific
Hartwell, Michael	Director of Physical Plant	N/A	\$60,135.00	State	6/30/03	1.00	Resignation	Specific
Johnson, Dwayne	Director of Facility Services	N/A	\$61,500.00	State	7/1/03	1.00	Change in title and responsibilities	Specific
Johnson, Judy	Director of College Relations	N/A	\$46,321.00	State	7/1/03	.80 (Chg. from 1.0)	Load reduction	Specific

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

4.13.-12

NON-UNIONIZED PROFESSIONAL STAFF								
(FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term Special -- * Interim * Temporary * Grant/Federally Funded
Kniefel, Scott	Interim Assistant Volleyball Coach (.50), Assistant Track Coach (.30), Marketing (.15), Cheerleading (.05)	N/A	\$27,000.00	State	7/1/03	1.00	Appointment, replaces Shelly Lueders-Johnson	Special, Interim
Long, Jay B.	Interim Assistant Football and Assistant Track Coach	N/A	\$19,205.00	State	5/31/03	.60	Resignation	Special, Interim
Majeski, Jr., Robert	Interim Assistant Football Coach (.50) and HHPS Instructor (.50)	N/A	\$30,000.00	State	7/1/03 – 6/30/04	1.00	Appointment, replaces Seth Replogle	Special, Interim
Martin, Dodie	Interim Assistant Women's Basketball Coach (.50), HHPS Instructor (.25) and Event Management (.25)	N/A	\$25,500.00	State/ Revenue Bond	8/18/03 – 6/30/04	1.00	Appointment, replaces Michael Jacobsma	Special, Interim
McCue, Robert	Dean of Natural and Social Sciences	Professor	\$85,551.00	State	7/1/03	1.00	Change in title and responsibilities	Specific
Meehan, Patrick	Landscape and Arboretum Manager	N/A	\$37,000.00	Revenue Bond	7/1/03	1.00	Classification change from Support Staff to Professional Staff	Specific
Santos, Odell	Interim Director of Multicultural Center	N/A	\$38,760.00	State .50 and Grant .50	7/1/03	1.00	Appointment	Special, Interim; Special, Grant

PERSONNEL RECOMMENDATIONS TO THE BOARD

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term Special -- * Interim * Temporary * Grant/Federally Funded
Weber, Dorothy	Director of Learning Center	N/A	\$43,078.00	State	7/1/03	Chg. from 1.0 to .92	Load reduction	Specific

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

Action: **Approve the following tuition rates per credit hour for 2003-04:**

Undergraduate, resident	\$ 87.00
Graduate, resident	\$110.00
Undergraduate, non-resident	\$174.00
Graduate, non-resident	\$220.00

Board policy states that undergraduate resident tuition rates will be established, and the graduate rate will be one hundred twenty-five percent (125%) of the undergraduate rate. Non-resident undergraduate rates will be established at no more than two hundred percent (200%) of resident undergraduate rates, and non-resident graduate rates will be established at one hundred twenty-five percent (125%) of the non-resident undergraduate rate. The rates for 2002-03 are as follows:

Undergraduate, resident	\$ 76.25
Graduate, resident	\$ 96.00
Undergraduate, non-resident	\$152.50
Graduate, non-resident	\$192.00

The Council of Presidents considered a range of alternatives and recommends that the increase for undergraduate resident tuition be increased by 14.1%.

5.1.-2

03-04 Tuition Increase

	Current	Proposed
Undergraduate Resident	\$76.25	\$ 87.00
Graduate Resident (Rate at 125% of Proposed Undergraduate Resident Rate) -- (Rounded-up)	\$96.00	\$110.00
Undergraduate Non-Resident (Proposed rate is 200% of Proposed Undergraduate Resident Rate)	\$152.50	\$174.00
Graduate Non-Resident (Proposed rate is 125% of Proposed Undergraduate Non- Resident Rate) -- (Rounded-up)	\$192.00	\$220.00
	<u>\$ INC/CH</u>	<u>ANNUAL \$ INC *</u>
Undergraduate Resident	\$10.75	\$322.50
Graduate Resident	\$14.00	\$336.00
Undergraduate Non-Resident	\$21.50	\$645.00
Graduate Non-Resident	\$28.00	\$672.00
* Based on assumption that a full-time UG student will take 15 hrs per semester and a full-time Grad student will take 12 hrs per semester		
Net Increase Per Institution (Based on 2003-04 Estimated Credit Hour Production)		
	CSC	\$ 706,457
	PSC	\$ 409,561
	WSC	\$ 845,162
	TOTAL	\$1,961,180

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Bill Roskens
 Hilary Koso

June 13, 2003

ACTION: Approve the proposed fee schedules for 2003-04 as submitted by the colleges

The colleges have submitted the following proposed fee changes for FY 2003-04. A summary of all student fees is found on the following pages.

Institution	Fee Changes	Current 2002-03	Proposed 2003-04
Chadron	Event Fee: 1-6 credit hours 7+ credit hours Facilities Fee: On-campus Off-campus Student Activity Fee: 1-10 credit hours 11+ credit hours Technology Fee Transcript Fee	 \$15.00 30.00 8.00/cr. hr. 6.00/cr. hr. 2.00/cr. hr. 24.00 2.50 3.00	 \$15.50 31.00 8.25/cr. hr. 6.25/cr. hr. 2.05/cr. hr. 24.60 2.55 5.00
Peru	Student Activity Fee	1-6 cr hrs: 15.00 7+ hours: 30.00	Per hour: 3.00
Wayne	Admission/Matriculation Fee College Event Fee Facilities Fee Health Fee Technology Fee Housing Deposit Parking Permit: Annual One Semester Summer Only	 \$20.00 0-11 hours: 5.00 Max per sem.: 60.00 0-11 hours: 10.00 Max per sem.: 120.00 0-11 hours: 1.75 Max per sem.: 21.00 5.00 Max per sem.: 60.00 75.00 25.00 15.00 9.00	 \$30.00 0-11 hours: 6.00 Max per sem.: 72.00 0-11 hours: 11.00 Max per sem.: 132.00 0-11 hours: 2.75 Max per sem.: 33.00 6.00 Max per sem.: 72.00 100.00 30.00 18.00 10.00

CHADRON STATE COLLEGE

Proposed Student Fee Schedule

2003-04 Fiscal Year

		Proposed		
	2002-03	2003-04	Change	
	Rate	Rate	Amount	Percent
Mandatory Fees:				
Admission/Matriculation Fee (one time)	\$15.00	\$15.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)	\$5.00	\$5.00	\$0.00	0.0%
Event Fee (per credit hour)				
1-6 credit hours	\$15.00	\$15.50	\$0.50	3.3%
7+ credit hours	\$30.00	\$31.00	\$1.00	3.3%
0-11 credit hours				
12 credit hours or more				
Max per semester, if applicable				
Facilities Fee (per credit hour)				
On-Campus	\$8.00	\$8.25	\$0.25	3.1%
Off-Campus	\$6.00	\$6.25	\$0.25	4.2%
0-11 credit hours				
12 credit hours or more				
Max per semester, if applicable				
Health Fee (per semester)	\$20.00	\$20.00	\$0.00	0.0%
per credit hour, 0-11 hours				
Max per semester, if applicable				
Student Activity Fee (per credit hour)				
1-10 credit hours	\$2.25	\$2.30	\$0.05	2.2%
11+ credit hours	\$27.00	\$27.60	\$0.60	2.2%
1-6 credit hours				
7+ credit hours				
0-11 credit hours				
12 credit hours or more				
Max per semester, if applicable				
Technology Fee (per credit hour)	\$2.50	\$2.55	\$0.05	2.0%
12 credit hours or more (on-campus) (per semester)				
Max per semester, if applicable				
Fees which vary from above for off-campus students:				
Other Fees:				
ARC Services Fee				
CLEP Test Administration Fee				
Course Lab Fees	\$5.00-\$75.00	\$5.00-\$75.00	\$0.00	0.0%
Deferment Fee				
Degree/Graduation Fee:	\$20.00	\$20.00	\$0.00	0.0%
Undergraduate/Baccalaureate				
Graduate/Master's				
Distance Learning/Off-Campus/Ext Campus (per cr. hr.)				
Housing Deposit	\$100.00	\$100.00	\$0.00	0.0%
International Student Admission Processing Fee				
Late Payment Fee				
Late Registration/Enrollment Fee				
LEAP Fee				
Library Penalty (per day)	\$0.05	\$0.05	\$0.00	0.0%

CHADRON STATE COLLEGE**Proposed Student Fee Schedule****2003-04 Fiscal Year**

Library User Fee (annual)				
Material Fee				
Music, Private Lessons (per semester)				
New Student Registration Fee				
Parking				
Employee Only	\$20.00	\$20.00	\$0.00	0.0%
Annual				
One Semester				
Summer Only				
Penalty	\$20.00	\$20.00	\$0.00	0.0%
Placement/Credential Fee	\$30.00	\$30.00	\$0.00	0.0%
Credential Set-Up Fee				
Publications Fee				
Returned Check Charge				
Site Specific Fee				
Student ID Card				
Duplicate ID Card/Old Card Exchanged	\$5.00	\$5.00	\$0.00	0.0%
Replacement ID Card	\$5.00	\$5.00	\$0.00	0.0%
Transcript Fee (per transcript)	\$3.00	\$5.00	\$2.00	66.7%
Fees which vary from above for off-campus students:				

PERU STATE COLLEGE

Proposed Student Fee Schedule

2003-04 Fiscal Year

		Proposed		
	2002-03	2003-04	Change	
	Rate	Rate	Amount	Percent
Mandatory Fees:				
Admission/Matriculation Fee (one time)	\$10.00	\$10.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)	\$5.00	\$5.00	\$0.00	0.0%
Event Fee (per credit hour)	\$1.50	\$1.50	\$0.00	0.0%
1-6 credit hours			\$0.00	
7+ credit hours			\$0.00	
0-11 credit hours			\$0.00	
12 credit hours or more			\$0.00	
Max per semester, if applicable			\$0.00	
Facilities Fee (per credit hour)	\$6.00	\$6.00	\$0.00	0.0%
On-Campus			\$0.00	
Off-Campus			\$0.00	
0-11 credit hours			\$0.00	
12 credit hours or more			\$0.00	
Max per semester, if applicable			\$0.00	
Health Fee (per semester)	\$20.00	\$20.00	\$0.00	0.0%
per credit hour, 0-11 hours			\$0.00	
Max per semester, if applicable				
Student Activity Fee (per credit hour)		\$3.00	\$3.00	
1-10 credit hours			\$0.00	
11+ credit hours			\$0.00	
1-6 credit hours	\$15.00		-\$15.00	N/A
7+ credit hours	\$30.00		-\$30.00	N/A
0-11 credit hours			\$0.00	
12 credit hours or more			\$0.00	
Max per semester, if applicable				
Technology Fee (per credit hour)	\$3.50	\$3.50	\$0.00	0.0%
12 credit hours or more (on-campus) (per semester)			\$0.00	
Max per semester, if applicable				
Fees which vary from above for off-campus students:				
			\$0.00	
			\$0.00	
			\$0.00	
			\$0.00	
			\$0.00	
Other Fees:				
ARC Services Fee	\$5.00	\$5.00	\$0.00	0.0%
CLEP Test Administration Fee	\$12.00	\$12.00	\$0.00	0.0%
Course Lab Fees	VARY	VARY		
Deferment Fee	\$25.00	\$25.00	\$0.00	0.0%
Degree/Graduation Fee:				
Undergraduate/Baccalaureate	\$30.00	\$30.00	\$0.00	0.0%
Graduate/Master's	\$40.00	\$40.00	\$0.00	0.0%
Distance Learning/Off-Campus/Ext Campus (per cr. hr.)	\$15.00	\$15.00	\$0.00	0.0%
Housing Deposit	\$100.00	\$100.00	\$0.00	0.0%
International Student Admission Processing Fee			\$0.00	
Late Payment Fee	\$15.00	\$15.00	\$0.00	0.0%
Late Registration/Enrollment Fee	15% OF UNPAID BALANCE (SAME BOTH YEARS)			
LEAP Fee	\$5.00	\$5.00	\$0.00	0.0%
Library Penalty (per day)	\$0.10	\$0.10	\$0.00	0.0%

PERU STATE COLLEGE

Proposed Student Fee Schedule

2003-04 Fiscal Year

Library User Fee (annual)			\$0.00	
Material Fee			\$0.00	
Music, Private Lessons (per semester)	\$90.00	\$90.00	\$0.00	0.0%
New Student Registration Fee	\$100.00	\$100.00	\$0.00	0.0%
Parking			\$0.00	
Employee Only	\$20.00	\$20.00	\$0.00	0.0%
Annual	\$20.00	\$20.00	\$0.00	0.0%
One Semester			\$0.00	
Summer Only			\$0.00	
Penalty	\$25.00	\$25.00	\$0.00	0.0%
Placement/Credential Fee	\$5.00	\$5.00	\$0.00	0.0%
Credential Set-Up Fee	\$10.00	\$10.00	\$0.00	0.0%
Publications Fee	\$8.00	\$1.00	PER CREDIT HOUR	
Returned Check Charge	\$20.00	\$20.00	\$0.00	0.0%
Site Specific Fee	\$40.00	\$40.00	\$0.00	0.0%
Student ID Card	\$2.00	\$2.00	\$0.00	0.0%
Duplicate ID Card/Old Card Exchanged			\$0.00	
Replacement ID Card	\$3.00	\$3.00	\$0.00	0.0%
Transcript Fee (per transcript)	\$5.00	\$5.00	\$0.00	0.0%
Fees which vary from above for off-campus students:				
			\$0.00	
			\$0.00	
			\$0.00	
			\$0.00	
			\$0.00	

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2003-04 Fiscal Year

	2002-03	Proposed 2003-04	Change	
	Rate	Rate	Amount	Percent
Mandatory Fees:				
Admission/Matriculation Fee (one time)	\$20.00	\$30.00	\$10.00	50.0%
Capital Improvement Fee (per credit hour)	\$5.00	\$5.00	\$0.00	0.0%
Event Fee (per credit hour)				
1-6 credit hours				
7+ credit hours				
0-11 credit hours	\$5.00	\$6.00	\$1.00	20.0%
12 credit hours or more				
Max per semester, if applicable	\$60.00	\$72.00	\$12.00	20.0%
Facilities Fee (per credit hour)				
On-Campus				
Off-Campus				
0-11 credit hours	\$10.00	\$11.00	\$1.00	10.0%
12 credit hours or more				
Max per semester, if applicable	\$120.00	\$132.00	\$12.00	10.0%
Health Fee (per semester)				
per credit hour, 0-11 hours	\$1.75	\$2.75	\$1.00	57.1%
Max per semester, if applicable	\$21.00	\$33.00	\$12.00	57.1%
Student Activity Fee (per credit hour)				
1-10 credit hours				
11+ credit hours				
1-6 credit hours				
7+ credit hours				
0-11 credit hours	\$2.25	\$2.25	\$0.00	0.0%
12 credit hours or more				
Max per semester, if applicable	\$27.00	\$27.00	\$0.00	0.0%
Technology Fee (per credit hour)	\$5.00	\$6.00	\$1.00	20.0%
12 credit hours or more (on-campus) (per semester)				
Max per semester, if applicable	\$60.00	\$72.00	\$12.00	20.0%
Fees which vary from above for off-campus students:				
Off-Campus Students Pay:				
Admission/Matriculation Fee (one time)	\$20.00	\$30.00	\$10.00	50.0%
Capital Improvement Fee (per credit hour)	\$5.00	\$5.00	\$0.00	0.0%
Technology Fee (per credit hour)	\$5.00	\$6.00	\$1.00	20.0%
And Extended Campus Fee --- below				
Other Fees:				
ARC Services Fee	n/a	n/a	n/a	n/a
CLEP Test Administration Fee	n/a	n/a	n/a	n/a
Course Lab Fees	n/a	n/a	n/a	n/a
Deferment Fee	n/a	n/a	n/a	n/a
Degree/Graduation Fee:				
Undergraduate/Baccalaureate	\$30.00	\$30.00	\$0.00	0.0%
Graduate/Master's	\$50.00	\$50.00	\$0.00	0.0%
Distance Learning/Off-Campus/Ext Campus (per cr. hr.)	\$20.00	\$20.00	\$0.00	0.0%
Housing Deposit	\$75.00	\$100.00	\$25.00	33.3%
International Student Admission Processing Fee	\$20.00	\$20.00	\$0.00	0.0%
Late Payment Fee	5-15%	5-15%	n/a	n/a
Late Registration/Enrollment Fee	\$15.00	\$15.00	\$0.00	0.0%
LEAP Fee	n/a	n/a	n/a	n/a

WAYNE STATE COLLEGE				
Proposed Student Fee Schedule				
2003-04 Fiscal Year				
Library Penalty (per day)	\$0.25	\$0.25	\$0.00	0.0%
Library User Fee (annual)	\$15.00	\$15.00	\$0.00	0.0%
Material Fee	At Cost	At Cost	n/a	n/a
Music, Private Lessons (per semester)	=ug res tuit	=ug res tuit	n/a	n/a
New Student Registration Fee	\$15.00	\$0.00	-\$15.00	-100.0%
Parking				
Employee Only	n/a	n/a	n/a	n/a
Annual	\$25.00	\$30.00	\$5.00	20.0%
One Semester	\$15.00	\$18.00	\$3.00	20.0%
Summer Only	\$9.00	\$10.00	\$1.00	11.1%
Penalty	\$10-\$30	\$10-\$30	n/a	n/a
Placement/Credential Fee	\$30.00	\$30.00	\$0.00	0.0%
Credential Set-Up Fee	n/a	n/a	n/a	n/a
Publications Fee	n/a	n/a	n/a	n/a
Returned Check Charge	\$30.00	\$30.00	\$0.00	0.0%
Site Specific Fee	n/a	n/a	n/a	n/a
Student ID Card				
Duplicate ID Card/Old Card Exchanged	\$0.00	\$0.00	\$0.00	n/a
Replacement ID Card	\$15.00	\$15.00	\$0.00	0.0%
Transcript Fee (per transcript)	\$4.00	\$4.00	\$0.00	0.0%
Fees which vary from above for off-campus students:				

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approve Distribution of Operating Appropriations as Allowed by Legislative Bill 407 and Recommended by the Council of Presidents

The NSC General Fund appropriation for the upcoming fiscal year is \$34,416,556, which reflects a \$1,840,840 or 5.08% reduction from the current year. The cash fund appropriation of \$16,991,361, approved by the Legislature, does not make any tuition assumptions and can be increased with the approval of the Board of Trustees upon the establishment of the FY2003-04 tuition rates. The federal and revolving fund appropriations for FY 2003-04 are \$15,602,090 and \$6,163,610 respectively. These appropriations are estimated amounts and may be altered by the Board through the process of approving the preliminary budgets or by other direct action.

The distribution of General Funds is recommended by the Council of Presidents, giving consideration to the "unmet need" at the colleges, a figure which includes both the reduction from the current year appropriation and the known budgetary increases, including salary and benefit increases, health insurance, utilities, insurance, DAS charges, and inflation, and LB 1100 depreciation amounts. While the appropriation will not take care of the unmet needs, the recommended distribution will allow each college and the system office to have the same percentage of those unmet needs addressed.

The cash distribution is increased by the net tuition revenue realized from the rate increase recommended by the Council of Presidents.

If alterations need to be made to the distribution of funds because the Board makes a different tuition decision from that included in the attached chart, the Council of Presidents recommends that the system office be authorized to make the necessary changes, with final approval given by the Executive Director.

PROPOSED DISTRIBUTION OF FUNDS 2003-04

	CSC	PSC	WSC	SO	TOTAL	% Change
2002-03						
General Funds	12,898,037	7,003,188	15,454,303	901,868	36,257,396	
Cash Funds	5,528,067	3,268,499	8,194,795	0	16,991,361	
Subtotal	18,426,104	10,271,687	23,649,098	901,868	53,248,757	
Federal Funds	7,548,000	4,866,090	3,188,000	0	15,602,090	
Revolving Funds	2,600,000	759,513	2,925,400	0	6,284,913	
All Funds Total	28,574,104	15,897,290	29,762,498	901,868	75,135,760	
Gen./Cash Fund Adjustments						
Gen. Fund - LB 407 reductions	(662,546)	(346,332)	(813,120)	(18,842)	(1,840,840)	-5.08%
Cash Fund - 14.1% tuition incr.*	706,457	409,561	845,162	0	1,961,180	11.54%
Total Gen./Cash Adjustments	43,911	63,229	32,042	(18,842)	120,340	0.23%
2003-04						
General Funds	12,235,491	6,656,856	14,641,183	883,026	34,416,556	
Cash Funds	6,234,524	3,678,060	9,039,957	0	18,952,541	
Subtotal	18,470,015	10,334,916	23,681,140	883,026	53,369,097	
Federal Funds	7,548,000	4,866,090	3,188,000	0	15,602,090	
Revolving Funds	2,375,601	901,509	2,886,500	0	6,163,610	
All Funds Total	28,393,616	16,102,515	29,755,640	883,026	75,134,797	

*Tuition income net of remissions and refunds

Impact of Governor's Proposal in 2003-04 and 2004-05 Biennium

NSC by College/System Office

Legislative final Version - Equal shortfalls - 14.10% (\$87.00) Tuition Assumption - Includes LB1100 chgs

Chadron State College		FY2003-04	FY2004-05	System Office		FY2003-04	FY2004-05
FY2002-03 Base		12,898,037	12,898,037	FY2002-03 Base		901,868	901,868
Known increases/(decreases)				Known increases			
9.4% health insurance increase		137,383	287,681	9.4% health insurance increase		4,546	9,519
Utilities, Insurance, DAS, Inflation		227,774	459,036	Utilities, Insurance, DAS, Inflation		8,762	18,013
Property Insurance Increase		41,163	56,895	Property Insurance Increase		0	0
Tuition increase - 14.10%		(706,457)	(706,457)	Tuition increase - 14.10%		N/A	N/A
LB 1100 depreciation charge		0	96,445	LB 1100 depreciation charge		0	0
2% salaries		275,374	553,502	2% salaries		12,398	24,920
Subtotal		(24,763)	747,102	Subtotal		25,706	52,452
Governor's 10% cut		1,289,804	1,289,804	Governor's 10% cut		90,187	90,187
Total Shortfall		1,265,041	2,036,906	Total shortfall		115,893	142,639
Committee's Addbacks-sal, h.ins., DA		(377,169)	(798,838)	Committee's Addbacks-sal, h.ins., DAS		(14,842)	(32,091)
Committee's Addback - plug #		(139,295)	0	Committee's Addback - plug #		(9,740)	
Legislature's Select File Addback		(110,794)	(224,325)	Tri-State restored from add'l. 3% addbk		(43,112)	(42,601)
REVISED SHORTFALL		637,783	1,013,743	REVISED SHORTFALL		44,548	67,947
% Shortfall over current base		4.94%	7.86%	% Shortfall over current base		4.94%	7.53%
General Fund Appropriation		12,235,491	12,631,396	General Fund Appropriation		883,026	886,373
Peru State College		FY2003-04	FY2004-05	NSC SYSTEM		FY2003-04	FY2004-05
FY2002-03 Base		7,003,188	7,003,188	FY2002-03 Base		36,257,396	36,257,396
Known increases/(decreases)				Known increases			
9.4% health insurance increase		75,997	159,138	9.4% health insurance increase		394,317	825,700
Utilities, Insurance, DAS, Inflation		163,046	314,557	Utilities, Insurance, DAS, Inflation		633,482	1,231,806
Property Insurance Increase		28,686	39,650	Property Insurance Increase		119,741	165,506
Tuition increase - 14.10%		(409,561)	(409,561)	Tuition increase - 14.10%		(1,961,180)	(1,961,180)
LB 1100 depreciation charge		0	109,154	LB 1100 depreciation charge		0	372,147
2% salaries		141,758	284,934	2% salaries		765,508	1,538,670
Subtotal		(74)	497,872	Subtotal		(48,132)	2,172,649
Governor's 10% cut		700,319	700,319	Governor's 10% cut		3,625,740	3,625,740
Total Shortfall		700,245	1,198,191	Total shortfall		3,577,608	5,798,389
Committee's Addbacks-sal, h.ins., DA		(200,252)	(422,907)	Committee's Addbacks-sal, h.ins., DAS		(1,058,726)	(2,244,062)
Committee's Addback - plug #		(75,633)	0	Committee's Addbacks - plug #		(391,570)	0
Legislature's Select File Addback		(78,102)	(224,779)	Comm.'s add'l. 3% addback (incl Tri-S)		(334,604)	(707,772)
REVISED SHORTFALL		346,258	550,505	REVISED SHORTFALL		1,792,708	2,846,555
% Shortfall over current base		4.94%	7.86%	% Shortfall over current base		4.94%	7.85%
General Fund Appropriation		6,656,856	6,950,555	General Fund Appropriation		34,416,556	35,583,490
Wayne State College		FY2003-04	FY2004-05	REV. SHORTFALL W/O TUITION INCR		3,753,888	4,807,735
FY2002-03 Base		15,454,303	15,454,303	% Shortfall over current base		10.35%	13.26%
Known increases/(decreases)				Tuition Increase		1,961,180	52.24%
9.4% health insurance increase		176,391	369,363	Cuts		1,792,708	47.76%
Utilities, Insurance, DAS, Inflation		233,900	440,200			3,753,888	
Property Insurance Increase		49,892	68,960	2nd year tuition need			1,053,847
LB 1100 depreciation charge		0	166,548				
Tuition increase - 14.10%		(845,162)	(845,162)				
2% salaries		335,978	675,314				
Subtotal		(49,001)	875,223				
Governor's 10% cut		1,545,430	1,545,430				
Total Shortfall		1,496,429	2,420,653				
Committee's Addbacks-sal, h.ins., DA		(466,463)	(990,226)				
Committee's Addback - plug #		(166,902)	0				
Legislature's Select File Addback		(98,945)	(216,067)				
REVISED SHORTFALL		764,119	1,214,361				
% Shortfall over current base		4.94%	7.86%				
General Fund Appropriation		14,641,183	15,115,166				

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Bill Roskens
 Hilary Koso

June 13, 2003

ACTION: Approve the Distribution of Remaining LB 1100 Balances for Additional Deferred Maintenance Projects at the Colleges

CSC	Chilled Water Piping Extension	\$250,000
PSC	Boiler Replacement and Upgrade of Steam Distribution System	\$155,463
WSC	Improvements to Memorial Stadium and replacement of Rice Auditorium floor	<u>\$328,000</u>
	Total	\$733,463

In 1998, the Legislature approved LB 1100, which appropriated \$400,000 annually to the NSC for a period of ten years to undertake maintenance, repair and renovation projects at the State Colleges. Matching funds are required on a one-to-one basis up to \$400,000 per year, to a total of \$4 million. The matching funds are provided from the Capital Improvement fee, which is derived from a per-credit-hour charge to all students attending an NSC institution.

The NSC Facilities Corporation issued \$6,845,000 in bonds in July of 1999. Eligible projects were approved at each of the colleges, including Memorial Hall at Chadron, Campus Services Building at Peru, Ramsey Theatre renovation, relocation of Broadcast Studio, Hahn Administration Building asbestos survey, and Memorial Stadium Design/Development at Wayne.

With these projects nearly complete, there is a balance remaining in the construction fund account invested with Wells Fargo, the NSC Trustee. Some of the balance resulted from a conservative initial distribution, and some is due to investment earnings that have been added to the construction fund since 1999.

As permitted by the initial legislation, the colleges have requested funds for new projects, based on the proportional share that each college contributes through the capital improvement fee fund. The balance at May 31, 2003 was \$757,926, with interest earnings from the reserve fund of approximately \$40,000 annually still being added. The additional funds may be used to meet administrative expenses and further construction expenses.

Chadron requests an allocation to extend the chilled water piping in tunnels to buildings west and north of the Boiler House en route to Memorial Hall. The additional chilled water piping will extend to Memorial Hall for the purpose of reducing utility costs. Peru requests funds to match LB 309 Task Force funding to replace their existing boilers and upgrade the steam distribution system. Wayne requests funding to complete the track/entry plaza project (Phase I), replace the floor in Rice Auditorium, and remodel the existing Press Box at Memorial Stadium.

The System Office and the Council of Presidents recommend that the Board approve the requested amounts in full, to be funded from the balance in the construction fund.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approve the Preliminary 2003-04 Operating Budgets as submitted by the System Office and the colleges

The System Office, Chadron, Peru and Wayne have prepared recommended operating budgets for FY 03-04. The General Fund distribution reflects the recommendation of the Council of Presidents, based on balancing the unmet need for each college and the System Office. The cash fund amount includes the increase from the tuition recommendation. The federal and revolving funds are estimates included in the appropriations bill that can be adjusted at a later date with Board approval to reflect a more accurate level of anticipated spending.

WAYNE STATE COLLEGE
2003-04 PRELIMINARY OPERATING BUDGET

June 13, 2003

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	132.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.67
Professional Staff FTE	5.07	0.00	0.00	20.50	25.05	19.20	4.00	0.00	73.82
Support Staff FTE	13.50	0.00	0.00	7.50	8.30	21.30	36.50	0.00	87.10
Salaries	7,798,284	0	0	1,217,962	1,280,289	1,493,419	1,017,208	0	12,807,162
Benefits	2,160,000	0	0	395,000	430,000	600,000	390,000	0	3,975,000
Total Permanent Salaries & Benefits	9,958,284	0	0	1,612,962	1,710,289	2,093,419	1,407,208	0	16,782,162
<u>Temporary Staff:</u>									
Part-time Faculty FTE	32.00	1.00	0.00	0.00	1.00	0.00	0.00	0.00	34.00
Graduate Assistant FTE	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.00
Federal Work-study FTE	0.40	0.00	0.00	0.70	0.10	0.30	0.10	0.00	1.60
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Straight-time FTE	1.20	0.00	4.00	9.30	3.80	1.90	3.50	0.00	23.70
Other FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	738,500	18,000	75,000	130,000	85,000	60,000	60,000	0	1,166,500
Benefits	56,500	1,300	5,000	8,000	6,000	4,000	4,000	0	84,800
Total Temporary Salaries & Benefits	795,000	19,300	80,000	138,000	91,000	64,000	64,000	0	1,251,300
Total Personal Services	\$10,753,284	\$19,300	\$80,000	\$1,750,962	\$1,801,289	\$2,157,419	\$1,471,208	\$0	\$18,033,462
Total Operating Expenses	400,000	3,000	125,000	450,000	450,000	595,000	1,500,000	0	3,523,000
Total Supplies	160,000	7,000	35,000	195,000	200,000	340,000	90,000	0	1,027,000
Total Travel	85,000	5,000	5,000	15,000	40,000	70,000	5,000	0	225,000
Total Capital Outlay	125,000	5,000	5,000	530,000	17,000	35,000	155,678	0	872,678
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
Total General/Cash Budget	\$11,523,284	\$39,300	\$250,000	\$2,940,962	\$2,508,289	\$3,197,419	\$3,221,886	\$0	\$23,681,140
Federal FTE	2.60	0.00	0.00	1.00	5.13	4.00	0.00	15.22	27.95
Total Federal Funds	265,000	0	0	45,000	250,000	250,000	0	2,378,000	3,188,000
Total Expenditures	\$11,788,284	\$39,300	\$250,000	\$2,985,962	\$2,758,289	\$3,447,419	\$3,221,886	\$2,378,000	\$26,869,140
<u>Fund Sources</u>									
General Funds	\$8,531,883	\$19,300	\$0	\$1,500,000	\$1,540,000	\$1,800,000	\$1,250,000	\$0	14,641,183
Cash Funds	2,991,401	20,000	250,000	1,440,962	968,289	1,397,419	1,971,886	0	9,039,957
Federal Funds	265,000	0	0	45,000	250,000	250,000	0	2,378,000	3,188,000
Total Funds	\$11,788,284	\$39,300	\$250,000	\$2,985,962	\$2,758,289	\$3,447,419	\$3,221,886	\$2,378,000	\$26,869,140

CHADRON STATE COLLEGE
2003-04 PRELIMINARY OPERATING BUDGET

June 13, 2003

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Professional Staff FTE	8.13	0.00	1.00	20.25	8.99	24.80	0.00	0.00	63.17
Support Staff FTE	11.00	0.00	0.00	9.25	7.50	18.00	26.75	0.00	72.50
Salaries	6,000,000	0	50,000	1,250,000	725,000	1,950,000	650,000	0	10,625,000
Benefits	1,800,000	0	14,500	375,000	220,000	590,000	195,000	0	3,194,500
Total Permanent Salaries & Benefits	7,800,000	0	64,500	1,625,000	945,000	2,540,000	845,000	0	13,819,500
<u>Temporary Staff:</u>									
Part-time Faculty FTE	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00
Graduate Assistant FTE	7.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.50
Federal Work-study FTE	18.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	28.50
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Straight-time FTE	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00	2.08
Other FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	1,000,000	4,800	4,000	50,000	50,000	115,000	9,500	0	1,233,300
Benefits	0	0	0	0	0	0	0	0	0
Total Temporary Salaries & Benefits	1,000,000	4,800	4,000	50,000	50,000	115,000	9,500	0	1,233,300
Total Personal Services	\$8,800,000	\$4,800	\$68,500	\$1,675,000	\$995,000	\$2,655,000	\$854,500	\$0	\$15,052,800
Total Operating Expenses	200,000	11,000	17,000	100,000	260,000	620,000	777,515	0	1,985,515
Total Supplies	50,000	3,000	4,500	40,000	50,000	200,000	150,000	0	497,500
Total Travel	25,000	2,200	3,000	15,000	20,000	100,000	5,000	0	170,200
Total Capital Outlay	100,000	2,000	2,000	300,000	20,000	100,000	75,000	0	599,000
Tuition Remissions and Exemptions	165,000	0	0	0	0	0	0	0	165,000
Total General/Cash Budget	\$9,340,000	\$23,000	\$95,000	\$2,130,000	\$1,345,000	\$3,675,000	\$1,862,015	\$0	\$18,470,015
Federal FTE	0.00	0.00	2.00	0.00	0.00	0.00	4.58	0.00	6.58
Total Federal Funds	225,000	95,000	400,000	0	15,000	225,000	6,588,000	0	7,548,000
Total Expenditures	\$9,565,000	\$118,000	\$495,000	\$2,130,000	\$1,360,000	\$3,900,000	\$8,450,015	\$0	\$26,018,015
<u>Fund Sources</u>									
General Funds	\$6,500,000	\$0	\$50,000	\$1,700,000	\$935,000	\$2,100,000	\$950,491		\$12,235,491
Cash Funds	2,840,000	23,000	45,000	430,000	410,000	1,575,000	911,524		6,234,524
Federal Funds	225,000	95,000	400,000	0	15,000	225,000	6,588,000		7,548,000
Total Funds	\$9,565,000	\$118,000	\$495,000	\$2,130,000	\$1,360,000	\$3,900,000	\$8,450,015	\$0	\$26,018,015

**PERU STATE COLLEGE
2003-04 PRELIMINARY OPERATING BUDGET**

June 13, 2002

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	41.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41.25
Professional Staff FTE	4.22	0.00	0.00	9.88	11.90	13.00	0.90	0.00	39.90
Support Staff FTE	5.73	0.00	0.00	6.00	2.60	15.40	19.40	0.00	49.13
Salaries	2,264,845	0	0	683,618	436,363	1,150,024	427,017	0	4,961,867
Benefits	669,103	0	0	199,054	146,585	337,478	186,503	0	1,538,723
Total Permanent Salaries & Benefits	2,933,948	0	0	882,672	582,948	1,487,502	613,520	0	6,500,590
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.10	0.30	0.00	0.00	2.20
Other Straight-time FTE	0.00	0.00	0.00	0.40	0.30	0.40	0.00	0.00	1.10
Other FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	519,253	0	13,984	32,618	37,316	14,194	0	0	617,365
Benefits	43,013	0	1,070	264	390	377	0	0	45,114
Total Temporary Salaries & Benefits	562,266	0	15,054	32,882	37,706	14,571	0	0	662,479
Total Personal Services	\$3,496,214	\$0	\$15,054	\$915,554	\$620,654	\$1,502,073	\$613,520	\$0	\$7,163,069
Total Operating Expenses	343,130	0	0	280,099	295,659	711,670	750,446	0	2,381,004
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	15,210	0	0	10,000	10,000	30,000	1,000	0	66,210
Total Capital Outlay	10,500	0	0	5,010	16,099	24,058	13,680	0	69,347
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	20,149	20,149
Total General/Cash Budget	\$3,865,054	\$0	\$15,054	\$1,210,663	\$942,412	\$2,267,801	\$1,378,646	\$20,149	\$9,699,779
Federal FTE	0.00	0.00	0.91	0.00	3.68	0.00	0.00	0.00	4.59
Total Federal Funds	50,000	100,000	80,000	10,000	400,000	412,000	20,000	3,944,090	4,866,090
Total Expenditures	\$3,915,054	\$100,000	\$95,054	\$1,220,663	\$1,342,412	\$2,679,801	\$1,398,646	\$3,814,239	\$14,565,869
<u>Fund Sources</u>									
General Funds	\$2,969,852	\$0	\$15,054	\$915,554	\$620,654	\$1,502,073	\$613,520	\$20,149	\$6,656,856
Cash Funds	1,521,339	0	9,000	295,109	321,758	765,728	765,126	0	3,678,060
Federal Funds	50,000	100,000	80,000	10,000	400,000	262,000	20,000	3,944,090	4,866,090
Total Funds	\$4,541,191	\$100,000	\$104,054	\$1,220,663	\$1,342,412	\$2,529,801	\$1,398,646	\$3,964,239	\$15,201,006

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2003-04 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	REVOLVING FUNDS	TOTAL
Professional FTE	5.6	0.15	5.75
Salaries	475,119	8,813	483,932
Benefits	110,301	3,875	114,176
Sub-Total	585,420	12,688	598,108
Support Staff FTE	2	0	2
Salaries	57,195	0	57,195
Benefits	26,091	0	26,091
Sub-Total	83,286	0	83,286
Total Personal Serv	668,706	12,688	681,394
Total Operating Exp	68,906	0	68,906
Total Travel	24,358	0	24,358
Total Capital Outlay	0	0	
SUBTOTAL	761,970	12,688	774,658
Tri-State Graduate Center	43,112	0	43,112
Library Automation	14,625	0	14,625
Property Insurance	63,319	0	63,319
TOTAL	883,026	12,688	895,714

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approve the preliminary 2003-04 revenue bond operating budgets as submitted by the colleges

The colleges have submitted their preliminary revenue bond operating budgets for the 2003-04 fiscal year.

As required by the master resolution, these budgets will be submitted to the bond trustee, Wells Fargo, as information. The bond resolution requires at least 1.10% debt service coverage for each of the colleges. The preliminary budgets indicate the colleges anticipate exceeding those required coverages as follows:

Chadron State College	1.28%
Peru State College	1.39%
Wayne State College	1.99%

June 13, 2003

**NEBRASKA STATE COLLEGE SYSTEM
2003-04 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

*****PRELIMINARY BUDGET*****

REVENUE SOURCE	PROPOSED BUDGET FY 2004
Residence Hall/Dormitory Rentals	1,585,000
Apartment/House Rentals	205,000
Facilities Rentals	30,000
Food Service Contracts	1,505,000
Food Service Commissions	25,000
Facilities Fees	370,000
Bookstore Commissions/Income	87,000
Trustee Investment/Interest Income	75,000
Parking Fees/Fines	57,000
Other	80,000
TOTAL REVENUE	4,019,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,570,000
Utilities	525,000
Insurance	42,500
Equipment & Furnishings	15,000
Capital Outlay	15,000
Telephone/Cable Television/Internet	150,000
Supplies	140,000
Repairs and Maintenance	130,000
Other Operating Expenses	100,000
Operations/Maintenance Total	2,687,500
Food Service Payments	785,400
Debt Service	425,191
TOTAL EXPENSES	3,898,091
Available for Distribution to Subsidiary Funds	120,909
DEBT SERVICE COVERAGE RATIO	128.44%

June 13, 2003

**NEBRASKA STATE COLLEGE SYSTEM
2003-04 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

*****PRELIMINARY BUDGET*****

REVENUE SOURCE	PROPOSED BUDGET FY 2003-04
Residence Hall/Dormitory Rentals	656,196
Apartment/House Rentals	117,520
Facilities Rentals	58,893
Food Service Contracts	651,478
Food Service Commissions	
Facilities Fees	115,000
Bookstore Commissions/Income	
Trustee Investment/Interest Income	38,000
Parking Fees/Fines	9,000
Other	39,000
TOTAL REVENUE	1,685,087

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	245,698
Utilities	210,000
Insurance	30,580
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	115,000
Supplies	
Repairs and Maintenance	106,763
Other Operating Expenses	
Operations/Maintenance Total	708,041
Food Service Payments	621,240
Debt Service	256,623
TOTAL EXPENSES	1,585,904
Available for Distribution to Subsidiary Funds	99,183
DEBT SERVICE COVERAGE RATIO	138.65%

June 13, 2003

NEBRASKA STATE COLLEGE SYSTEM
2003-04 REVENUE BOND OPERATIONS BUDGET

WAYNE STATE COLLEGE

PRELIMINARY BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY04
Residence Hall/Dormitory Rentals	1,957,515
Apartment/House Rentals	8,610
Facilities Rentals	1,500
Food Service Contracts	2,207,345
Food Service Commissions	46,575
Facilities Fees	700,700
Bookstore Commissions/Income	82,400
Trustee Investment/Interest Income	63,000
Parking Fees/Fines	78,280
Other	192,300
TOTAL REVENUE	5,338,225

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,684,308
Utilities	624,000
Insurance	70,000
Equipment & Furnishings	50,000
Capital Outlay	30,000
Telephone/Cable Television/Internet	230,000
Supplies	185,000
Repairs and Maintenance	45,760
Other Operating Expenses	120,000
Operations/Maintenance Total	3,039,068
Food Service Payments	1,173,276
Debt Service	565,323
TOTAL EXPENSES	4,777,667
Available for Distribution to Subsidiary Funds	560,558
DEBT SERVICE COVERAGE RATIO	199.16%

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approve the Revised Operating Budgets 2002-03

The colleges have provided their revised 2002-03 operating budgets. Each has revised its cash fund allocations to reflect cash fund adjustments approved by the Board of Trustees during the fiscal year. The budgets have also been revised to reflect additional federal funds received during 2002-03 in the form of grants, encumbrances carried over from FY 2001-02, and LB 1 special session reductions.

The auditors will be examining the 2002-03 expenditures against the Board-approved fiscal year budgets. A table comparing the preliminary budgets along with the revised budgets follows.

2002-03 OPERATING BUDGETS

	CHADRON STATE COLLEGE		PERU STATE COLLEGE		WAYNE STATE COLLEGE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$12,898,037	\$12,899,902	\$7,003,188	\$7,009,737	\$15,454,303	\$16,322,122
Cash Fund	5,528,067	7,627,345	3,328,068	4,086,216	8,343,118	10,792,483
Federal Funds	7,548,000	10,321,852	4,866,090	5,753,871	3,188,000	5,442,465
TOTAL	\$25,974,104	\$30,849,099	\$15,197,346	\$16,849,824	\$26,985,421	\$32,557,061

**CHADRON STATE COLLEGE
2002-03 REVISED OPERATING BUDGET**

June 13, 2003

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Publ.Serv.</u>	<u>PCS 4.0 Acad.Supp.</u>	<u>PCS 5.0 Stdnt. Srv.</u>	<u>PCS 6.0 Inst. Adm.</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Stdnt. Aid</u>	<u>TOTAL</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	102.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	102.00
Professional Staff FTE	8.13	0.00	2.00	22.75	10.24	26.80	0.00	0.00	69.92
Support Staff FTE	13.47	0.00	0.00	12.25	7.50	17.50	28.35	0.00	79.07
Salaries	6,025,000	0	65,000	1,275,000	725,000	1,950,000	645,000	0	10,685,000
Benefits	1,777,375	0	19,175	376,125	213,875	575,250	190,275	0	3,152,075
Total Permanent Salaries & Benefits	7,802,375	0	84,175	1,651,125	938,875	2,525,250	835,275	0	13,837,075
<u>Temporary Staff:</u>									
Part-time Faculty FTE	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00
Graduate Assistant FTE	7.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.50
Federal Work Study FTE	18.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	28.50
Other Student FTE	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.25
Other Straight-time FTE	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00	2.08
Other FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	1,000,000	4,800	4,000	50,000	50,000	115,000	9,500	0	1,233,300
Benefits	76,500	367	1,180	3,825	3,825	9,250	727	0	95,674
Total Temporary Salaries & Benefits	1,076,500	5,167	5,180	53,825	53,825	124,250	10,227	0	1,328,974
Total Personal Services	\$8,878,875	\$5,167	\$89,355	\$1,704,950	\$992,700	\$2,649,500	\$845,502	\$0	\$15,166,049
Total Operating Expenses	775,000	9,000	10,000	100,000	350,000	1,000,000	850,000	0	3,094,000
Total Supplies	298,474	1,833	930	5,505	91,283	365,500	150,000	0	913,525
Total Travel	150,000	2,000	1,000	4,000	17,000	160,000	4,498	0	338,498
Total Capital Outlay	325,000	2,000	0	280,000	20,000	150,000	75,000	0	852,000
Tuition Remissions and Exemptions	163,175	0	0	0	0	0	0	0	163,175
Total General/Cash Budget*	\$10,590,524	\$20,000	\$101,285	\$2,094,455	\$1,470,983	\$4,325,000	\$1,925,000	\$0	\$20,527,247
Federal FTE	1.00	0.00	0.75	0.00	0.00	1.67	0.00	0.00	3.42
Total Federal Funds	192,827	157,059	856,656	0	0	310,223	0	8,805,088	10,321,853
Total Expenditures	\$10,783,351	\$177,059	\$957,941	\$2,094,455	\$1,470,983	\$4,635,223	\$1,925,000	\$8,805,088	\$30,849,100
<u>Fund Sources</u>									
General Funds	7,096,179	2,000	1,285	1,419,455	955,983	2,325,000	1,100,000	0	12,899,902
Cash Funds	3,494,345	18,000	100,000	675,000	515,000	2,000,000	825,000	0	7,627,345
Federal Funds	192,827	157,059	856,656	0	0	310,223	0	8,805,087	10,321,852
Total Funds	\$10,783,351	\$177,059	\$957,941	\$2,094,455	\$1,470,983	\$4,635,223	\$1,925,000	\$8,805,087	\$30,849,099

* Includes \$12,898,037 general funds, \$591,423 in cash & general carryforward, \$5,528,067 in cash funds plus \$119,869 in SAP/SSAP plus \$1,389,851 in cash & general PY enc.

**PERU STATE COLLEGE
2002-03 REVISED OPERATING BUDGET**

JUNE 13, 2002

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	46.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.33
Professional Staff FTE	5.82	0.00	1.09	11.68	12.21	18.92	1.15	0.00	50.87
Support Staff FTE	6.13	0.00	0.50	6.00	2.63	18.65	18.60	0.00	52.51
Salaries	2,459,248	0	95,662	780,436	529,398	1,383,843	425,573	0	5,674,160
Benefits	736,856	0	32,587	261,083	187,667	391,295	166,194	0	1,775,682
Total Permanent Salaries & Benefits	3,196,104	0	128,249	1,041,519	717,065	1,775,138	591,767	0	7,449,842
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	3.00	0.10	1.00	0.00	0.00	4.70
Other Straight-time FTE	0.00	0.00	0.00	0.40	0.30	0.43	0.00	0.00	1.13
Other FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	635,641	0	13,984	45,525	37,316	31,942	0	0	764,408
Benefits	48,625	0	480	263	581	1,241	0	0	51,190
Total Temporary Salaries & Benefits	684,266	0	14,464	45,788	37,897	33,183	0	0	815,598
Total Personal Services	\$3,880,370	\$0	\$142,713	\$1,087,307	\$754,962	\$1,808,321	\$591,767	\$0	\$8,265,440
Total Operating Expenses	443,762	5,578	8,000	380,088	295,659	705,942	707,285	0	2,546,314
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	15,210	0	1,000	10,000	10,000	30,000	1,000	0	67,210
Total Capital Outlay	10,500	0	0	50,000	40,000	24,058	13,680	0	138,238
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	78,751	78,751
Total General/Cash Budget	\$4,349,842	\$5,578	\$151,713	\$1,527,395	\$1,100,621	\$2,568,321	\$1,313,732	\$78,751	\$11,095,953
Federal FTE	0.00	0.00	0.91	0.00	3.68	0.00	0.00	0.00	4.59
Total Federal Funds	79,429	130,000	25,254	20,000	570,593	461,564	40,000	4,427,031	5,753,871
Total Expenditures	\$4,429,271	\$135,578	\$176,967	\$1,547,395	\$1,671,214	\$3,029,885	\$1,353,732	\$4,505,782	\$16,849,824
<u>Fund Sources</u>									
General Funds (1)	\$2,804,429	\$0	\$112,974	\$1,034,935	\$655,883	\$1,790,599	\$591,736	\$19,182	\$7,009,737
Cash Funds (2)	1,545,414	5,578	38,739	492,460	444,739	777,721	721,997	59,569	4,086,216
Federal Funds	79,429	130,000	25,254	20,000	570,593	461,564	40,000	4,427,031	5,753,871
Total Funds	\$4,429,271	\$135,578	\$176,967	\$1,547,395	\$1,671,214	\$3,029,885	\$1,353,732	\$4,505,782	\$16,849,824

(1) LB 1309 GF Approp. 7,435,041 less LB2 cut 431,853 plus mid-biennium carry-forward of 5256 and encumbrances of 1293.

(2) LB 1309 Cash Approp. 3,011,224 plus tuition increase of 257,275 plus mid-biennium carryforward of 301,579 and encumbrances of 462,894 plus SPA/SSAP of 59,569 less 6325 of 2508 cash not shown on this report.

WAYNE STATE COLLEGE
2002-03 REVISED OPERATING BUDGET

June 13, 2003

<u>Expenditure Type</u>	<u>PCS 1.0</u> <u>Instruction</u>	<u>PCS 2.0</u> <u>Research</u>	<u>PCS 3.0</u> <u>Publ.Serv.</u>	<u>PCS 4.0</u> <u>Acad.Supp.</u>	<u>PCS 5.0</u> <u>Stdnt. Srv.</u>	<u>PCS 6.0</u> <u>Inst. Adm.</u>	<u>PCS 7.0</u> <u>Plant O&M</u>	<u>PCS 8.0</u> <u>Stdnt. Aid</u>	<u>TOTAL</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	135.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	135.49
Professional Staff FTE	5.32	0.00	0.00	23.25	30.41	21.35	3.00	0.00	83.33
Support Staff FTE	13.50	0.00	0.00	9.00	10.00	29.05	38.50	0.00	100.05
Salaries	8,819,500	0	0	1,316,000	1,415,500	1,680,000	960,000	0	14,191,000
Benefits	2,366,340	0	0	392,600	459,000	575,000	370,000	0	4,162,940
Total Permanent Salaries & Benefits	11,185,840	0	0	1,708,600	1,874,500	2,255,000	1,330,000	0	18,353,940
<u>Temporary Staff:</u>									
Part-time Faculty FTE	30.00	1.00	0.00	0.00	1.70	0.00	0.00	0.00	32.70
Graduate Assistant FTE	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.00
Federal Work Study FTE	0.25	0.00	0.00	0.79	0.25	0.50	0.10	0.00	1.89
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Straight-time FTE	0.75	0.00	4.00	7.50	7.10	4.41	2.22	0.00	25.98
Other FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	725,000	16,500	85,000	101,180	97,890	35,450	25,820	0	1,086,840
Benefits	45,000	1,200	6,500	4,000	4,000	2,500	2,000	0	65,200
Total Temporary Salaries & Benefits	770,000	17,700	91,500	105,180	101,890	37,950	27,820	0	1,152,040
Total Personal Services	\$11,955,840	\$17,700	\$91,500	\$1,813,780	\$1,976,390	\$2,292,950	\$1,357,820	\$0	\$19,505,980
Total Operating Expenses	750,000	3,500	220,000	675,000	575,000	644,000	1,556,813	0	4,424,313
Total Supplies	181,846	9,624	59,145	282,863	304,025	498,326	115,000	0	1,450,829
Total Travel	119,000	8,755	5,000	15,500	50,000	95,000	6,500	0	299,755
Total Capital Outlay	205,100	7,500	4,000	575,000	45,000	75,000	365,000	0	1,276,600
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	157,128	157,128
Total General/Cash Budget	\$13,211,786	\$47,079	\$379,645	\$3,362,143	\$2,950,415	\$3,605,276	\$3,401,133	\$157,128	\$27,114,605
Federal FTE	2.60	0.00	0.00	1.00	5.13	4.00	0.00	15.22	27.95
Total Federal Funds	620,753	0	0	608,853	469,136	352,395	0	3,391,319	5,442,456
Total Expenditures	\$13,832,539	\$47,079	\$379,645	\$3,970,996	\$3,419,551	\$3,957,671	\$3,401,133	\$3,548,447	\$32,557,061
<u>Fund Sources</u>									
General Funds**	9,312,778	5,820	0	1,616,293	1,653,862	2,114,699	1,618,670	0	16,322,122
Cash Funds**	3,899,008	41,259	379,645	1,745,850	1,296,553	1,490,577	1,782,463	157,128	10,792,483
Federal Funds	620,753	0	0	608,853	469,136	352,395	0	3,391,319	5,442,456
Total Funds	\$13,832,539	\$47,079	\$379,645	\$3,970,996	\$3,419,551	\$3,957,671	\$3,401,133	\$3,548,447	\$32,557,061

** Includes \$22,755,215 in new appropriations, \$1,789,497 in encumbrance carryforward, \$1,518,882 in balance carryforward, \$871,195 adjustment for tuition increases, \$898,000 adjustment for other cash fund revenue, \$157,128 in SAP/SSAP funds less \$875,312 in legislative budget cut.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approve Revised Revenue Bond Operating Budgets 2002-03

The colleges have submitted their revised revenue bond operating budgets for the 2002-03 fiscal year.

As required by the master resolution, these budgets will be submitted to the bond trustee, as information. The bond resolution requires 1.10% debt service coverage for each of the colleges. The budgets indicate the colleges anticipate exceeding those required coverages as follows:

Chadron	1.72%
Peru	1.52%
Wayne	2.38%

June 13, 2003

**NEBRASKA STATE COLLEGE SYSTEM
2002-03 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

*****REVISED BUDGET*****

REVENUE SOURCE	PROPOSED BUDGET FY 2003
Residence Hall/Dormitory Rentals	1,525,000
Apartment/House Rentals	195,000
Facilities Rentals	30,000
Food Service Contracts	1,478,000
Food Service Commissions	22,000
Facilities Fees	370,000
Bookstore Commissions/Income	87,000
Trustee Investment/Interest Income	60,000
Parking Fees/Fines	57,000
Other	80,000
TOTAL REVENUE	3,904,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,530,000
Utilities	495,000
Insurance	38,000
Equipment & Furnishings	10,000
Capital Outlay	15,000
Telephone/Cable Television/Internet	130,000
Supplies	110,000
Repairs and Maintenance	130,000
Other Operating Expenses	82,000
Operations/Maintenance Total	2,540,000
Food Service Payments	770,000
Debt Service	346,144
TOTAL EXPENSES	3,656,144
Available for Distribution to Subsidiary Funds	247,856
DEBT SERVICE COVERAGE RATIO	171.60%

June 13, 2003

NEBRASKA STATE COLLEGE SYSTEM
2002-03 REVENUE BOND OPERATIONS BUDGET

PERU STATE COLLEGE

REVISED BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY 2003-03
Residence Hall/Dormitory Rentals	580,000
Apartment/House Rentals	107,300
Facilities Rentals	55,500
Food Service Contracts	565,000
Food Service Commissions	
Facilities Fees	115,000
Bookstore Commissions/Income	
Trustee Investment/Interest Income	30,000
Parking Fees/Fines	9,000
Other	31,000
TOTAL REVENUE	1,492,800

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	291,000
Utilities	200,000
Insurance	30,580
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	109,130
Supplies	
Repairs and Maintenance	85,420
Other Operating Expenses	
Operations/Maintenance Total	716,130
Food Service Payments	576,000
Debt Service	132,259
TOTAL EXPENSES	1,424,389
Available for Distribution to Subsidiary Funds	68,411
DEBT SERVICE COVERAGE RATIO	151.73%

June 13, 2003

**NEBRASKA STATE COLLEGE SYSTEM
2002-03 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

*****REVISED BUDGET*****

REVENUE SOURCE	PROPOSED BUDGET FY03
Residence Hall/Dormitory Rentals	1,864,300
Apartment/House Rentals	8,200
Facilities Rentals	1,500
Food Service Contracts	2,132,700
Food Service Commissions	45,000
Facilities Fees	637,000
Bookstore Commissions/Income	80,000
Trustee Investment/Interest Income	57,300
Parking Fees/Fines	76,000
Other	188,500
TOTAL REVENUE	5,090,500

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,635,250
Utilities	600,000
Insurance	58,000
Equipment & Furnishings	32,190
Capital Outlay	20,000
Telephone/Cable Television/Internet	230,000
Supplies	185,000
Repairs and Maintenance	45,000
Other Operating Expenses	120,000
Operations/Maintenance Total	2,925,440
Food Service Payments	1,133,600
Debt Service	432,652
TOTAL EXPENSES	4,491,692
Available for Distribution to Subsidiary Funds	598,808
DEBT SERVICE COVERAGE RATIO	238.40%

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approve the 2003-04 bookstore contract submitted by Chadron State College as follows:

Chadron**NEBRASKA BOOK COMPANY**

Due to past performance, percentage of payment to the program, and continuity of service, Chadron recommends that the lease and operating agreement with NEBRASKA BOOK COMPANY for the operation of the bookstore be renewed for a five-year period. The contract term is July 1, 2003 to 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.

Fiscal and Facilities Committee

Steve Lewis, Chair

Larry Teahon

Bill Roskens

Hilary Koso

June 13, 2003

ACTION: Approval of Up to \$50,000 in Capital Improvement Fee Funds for the Replacement of Four Scoreboards at Peru State College:

Peru State College requests approval to use Capital Improvement Fee funds to purchase replacement scoreboards for the football field (Oakbowl), the main basketball/volleyball court (Al Wheeler Center), and the baseball field. The current scoreboards are over 15 years old and can no longer be repaired. The scoreboards in Al Wheeler Center also no longer meet NAIA requirements.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Appoint Architect Selection Committee for Edna Work Renovation at Chadron State College

Chadron State requests the formation of a committee, according to Policy 8066, to select an Architect to provide professional consulting services for renovations to Edna Work. Those listed below are suggested as committee members. The committee is charged to select a qualified architectural firm to design the proposed project.

**CSC EDNA WORK RENOVATIONS
 ARCHITECT SELECTION COMMITTEE**

Steve Lewis	Vice Chair, Board of Trustees and Chair, Fiscal and Facilities Committee
Larry Teahon	Trustee
Jean Dale	Associate Executive Director for Administration and Finance
Bruce Donelson	Facilities Management/Planning Director
Ed Hoffman	CSC Vice President, Administration and Finance
Rex Cogdill	CSC Dean of Students

Peru State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Wayne State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Bill Roskens
 Hilary Koso

June 13, 2003

ACTION: Approve the following contracts submitted by the colleges:

Chadron State College Contracts

- Burkhiser Technology Complex – (reroof north wing and central core) - \$122,858
- Campus – (Heritage Trail Construction) - \$

Wayne State College Contracts

- Studio Arts – (improvements to HVAC system) - \$
- South of Student Center – (creation of student center plaza) - \$

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).

College: Chadron State College		Meeting Date: June 13, 2003
Location on Campus:	Burkhiser Technology Complex	
Contracted Work:	Reroof North Wing and Central Core	
Contract Amount:	\$122,858.00	
Fund Source:	LB 309	
Contractor:	Weathercraft Roofing	
Location on Campus:	Campus	
Contracted Work:	Heritage Trail Construction	
Contract Amount:	TBD	
Fund Source:	Environmental Trust Grant	
Contractor:	TBD	

College: Wayne State College		Meeting Date: June 13, 2003
Location on Campus:	Studio Arts	
Contracted Work:	Improvements to HVAC System	
Contract Amount:	TBD (bid opening on May 22, 2003)	
Fund Source:	Cash Funds. LB 1108	
Contractor:	TBD	
Location on Campus:	South of Student Center	
Contracted Work:	Creation of Student Center Plaza	
Contract Amount:	TBD (bid opening on May 22, 2003)	
Fund Source:	Private Funding, Grant Funding, Contingency Maintenance	
Contractor:	TBD	

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Authorize the following reallocation of contingency maintenance funds for Wayne State College:

From Resolution			
4/13/00 #1	\$85,000		Terrace Hall-Window Replacement
To be used for			
Resolution			
4/11/03 #16	\$20,000		Student Center Landscaping
Resolution			
6/13/03 #1	\$65,000		Purchase of Real Estate

Wayne State seeks Board approval for the reallocation of contingency maintenance funds for use as identified above.

The Terrace Hall windows project has been completed under budget, and reallocation of the \$85,000 amount will allow funding to add to the landscaping project and for the purchase of real estate.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approval to Purchase Real Property at 1003 Schreiner Drive in Wayne using Contingency Maintenance Funds at Wayne State College

Board Policy 8002 requires approval of the Board of Trustees for the acquisition of real property. Wayne State College is requesting approval to purchase the real property located at 1003 Schreiner Drive in Wayne, Nebraska. The legal description of the property is:

Lot 16, 17, and 18, Block 27, College Hill First Addition to the City of Wayne, Wayne County, Nebraska

This property is located just east of Morey Hall. It is one of only two properties that the College does not own in the southern quadrangle of campus. The property is bordered by a campus parking lot (Lot #9) to the north, Walnut Street to the east, and the other residential property not owned by the College to the south.

The Campus Master Plan (both the 1990 plan and the current 2002 plan) identifies this property as one that is a high priority for the College to purchase. Growth of the campus in the future is planned to move to the east from the existing campus. The Master Plan shows the site of this property as a future location for a new residence hall. In the short term, the property would either be rented out, or the house would be sold (to be moved) from the property to allow for an expansion of Parking Lot #9.

The house is currently vacant. An appraisal prepared for the College in May, 2003 indicates the market value of the property as \$58,500. The owner has been offered this amount and is currently considering the offer.

The College requests approval to purchase the property at 1003 Schreiner Drive in Wayne, Nebraska if the owner agrees to sell.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Ratify Substantial Completion of Energy Plant at Wayne State College

Board Policy #8069 requires that an inspection committee determine that any NSC capital construction project is at the substantial completion phase. The inspection committee held its review of the energy plant at Wayne State College on April 12, 2003, and found the facility to be at substantial completion. Committee members who attended the walk-through were:

Energy Plant Renovation and Addition
 Substantial Completion Inspection Committee

Steve Lewis	Board Member, Fiscal and Facilities Committee Chair
Willa Kosman	Board Member, Academic/Personnel Committee Chair
Jean Dale	Assoc. Exec. Director, Administration & Finance, NSCS
Bruce Donelson	Director, Facilities Management & Planning, NSCS
Steve Hotovy	State Building Division
Carolyn Murphy	Vice President for Administration and Finance, WSC
Mike Hartwell	Director of Physical Plant, WSC
Gary Ryba	Leo A Daly Company, Project Engineers
Tom Schleichardt	Ryan & Associates, General Contractors

Ratification of the Substantial Completion inspection performed by the committee is requested.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approval to Name New Entry Plaza of the Memorial Track-Stadium Project and the Student Center Plaza at Wayne 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, Wayne State College proposes to name the new entry plaza of the Memorial Track-Stadium Project and the new Student Center Plaza for two families who have been instrumental in making these projects possible.

The naming requests are in recognition of substantial financial gifts to the projects and significant service to the college. The naming opportunities bring honor not only to the donors, but also to Wayne State College and the State College System. Wayne State College requests approval of these two naming opportunities and recommends that the names remain confidential, pending arrangement of press opportunities at the college.

Any questions will be answered during the Executive Session.

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Bill Roskens
 Hilary Koso

June 13, 2003

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

Chadron Application

- Rethinking Education and Assessment Challenges (REACH) (Fondren Foundation) -- \$133,046 per year for 4 years (times 4 years =\$532,184.00)

Peru Application

- National Science Foundation: Biotic Surveys and Inventories (National Science Foundation (Federal)) -- \$278,033

Wayne Applications

- Quality Substitutes For Our Nation's Classrooms: The Northeast Nebraska Experiment (U.S. Department of Education FIPSE Comprehensive Program) -- \$200,152
- Wayne State College Campus Violence Against Women Project (U.S. Department of Justice, Office of Violence Against Women) -- \$199,728

Chadron Award

- The Mari Sandoz High Plains Heritage Center Project (The Nebraska Environmental Trust) -- \$100,000

Wayne Awards

- Nebraska Business Development Center (U.S. Small Business Administration) -- \$54,000
 - Northeast Nebraska Rural Health Care Partnership Development (Nebraska Department of Health and Human Services Wayne State College is serving as fiscal agent for a Turning Point grant award from the Robert Wood Johnson Foundation to the Northeast Nebraska Health Care Partnership (NHCP) and the Nebraska Health and Human Services System) -- \$31,645
-

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 be approved by the Board. Information on grant applications and awards exceeding \$25,000 is found on the following page(s).

5.18.-2

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

College: Chadron State College		Date: May 14, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: Rethinking education and assessment challenges (REACH)		
Funding Source: Fondren Foundation		
Amount Requested: \$133,046 per year for 4 years (times 4 years = \$532,184.00)	Amount Awarded:	Funding Period: September, 2003- 2007
Closing Date for Application Submission: May 1, 2003		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: XX
Will this grant require State Matching Funds ?	Yes:	No: XX
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 In-Kind Funds ?	Yes: XX	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): 142,667 per year (currently budgeted, non-monetary) Covers: Director's salary (1/4 FTE), copying, phone, and training materials. Faculty Supervisors, Support staff, Student organizations, community partners, Asst. Director salary and benefits, substitutes for Professionals and Providers, Seminar for Highway 20 Administrators, and Supervision for Classroom Teachers and Providers.		
Is State Maintenance of Effort required?	Yes:	No: XX
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: XX
How many FTE positions will the grant fund?	FTE: 1.75	
How many of these are new positions?	New FTE: 1.75	
Briefly describe the purpose(s) of this application/award: The "Rethinking Education and Assessment Challenges in Higher Education" (REACH) Project mission is to establish and maintain an innovative, functioning prototype model for interdisciplinary academic collaboration between Education, Special Education, Family and Consumer Sciences and Psychology in Chadron State College's teacher education program. A cohort of 40 students, over a four year timeline, takes part in a collaborative curriculum involving diversified and enhanced field experiences. Quality opportunities for active involvement in Early Childhood, Elementary and Secondary Education classrooms are increased, and a Lead Teacher position at CSC's Child Development Center is funded. A comprehensive services network, one of the project components, benefits both future educators and the region.		
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 in program:		
Has this grant application been previously denied?	Yes:	No: XX
If yes, please state the reason:		
Person responsible for the preparation of the application: Kim Madsen		
Administrator responsible for approving the application: Thomas L. Krepel		

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

College: Chadron State College		Date: May 14, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: The Mari Sandoz High Plains Heritage Center Project		
Funding Source: The Nebraska Environmental Trust		
Amount Requested:	Amount Awarded: 100,000	Funding Period: 2003
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: XX
Will this grant require State Matching Funds ?		Yes: XX No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): 60,000- LB309 Building Renewal funds for renovation of windows in the old campus library building.		
Will this grant require In-Kind Funds ?		Yes: XX No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):\$17,600 - Workstudy, clerical, multimedia consultants, faculty consulting (R. Weedon), computer usage, CD-ROM usage, herbarium facilities to assist with production & construction of the Center's Herbarium exhibit: \$8300- Workstudy, clerical, multimedia consultants, faculty consulting (M. Leite), computer usage, CD-ROM usage, laboratory facilities to assist with production & construction of the Center's Geological exhibit.		
Is State Maintenance of Effort required?		Yes: No: XX
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: XX
How many FTE positions will the grant fund?		FTE: -0-
How many of these are new positions?		New FTE: -0-
<p>Briefly describe the purpose(s) of this application/award: CSC is renovating, furnishing, and equipping its historic former campus library for 'reuse' as an educational and cultural facility and constructing an attached atrium. The facility is called the Mari Sandoz High Plains Heritage Center. Principles of preservation, restoration, renovation, reuse, and recycling will be used throughout the project. In partnership with project donors and the Mari Sandoz Heritage Society, exhibits, archival collections, and various programs will be featured to preserve the legacy of Sandoz and the heritage of the region. Herbarium and Geology exhibits will also be featured. Partnering with the Nebraska State wide Arboretum, CSC will establish, an ethnobotanical arboretum. In combination, these objectives will demonstrate the historical, literary, sociological, and environmental culture of the area- past and present, with a view toward the future. The Center is open to the public, encourages collaborative programs, and provides activities designed for people of all ages.</p> <p>We asked the Nebraska Environmental Trust to provide a grant of \$336,000 to assist with (a) 'green building' components of the renovation of the old structure and construction of the new, enhanced by educational components of the renovation of the old structure and construction of the new, enhanced by educational components to share these techniques with students and the public; (b) planning, ground preparation, and purchase and installation of plant materials to establish the first phase of the ethnobotanical arboretum; and (c) development of two of the Center's environment-related exhibits. Each of these components pertains to furthering an appreciation and protection of the natural environment and promotion of sustainable, ecologically sound practices.</p>		
Is this grant a continuation of a previous/existing grant?		Yes: XX No:
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: XX
If yes, please state the reason:		
Person responsible for the preparation of the application: Jeanne Bishop		

Administrator responsible for approving the application: Thomas L. Krepel

5.18.-4

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

College: Peru State College		Date: May 21, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: National Science Foundation: Biotic Surveys & Inventories		
Funding Source: National Science Foundation (Federal)		
Amount Requested: \$278,033	Amount Awarded:	Funding Period: 10/01/2003-9/30/2006
Closing Date for Application Submission: July 10, 2003		
When reporting Grant Award—N/A Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes: X	No:
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): Use of existing office space and laboratory facilities, faculty reassign time		
Is State Maintenance of Effort 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: 0	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award: See attached project summary		
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: R. E. Clopton		
Administrator responsible for approving the application: Ben Johnson		

Project Summary for Peru State College Grant

This project supports integrated faculty and student research at Peru State College and Sam Houston State University through a biodiversity study of insects and their gregarine parasites. The project samples gregarine parasite (Protista: Apicomplexa) biodiversity within a habitat correlated biodiversity survey of 9 orders of aquatic and riparian insects across 9 ecosystems within the Primitive Big Thicket of Texas. We will collect ca. 182 gregarine taxa (14 families) from ca. 111 insect taxa across 55 host families and over 7,000 insect specimens representing up to 500 species (55-60 families). We expect to discover ca. 131 new gregarine species and 76 new insect taxa. The project targets microbial parasites (the most common trophic habit on Earth) in insects (the most prevalent and diverse metazoans on Earth). Thus the project focuses on an understudied group with profound scientific implications: the most common parasites of the planet's most common animals. The project will produce host and parasite specimen collections, preserved tissue specimens for future genetic analysis, and taxonomic descriptions and identification documents in both electronic and printed form. Electronic descriptions, digital images, hypertext keys, and project databases are freely available through the project's WWW site <http://science.peru.edu/gregarina>. The project compliments a prior survey in the Nebraska Sandhills that produced a majority of the world's gregarine specimen base and provided the first estimates of Nearctic gregarine biodiversity. This project will more than double the existing gregarine specimen base while providing data on southern Nearctic gregarine diversity. The combined specimen base supports meta-analysis of gregarine diversity patterns and provides a skeleton for future systematic revision of the Nearctic gregarines. We test hypotheses regarding the sources of parasite biodiversity predicated on a novel approach: parasite evolution is fundamentally a phenomenon of parasites rather than a by-product of host evolution. We also deliver a robust estimate of aquatic and riparian insect diversity in the Texas Big Thicket (the "Biological Crossroads of America") predicated on a public specimen base yielding both ecosystem and community data for theoretical studies and management decisions in a fragile and broadly impacted federal preserve.

Broader impacts include advancing discovery and understanding while promoting teaching and broadening the participation of underrepresented groups as well as enhancing the infrastructure for research and education and broad dissemination to enhance public scientific understanding. We implement a training model in which 3 PI's exploit their expertise in an integrated system with student mentoring through all phases of research, providing research opportunities, field research experience, and expert systematic and biodiversity training for 18 undergraduate and 2 MS students. Historically, over 50% of our undergraduate researchers are from underrepresented groups. The project is a cross-institutional fusion of faculty, graduate, and undergraduate research in which research becomes the core strategy for teaching and learning. Electronic products provide access to the fauna at all levels, creating resources for K-12 science education and host-parasite research. Biological indicator data is available for download and use in formulating public policy and resource management. Finally, the project develops a vibrant collaboration in expert systematics that will be available to address systematic, taxonomic, and biodiversity issues for the community at large.

5.18.-6

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: Quality Substitutes For Our Nation's Classrooms: The Northeast Nebraska Experiment		
Funding Source: U.S. Department of Education FIPSE Comprehensive Program		
Amount Requested: \$200,152	Amount Awarded:	Funding Period: 08/03-07/06
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	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 includes dues paid by collaborating school districts.		
Is State Maintenance of Effort 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: 0.48	
How many of these are new positions?	New FTE: 0.00	
Briefly describe the purpose(s) of this application/award: This proposal requests funding for salary and benefits for a project secretary, materials and supplies, consultant workshop and evaluation fees, communications expenses, and travel expenses for coordinators and substitute student teachers. Funding of this project will enable Wayne State College and seventeen northeast Nebraska school district partners to sustain a project initiated under a grant from the Nebraska Department of Education Excellence In Education Program, gather valuable project-driven student achievement data, and disseminate the data and project concept as a viable and replicable solution to the nationwide substitute teacher shortage.		
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. Paul Theobald, Dean, School of Education and Counseling		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: Wayne State College Campus Violence Against Women Project		
Funding Source: U.S. Department of Justice, Office on Violence Against Women		
Amount Requested: \$199,728	Amount Awarded:	Funding Period: 10/03 – 11/05
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	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 College staff as well as the College's indirect cost rate.		
Is State Maintenance of Effort 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: 1.50	
How many of these are new positions?	New FTE: 1.50	
Briefly describe the purpose(s) of this application/award: This proposal will provide funding, over a two year period, for salaries, benefits, travel, office supplies, and operating expenses for a 1.0 FTE Director and a 0.50 FTE Education Programmer. It also includes funds for consultant expenses. The objectives of this proposal are to establish a comprehensive campus-based advocacy program offering services to victims of violent crimes against women on campus and to establish a comprehensive violence against women prevention program on the Wayne State College campus as well as programs for underserved populations including students with disabilities, ethnic minority students, international students and non-traditional students.		
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: Ms. Lin Brummels, Director of Counseling Center		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

5.18.-8

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: Nebraska Business Development Center		
Funding Source: U.S. Small Business Administration		
Amount Requested: \$54,000	Amount Awarded: \$54,000	Funding Period: 01/03-12/03
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 09/10/02
Does this grant include Indirect Cost Funds for the Colleges use?		Yes: No: X
Will this grant require State Matching Funds ?		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 of \$11,000 include communications, supplies, and travel expenses as well as consultant fees.		
Will this grant require In-Kind Funds ?		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 includes the College's indirect cost rate.		
Is State Maintenance of Effort 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: 1.28
How many of these are new positions?		New FTE: 0.00
Briefly describe the purpose(s) of this application/award: This award is a subcontract with the University of Nebraska-Omaha for funding to continue the operation of a regional center of the Nebraska Business Development Center at Wayne State College. It provides funding for salaries and benefits for 0.53 FTE of a director, an assistant director (0.50 FTE), and a secretary (0.25 FTE) as well as some communication and travel expenses.		
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: While not technically a continuation, this subcontract would continue to fund the Nebraska Business Development Center at Wayne as it has for a number of years.		
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. Loren Kucera, Director of Nebraska Business Development Center & Family Business Center		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: Northeast Nebraska Rural Health Care Partnership Development		
Funding Source: Nebraska Department of Health and Human Services Wayne State College is serving as fiscal agent for a Turning Point grant award from the Robert Wood Johnson Foundation to the Northeast Nebraska Health Care Partnership (NHCP) and the Nebraska Health and Human Services System.		
Amount Requested: \$31,645	Amount Awarded: \$31,645	Funding Period: 03/03-11/04
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	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 includes the time commitment of staff and private funds.		
Is State Maintenance of Effort 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: 0.75	
How many of these are new positions?	New FTE: 0.75	
Briefly describe the purpose(s) of this application/award: This award is for funding for salary and benefits for a 0.75 FTE project coordinator as well as travel, office supplies, communications, and contractual services expenses. The focus of the project is on the challenge of providing healthcare access to people without adequate insurance concentrating on the lack of public health infrastructure and at-risks groups in a nine-county region in northeast Nebraska. Thrusts of the project include building a community health coalition, establishing a foundation for a successful community health strategy, assessing community health, prioritizing community health issues, and developing and implementing community health strategy. This is the third year of a four-year grant award.		
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: Ms. Karina Hasenkamp, SSRC Coordinator		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

Steve Lewis, Chair
 Larry Teahon
 Bill Roskens
 Hilary Koso

June 13, 2003

ACTION: Approve the acceptance and retrieval of LB 309 allocations

The following items are submitted for Board approval.

Peru State College

1. Acceptance of an additional \$4,000.00 for structural analysis/roof replacement design on Wheeler Center.

Allocation Date/Amount	3/18/03	\$4,000.00
College Contribution Amount		<u>0.00</u>
Estimated Project Cost		\$4,000.00

2. Acceptance of \$244,537.00 for steam system upgrade and boiler replacement in Physical Plant.

Allocation Date/Amount	4/7/03	\$244,537.00
College Contribution Amount		<u>155,463.00</u>
Estimated Project Cost		\$400,000.00

3. Acceptance of \$12,000.00 for water softener replacement materials in Wheeler Center.

Allocation Date/Amount	4/7/03	\$12,000.00
College Contribution Amount		<u>Labor</u>
Estimated Project Cost		\$12,000.00

4. Acceptance of \$3,400.00 for parapet protection on Auditorium.

Allocation Date/Amount	4/7/03	\$3,400.00
College Contribution Amount		<u>600.00</u>
Estimated Project Cost		\$4,000.00

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

**ACTION: Approve a Resolution Authorizing the Sale of Revenue Bonds and
 Approving Related Bond Documents**

The Board has approved projects to renovate Edna Work Hall and Edna Work Wing at Chadron State College and to make various deferred repairs and fire and life safety improvements to several residence halls at Wayne State College. The proposed renovations were reviewed by the Coordinating Commission for Postsecondary Education, and on May 13, 2003, the Commission recommended approval of the projects to the Legislature. The Executive Board of the Legislature gave approval on May 30, 2003, for the Board of Trustees to proceed with bond financing for the projects at CSC and WSC.

To execute the purchase of the bonds, the Board of Trustees needs to approve a Resolution:

- (1) approving the Fourth Supplemental Resolution Providing for the Issuance and Sale of Not to Exceed \$5,200,000 Student Fees and Facilities Revenue Bonds, Series 2003A (Chadron State College Project),
- (2) approving the Fifth Supplemental Resolution Providing for the Issuance and Sale of Not to Exceed \$2,000,000 Student Fees and Facilities Revenue Bonds, Series 2003B (Wayne State College Project),
- (3) authorizing the sale of such Series 2003 Bonds at a negotiated sale, and approving a Bond Purchase Agreement,
- (4) approving the preparation and use of a Preliminary Official Statement of the Board with respect to the 2003 Bonds and the preparation of a Final Official Statement to include the terms of the 2003 Bonds, and
- (5) approving the Continuing Disclosure Agreement and the Tax Compliance Agreement between the Board and the Trustee.

On the next pages is a draft of the resolution. NSC's bond counsel Lauren Wismer and Bill Beavers from Ameritas will provide the final documents on June 13 and will provide answers to any questions at that time.

I.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES that the Supplemental Resolution entitled “Fourth Supplemental Resolution Providing for the Issuance and Sale of Not to Exceed Five Million Two Hundred Thousand Dollars (\$5,200,000) Student Fees and Facilities Revenue Bonds, Series 2003A (Chadron State College Project) of The Board of Trustees of the Nebraska State Colleges” (the “Fourth Supplemental Resolution”) in the form presented to the Board as **Exhibit “A”** and made a part hereof by reference is hereby approved, adopted, ratified and affirmed, together with such changes or modifications as the Executive Director, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges.

II.

BE IT FURTHER RESOLVED BY THE BOARD that the Supplemental Resolution entitled “Fifth Supplemental Resolution Providing for the Issuance and Sale of Not to Exceed Two Million Dollars (\$2,000,000) Student Fees and Facilities Revenue Bonds, Series 2003B (Wayne State College Project) of The Board of Trustees of the Nebraska State Colleges” (the “Fifth Supplemental Resolution”) in the form presented to the Board as **Exhibit “B”** and made a part hereof by reference is hereby approved, adopted, ratified and affirmed, together with such changes or modifications as the Executive Director, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges.

III.

BE IT FURTHER RESOLVED BY THE BOARD that (a) the not to exceed \$5,200,000 aggregate principal amount of The Board of Trustees of the Nebraska State Colleges Student Fees and Facilities Revenue Bonds, Series 2003A (Chadon State College Project) dated as of such date as shall be determined by the Executive Director (the “2003 CSC Bonds”) authorized

by the Fourth Supplemental Resolution, and (b) the not to exceed \$2,000,000 aggregate principal amount of The Board of Trustees of the Nebraska State Colleges Student Fees and Facilities Revenue Bonds, Series 2003B (Wayne State College Project) dated as of such date as shall be determined by the Executive Director (the “2003 WSC Bonds”) authorized by the Fifth Supplemental Resolution, shall be sold by negotiated sale at a true interest cost not to exceed six percent (6.00%) to Ameritas Investment Corp. (the “Underwriter”) pursuant to a Bond Purchase Agreement dated as of such date as shall be determined by the Executive Director in the form presented to the Board as **Exhibit “C”** and made a part hereof by this reference, which Bond Purchase Agreement is hereby adopted, ratified, affirmed and approved, together with such changes or modifications as the Executive Director, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges. The Executive Director is hereby authorized and directed to determine with respect to the 2003 CSC Bonds and the 2003 WSC Bonds (collectively, the “2003 Bonds”) the principal amount of such Bonds to be issued, the principal maturities, interest rates and redemption provisions thereof, and to take all necessary actions and execute all necessary documents to effect the sale of the 2003 Bonds.

IV.

BE IT FURTHER RESOLVED BY THE BOARD that the Preliminary Official Statement of the Board with respect to the 2003 Bonds, dated such date as shall be determined by the Executive Director in the form presented to the Board as **Exhibit “D,”** together with such changes or modifications as the Executive Director, State College counsel and bond counsel shall approve as being in the best interests of the Board and the Nebraska State Colleges, and the final Official Statement to be dated as of the respective dates of sale with respect to the

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2003 Bonds, which final Official Statement shall include the terms of the 2003 Bonds, are hereby approved and authorized for delivery to the purchasers of the 2003 Bonds.

V.

BE IT FURTHER RESOLVED BY THE BOARD that (a) the Continuing Disclosure Agreement dated as of such date as shall be determined by the Executive Director on behalf of the Board by and between the Board and the Trustee to satisfy the requirements of Rule 15c2-12 of the Securities and Exchange Commission with respect to the 2003 Bonds in the form attached hereto as **Exhibit "E"** and made a part hereof by reference, and (b) the Tax Compliance Agreement dated as of such date as shall be determined by the Executive Director on behalf of the Board by and between the Board and the Trustee to satisfy the requirements of Internal Revenue Code of 1986, as amended, and the applicable regulations thereunder with respect to the 2003 Bonds in the form attached hereto as **Exhibit "F"** and made a part hereof by reference, are each hereby approved, adopted, ratified and affirmed, together with such changes, additions, deletions or modifications and the Chair of the Board, State College counsel and bond counsel shall approve as being in the best interests of the Nebraska State Colleges.

VI.

BE IT FURTHER RESOLVED BY THE BOARD that the members and officers of this Board and the officials of the Nebraska State Colleges, or any of them, be, and they hereby are, and each of them hereby is, authorized and directed to take any and all action, including the execution of all papers, certificates, receipts and documents, they or any of them may deem necessary or desirable to effectuate, in accordance with the terms of the Resolutions pertaining thereto adopted at this meeting, the delivery and payment for the 2003 Bonds.

VII.

BE IT FURTHER RESOLVED BY THE BOARD that all actions heretofore taken for or on behalf of, or in the name of the Board, by any of the members or officers thereof or by any officers of the Nebraska State Colleges with respect to the authorization or offering for sale of said 2003 Bonds are hereby validated, ratified and confirmed.

PASSED AND ADOPTED this 13th day of June, 2003.

Chair, Board of Trustees

Executive Director

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

ACTION: Approve a Resolution Authorizing Chadron State College and Wayne State College to Temporarily Use Revenue Bond Surplus Funds for Reimbursing the Costs of Renovating Edna Work Hall and Edna Work Wing Project at Chadron and the Wayne Deferred Repairs and Fire and Life Safety Improvements at Bowen, Pile, Terrace, Berry, Anderson and Morey Halls Projects Until Bond Proceeds are Available

A RESOLUTION OF THE BOARD OF TRUSTEES ("THE BOARD") OF THE NEBRASKA STATE COLLEGES DECLARING THE OFFICIAL INTENT OF THE BOARD, UNDER THE INTERNAL REVENUE CODE OF 1986, AS AMENDED, TO BORROW MONEY BY THE ISSUANCE OF BONDS TO REIMBURSE THE COSTS OF RENOVATING EDNA WORK HALL AND EDNA WORK WING ON THE CHADRON STATE COLLEGE CAMPUS AND TO MAKE DEFERRED REPAIRS AND FIRE AND LIFE SAFETY IMPROVEMENTS AT BOWEN, PILE, TERRACE, BERRY, ANDERSON AND MOREY HALLS ON THE WAYNE STATE COLLEGE CAMPUS.

WHEREAS, the Board of Trustees of the Nebraska State Colleges (the "Board") has heretofore determined that it is necessary, desirable and advisable that Edna Work Hall and Edna Work Wing on the Chadron State College campus (the "Chadron Project") be renovated, improved, equipped and furnished and that deferred repairs and fire and life safety improvements at Bowen, Pile, Terrace, Berry, Anderson and Morey Halls on the Wayne State College campus (the "Wayne Project") be made for the necessary and efficient operation of the campus under the control of the Board; and

WHEREAS, it is necessary, desirable and advisable that the Board plan, renovate, equip, and furnish the Chadron Project and make the deferred repairs and fire and life safety improvements for the Wayne Project (collectively, the "Project") which will require the expenditure of moneys of the Board prior to the issuance of bonds or other obligations by the Board to finance the costs of the Project; and

WHEREAS, the Department of the Treasury has promulgated final regulations (Treasury Regulations, Section 1.150-2, hereinafter referred to as the "Regulations") governing the use of proceeds of tax-exempt bonds, all or a portion of which are to be used to reimburse the Board for project expenditures made by the Board prior to the date of the issuance of the Bonds which require that the Board make a statement of official intent to reimburse an original expenditure not later than 60 days after payment of the original expenditures. The Regulations generally require that the Bonds be issued and the reimbursement allocation made from the proceeds of the Bonds within 18 months after the later of the date the expenditure is made or the Project is placed in service or abandoned, but in no event more than three (3) years after the date the expenditure is paid; and

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WHEREAS, it is necessary, desirable, advisable and in the best interest of the Board to make a declaration of official intent satisfying the requirements of Section 1.150-2 of the Treasury Regulations to allow the Board to reimburse itself for Project expenditures from the proceeds of the Bonds. NOW, THEREFORE, be it resolved by the Board as follows:

Section 1. In accordance with the provisions of the Resolution and Section 1.150-2 of the Treasury Regulations, the Board does hereby declare its official intent to borrow funds to pay the costs of the Project by the issuance of the Bonds by the Board, the interest on which will be excludable from gross income for federal income tax purposes under Section 103 of the Internal Revenue Code of 1986, as amended. Prior to the issuance of the Bonds, the Board is authorized to advance moneys of the Board in the amount of approximately \$100,000 for the purpose of paying a portion of the costs of planning, renovating, equipping and furnishing the Project.

Section 2. Other than (i) expenditures to be paid or reimbursed from sources other than the Bonds, (ii) expenditures constituting "preliminary expenditures" within the meaning of Section 1.150-2(f)(2) of the Regulations, or (iii) expenditures in a "de minimus" amount (as defined in Section 1.150-2(f)(1) of the Regulations), no expenditures for the Project have been paid by the Board more than 60 days prior to the date of adoption of this Resolution.

Section 3. The reasonably expected source of funds to be used to pay debt service on the Bonds will be fees and charges assessed to Chadron State College and Wayne State College students through the respective colleges' revenue bond programs, all of which will be pledged to the payment of the principal of and interest on the Bonds.

Section 4. As of the date of this Resolution, there are no funds of the Board reserved, allocated on a long-term basis or otherwise set aside (or reasonably expected to be reserved, allocated on a long-term basis or otherwise set aside) to provide permanent financing for the expenditures related to the Project other than pursuant to the issuance of the Bonds. This Resolution, therefore, is determined to be consistent with the budgetary and financial circumstances of the Board as they exist or are reasonably foreseeable on the date hereof.

Section 5. The Bonds shall be issued in such amount and upon such terms and conditions as may be agreed upon by the Board and the purchaser or purchasers of the Bonds for the purpose of paying all or a portion of the costs and expenses incident to the planning, renovation, and financing of the Project, the Bonds to be authorized by the Board at a meeting to be held for such purpose.

Section 6. This Resolution will evidence the official intent of the Board in accordance with Section 1.150-2 of the Treasury Regulations. This Resolution does not constitute final approval of the issuance of the Bonds by the Board and does not legally obligate the Board to issue the Bonds to finance the Project.

PASSED AND ADOPTED this 13th day of June, 2003.

Chair, Board of Trustees

Executive Director

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

Personnel Actions for information only

Board Policy 5021 states that appointments of support staff, all part-time appointments (less than .75 FTE), overload assignments and summer school contract extensions for full-time faculty must be approved by the Presidents and reported to the Executive Director. The attached personnel actions do not require approval by the Board.

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR
COLLEGE: Chadron State College
MEETING DATE: June 13, 2003

RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Anderson, Tim	Professional & Graduate Studies, Business & Economics	Professor	4,420.00 AY	State	05/19/03	.10	Summer Appointment	Special
Bogner, Michael	Arts & Sciences, Social Sciences & Justice Studies	Associate Professor	3,330.00 AY	State	05/19/03	.10	Summer Appointment	Special
Cressy, Charles	Professional & Graduate Studies, Business & Economics	Professor	5,504.00 AY	State	05/19/03	.10	Summer Appointment	Special
Fickel, Monty	Arts & Sciences, Mathematical Sciences	Professor	4,784.00 AY	State	05/19/03	.10	Summer Appointment	Special
Hanson, Cliff	Professional & Graduate Studies, Business & Economics	Assistant Professor	3,000.00 AY	Grant	04/01/03	----	Consulting Fees NBDC	Special
King, Don	Professional & Graduate Studies, Education	Associate Professor	2,244.00 AY	State	05/19/03	.03	Summer Appointment	Special
Lockwood, Catherine	Arts & Sciences, Social Sciences & Justice Studies	Associate Professor	4,760.00 AY	Grant	05/01/03	----	Administration of Cranberry Bogs Grant	Special
Lopez-Laval, Hilda	Extended Campus Programs	Professor	1,031.00 AY	State	05/01/03	.03	Teaching Extended Campus Course	Special
O'Boyle, William	Professional & Graduate Studies, Heath, Physical Education, & Recreation	Instructor	989.00 AY	State	05/19/03	.03	Summer Appointment	Special
Rankin, Sam	Arts & Sciences, Social Sciences & Justice Studies	Board of Trustees Professor & President Emeritus	5,813.00 AY	State	05/19/03	.10	Summer Appointment	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 13, 2003

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Ritzen, Scott	Professional & Graduate Studies, Health, Physical Education, & Recreation	Professor	2,529.00 AY	State	05/19/03	.06	Summer Appointment	Special
Watson, George	Arts & Sciences, Social Sciences & Justice Studies	Professor	9,132.00 AY	State	05/19/03	.20	Summer Appointment	Special
Watt, Don	Professional & Graduate Studies, Health, Physical Education, & Recreation	Associate Professor	6,456.00 AY	State	05/19/03	.20	Summer Appointment	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 13, 2003

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Boden, Andrea	Extended Campus Programs, EDCI 536 40B	N/A	600.00 AY	State	02/22/03	.03	Adjunct	Special – Part-Time
Clark, Kandace	Extended Campus Programs, EDCI 536 40E	N/A	600.00 AY	State	03/01/03	.03	Adjunct	Special – Part-Time
Counce, Sharilee	Arts & Sciences	N/A	4,050.00 AY	State	01/13/03	.20	Adjunct	Special – Part-Time
Haage, Kristin	Professional & Graduate Studies	N/A	2,025.00 AY	State	01/13/03	.10	Adjunct	Special – Part-Time
Haug, Vance	Arts & Sciences	N/A	2,025.00 AY	State	01/13/03	.10	Adjunct	Special – Part-Time
Lane, Michael	Professional & Graduate Studies	Graduate Assistant	2,000.00 AY	State	03/15/03	.25	Graduate Assistantship Terminated	Special – Part-Time
Lane, Rosalind	Extended Campus Programs, PSYC 401 62	N/A	300.00 AY	State	02/18/03	.02	Adjunct	Special – Part-Time
Lange, Freida	Extended Campus Programs, EDCI 536 67A	N/A	1,800.00 AY	State	01/07/03	.10	Adjunct	Special – Part-Time
Lanning, Bill	Professional & Graduate Studies	N/A	2,025.00 AY	State	01/13/03	.10	Adjunct	Special – Part-Time
Mandujano, Marjorie	Extended Campus Programs, EDCI 536 40C	N/A	600.00 AY	State	02/28/03	.03	Adjunct	Special – Part-Time
Miller, Melvin	Extended Campus Programs, SPED 530 62	N/A	1,800.00 AY	State	01/16/03	.10	Adjunct	Special – Part-Time
Miller, Melvin	Extended Campus Programs, PSYC 401 62	N/A	300.00 AY	State	02/18/03	.02	Adjunct	Special – Part-Time

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 13, 2003

NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Miller, Melvin	Extended Campus Programs, EDCI 436/536	N/A	600.00 AY	State	03/25/03	.03	Adjunct	Special – Part-Time
Plummer, Scott	Extended Campus Programs, EDUC 531B 40	N/A	600.00 AY	State	01/13/03	.03	Adjunct	Special – Part-Time
Plummer, Scott	Extended Campus Programs, EDUC 531A 40	N/A	600.00 AY	State	03/03/03	.03	Adjunct	Special – Part-Time
Rodehorst, Teresa	Extended Campus Programs, EDCI 536 40F	N/A	600.00 AY	State	04/10/03	.03	Adjunct	Special – Part-Time

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 13, 2003

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UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Special -- * Probationary (6 months) Specific Term -- * Non-Probationary
Daigger, Gary	Electrician, Physical Facilities	N/A	2,062.75 MO	State	05/30/03	1.00	Retired	Specific Term – Non-Probationary
Fankhauser, Christine	Office Assistant II, Student Support Services	N/A	1,523.00 MO	Grant	04/14/03	1.00	Replacement	Special – Probationary
Fisher, Andrea	Office Assistant I, Admissions	N/A	621.00 MO	State	04/01/03	1.00	Additional Duties	Special – Probationary
Hansen, Maruta	Custodian, Physical Facilities	N/A	1,316.00 MO	State	04/22/03	1.00	Replacement	Special – Probationary
Jasnoch, Kathryn	Office Assistant II, Financial Aid	N/A	1,558.75 MO	State	04/30/03	1.00	Resigned	Specific Term – Non-Probationary
Snyder, Kathleen	Computer Operator, Computer Services	N/A	1,635.00 AY	State	05/30/03	1.00	Resigned	Special – Probationary
Wood, Bridget	Office Assistant II, Human Resources	N/A	1,540.25 MO	State	04/22/03	1.00	Resigned	Specific Term – Non-Probationary

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 13, 2003

NON-UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Cisneros, Alan	Maintenance Supervisor	N/A	200.00 MO	State	05/15/03	1.00	Additional Duties	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

RANKED FACULTY (SUMMER SESSION/OVERLOAD APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective date	FTE	Reason for Change	Indicate Type of Appointment: Special
Asmussen, Kelly	CJUS/PSYC 441, 442 00A	Assoc. Professor	\$153.26/student to 10; \$3,262 if over 10	State	05/12-08/22/03	.10 AY	Summer Session Appointment	Special
Batterson, Bruce	BUS 441, 442 00A	Assist. Professor	\$153.26/student to 10; \$2,922 if over 10	State	05/12-08/22/03	.10 AY	Summer Session Appointment	Special
Beischel, Mark	EDUC 605 45A, 45B; EDUC 255/550 00A	Assoc. Professor	\$9,511	State	06/09-8/01/03	.30 AY	Summer Session Appointment	Special
Citrin, Anthony	EDUC 565 45A, EDU621 45A,EDU 604 45B	Professor	\$13,874	State	06/09-08/01/03	.30 AY	Summer Session Appointment	Special
Grotrian, Judy	BUS 301 49X	Assist. Professor	\$187.43/student to 10; \$2,896 if over 10	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Haney, John	EDUC 604 00A, SpEd 600 00A, 45A	Assist. Professor	\$8,662	State	06/09-08/01/03	.30 AY	Summer Session Appointment	Special
Johnson, Rhonda	EDUC 510 45B	Assist. Professor	\$2,700	State	06/30-07/17/03	.10 AY	Summer Session Appointment	Special
Rippe, Patricia	SPED 200 02A	Assist. Professor	\$2,868	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Rushkamp, Judith	EDUC 317 02A	Assist. Professor	\$1,800	State	05/19-06/19/03	.07 AY	Summer Session Appointment	Special
Vokolek, Dennis	EDUC 621 00A, EDUC 600 00A, EDUC 642 00A	Assoc. Professor	\$8,993	State	06/09-08/01/03	.30 AY	Summer Session Appointment	Special
Wiederhold, Dick	EDUC 400 02A	Assist. Professor	\$3,367	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special – * Part-Time
Albert, Allan	PSYC 121 49X	N/A	\$150/stud-ent to 10/ \$102/stud-ent above	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Blue, Cheryl	EDUC 604 45A	N/A	\$2,130	State	06/09-26/03	.10 AY	Summer Session Appointment	Special
Eichenberger, Robert	CHEM 101 47L	N/A	\$50/student	State	01/06-06/06/03	.17 AY	Appointment	Special
Foxworthy, Linda	EDUC 550 45A	N/A	\$2,130	State	06/09-26/03	.10 AY	Summer Session Appointment	Special
Foxworthy, Linda	EDUC 551 45A	N/A	\$2,130	State	06/30-07/17/03	.10 AY	Summer Session Appointment	Special
Fritschle, Karen	BUS 328 02A	N/A	\$1,500	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Fritschle, Karen	PE 100 49X	N/A	\$100/stud-ent to 10; \$68/student above	State	05/01-06/20/03	.07 AY	Appointment	Special
Gottschalk, Carrie	SOC 201 49X	N/A	\$150/stud-ent to 10; \$102/stud-ent above	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Gundlach, Sheryl	ENG 101 48L	N/A	\$30/student	State	01/06-06/06/30	.10 AY	Appointment	Special
Hanisch, DeAnn	ART 308 02A	N/A	\$1,500	State	06/16-28/03	.10 AY	Summer Session Appointment	Special
Lemke, Richard	PE 313 00A	N/A	\$2,998	State	05/12-30/03	.10 AY	Summer Session Appointment	Special
Loy, DiAnna	PSYC 255 02A	N/A	\$1,500	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
McMahon, Mark	INS 590 49A	N/A	\$180/stud-ent to 13; \$2,130 if above 13	State	06/09-07/25/03	.10 AY	Summer Session Appointment	Special
Meyers, LuAnna	INS 500 45A	N/A	\$60/student to 13; \$710 if 13 or more	State	07/21-24/03	.03 AY	Summer Session Appointment	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Molettier, Richard	EDUC 602 45A	N/A	\$2,130	State	07/21-08/01/03	.10 AY	Summer Session Appointment	Special
Nielson, Holly	EDUC 317 02B	N/A	\$1,000	State	05/19-06/19/03	.07 AY	Summer Session Appointment	Special
Poppe, Patricia	PSYC 121 38L	N/A	\$1,500	State	01/06-06/06/03	.10 AY	Appointment	Special
Rand, Susan	BUS 348 49X	N/A	\$150/stud-ent to 10; \$102/stud-ent above	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Roberts, J. Travis	BUS 339 49X	N/A	\$150/stud-ent to 10; \$102/stud-ent above	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Roberts, Laura	BUS 414 49X	N/A	\$150/stud-ent to 10; \$102/stud-ent above 10	State	05/19-07/11/03	.10 AY	Appointment	Special
Rohwer, Keith	EDUC 510 45A	N/A	\$2,130	State	06/09-26/03	.10 AY	Summer Session Appointment	Special
Santoro, C. James	BUS 339 49Y	N/A	\$150/stud-ent to 10; \$102/stud-ent above	State	03/19-07/11/03	.10 AY	Summer Session Appointment	Special
Saum-Mills, Kim	Classroom Management	N/A	\$1,000	State	05/19-06/19/03	.07 AY	Summer Session Appointment	Special
Schropfer, Mary	EDUC 612 00A, EDUC 553 00A	N/A	\$4,260	State	07/21-08/01/03	.20 AY	Summer Session Appointment	Special
Shellenberger, Carl	GEOL 498 00A	N/A	\$2,400	State	06/16-28/03	.10 AY	Summer Session Appointment	Special
Shellenberger, Kevin	HIST 498 00A	N/A	\$1,500	State	06/16-28/03	.10 AY	Summer Session Appointment	Special
Stahr, Margaret	INS 506 51A	N/A	\$180/stud-ent to 13; \$2,130 if over	State	07/07-11 & 18/03	.10 AY	Summer Session Appointment	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special – * Part-Time
Sylvester, Stephen	HIST 598 00A, GEOL 598 00A	N/A	\$2,130	State	06/16-28/03	1 FY	Summer Session Appointment	Special
Titus, Jonathan	BUS 498 02A	N/A	\$1,500	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Trecek, Cathy	BUS 251 49X	N/A	\$150/stud-ent to 10; \$102/stud-ent above	State	05/19-07/11/03	.10 AY	Summer Session Appointment	Special
Waln, Ursula	PSYC 255 Online Course Development	N/A	\$1,200	State	By 06/01/03	.10 AY	Appointment	Special
Wells, Linda	EDUC 550 62A	N/A	\$2,130	State	06/30-07/17/03	.10 AY	Appointment	Special
Wood, Zoon	PE 298A, PE298B	N/A	\$1,000	State	01/13-05/10/03	.07 AY	Appointment	Special
Bennett, Shelby	Student Teacher Supervision	N/A	\$2,850	State	01/03-05/10/03	.24 AY	Appointment	Special
Hutton, Ken	Student Teacher Supervision	N/A	\$800	State	01/03-05/10/03	.07 AY	Appointment	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

NON-UNIONIZED PROFESSIONAL STAFF (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Lee, Bryan	Head Women's Cross Country Coach	N/A	\$9,800	State	07/01/03	.42 FY	Appointment	Special

UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Special -- * Probationary (6 months) Specific Term -- * Non-Probationary
Alberts, Chris	Accounting Clerk III	N/A	\$1,819/ month	State	04/11/03	1 FY	Reclassification	N/A
Badberg, Sue	Office Assistant II	N/A	\$1,559/ month	Grant	04/15/03	1 FY	Resignation	N/A
Chevalier, Beth	Office Assistant II	N/A	\$1,559/ month	State	05/30/03	1 FY	Resignation	N/A
Patterson, Bernice	Office Assistant II	N/A	\$1,582/ month	.50/State .50/Rev. Bond	06/30/03	1 FY	Reduction in Force	N/A
Williams, Krista	Accounting Clerk III	N/A	\$1,760/ month	State	04/01/03	1 FY	Reclassification	N/A

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 13, 2003

NON-UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Special -- * Probationary (6 months) Specific Term -- * Non-Probationary
Fisher, Sandy	Office Assistant II	N/A	\$2,065/ month	State	05/01/03	1 FY	Salary Adjustment	N/A
Bredemeier, Carolyn	Secretary	N/A	\$2,084/ month	PSC Founda- tion	01/03/03	1 FY	Salary Funding Change	N/A
Koso, Hilary	Office Assistant I	N/A	\$671/month	State	06/30/03	.50 FY	Reduction in Force	N/A

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Adams, Frank	Continuing Education	Professor	\$5,046.00	State	June Session	.100	EDU 704-WO	Special
Adams, Frank	Educational Foundations and Leadership	Professor	\$5,046.00	State	July Session	.100	EDU 655-01	Special
Adams, Frank	Continuing Education	Professor	\$750.00	State	July Session	.000	EDU 655-T1/T2/T3	Special
Arneson, Patricia	Continuing Education	Professor	\$5,444.00	State	6/2-5/03	.100	VED 696-80	Special
Arneson, Patricia	Continuing Education	Professor	\$5,444.00	State	6/17-21/03	.100	BUS 630-80	Special
Barelman, Laura	Business and Economics	Assistant Professor	\$3,339.00	State	May Session	.100	BUS 308-01/WO	Special
Bertolas, Randy	History, Politics and Geography	Associate Professor	\$3,433.00	State	July Session	.100	GEO 120-01	Special
Black, Barb	Continuing Education	Associate Professor	\$1,515.00	State	June Session	.033	EDU 603-WO	Special
Black, Barb	Educational Foundations and Leadership	Associate Professor	\$3,030.00	State	June Session	.067	EDU 627-01	Special
Black, Barb	Educational Foundations and Leadership	Associate Professor	\$4,545.00	State	June Session	.100	EDU 674-01	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Associate Professor	\$5,104.00	State	June Session	.100	EDU 657-01	Special
Blomenkamp, Jean	Continuing Education	Associate Professor	\$750.00	State	June Session	.000	EDU 657-T1/T2/T3	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Associate Professor	\$5,104.00	State	June Session	.100	EDU 666-01	Special
Blomenkamp, Jean	Continuing Education	Associate Professor	\$750.00	State	June Session	.000	EDU 666-T1/T2/T3	Special
Bondhus, JoAnn	Business and Economics	Professor	\$4,864.00	State	May Session	.100	BUS 418/518-WO/01	Special
Borgmann-Ingwersen, Marian	Life Sciences	Associate Professor	\$3,890.00	State	July Session	.100	BIO 451-01	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Buryanek, Donald	Continuing Education	Assistant Professor	\$3,489.00	State	5/14/03 – 7/2/03	.100	ITE 320-WO	Special
Butler, Katherine	Language and Literature	Professor	\$5,687.00	State	June Session	.100	PHI 300-01	Special
Cacheiro, Adolfo	Language and Literature	Assistant Professor	\$3,007.00	State	May Session	.100	SPA 110-01	Special
Campbell, Paul	Sociology, Psychology & Criminal Justice	Professor	\$4,697.00	State	June Session	.100	CJA 444/596	Special
Carrigg, Maureen	Communication Arts	Associate Professor	\$3,538.00	State	May Session	.100	CNA 426/526	Special
Carrigg, Maureen	Educational Foundations and Leadership	Associate Professor	\$4,422.00	State	July Session	.100	EDU 685-01	Special
Christensen, Doug	Life Sciences	Assistant Professor	\$9,802.00	Grant	5/15/03 – 8/15/03	.333	BRIN Grant	Special
Conway, Gerald	Business and Economics	Associate Professor	\$4,602.00	State	June Session	.100	BUS 322-WO/01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$1,992.00	State	May Session	.033	CSL 597-01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$1,992.00	State	June Session	.033	CLS 597-01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$5,974.00	State	June Session	.100	CSL 600-01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$5,974.00	State	June Session	.100	CLS 650-01	Special
Curtiss, James	Educational Foundations and Leadership	Associate Professor	\$4,586.00	State	July Session	.100	EDU 626-01	Special
Curtiss, James	Educational Foundations and Leadership	Associate Professor	\$4,586.00	State	July Session	.100	EDU 650-01	Special
Dinsmore, Janice	Continuing Education	Assistant Professor	\$3,918.00	State	6/2-12/03	.100	EDU 325/521-80	Special
Ellis, Susan	Sociology, Psychology and Criminal Justice	Assistant Professor	\$3,006.00	State	May Session	.100	SOC 350-01	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Ellis, Susan	Continuing Education	Assistant Professor	\$3,756.00	State	7/21-31/03	.100	ENG 610-90	Special
Ellis, Susan	Continuing Education	Assistant Professor	\$3,256.00	State	7/7-17/03	.100	ENG 610-91	Special
Engebretsen, Barbara	Life Sciences	Assistant Professor	\$9,954.00	Grant	5/15/03 – 8/15/03	.333	BRIN Grant	Special
Ettel, Mary	Physical Science and Mathematics	Professor	\$2,554.00	State	May Session	.067	CHE 305	Special
Ettel, Mary	Physical Science and Mathematics	Professor	\$6,384.00	State	July Session	.130	CHE 107-01	Special
Evetovich, Tammy	Health, Human Performance and Sport	Assistant Professor	\$3,172.00	State	May Session	.100	PED 487/587-01	Special
Fuelberth, John	Physical Sciences and Mathematics	Professor	\$4,174.00	State	May Session	.100	MAT 110-01	Special
Garvin, Tim	Business and Economics	Associate Professor	\$3,041.00	State	May Session	.067	BUS/CIS 496/596-01	Special
Garvin, Tim	Business and Economics	Associate Professor	\$4,562.00	State	July Session	.100	BUS/CIS 696-01	Special
Gillan, Michael	Music	Assistant Professor	\$2,030.00	State	June Session	.067	MUS 100-01	Special
Hamada, Yahia	Physical Science and Mathematics	Assistant Professor	\$3,294.00	State	June Session	.100	CHE 102	Special
Hansen, Pearl	Art and Design	Professor	\$6,005.00	State	May Session	.100	ART 325/326/650	Special
Hayford, Barbara	Life Sciences	Assistant Professor	\$4,103.00	Grant	May-June Session	.000	National Science Foundation Award	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$2,293.00	State	May Session	.067	PED 381-01	Special
Hill, Kevin	Health, Human Performance & Sport	Associate Professor	\$2,293.00	State	June Session	.067	PED 385	Special
Hill, Kevin	Health, Human Performance & Sport	Associate Professor	\$2,293.00	State	July Session	.067	PED 489/492/493	Special
Jackson, Fay	Counseling and Special Education	Associate Professor	\$3,824.00	State	July Session	.100	SPD 151-01	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Jackson, Fay	Counseling and Special Education	Associate Professor	\$4,781.00	State	July Session	.100	SPD 608-01	Special
Jensen, Gwen	Communication Arts	Instructor	\$2,775.00	State	June Session	.100	CNA 100-01	Special
Jensen, Gwen	Communication Arts	Instructor	\$2,775.00	State	June Session	.100	CNA 196/396/596	Special
Karr, Paul	Physical Science and Mathematics	Associate Professor	\$1,863.00	State	July Session	.050	PHS 196-01	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Assistant Professor	\$2,955.00	State	July Session	.100	SOC 320-01	Special
Khan, Raza	Physical Science and Mathematics	Assistant Professor	\$2,967.00	State	May Session	.100	CHE 305	Special
Kietzmann, Glenn	Life Sciences	Professor	\$6,627.00	State	June Session	.017	BIO 220	Special
Lawrence, Gloria	Sociology, Psychology and Criminal Justice	Professor	\$4,201.00	State	May Session	.100	PSY 444/596	Special
Lichty, Dennis	Continuing Education	Associate Professor	\$4,056.00	State	July Session	.100	EDU 367/567-80	Special
Linster, Carolyn	Educational Foundations and Leadership	Professor	\$5,680.00	State	June Session	.100	EDU 612-01	Special
Linster, Carolyn	Continuing Education	Professor	\$250.00	State	June Session	.000	EDU 612-T1	Special
Linster, Carolyn	Educational Foundations and Leadership	Professor	\$5,680.00	State	June Session	.100	EDU 658-01	Special
Miller, Dan	Sociology, Psychology and Criminal Justice	Associate Professor	\$3,376.00	State	July Session	.100	PSY 101-01	Special
Mudge, Marilyn	Educational Foundations and Leadership	Professor	\$1,289.00	State	June Session	.033	EDU 496/596/696-02	Special
Nelson, Jeryl	Business and Economics	Associate Professor	\$3,781.00	State	May Session	.100	BUS 420-01/WO	Special
Nicholson, Lori	Business and Economics	Instructor	\$1,187.00	State	May Session	.033	BUS/CIS 496/596-01	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Parker, Charles	Continuing Education	Associate Professor	\$3,482.00	State	5/12/03 – 7/2/03	.100	BUS 226-WO	Special
Parker, Charles	Continuing Education	Associate Professor	\$3,482.00	State	5/12/03 – 7/2/03	.100	ECO 202-WO	Special
Pearcy, Shawn	Life Sciences	Associate Professor	\$10,814.00	Grant	5/15/03 – 8/15/03	.333	Appointment	Special
Peitz, David	Physical Science & Mathematics	Associate Professor	\$3,611.00	State	May Session	.100	CHE 102	Special
Sebade, Mary	Continuing Education	Interim Instructor	\$2,024.00	State	May Session	.100	FCS 230-WO	Special
Sharer, Tim	Educational Foundations and Leadership	Associate Professor	\$3,949.00	State	June Session	.100	EDU 367/567-01	Special
Sharer, Tim	Continuing Education	Associate Professor	\$2,468.00	State	June Session	.050	EDU 596-WO	Special
Slaymaker, William	Language and Literature	Professor	\$4,342.00	State	May Session	.100	PHI 300-01	Special
Sweeney, Karen	Educational Foundations and Leadership	Professor	\$5,373.00	State	June Session	.100	EDU 604-01	Special
Sweeney, Karen	Continuing Education	Professor	\$250.00	State	June Session	.000	EDU 604-T1	Special
Sweeney, Karen	Continuing Education	Professor	\$5,373.00	State	June Session	.100	EDU 730-WO	Special
Sweetland, Robert	Continuing Education	Professor	\$2,770.00	State	June Session	.050	EDU 596-WO	Special
Sweetland, Robert	Educational Foundations and Leadership	Professor	\$5,539.00	State	June Session	.100	EDU 600-01	Special
Thomas, Sharon	History, Politics and Geography	Assistant Professor	\$3,397.00	State	May Session	.100	HIS 150-01	Special
Todd, Jay	Health, Human Performance and Sport	Instructor	\$821.00	State	May Session	.033	PED 227-01	Special
Todd, Jay	Continuing Education	Instructor	\$1,642.00	State	June Session	.067	PED 103-WO	Special

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Vergara, Stephen	Technology and Applied Sciences	Assistant Professor	\$3,253.00	State	May Session	.100	ITE 320-02	Special
Volk, Gary	Business and Economics	Associate Professor	\$4,820.00	State	June Session	.100	BUS 240-01	Special
Waddington, Cheryl	Business and Economics	Associate Professor	\$3,500.00	State	May Session	.100	BUS 360-WO/01	Special
Waddington, Cheryl	Business and Economics	Associate Professor	\$3,937.00	State	July Session	.100	BUS 460/560-WO-01	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Associate Professor	\$3,291.00	State	June Session	.100	PSY 316-01	Special
Whitt, Deborah	Continuing Education	Professor	\$4,884.00	State	6/16-26/03	.100	CNA 675-80	Special
Whitt, Deborah	Continuing Education	Professor	\$4,884.00	State	7/7-17/03	.100	CNA 675-90	Special
Whitt, Ronald	Continuing Education	Professor	\$5,698.00	State	7/21-31/03	.100	CNA 675-91	Special
Wilcox, Daryl	Counseling and Special Education	Professor	\$6,081.00	State	July Session	.100	SPD 611-01	Special
Wilcox, Daryl	Continuing Education	Professor	\$750.00	State	July Session	.000	SPD 611-T1/T2/T3	Special
Willis, Keith	Counseling and Special Education	Associate Professor	\$1,453.00	State	June Session	.033	CSL 597-01	Special
Willis, Keith	Counseling and Special Education	Associate Professor	\$4,360.00	State	June Session	.100	CSL 625-01	Special
Willis, Keith	Counseling and Special Education	Associate Professor	\$4,360.00	State	June Session	.100	CSL 670-01	Special
Willis, Keith	Counseling and Special Education	Associate Professor	\$1,453.00	State	July Session	.033	CSL 597-01	Special
Wingett, Terry	Counseling and Special Education	Professor	\$4,894.00	State	July Session	.100	CSL 685-01	Special
Wingett, Terry	Counseling and Special Education	Professor	\$4,894.00	State	July Session	.100	CSL 685-02	Special
Worner, Tamara	Physical Sciences and Mathematics	Assistant Professor	\$3,687.00	State	June Session	.100	MAT 650-01	Special
Worner, Tamara	Continuing Education	Assistant Professor	\$250.00	State	June Session	.000	MAT 650-T1	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Young, Todd	Physical Science and Mathematics	Assistant Professor	\$1,642.00	State	July Session	.050	PHS 196-01	Special
Zahniser, Robert	Language and Literature	Professor	\$5,271.00	State	June Session	.100	ENG 150-01	Special
Zahniser, Robert	Language and Literature	Professor	\$5,271.00	State	July Session	.100	ENG 384-01	Special

NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Beckman, Patricia	Continuing Education	Part-time	\$600.00	State	5/29-30/03	.033	EDU 568-70	Special
Beckman, Patricia	Continuing Education	Part-time	\$600.00	State	6/24-25/03	.033	EDU 568-81	Special
Beckman, Patricia	Continuing Education	Part-time	\$600.00	State	6/26-27/03	.033	EDU 568-82	Special
Beckman, Patricia	Continuing Education	Part-time	\$600.00	State	6/30/03 – 7/1/03	.033	EDU 568-83	Special
Boehnhardt, Patricia	Language and Literature	Part-time	\$0.00	State	6/9-14/03	.000	Cancellation, low enrollment	Special
Brown, Rae	Continuing Education	Part-time	\$1,800.00	State	7/8-11/03	.100	HIS 368/568-90	Special
DeBoer, Buffany	Life Sciences	Part-time	\$1,800.00	State	June Session	.100	BIO 102	Special
Hasemann, Mary Kay	Educational Foundations and Leadership	Part-time	\$1,500.00	Grant	1/13/03 – 5/10/03	.000	NENTA Grant	Special
Hoesing, Dan	Continuing Education	Part-time	\$1,950.00	State	July Session	.100	EDU 725-WO	Special
Hoesing, Dan	Continuing Education	Part-time	\$1,950.00	State	July Session	.100	EDU 740-WO	Special
Hix, Dave	Continuing Education	Part-time	\$1,800.00	State	7/7-18/03	.100	PED 241-80	Special

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Kucera, Loren	Business & Economics	Part-time	\$1,800.00	State	July Session	.100	BUS 370-WO/01	Special
Little, Tami	Continuing Education	Part-time	\$500.00	State	4/12/03 – 5/9/03	.033	EDU 568-WG	Special
Little, Tami	Continuing Education	Part-time	\$300.00	State	4/12/03 – 5/9/03	.033	EDU 568-WJ	Special
Little, Tami	Continuing Education	Part-time	\$600.00	State	5/16-17/03	.033	EDU 568-71	Special
Little, Tami	Continuing Education	Part-time	\$644.00	State	6/7-30/03	.033	EDU 568-WO	Special
Little, Tami	Continuing Education	Part-time	\$644.00	State	6/7-30/03	.033	EDU 568-W3	Special
Little, Tami	Continuing Education	Part-time	\$644.00	State	6/10-11/03	.033	EDU 568-8E	Special
Little, Tami	Continuing Education	Part-time	\$644.00	State	6/12-13/03	.033	EDU 568-8F	Special
Maryott, Elizabeth	Continuing Education	Part-time	\$600.00	State	6/23-24/03	.033	NAT 568-88	Special
Maryott, Elizabeth	Continuing Education	Part-time	\$600.00	State	6/9-10/03	.033	NAT 568-89	Special
Maryott, Elizabeth	Continuing Education	Part-time	\$600.00	State	6/25-26/03	.033	NAT 568-90	Special
Maryott, Elizabeth	Continuing Education	Part-time	\$600.00	State	6/11-12/03	.033	NAT 568-91	Special
Novotny, Jason	Technology and Applied Sciences	Part-time	\$1,800.00	State	June Session	.100	ITE 320-01	Special
Peitzmeier, Barbara	Continuing Education	Part-time	\$608.00	State	6/2-3/03	.033	NAT 568-80	Special
Peitzmeier, Barbara	Continuing Education	Part-time	\$608.00	State	6/4-5/03	.033	NAT 568-82	Special
Peitzmeier, Barbara	Continuing Education	Part-time	\$608.00	State	6/9-10/03	.033	NAT 568-84	Special
Peitzmeier, Barbara	Continuing Education	Part-time	\$608.00	State	6/11-12/03	.033	NAT 568-86	Special
Peitzmeier, Barbara	Continuing Education	Part-time	\$500.00	State	6/25-26/03	.033	NAT 568-87	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Person, Kathy	Continuing Education	Part-time	\$1,950.00	State	7/7-17/03	.100	EDU 316/618-90	Special
Shanahan, Leslie	Continuing Education	Part-time	\$900.00	State	6/2-13/03	.050	EDU 568-8B	Special
Shanahan, Leslie	Continuing Education	Part-time	\$900.00	State	6/17-27/03	.050	EDU 568-8G	Special
Stahr, Peggy	Continuing Education	Part-time	\$1,800.00	State	6/2-6 & 13/03	.100	EDU 568-84	Special
Stahr, Peggy	Continuing Education	Part-time	\$1,200.00	State	6/16-20/03	.067	EDU 568-86	Special
Stark, Carmen	Continuing Education	Part-time	\$1,800.00	State	6/2-12/03	.100	EDU 325/521-81	Special
Stark, Carmen	Continuing Education	Part-time	\$1,950.00	State	6/16-26/03	.100	EDU 316/618-81	Special
Stearns, Hal	Continuing Education	Part-time	\$615.00	State	6/2-3/03	.033	EDU 568-87	Special
Stearns, Hal	Continuing Education	Part-time	\$615.00	State	6/4-5/03	.033	EDU 568-88	Special
Strasheim, Dwayne	Continuing Education	Part-time	\$1,998.00	State	6/2-12/03	.100	ENG 610-80	Special
Uzzell, Jane	Continuing Education	Part-time	\$1,950.00	State	6/16-26/03	.100	EDU 316/618-80	Special
Wagner, Nancy	Continuing Education	Part-time	\$900.00	State	6/2-13/03	.050	EDU 568-8B	Special
Wallman, Debra	Continuing Education	Part-time	\$900.00	State	6/16-27/03	.050	EDU 568-8G	Special
Wingett, Wes	Continuing Education	Part-time	\$2,769.00	State	6/16-27/03	.100	EDU 568-8A	Special
Wingett, Wes	Continuing Education	Part-time	\$2,769.00	State	7/7-18/03	.100	EDU 568-91	Special
Wingett, Wes	Continuing Education	Part-time	\$923.00	State	7/21-22/03	.033	EDU 568-92	Special
Young, Clark	Counseling and Special Education	Part-time	\$1,800.00	State	July Session	.100	CSL 597-01	Special
Young, Kathy	Counseling and Special Education	Part-time	\$600.00	State	May Session	.033	CSL 597-01	Special
Young, Kathy	Counseling and Special Education	Part-time	\$1,200.00	State	June Session	.067	CSL 597-01	Special

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Special -- * Probationary (6 months) Specific Term -- * Non-Probationary
Bruggeman, Diane	Office Assistant I	N/A	\$1,688.04	State	4/10/03	1.00	Appointment, Reclassification from Switchboard Operator	Specific, Non-Probationary
Carroll, Dennis	Maintenance Repair Worker II	N/A	\$1,902.73	State	4/10/03	1.00	Appointment, Reclassification from Auto Service Workers	Specific, Non-Probationary
Davidson, June	Library Assistant	N/A	\$454.22	State	7/1/03	.25	Voluntary Retirement Settlement Program	Specific, Non-Probationary
Elsberry, Ronald	Custodian	N/A	\$1,548.25	Revenue Bond	7/1/03	1.00	Change from .50 Custodian & .50 Maintenance Repair Worker I to 1.0 Custodian	Specific, Non-Probationary
Frevert, Kathleen	Mail Clerk	N/A	\$435.56	State	7/1/03	.25	Voluntary Retirement Settlement Program	Specific, Non-Probationary
Gray, Bradley	Custodian	N/A	\$1,402.70	Revenue Bond	7/1/03	1.00	Reduction in Force was rescinded due to other resignations/ retirements	Specific, Non-Probationary
Hobza, Cathy	Office Assistant II	N/A	\$1,540.00	State	7/1/03	1.00	Reduction in Force	Specific, Non-Probationary
Hurlbert, Glenda	Custodian	N/A	\$1,382.53	Revenue Bond	7/1/03	1.00	Change from .50 Custodian & .50 Maintenance Repair Worker I to 1.0 Custodian	Specific, Non-Probationary
Kastrup, Tama	Office Assistant II	N/A	\$0/month	State	5/19/03	0.00	Appointment, Temporary Workload Adjustment	Specific Term

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Special -- * Probationary (6 months) Specific Term -- * Non-Probationary
Metzler, Darrel	Custodian	N/A	\$1,362.11	Revenue Bond	7/1/03	1.00	Change from .50 Custodian & .50 Maintenance Repair Worker II to 1.0 Custodian	Specific, Non-Probationary
Meyer, Lisa	Custodian	N/A	\$1,335.40	Revenue Bond	4/7/03	1.00	Termination	Specific, Non-Probationary
Olson, Arden	Custodian	N/A	\$1,728.62	Revenue Bond	7/1/03	1.00	Change from .50 Custodian & .50 Maintenance Repair Worker I to 1.0 Custodian	Specific, Non-Probationary
Olson, Sue	Office Assistant I	N/A	\$1,095.00	State	6/30/03	.75	Reduction in Force	Specific, Non-Probationary
Paulson, Debbie	Custodian	N/A	\$1,374.21	State	4/11/03	1.00	Resignation	Specific, Non-Probationary
Penlerick, Norma	Custodian	N/A	\$1,472.91	Revenue Bond	7/1/03	1.00	Change from .50 Custodian & .50 Maintenance Repair Worker II to 1.0 Custodian	Specific, Non-Probationary
Reinhardt, Heather	Office Assistant II	N/A	\$1,351.45	State	7/1/03	.85 (chg from 1.0)	Voluntary load reduction	Specific, Non-Probationary
Ritze, David	Maintenance Repair Worker II	N/A	\$1,775.39	State	6/30/03	1.00	Reduction in Force	Specific, Non-Probationary
Ritze, David	Custodian	N/A	\$1,539.27	State	7/1/03	1.00	Exercised bumping rights	Specific, Non-Probationary
Ritze, Randy	Maintenance Repair Worker III	N/A	\$2,284.82	Revenue Bond	5/19/03	1.00	Appointment, replaces Rick Mann	Specific, Non-Probationary

PERSONNEL RECOMMENDATIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 13, 2003

UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Special -- * Probationary (6 months) Specific Term -- * Non-Probationary
Schmidt, Wendy	Custodian	N/A	\$1,419.64	Revenue Bond	7/1/03	1.00	Change from .50 Custodian & .50 Maintenance Repair Worker I to 1.0 Custodian	Specific, Non-Probationary
Sherry, Robert	Security Officer II	N/A	\$561.41	State	7/1/03	.25	Voluntary Retirement Settlement Program	Specific, Non-Probationary
Sinninger, Carolyn	Office Assistant II	N/A	\$0/month	State	5/19/03	0.00	Appointment, Temporary Workload Adjustment	Specific Term
Skokan, Vicky	Accounting Clerk II	N/A	\$481.89	State	7/1/03	.25	Voluntary Retirement Settlement Program	Specific, Non-Probationary
Sullivan, Heidi	Custodian	N/A	\$1,374.22	Revenue Bond	7/1/03	1.00	Change from .50 Custodian & .50 Maintenance Repair Worker II to 1.0 Custodian	Specific, Non-Probationary
Wert, Mary	Custodian	N/A	\$457.40	State	7/1/03	.25	Voluntary Retirement Settlement Program	Specific, Non-Probationary
Wurdinger, Marlin	Custodian	N/A	\$1,401.70	State	7/1/03	1.00	Reduction in Force was rescinded due to other resignations/retirements	Specific, Non-Probationary

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

Nebraska Early Childhood Educator Development Project Partnership

The University of Nebraska-Kearney has developed a Nebraska Early Childhood Educator Professional Development Grant. The grant will allow UNK and 14 other two- and four-year colleges to collaborate seamlessly on early childhood courses.

The Nebraska State College System has partnered with UNK in this effort. If the grant is funded, Chadron, Peru and Wayne State College will assist with the development and delivery of these consistent statewide courses. The Community College System and the Head Start/Early Start Collaboration Office are also collaborators.

Nebraska recently implemented a new Early Childhood Unified (ECU) endorsement that will prepare teachers to work effectively with both typically developing children and those with special needs. This partnership will allow the courses to be delivered consistently throughout the participating institutions.

The grant will provide tuition and transportation costs for approximately 75 teachers and 75 assistant teachers to attend participating colleges. An honorary stipend will also be given to those completing degrees for the purchase of materials and supplies in their classrooms.

Fifteen Head Start/Early Head Start program staff will become teacher-mentors for the sites. UNK and the college collaborators will also design workshops and on-line courses for continuing education purposes for the teachers participating.

There are no obligations to the Nebraska State Colleges, financial or otherwise.

Academic and Personnel Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Sara Beth Ramsey
Rachel Arterburn

June 13, 2003

Peru Progress Report on Benchmarks

On December 1, 1998, the Coordinating Commission submitted its study entitled, "Postsecondary Education Needs in Southeast Nebraska" to the Governor. The report included a recommendation that would "keep an improved Peru State College campus in the town of Peru and add collaborative learning centers throughout southeast Nebraska."

One of the key elements of this recommendation was that the Board of Trustees, Peru State College administrators, faculty and staff would establish benchmarks and appropriate timelines for the accomplishments of needed improvements at Peru. The Commission determined that the success of this recommendation depended on the College making substantial progress toward various key objectives and benchmarks, including:

- ✓ Improvements to campus facilities
- ✓ Improved facility utilization
- ✓ Improved retention of students
- ✓ Improved academic programming and assessment processes
- ✓ Improved community amenities
- ✓ Improved faculty, staff and student diversity
- ✓ Improved support from the community and surrounding area
- ✓ Improved Foundation/alumni support
- ✓ Development of learning centers in other communities in Southeast Nebraska
- ✓ Improved recruitment of students, especially those students from urban areas who could benefit from Peru's admission policies and ability to provide more individualized attention to students; and transfer students, particularly students from the two community college systems in the Peru service area: Metropolitan Community College and Southeast Community College.

By April 1, 1999, a set of benchmarks to be achieved, the methods of measuring progress toward their accomplishment, and a reasonable timetable for their achievement within the next three biennia was to be submitted to the Commission for its consideration. Peru developed a strategic plan and presented it to the Board of Trustees at their April 1, 1999 meeting prior to submission to the Coordinating Commission.

Annual reports of progress toward these benchmarks are to be provided to the Board of Trustees by July 1 of each year through 2005. The report for year 2003 will be forwarded to the Coordinating Commission.

**Peru State College
Annual Report--May 2003**

This is the fourth annual report in response to tasking from the Nebraska Coordinating Commission for Postsecondary Education established after the formal 1998 study of *Peru State College and the Educational Needs of Southeast Nebraska*. The College has continued the very positive trends that have been established since the completion of the study and the associated campus strategic plan.

During the past academic year the College conducted a new strategic planning review to revise the existing strategic plan in consideration of the progress that has been made and in response to changes in the operating environment, especially budget pressures imposed by the current economic situation. The new Strategic Plan incorporates the broad Key Outcome Planning Areas (KOPAs) that were identified in the previous plan, and this report uses the same KOPA-oriented format as the previous reports. Specific details or expanded information on any portion of this summary report can be obtained by contacting the office of the President of Peru State College.

KOPA 1 Educational Service to Southeast Nebraska:

Peru State College continued to provide courses at the main campus and at Offutt Air Force Base, the Graduate Center in LaVista, and the Lincoln Center. Enrollment at all locations remained strong. Additionally, the College continued to expand the on-line course offerings, which make classes easily available throughout the service area. The College has continued to expand the number of on-line courses in Business topics and has added general education courses as well. The Professional Studies faculty is now developing on-line Criminal Justice courses for the Fall 2003 term.

The College has continued to refine its academic program to enhance the quality of the educational experience for our students. After an extensive review, the College implemented a new General Studies program that retained the commitment to developing a broad intellectual foundation, but also provided more flexibility for students. Additionally, adjustments to academic programs were developed to better meet student needs and to enhance the effectiveness of campus efforts. For example, the existing computer science program was merged into the Management Information Systems Option within the Business program. This reflected the path that most of our students in this field were already following and it created a more efficient program. The College also developed an option within the existing Art program that responds to student demand and allows students to study the rapidly growing field of graphic design. To bring the Bachelor of Technology (BT) program in line with the other campuses in the State College System, and to improve marketability, the BT program was re-designated a Bachelor of Applied Science degree.

Peru State College also developed a new Liberal Arts Major. This Bachelor of Arts program will be offered with no increase in staff and no increase in course offerings. The major is designed to provide a broad liberal arts education and a flexible degree structure for our students. Based on discussions with students and potential students (especially the transfer students that are a significant component of our student body), the College has identified a need and interest in this type of broad and flexible major. This major will also appeal to pre-professional students, such as those in Pre-Law. With no increase in resources required, this new major will add another education option for students at Peru State College.

KOPA 2 Student Enrollment and Retention:

Although facing the economic challenges common to all institutions of higher education, Peru State College has sustained its existing recruitment and retention efforts, essentially remaining stable in student enrollment.

The construction projects at Peru State College continue to play an important role in reshaping the image of the campus and in drawing students to the campus and encouraging them to remain at the College. Student and potential student reaction to the Hoyt Science building continues to be very positive. This has been matched by excited reaction to the new Library, which has drawn significant positive comments from prospective and current students. The Academic Resource Center (ARC), which will occupy the old Library building continues to evolve as a centerpiece of recruiting and retention efforts. Additionally, the first phase of the Morgan Hall upgrade has also drawn very positive reactions from students. The new water filtration system that is currently under construction will address a major quality of life issue for students and will help make the campus much more appealing for students.

The College has developed improved student tracking processes, and has developed a better understanding of the nature of the student body. Interpretation of the data has helped clarify the extensive transfer dynamic at Peru State College. The initial assessment effort indicates that a number of trends—which are similar to national patterns, especially in terms of nontraditional students—are clearly present within Peru State College’s student population. Key realities of the student body are:

1. Peru State College draws many students who enroll and fully intend to transfer. Because of convenience and cost, many students plan to attend Peru State College for only a year or two but also plan to transfer to another college or professional school that has the major or professional training they desire, e.g. nursing, physical therapy, or pharmacy. Traditionally, these students have been counted in the drop out numbers. These students are not dropouts and the College academic program includes a series of pre-professional programs specifically designed to support this transfer need. Far from failing to serve them, Peru State College provides a critical start to their educational career.
2. Additionally, many other students also seek a starter school, like Peru State College, because they lack initial confidence and want to strengthen their academic ability in a traditionally supportive environment. These students may also feel intimidated by a large university and they may be forced by family and financial circumstances to attend a less costly institution closer to home. Or, they may have an academic deficiency that brings them below admissions standards at other schools and that requires the type of assistance and personal attention that Peru State College can provide. A portion of these students will also eventually transfer to other schools to finish their degrees.
3. Approximately two-thirds of our graduates choose to transfer *from* other colleges—both two and four year institutions—so they can graduate from Peru State College.
4. A high proportion of Peru State College students are nontraditional students and often have limited options for higher education due to family and work responsibility and/or financial considerations. These students tend to “stop out” for periods of time and then return later, picking up where they left off. This may occur several times before they complete their degrees. The majority of these individuals are place-bound and time-

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limited and are unable to travel to the University campuses for coursework. When these students stop out, they are counted in the drop out (not retained) category.

5. As an open admissions institution with a mission of providing accessibility and affordable education, Peru State College is the only four-year institution in Southeast Nebraska that provides an opportunity to obtain a four-year degree for students who do not meet the eligibility requirements of the University or cannot afford expensive private colleges.

The important fact is that dynamic enrollment patterns—including many transfers *into* and *from* Peru State College each year—result in a highly successful graduation total each year, even with the loss or transfer of many original freshmen. The traditional freshman-to-sophomore *success* rate is over 70 percent at Peru State College. The *success* rate is the rate at which students either stay at Peru State College or transfer to another college. The basic freshman-to-sophomore *retention* rate (return rate) at Peru State College is 55 percent, with a 33 percent graduation rate of students who start as freshmen. This generally matches national averages for similar institutions.

A result of the student enrollment patterns is that graduating classes at PSC each year total approximately the same number (sometimes more) as the number of freshmen entering four years earlier. This reflects the transfer dynamic and the nontraditional nature of our student body. To illustrate this situation, the following chart shows the number of freshmen students in the entering class at PSC and the number of bachelor-level students who graduated four years later. (The drops in 1998 and 1999 entering freshmen reflect the controversy over the future of the College, but the number of graduating students has remained relatively stable due to transfers.)

<u>Entering Year</u>	<u>Entering Freshmen</u>	<u>Four Years Later</u>
Fall 1995	225	224 (1999)
Fall 1996	219	228 (2000)
Fall 1997	260	211 (2001)
Fall 1998	191	237 (2002)
Fall 1999	135	235 (2003—estimated final)

In the summer of 2002, Peru State College staff members conducted a survey of students who had not registered for the Fall Semester and were therefore potential non-returning students. The data collected from those students confirmed the general trends in the student body that were described above. Of those students responding who indicated that they were not planning to return to Peru State College, 79 percent indicated that they were transferring to another college. Nineteen percent of the non-returning students indicated that they would be working—many of this group indicated that they had to work due to financial circumstances—and that they intended to return to school at some point in the future. Two percent of the respondents indicated that they would not be returning due to family issues.

In response to the large numbers of non-traditional students attending Peru State College, the College staff studied the existing academic schedule and developed a modified format that will provide more flexibility for students, especially those students who need to work while attending college. This modified schedule will shift from the existing Monday-Wednesday-Friday and Tuesday-Thursday format, to a schedule that will offer courses in a Monday-Wednesday, Tuesday-Thursday, and Friday (lab and longer sessions) format. Initial reaction to the plan by students has been generally positive, especially by those who indicated they would be working.

Recruitment of minority students continues to be an area of emphasis for Peru State College. In a

new initiative, the College has begun to designate transfer scholarships for minority students as part of our minority recruitment program. Foreign students continue to provide an important source of cultural diversity within the student body. Peru State College currently has students from Zimbabwe, Sudan, Ecuador, Macedonia, and Japan (as well as Canada). The following chart shows the current situation terms of minority representation at Peru State College, with comparative data for the surrounding counties and for the state of Nebraska.

Ethnicity of Peru State College Students

	Black	Native American	Asian	Hispanic (of any race)	White
Peru State College Students*	4.1%	0.5%	1.2%	1.2%	90.4%
Five Surrounding Counties	0.2%	0.7%	0.6%	1.8%	96.7%
State of Nebraska**	4.0%	0.9%	1.3%	5.5%	89.6%

*Percentages total less than 100% because of incomplete responses.

**Percentages total more than 100% because of respondents reporting in multiple categories.

Source: United States Census Bureau and Peru State College Office of Records and Institutional Research.

PSC Numbers based on only those full time students reporting ethnic information, and excluding nonresident aliens.

KOPA 3 Efficient and Effective Operations:

The area of efficiency and effectiveness has been dominated by efforts of the Peru State College leadership team to develop courses of action in response to the budgetary realities in state funding.

This has intensified the emphasis on program efficiencies. Support areas on the campus have been cut to a bare minimum as part of the response, and the core teaching functions have been sustained with limited reductions. The academic programs have significantly reduced the use of adjuncts and have revised scheduling patterns to improve the productivity of full time faculty. Improved efficiency was also a major consideration in the Strategic Planning effort during the year.

KOPA 4 Faculty and Staff Development:

Although the budget reductions have limited the available resources, Peru State College has continued to provide opportunities for professional development for faculty and staff members. The focus of much of the formal funded efforts has been on preparation for upcoming accreditation visits, especially in the Teacher Education program. Additionally, the college supported on-campus workshops and training opportunities in a variety of topics, including distance education methods. The College also supported a regional conference on Computers and Writing, using it as a professional development opportunity for the faculty.

The Named Chair faculty recognition program, which is funded by the PSC Foundation, was implemented during the year, and resulted in three high quality academic presentations. The faculty award winners are recognized for their accomplishments and receive an annual stipend.

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Additionally, they are tasked to serve as mentors for less experienced faculty members.

KOPA 5 Campus Governance:

The College leadership continues to emphasize broad involvement in the planning and decision making processes. The challenges of budget reductions have amplified the importance of this involvement and the various senates representing components of the campus community have been actively involved in providing input for the budgeting process. Additionally, the strategic planning process involved a committee composed of members from across the campus, and all members of the College community and all of the senates were invited to provide input to the planning process.

KOPA 6 Alumni and Foundation Support:

Alumni support for the College remains strongly positive. Although major donor giving has been affected by the national economic situation, financial donations remain strong and continue to provide an important element of enhanced quality for the campus. The Foundation continues to provide important scholarship support, including the expanded scholarships for transfer students that target minority students. Additionally, several programs and the new Library have benefited by equipment purchased with Foundation donations. The Named Chair Faculty Honors Program for faculty recognition—funded by the Foundation—has been a significant success and resulted in three high quality academic presentations on campus during the year. The Foundation has also enjoyed continued success in establishing planned giving commitments from alumni and supporters. The Foundation is responding to alumni interest and is leading the creation of a national alumni association to enhance communications and to better focus alumni support for Peru State College.

KOPA 7 Community Relations:

Peru State College's relationships with the surrounding communities remain strong. The College-Community Coordinating Committee continues to provide a vital link between the College and the region. The College continues to host events that provide opportunities for cultural, economic, and academic growth in the area. Additionally, the College hosts many events that enhance the educational, musical, and athletic development of primary and secondary students in Southeast Nebraska and beyond. Peru State College continues to emphasize collaboration and partnership with K-12 schools and districts, especially in the area of Teacher Education. Many college personnel also serve as leaders and as key resources in local governments, community and state organizations, and special events.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

Occupancy/Income Reports for Spring 2003

As required by the master resolution, the colleges have provided information on occupancy and the income earned by their revenue bond facilities during Spring 2003.

In summary, the following ratios are noted:

	% Residence Hall Occupancy Spring '03	% Residence Hall Income Spring '03
Chadron State	61%	82%
Peru State	73%	44%
Wayne State	65%	57%

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2003

REPORT DATE: May 20, 2003
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2002	Potential Occupancy Spring 2003	Percent of Change	Percent Occupancy
Residence Hall						
Andrews	304	284	142	165	16.20%	58.10%
Brooks	110	84	42	55	30.95%	65.48%
Edna Wing	92	90	39	27	-30.77%	30.00%
Edna Work	102	86	45	44	-2.22%	51.16%
High Rise	400	422	252	278	10.32%	65.88%
Kent Hall	304	275	213	194	-8.92%	70.55%
SUBTOTALS	1,312	1,241	733	763	4.09%	61.48%

	Apartments Available	Apartments Occupied Spring 2002	Actual Occupancy Spring 2003	Percent of Change	Percent Occupancy
Family Housing					
Edna Work Wing		1	1	0.00%	100.00%
Sparks Hall		12	11	-9.09%	83.33%
West Court		41	39	-12.82%	82.93%
SUBTOTALS		54	51	-11.76%	83.33%
TOTALS		1,295	784	3.06%	62.39%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,312	1,241	780-1220	\$908,117	\$743,151	81.83%
Student Apartments						
Family Housing	54	52	225-340	\$65,800	\$75,667	115.00%
Faculty Apartments Summer, Guest Housing & Rentals				\$31,000	\$1,456	4.70%
Other						
TOTALS				\$1,004,917	\$820,274	81.63%

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

Chadron's room occupancy rate is 85%. The college feels this better reflects it's use of the residence halls as many students prefer private rooms.

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2003

REPORT DATE: JUNE 13, 2003
FINAL REPORT

OCCUPANCY

Residence Hall	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2002	Actual Occupancy Spring 2003	Percent of Change	Percent Occupancy
MORGAN (1)	170	40	63	34	-46.03%	85.00%
DELZELL	146	144	99	91	-8.08%	63.19%
CLAYURN/MATHEWS	120	106	78	89	14.10%	83.96%
DAVIDSON/PALMER	116	106	66	76	15.15%	71.70%
PATE	12	28	16	21	31.25%	75.00%
SUBTOTALS	564	424	322	311	-3.42%	73.35%

Family Housing	Apartments Available	Apartments Occupied Spring 2002	Actual Occupancy Spring 2003	Percent of Change	Percent Occupancy
NICHOLAS	12	10	11	10.00%	91.67%
OAK HILL	12	6	11	83.33%	91.67%
FACULTY	8	6	7	16.67%	87.50%
SUBTOTALS	32	22	29	31.82%	90.63%

TOTALS	564	456	344	340	-1.16%	74.56%
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ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	552	396	955-1188	\$543,343	\$240,713	44.30%
Student Apartments	12	28	1600-2100	\$44,800	\$15,705	35.06%
Family Housing	24	16	268-456	\$31,698	\$46,938	148.08%
Faculty Apartments	8	8	343-430	\$13,644	\$10,845	79.49%
Guest Housing/Neal Hall					\$17,767	
TOTALS				\$633,485	\$331,968	52.40%

* Residence Hall revenue is less waivers, refunds & receivables. Amounts shown represent actual income.

(1) Morgan Hall was under construction, only 24 rooms were available for spring.

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2003

REPORT DATE: June 13, 2003
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2002	Beds Occupied Spring 2003	Percent of Change	Percent Occupancy
Residence Hall						
Anderson Hall	165	160	110	118	7.27%	73.75%
Berry Hall	328	310	235	236	0.43%	76.13%
Bowen Hall	448	436	260	267	2.69%	61.24%
Morey Hall	240	229	167	194	16.17%	84.72%
Neihardt Hall**	185	177	73	0	-100.00%	0.00%
Pile Hall	150	136	82	96	17.07%	70.59%
Terrace Hall	147	136	110	111	0.91%	81.62%
SUBTOTALS	1,663	1,584	1,037	1,022	-1.45%	64.52%

	Apartments Available	Apartments Occupied Spring 2002	Apartments Occupied Spring 2003	Percent of Change	Percent Occupancy
Family Housing					
1114 Walnut	1	1	1	0.00%	100.00%
1102 Walnut	1	1	1	0.00%	100.00%
1108 Walnut	1	1	1	0.00%	100.00%
SUBTOTALS	3	3	3	0.00%	100.00%

TOTALS	1,663	1,587	1,040	1,025	-1.44%	64.59%
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ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,584	\$885-\$1,095	\$1,405,620	\$795,501	56.59%
Student Apartments						
Family Housing		3	\$455 - \$490	\$5,740	4,085	71.17%
Faculty Apartments Summer, Guest Housing & Rentals						
Other				\$35,866	35,866	100.00%
TOTALS				\$1,447,226	\$835,452	57.73%

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

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Bill Roskens
 Hilary Koso

June 13, 2003

Grant Applications and Awards for information only

Chadron State College Applications

- “Kid Power” Day Camp (Kinder Morgan) -- \$500.00
- Puppets in Language Development (Newblom Foundation) -- \$744.15

Wayne State College Applications

- Neihardt/Black Elk Young Writers Workshop (Bess Spiva Timmons Foundation) -- \$9,000
- Neihardt/Black Elk Young Writers Workshop (Citigroup Foundation) -- \$9,000
- Poetry and Plains Writers Festival (Nebraska Arts Council) -- \$5,000

Chadron State College Awards

- Western Nebraska Pre K-16 Council (Nebraska Department of Education) -- \$5,525.00
- Wetland Education: The development of workshops and website enhancement for a study site near the confluence of the Missouri and Mississippi (U.S. Department of the Interior) -- \$15,999.76

Wayne State College Awards

- Professional Development Model for School Administration Faculty: Utilizing Distance Education (National Education Association) -- \$6,000
- Seed Dispersal by Adhesion to Bison in the Nebraska Sandhills (University of Montana, Missoula Wayne State College is a sub-recipient of a National Science Foundation grant awarded to the Montana NSF/ESPCoR Program) - \$1,000
- State Farm Good Neighbor Service-Learning Award (Youth Service America) -- \$1,500
- Teacher to Teacher (Corp. for National Service/NE Consortium for Service Learning in Higher Education) -- \$11,420

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 to the Board. Grant applications and awards less than \$25,000 are attached for information only.

7.2.-2

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

College: Chadron State College		Date: May 14, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: "Kid Power" Day Camp		
Funding Source: Kinder Morgan		
Amount Requested: \$500.00	Amount Awarded:	Funding Period: Summer 2003
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: XX
Will this grant require State Matching Funds ?	Yes:	No: XX
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 In-Kind Funds ?	Yes:	No: XX
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort required?	Yes:	No: XX
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: XX
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE:	
Briefly describe the purpose(s) of this application/award: The purpose of this camp is to share mentally stimulating activities with area children of ages eight through twelve. The activities will provide the children with an enjoyable real world education in the areas of mathematics (particularly geometry), engineering, energy, art, orienteering, music and the creation of instruments, and in textile pattern design. The activities will help make the children aware of connections between, and concrete, useful applications of the above subjects. Contributions from different cultures will be explored and compared. This is our pilot project and we plan to advertise it in schools along Highway 20, in Alliance, Scottsbluff, and Pine Ridge. We are keeping enrollment under 24 students. We hope to expand our camp significantly in the future so that more children may participate.		
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 in program:		
Has this grant application been previously denied?	Yes:	No: XX
If yes, please state the reason:		
Person responsible for the preparation of the application: Jennifer Rodin		
Administrator responsible for approving the application: Thomas L. Krepel		

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

College: Chadron State College		Date: May 14, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: Puppets in Language Development		
Funding Source: Newblom Foundation		
Amount Requested: \$744.15	Amount Awarded:	Funding Period:
Closing Date for Application Submission: March 28, 2003		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: XX
Will this grant require State Matching Funds ?	Yes:	No: XX
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 In-Kind Funds ?	Yes:	No: XX
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort required?	Yes:	No: XX
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:	
Briefly describe the purpose(s) of this application/award: The purpose of this grant application to Newblom Foundation is to purchase additional educational puppets. In 1994, Newblom funded the original collection of puppets. Proved pedagogically successful, CSC's preschool and elementary teachers-in-training use puppets to supplement instruction in development skills such as language. As a projective medium, educational puppetry allows teachers to display attitudes, information, and behaviors. In response, young students feel free to express themselves. Educational puppets, we found, are beneficial in training teachers at CSC.		
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 in program:		
Has this grant application been previously denied?	Yes:	No: XX
If yes, please state the reason:		
Person responsible for the preparation of the application: Clark Gardner		
Administrator responsible for approving the application: Thomas L. Krepel		

7.2.-4

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

College: Chadron State College		Date: May 14, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: Wetland Education: The development of workshops and website enhancement for a study site near the confluence of the Missouri and Mississippi.		
Funding Source: US Department of the Interior		
Amount Requested:	Amount Awarded: \$15,999.76	Funding Period: June 1, 2003-December 30, 2004
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: XX No:
Will this grant require State Matching Funds ?		Yes: No: XX
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 In-Kind Funds ?		Yes: XX No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): \$700 Students (Workstudy) and \$600-fax, telephone, copying, and postage		
Is State Maintenance of Effort required?		Yes: No: XX
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: XX
How many FTE positions will the grant fund?		FTE:
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: This grant will develop Wetland material for educators that provide basic ecological concepts, technological skills, and methods of interpretation necessary for wetland evaluation. These materials emphasize wetland versatility and assessment from a geographic perspective. The project provides teacher materials that support critical thinking and content analysis of wetland and upland habitat assessment and interpretation, and use of techniques and interpretation methods of aerial photography.		
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 in program:		
Has this grant application been previously denied?		Yes: No: XX
If yes, please state the reason:		
Person responsible for the preparation of the application: Catherine Lockwood		
Administrator responsible for approving the application: Thomas L. Krepel		

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

College: Chadron State College		Date: May 14, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: Western Nebraska PreK-16 Council		
Funding Source: Nebraska Department of Education		
Amount Requested:	Amount Awarded: \$5,525.00	Funding Period: May 1, 2003- June 30, 2003
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: XX
Will this grant require State Matching Funds ?	Yes:	No: XX
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 In-Kind Funds ?	Yes:	No: XX
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort required?	Yes:	No: XX
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: XX
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE:	
Briefly describe the purpose(s) of this application/award: The purpose of the grant is the creation of a regional PreK-16 Council to support PreK-16 education activities in the western part of Nebraska. The Philosophy of the Nebraska PreK-16 Initiative is that every student will have a high-quality learning experience in every class and will be fully prepared to succeed in each level of his or her education, including college.		
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 in program:		
Has this grant application been previously denied?	Yes:	No: XX
If yes, please state the reason:		
Person responsible for the preparation of the application: Dean Lois Veath		
Administrator responsible for approving the application: Thomas L. Krepel		

7.2.-6

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: Neihardt/Black Elk Young Writers Workshop		
Funding Source: Bess Spiva Timmons Foundation		
Amount Requested: \$9,000	Amount Awarded:	Funding Period: 01/04-07/04
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	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 includes the time commitment of several faculty and staff as well as the use of the College's facilities and funds from the John G. Neihardt Foundation.		
Is State Maintenance of Effort 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 request is for funding for scholarships for thirty pre-college Native American youth to attend a week long educational workshop conducted by Wayne State College and the John G. Neihardt Center Historical Site and Museum on the Wayne State campus in June 2004. The youth, under the guidance of Wayne State faculty members, explore creative writing, art, and history and publish a "chapbook" featuring original poetry, autobiographical writing, fiction, essays, and other commentary written during the week of instruction. The workshop encourages young Native Americans to develop their writing talents for academic and personal success as well as providing an important avenue toward preserving their cultural heritage.		
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. James O'Donnell, Dean, School of Arts and Humanities		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

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

College: Wayne State College		Date: June 13, 2003	
Notice of Intent	Application: X	Accept Award:	
Name of Program: Neihardt/Black Elk Young Writers Workshop			
Funding Source: Citigroup Foundation			
Amount Requested: \$9,000	Amount Awarded:	Funding Period: 01/04-07/04	
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 Indirect Cost Funds for the Colleges use?		Yes:	No: X
Will this grant require State Matching Funds ?		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 In-Kind Funds ?		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 includes the time commitment of several faculty and staff as well as the use of the College's facilities and funds from the John G. Neihardt Foundation.			
Is State Maintenance of Effort 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 request is for funding for scholarships for thirty pre-college Native American youth to attend a week long educational workshop conducted by Wayne State College and the John G. Neihardt Center Historical Site and Museum on the Wayne State campus in June 2004. The youth, under the guidance of Wayne State faculty members, explore creative writing, art, and history and publish a "chapbook" featuring original poetry, autobiographical writing, fiction, essays, and other commentary written during the week of instruction. The workshop encourages young Native Americans to develop their writing talents for academic and personal success as well as providing an important avenue toward preserving their cultural heritage.			
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. James O'Donnell, Dean, School of Arts and Humanities			
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance			

7.2.-8

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application: X	Accept Award:
Name of Program: Poetry and Plains Writers Festivals		
Funding Source: Nebraska Arts Council		
Amount Requested: \$5,000	Amount Awarded:	Funding Period: 11/03-05/04
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 by Wayne State College include marketing and communication expenses and artists fees.		
Will this grant require In-Kind Funds ?	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 includes the time commitment of several faculty and staff, the use of the College's facilities and private donations.		
Is State Maintenance of Effort 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 request is for funding for artists fees, marketing and communications expenses for two two-day literary celebrations - a poetry festival in November 2003 and a writers festival in April 2004 sponsored by Wayne State College and four Nebraska-based publishers of contemporary poetry and fiction. A group of Nebraska poets and writers will be invited to present their readings and lead discussion of poetry or fiction to area high school and college students, Nebraska teachers, the campus community, and residents of the College's service region.		
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. James Brummels, Assoc. Professor, Language and Literature Department		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: Professional Development Model for School Administration Faculty: Utilizing Distance Education		
Funding Source: National Education Association		
Amount Requested: \$6,000	Amount Awarded: \$6,000	Funding Period: 05/03-09/03
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort 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 will provide funding for textbooks, software, supplies, stipends, and consultant fees to develop and implement a professional development program for faculty who teach through distance education following a model developed by the National Education Association.		
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 and Finance		

7.2.-10

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: Seed Dispersal by Adhesion to Bison in the Nebraska Sandhills		
Funding Source: University of Montana, Missoula Wayne State College is a sub-recipient of a National Science Foundation grant awarded to the Montana NSF/EPSCoR Program.		
Amount Requested: \$1,000	Amount Awarded: \$1,000	Funding Period: 01/03-07/03
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort 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: 0.07	
How many of these are new positions?	New FTE: 0.07	
Briefly describe the purpose(s) of this application/award: This award is for funding to provide salary support to an undergraduate student intern in her work on a research project examining whether bison played a significant role in the distribution of plant species and genotypes throughout the Great Plains and Midwest by adhesion of seeds to their fur.		
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. Mark Hammer, Assoc. Professor, Life Sciences Department		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: State Farm Good Neighbor Service-Learning Award		
Funding Source: Youth Service America		
Amount Requested: \$1,500	Amount Awarded: \$1,500	Funding Period: 01/03-06/03
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 Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort 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 award provides funding to purchase equipment to build computers and ship them to rural Ugandan children. The Association for Computing Machinery Club along with other volunteers will design and build the computers and will host a display on their project during National Youth Service day on April 11.		
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: Ms. Lori Nicholson, Instructor, Computer Technology & Information Systems Department		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

7.2.-12

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

College: Wayne State College		Date: June 13, 2003
Notice of Intent	Application:	Accept Award: X
Name of Program: Teacher to Teacher		
Funding Source: Corp. for National Service/NE Consortium for Service Learning in Higher Education		
Amount Requested: \$11,420	Amount Awarded: \$11,420	Funding Period: 10/01-06/03
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 02/12/02
Does this grant include Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	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 In-Kind Funds ?	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 includes the time commitment of faculty in implementing service-learning in methods courses and staff in developing, maintaining, and supporting mentoring partnerships with local high school teachers and students as well as the College's indirect cost rate.		
Is State Maintenance of Effort 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 award provides funding for summer salary and benefits to faculty members to develop or revise their methods courses to include service-learning. It also includes funds for materials, supplies, transportation and meals for those participating in the mentoring partnerships as well as defraying their costs to attend the annual T-Day celebration. Additional funding of \$4,140 brings the total awarded for these activities from \$7,280 to \$11,420.		
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. Jean Karlen, Professor, Sociology, Psychology, and Criminal Justice Department		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Bill Roskens
 Hilary Koso

June 13, 2003

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.

Chadron State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Mari Sandoz High Plains Heritage Center Concrete Work \$6,825.00 Environmental Trust Grant/Cash Fuller Construction
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Andrews Hall Dormitory Asbestos Abatement and Disposal \$12,840.00 Contingency Maintenance L & L Insulation, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Professional Fees – Trail Construction Documents \$36,837.00 Transportation Enhancement Grant/Fees Leo Daly

Peru State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Theatre/Auditorium Design Fire Sprinkler System \$11,950.00 LB 309 M.E. Group, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	AI Wheeler Activity Center Roof Pull Out Test \$1,025.00 LB 309 Professional Service Industries
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	AI Wheeler Activity Center Analysis of foundation modifications to support new roof load \$1,500.00 LB 309 URS Corporation
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Services – Boiler House Boiler and controls replacement, mechanical electrical design \$31,386.00 LB 309 Olsson Associates

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Terrace and Pile Halls Roof Replacement Professional Services \$18,000.00 plus reimbursable expenses Revenue Bond Bahr Vermeer Haecker Architects, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Pile Hall Window Replacement Professional Services \$11,250.00 plus reimbursable expenses Revenue Bond Sinclair Hille Architects, Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Fire Alarm System Professional Services \$16,500.00 Revenue Bond Leo A Daly, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Elevator Replacement Professional Services \$33,700.00 Revenue Bond 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.

Peru State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Eliza Morgan Hall #12 Addition of water heater control valves, heat exchanger repairs \$5,148.00 Revenue Bond Oakview Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Water Filter System #1 Movement of filter bldg and extension of power supply distance \$3,670.00 LB 309 Gen-Mech Contractors

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Energy Plant #8 Provide platform above boilers per state boiler inspector \$15,825.00 LB 1 Ryan & Associates, Lincoln, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Energy Plant #9 Changes to existing structure, floor supports & floor drain venting \$18,314.00 LB 1 Ryan & Associates, Lincoln, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Neihardt Hall #1 Replace countertop lavs, elevator rekeying, additional carpeting \$19,969.00 Revenue Bond Issue B-D Construction, Columbus, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Track-Stadium Project #2 4" Force main removal and replacement \$17,865.00 Private Christensen Construction, Pender, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Track-Stadium Project #3 Valve shutoff, new 6" water, removal of buried retaining wall at restroom \$6,375.00 Private Christensen Construction, Pender, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Track-Stadium Project #4 Removal of retaining wall, misc. concrete at track; steeple chase mod. \$16,191.00 Private Christensen Construction, Pender, NE

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

Physical Plant Status Reports for information

Each college has provided a status report of physical plant projects for the Board's information. These are found on the following pages.

PHYSICAL PLANT STATUS REPORT

College: Chadron State College

Meeting Date: June 13, 2003

Project Description	Status	Fund Source
LB 309 Projects		
Admin. Bldg HVAC Improve.	In progress	LB 309/CIF
Armstrong Gym Fire Sprinkler	Funded	LB 309/CIF
Burkhiser Tech. Complex Reroof	In progress	LB 309/CIF
Campus Fire Hydrant	Funded	LB 309/CIF
Math/Science Bldg Fire Sprinkler	Funded	LB 309/CIF
LB 1108 Projects (1998)		
LB 1138 Projects (PSC-1998)		
LB 1100 Projects (99-00)		
LB 1 (2002)		
Revenue Bond Projects (including BANS)		
Contingency Maintenance Projects		
Andrews Hall Asbestos/Floor Cov	In progress	Contingency Maint.
Andrews Hall Rep/Repl Ext Doors	Funded	Contingency Maint.
Andrews Hall Rep/Repl Int Doors	Funded	Contingency Maint.
Andrews Hall Bath Flrs and Walls	In progress	Contingency Maint.
Campus Pedestrian Infrastructure	In progress	Contingency Maint.
Campus Outdoor Bsktball Court	Funded	Contingency Maint.
Campus Replace. Furnishings	In progress	Contingency Maint.
Crites Hall Renovate Ent Door	In progress	Contingency Maint.
Crites Hall Tuck Pointing	Funded	Contingency Maint.
Edna Work Security Electronics	Funded	Contingency Maint.
Edna Work Program Statement	Complete	Contingency Maint.
High Rise Fire Sprinkler Sys.	In progress	Contingency Maint.
High Rise Floor Covering	In progress	Contingency Maint.
Kent Hall Floor Covering	In progress	Contingency Maint.
Kent Hall Phased Wind Repl	In progress	Contingency Maint.
Kent Hall Rep/Repl Ext Doors	Funded	Contingency Maint.
Student Center Dock Lift	Complete	Contingency Maint.
West Court Misc Room Needs	In progress	Contingency Maint.
West Court Replace Furnace	Funded	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Armstrong Gym Struct. Investig.	Complete	Cash
Hiking/Biking Trail Construction	In progress	Grant/Fees

PHYSICAL PLANT STATUS REPORT

College: **Peru State College**

Meeting Date: June 13, 2003

Project Description	Status	Fund Source
LB 309 Projects		
Admin Bldg ADA Restroom Modification	Funded	LB 309
Admin Bldg Tuckpoint Design	In Progress	LB 309
Campus Wide Roof Repairs	Complete	LB 309
Campus Wide Water Filtration System Study and Project	In Progress	LB 309
Theater Chiller Compressor Replacement	Materials Only project – In Progress	LB 309
Theater Tuckpointing Design	In Progress	LB 309
TJ Majors Bldg Envelope Study	Study Complete	LB 309
Wheeler Center Roof Replacement Design	In Progress	LB 309
Theater Wet Pipe Sprinkler System Design	In Progress	LB 309
LB 1138 Projects (PSC-1998)		
Hoyt Science Building	Research Equipment being purchased	LB 1138/Foundation/ Capital Imp Fee
LB 1 (2002)		
Library/ARC Renovation Remodel	Substantial Completion for the Library ARC asbestos abatement in progress	LB 1
Revenue Bond Projects (including BANS)		
Morgan Hall Renovation Phase I	Substantial Completion	Revenue Bond
Contingency Maintenance Projects		
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		

PHYSICAL PLANT STATUS REPORT

College: **Wayne State College**

Meeting Date: June 13, 2003

Project Description	Status	Fund Source
LB 309 Projects		
Central Fire Alarm System	Complete; Payment in Process	LB309/LB1108
Carhart Fire Alarm System	Complete; Payment in Process	LB309/LB1108
Rice HVAC	Under Construction	LB309/Cap Impr Fee
Rice West Entry Design	Under Construction	LB309/LB1108
Fine Arts Stair Treads	Funded	LB309/LB1108
Library Stair Treads	Funded	LB309/LB1108
Library ADA Restroom Design	Funded	LB309/LB1108
LB 1108 Projects (1998)		
Match for LB309 projects		
LB 1138 Projects (PSC-1998)		
LB 1100 Projects (99-00)		
Ramsey Theatre Renovation	Substantial Completion	LB1100/CC/Private
Broadcasting Studios	Substantial Completion	LB1100
Hahn Improvements	Complete	LB1100
LB 1 (2002)		
Energy Plant Renovation	Substantial Completion	LB 1
Revenue Bond Projects (including BANS)		
Neihardt Hall Renovation	Under Construction	Revenue Bonds
Bowen Hall Fire Sprinklers	In Design	Revenue Bonds
Contingency Maintenance Projects		
Terrace Hall Window Repl.	Complete	Cont. Maintenance
Parking Lot #7 Reconstruction	Complete	Cont. Maintenance
Neihardt Hall Roof	Under Contract	Cont. Maintenance
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Entry Plaza/Track/Restroom	Under Construction	Private/CC Fee
Baseball Dugout/Locker Room	Phase I Nearing Completion	Private

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Bill Roskens
Hilary Koso

June 13, 2003

Capital Construction Progress Reports for information only
(January - March)

As required by Board Policy, Chadron, Peru and Wayne have submitted the following capital construction progress reports on their campus construction projects.

Chadron

1. Burkhiser Technology Complex Renovation – Interim report
2. Maintenance Services Building Construction – Interim report
3. Memorial Hall Renovation – Interim report
4. Sandoz High Plains Heritage Center Renovation/Construction – Interim report

Peru

1. Hoyt Science Building Addition/Renovation – Interim report
2. Eliza Morgan Hall Renovation Phase I – Interim report
3. Library/Old Gym Renovation – Interim report

Wayne

1. Energy Plant Purchase/Renovation – Interim report
2. Neihardt Hall Renovation – Interim report
3. Ramsey Theatre Renovation/Addition – Interim report
4. Rice HVAC Improvements – Interim report
5. Stadium Entry Plaza, Track and Restroom Project – Initial report

The State Building Division requires quarterly reports on all capital construction projects funded with state funds. Copies will be forwarded to that office for their files.

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Chadron State College		Meeting Date: June 13, 2003	
Project Information	Project Title: Burkhiser Technology Complex Renovation		
	Program Number:		
	Professional Consultant: Bahr, Vermeer and Haecker		
	General Contractor: Ainsworth-Benning Construction		
	Net Square Footage: 58,081		Gross Square Footage: 61,000
	Bid Opening Date	4/20/1999	
	Notice of Proceed Date	5/4/1999	
Estimated Completion Date	12/31/1999		
Final Acceptance Date	7/23/2001		
Project Dates	Professional Consultants:	2/2/1998	
	Needs Statement		
	Program Statement	7/10/1989	
	Professional Services Contract		
	Bonds Sold	None	
	Preliminary Plans		
	Design Development	12/15/1998	
	Construction Contract	5/4/1999	
Substantial Completion	3/31/2000		
Final Completion	7/23/2001		
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:	\$0.00	
	Federal Funds	\$0.00	
	LB 309 Funds	\$1,045,240.00	
	Cash Funds	\$0.00	
	Capital Imp. Fee Commitment	\$455,000.00	
	Other	\$0.00	
Total Available	\$1,500,240.00		
Revenue Bond Buildings	Bonds Sold	\$0.00	
	Costs of Issuance/Reserves	\$0.00	
	Balances of Proceeds	\$0.00	
Revenue Sources for Construction	1. Bond Proceeds	\$0.00	
	2. Interest Earnings	\$0.00	
	3. Other	\$0.00	
	Total Available	\$0.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$101,930.00	\$111,927.40	-\$9,997.40
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,327,400.00	\$1,358,852.78	-\$31,452.78
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
Contingency	\$19,080.00		\$19,080.00
Artwork	\$12,920.00		\$12,920.00
Other Items			
1.	\$0.00	\$0.00	\$0.00
2.	\$0.00	\$0.00	\$0.00
Change Orders			
1. Ainsworth-Benning	\$3,145.75		\$3,145.75
2. Ainsworth-Benning	\$34,400.00		\$34,400.00
3. Ainsworth-Benning	-\$4,105.22		-\$4,105.22
4. Ainsworth-Benning	-\$2,209.25		-\$2,209.25
TOTALS	\$1,492,561.28	\$1,470,780.18	\$21,781.10

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Chadron State College		Meeting Date: June 13, 2003	
Project Information	Project Title: Maintenance Services Building Construction		
	Program Number:		
	Professional Consultant: Bahr, Vermeer and Haecker		
	General Contractor: Fuller Construction		
	Net Square Footage: 5,619		Gross Square Footage: 6,558
	Bid Opening Date		
	Notice of Proceed Date		
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		Summer 1998
	Program Statement		5/14/1999
	Professional Services Contract		3/31/2000
	Bonds Sold		None
	Preliminary Plans		
	Design Development		12/15/1998
	Construction Contract		6/14/2001
	Substantial Completion		January 2002
Final Completion		February 2002	
Report Information	Status		Initial Report:
			Interim Report: X
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No: 1217		\$996,170.00
	Federal Funds		\$0.00
	LB 309 Funds		\$0.00
	Cash Funds		\$30,000.00
	Capital Imp. Fee Commitment		\$52,000.00
	Other-Revolving Fund LB 1217		\$102,200.00
	Other-Rev. Bond Parking Fees		\$160,285.45
Total Available		\$1,340,655.45	
Revenue Bond Buildings	Bonds Sold		\$0.00
	Costs of Issuance/Reserves		\$0.00
	Balances of Proceeds		\$0.00
Revenue Sources for Construction	1. Bond Proceeds		\$0.00
	2. Interest Earnings		\$0.00
	3. Other		\$0.00
	Total Available		\$0.00
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$71,960.00	\$71,960.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,165,000.00	\$1,106,599.00	\$58,401.00
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
Contingency	\$8,187.00	\$6,388.13	\$1,798.87
Artwork	\$0.00		\$0.00
Other Items			
1. Insurance	\$0.00	\$0.00	\$0.00
2. State Fire Marshall Review			\$0.00
3. Handicap Access. Review			\$0.00
4. Moving/Relocation Costs			\$0.00
5. Testing/Surveys/Inspections		\$2,570.00	-\$2,570.00
6. Reimbursable Expenses	\$4,950.00	\$4,950.00	\$0.00
7. Interior Signage	\$0.00	\$0.00	\$0.00
Change Orders			
1. Fuller Construction	-\$94,927.00		-\$94,927.00
2. Fuller Construction	\$31,144.00		\$31,144.00
3. Fuller Construction	\$16,560.75		\$16,560.75
TOTALS	\$1,202,874.75	\$1,192,467.13	\$10,407.62

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Chadron State College		Meeting Date: June 13, 2003	
Project Information	Project Title: Memorial Hall Renovation		
	Program Number:		
	Professional Consultant: Bahr, Vermeer and Haecker		
	General Contractor: Fuller Construction		
	Net Square Footage: 40,452		Gross Square Footage: 55,175
	Bid Opening Date	6/27/2000	
	Notice of Proceed Date	7/1/2000	
Estimated Completion Date	12/1/2001		
Final Acceptance Date	12/1/2001		
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	4/1/1999	
	Professional Services Contract	10/26/1999	
	Bonds Sold	None	
	Preliminary Plans		
	Design Development	4/6/2000	
	Construction Contract	8/8/2000	
Substantial Completion	10/26/01		
Final Completion	12/1/01		
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds-Cash	\$113,000.00	
	Federal Funds	\$0.00	
	LB 1100 allocation	\$2,145,984.00	
	LB 309 Funds	\$134,500.00	
	Program 901	\$11,000.00	
	Capital Imp. Fee Commitment	\$100,000.00	
	CSC Foundation	\$37,944.00	
Total Available	\$2,542,428.00		
Revenue Bond Buildings	Bonds Sold	\$0.00	
	Costs of Issuance/Reserves	\$0.00	
	Balances of Proceeds	\$0.00	
Revenue Sources for Construction	1. Bond Proceeds	\$0.00	
	2. Interest Earnings	\$0.00	
	3. Other	\$0.00	
	Total Available	\$0.00	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$166,910.00	\$166,910.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$2,300,428.00	\$2,300,428.00	\$0.00
2. Fixed Equipment	\$20,000.00	\$0.00	\$20,000.00
2. Technical Equipment	\$15,245.00	\$3,250.00	\$11,995.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
Contingency	\$111,068.00	\$15,023.51	\$96,044.49
Artwork	\$18,103.00	\$2,000.00	\$16,103.00
Other Items			
1. Insurance	\$1,700.00	\$0.00	\$1,700.00
2. State Fire Marshall Review	\$500.00		\$500.00
3. Handicap Access. Review	\$500.00		\$500.00
4. Moving/Relocation Costs	\$2,000.00		\$2,000.00
5. Testing/Surveys/Inspections	\$1,500.00	\$312.50	\$1,187.50
6. Hazardous Mat. Abatement	\$38,300.00	\$24,990.95	\$13,309.05
Change Orders			
1. Fuller Construction	-\$125,452.00		-\$125,452.00
2. Fuller Construction	\$6,912.00		\$6,912.00
3. Fuller Construction	\$6,971.00		\$6,971.00
4. Fuller Construction	\$19,457.00		\$19,457.00
5 Fuller Construction	\$37,944.00		\$37,944.00
5 Fuller Construction	\$11,741.00		\$11,741.00
TOTALS	\$2,633,827.00	\$2,512,914.96	\$120,912.04

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Chadron State College		Meeting Date: June 13, 2003	
Project Information	Project Title: Sandoz High Plains Heritage Center Renovation/Construction		
	Program Number:		
	Professional Consultant: Bahr, Vermeer and Haecker		
	General Contractor: Fuller Construction		
	Net Square Footage: 21,910		Gross Square Footage: 27,390
	Bid Opening Date	1/11/2001	
	Notice of Proceed Date	1/25/2001	
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement		
	Professional Services Contract		
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract		
	Substantial Completion		
	Final Completion		
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		\$0.00
	Federal Funds		\$0.00
	LB 309 Funds		\$58,650.00
	Cash Funds		\$0.00
	Capital Imp. Fee Commitment		\$0.00
	IMLS Grant		\$426,958.00
	Save Amer. Treasures Grant		\$450,000.00
	Private Funds		\$1,108,327.40
	Environmental Trust Grant Funds		\$198,875.00
	Total Available		\$2,242,810.40
Revenue Bond Buildings	Bonds Sold		\$0.00
	Costs of Issuance/Reserves		\$0.00
	Balances of Proceeds		\$0.00
Revenue Sources for Construction	1. Bond Proceeds		\$0.00
	2. Interest Earnings		\$0.00
	3. Other		\$0.00
	Total Available		\$0.00
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$116,385.00	\$116,385.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,723,403.00	\$1,570,025.16	\$153,377.84
2. Fixed Equipment	\$0.00	\$16.00	-\$16.00
2. Technical Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$398,670.29	-\$398,670.29
Contingency	\$0.00	\$0.00	\$0.00
Artwork	\$0.00	\$0.00	\$0.00
Other Items			
1. Insurance	\$0.00	\$0.00	\$0.00
2. State Fire Marshall Review	\$0.00	\$0.00	\$0.00
3. Handicap Access. Review	\$0.00	\$0.00	\$0.00
4. Moving/Relocation Costs	\$0.00	\$0.00	\$0.00
5. Testing/Surveys/Inspections	\$0.00	\$27,106.00	-\$27,106.00
6. Reimbursable Expenses	\$0.00	\$6,087.09	-\$6,087.09
7. Interior Signage	\$0.00	\$4,828.96	-\$4,828.96
Change Orders			
1. Fuller Construction	-\$90,192.00		-\$90,192.00
2. Fuller Construction	\$8,076.16		\$8,076.16
TOTALS	\$1,757,672.16	\$2,123,118.50	-\$365,446.34

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2003

College: Peru State College		Meeting Date: June 13, 2003	
Project Information	Project Title:	Hoyt Science Building Addition and Renovation	
	Program Number:	940 and 920	
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:	Rogge Davis Construction LLC	
	Net Square Footage:16,636	Gross Square Footage:28,881	
	Bid Opening Date	5/2/2000	
	Notice of Proceed Date	5/19/2000	
	Estimated Completion Date	8/10/2001	
Final Acceptance Date	11/15/2002		
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement	9/22/1998	
	Program Statement	2/3/1999	
	Professional Services Contract	3/17/1999	
	Bonds Sold		
	Preliminary Plans		
	Design Development	12/1/1999	
	Construction Contract	5/15/2000	
	Substantial Completion	3/4/2002	
Final Completion	11/15/2002		
Report Information	Status	Initial Report: Interim Report:X Final Report:	
	Financial Information		
	State Buildings	Proposed Budget	Expended to Date
State Funds--LB No:1138	\$3,570,700.00	\$3,570,700.00	\$0.00
State Funds--LB No:1138 Misc	\$528,481.12	\$528,481.12	\$0.00
State Funds--LB No:1217	\$29,950.00	\$29,950.00	\$0.00
PSC Foundation Sunk Cost	\$70,000.00	\$70,000.00	\$0.00
Foundation Construction Funds	\$81,000.00	\$64,721.57	\$16,278.43
LB 309 Funds	\$0.00	\$0.00	\$0.00
Cash Funds	\$30,000.00	\$30,000.00	\$0.00
Capital Imp. Fee Commitment	\$100,449.00	\$28,936.55	\$71,512.45
Other	\$0.00	\$0.00	\$0.00
Total Available	\$4,410,580.12	\$4,322,789.24	\$87,790.88
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$30,000.00	\$30,000.00	\$0.00
Professional Fees	\$250,537.99	\$250,537.99	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$3,599,930.00	\$3,599,930.00	\$0.00
2. Fixed Equipment	\$43,959.33	\$43,959.33	\$0.00
3. Sitework/Utilities	\$16,349.50	\$16,349.50	\$0.00
Furnishings/Moveable Equip.	\$183,216.60	\$135,425.72	\$47,790.88
Contingency	\$0.00	\$0.00	\$0.00
Artwork	\$40,000.00	\$0.00	\$40,000.00
Other Items			
1.Administrative Fees	\$7,664.53	\$7,664.53	\$0.00
2.Relocaton	\$18,301.09	\$18,301.09	\$0.00
3.Testing and Surveys	\$1,302.50	\$1,302.50	\$0.00
4.Asbestos Abatement	\$42,023.58	\$42,023.58	\$0.00
5.Legal fees and Insurance	\$915.00	\$915.00	\$0.00
Change Orders			
1.Auger cast piles, rebar	\$27,392.00	\$27,392.00	\$0.00
2.Existing Drain Inlet	\$2,559.00	\$2,559.00	\$0.00
3. Steel Column	\$0.00	\$0.00	\$0.00
4.Additional Ceiling	\$78,649.00	\$78,649.00	\$0.00
5.Delete planter box, add locks	\$9,877.00	\$9,877.00	\$0.00
6.Data Cabling for remodeling	\$13,845.00	\$13,845.00	\$0.00
7.Install water purifiers	\$9,947.00	\$9,947.00	\$0.00
8.Landscaping changes AC	\$9,797.00	\$9,797.00	\$0.00
9.Autoclave/Code issues	\$9,863.00	\$9,863.00	\$0.00
10.Water purifier/Ice Maker	\$9,975.00	\$9,975.00	\$0.00
11.Paving Changes	\$4,476.00	\$4,476.00	\$0.00
TOTALS	\$4,410,580.12	\$4,322,789.24	\$87,790.88

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2003

College: Peru State College		Meeting Date: June 13, 2003		
Project Information	Project Title:	Eliza Morgan Hall Renovation Phase I		
	Program Number:			
	Professional Consultant:	The Clark Enersen Partners		
	General Contractor:			
	Net Square Footage:	6,171	Gross Square Footage:	9,978
	Bid Opening Date	9/5/2002		
	Notice of Proceed Date			
Estimated Completion Date	5/1/2003			
Final Acceptance Date				
Project Dates	Professional Consultants:	(enter dates)		
	Needs Statement			
	Program Statement			
	Professional Services Contract	2/13/2002		
	Bonds Sold			
	Preliminary Plans			
	Design Development			
	Construction Contract			
	Substantial Completion			
Final Completion				
Report Information	Status	Initial Report:		
		Interim Report:X Final Report:		
Financial Information	Proposed Budget	Expended to Date	Balance	
State Buildings				
State Funds--LB No:				
Federal Funds				
LB 309 Funds				
Cash Funds				
Capital Imp. Fee Commitment				
Other				
Total Available				
Revenue Bond Buildings	Bonds Sold			
	Costs of Issuance/Reserves	\$6,924.50		
	Balances of Proceeds	\$1,450,000.00		
Revenue Sources for Construction				
1. Bond Proceeds	\$1,450,000.00	\$1,372,275.12	\$77,724.88	
2. Interest Earnings	\$12,000.00	\$0.00	\$12,000.00	
3. Other Surplus Fund Request	\$31,720.00	\$31,720.00	\$0.00	
4. Other PSC Foundation	\$20,040.00	\$0.00	\$20,040.00	
Total Available	\$1,513,760.00	\$1,403,995.12	\$109,764.88	
Expenditure Information	Proposed Budget	Expended to Date	Balance	
Program Planning	\$29,920.00	\$29,920.00	\$0.00	
Professional Fees	\$196,140.00	\$182,725.44	\$13,414.56	
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00	
Construction				
1. General, Mech., Elec.	\$1,197,900.00	\$1,145,281.00	\$52,619.00	
2. Fixed Equipment	\$0.00	\$0.00	\$0.00	
3. Sitework/Utilities	\$348.00	\$347.76	\$0.24	
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00	
Contingency	\$13,123.00	\$0.00	\$13,123.00	
Artwork	\$0.00	\$0.00	\$0.00	
Other Items				
1. Asbestos Abatement	\$35,785.28	\$35,785.28	\$0.00	
2. Construction Administration	\$5,664.72	\$5,614.84	\$49.88	
3. Relocation Costs	\$1,000.00	\$760.80	\$239.20	
Change Orders				
1. Modifications to 3A walls	-\$6,020.00	-\$6,020.00	\$0.00	
2. Remove "Dog House"	\$385.00	\$385.00	\$0.00	
3. Remove 12' block wall	\$2,394.00	\$2,394.00	\$0.00	
4. Leveling floor	\$3,134.00	\$3,134.00	\$0.00	
5. Modification to partitions	-\$380.00	-\$380.00	\$0.00	
6. HDPE pipe on hydronic	-\$4,512.00	-\$4,512.00	\$0.00	
7. Revised scope	\$8,406.00	\$8,406.00	\$0.00	
8. Labor to install framing	\$153.00	\$153.00	\$0.00	
9. Switch electrical feeder	\$9,554.00	\$0.00	\$9,554.00	
10. RFP #8 & 9, door mod	\$14,330.00	\$0.00	\$14,330.00	
11. Addition of 3 heat pumps	\$1,287.00	\$0.00	\$1,287.00	
12. Addition of water heater control	\$5,148.00	\$0.00	\$5,148.00	
TOTALS	\$1,513,760.00	\$1,403,995.12	\$109,764.88	

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2003

College: Peru State College		Meeting Date: June 13, 2003	
Project Information	Project Title:	Library / Old Gym Renovation	
	Program Number:		
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:	A.H.R.S. Construction	
	Net Square Footage: 45,043	Gross Square Footage: 48,597	
	Bid Opening Date	12/11/2001	
	Notice of Proceed Date	1/15/2002	
Estimated Completion Date	November-03		
Final Acceptance Date			
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement	1988	
	Program Statement	1988, 1996, 1999, 2000	
	Professional Services Contract	5/1/2002	
	Bonds Sold		
	Preliminary Plans		
	Design Development	Apr-01	
	Construction Contract	12/14/2001	
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	Proposed Budget	Expended to Date	Balance
State Funds--LB No:878	\$115,400.00	\$115,400.00	\$0.00
State Funds--LB No:542	\$210,919.00	\$210,919.00	\$0.00
Federal Funds	\$0.00	\$0.00	\$0.00
LB 309 Funds	\$0.00	\$0.00	\$0.00
Cash Funds	\$49,680.00	\$49,680.00	\$0.00
Capital Imp. Fee Commitment	\$84,335.00	\$0.00	\$84,335.00
Other - Bond Funds LB 1	\$6,497,755.00	\$4,381,987.17	\$2,115,767.83
Total Available	\$6,958,089.00	\$4,757,986.17	\$2,200,102.83
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$49,680.00	\$49,680.00	\$0.00
Professional Fees	\$461,280.00	\$459,535.88	\$1,744.12
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$4,820,000.00	\$3,199,607.40	\$1,620,392.60
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$15,850.00	\$15,766.00	\$84.00
Furnishings/Moveable Equip.	\$765,000.00	\$680,006.89	\$84,993.11
Contingency	\$215,514.00	\$0.00	\$215,514.00
Artwork	\$47,500.00	\$0.00	\$47,500.00
Other Items			
1. Construction Administration	\$103,720.00	\$4,367.86	\$99,352.14
2. Relocation	\$42,000.00	\$41,884.09	\$115.91
3. Asbestos Design/Abatement	\$55,997.00	\$11,644.80	\$44,352.20
4. Testing and surveys	\$10,000.00	\$6,181.25	\$3,818.75
5. Legal fees	\$5,000.00	\$0.00	\$5,000.00
6. Insurance	\$30,000.00	\$0.00	\$30,000.00
7. Exterior Lighting	\$15,000.00	\$0.00	\$15,000.00
8. Replace on-grade concrete	\$32,236.00	\$0.00	\$32,236.00
Change Orders and Directives			
CO 1. Replace on-grade concrete	\$42,764.00	\$42,764.00	\$0.00
CO 2. Reinforce floor joist	\$17,453.00	\$17,453.00	\$0.00
CO 3. Sagging joist at windows	\$19,502.00	\$19,502.00	\$0.00
CO 4. Sewage ejector	\$19,989.00	\$19,989.00	\$0.00
CO 5. Repair turrets	\$18,719.00	\$18,719.00	\$0.00
CO 6. Power changes	\$14,142.00	\$14,142.00	\$0.00
CO 7. Replace metal covering	\$33,021.00	\$33,021.00	\$0.00
CO 8. Revised framing over floor	\$16,829.00	\$16,829.00	\$0.00
CO 9. Floor replacement	\$16,573.00	\$16,573.00	\$0.00
CO10. Fluid Cooler Mechanical	\$18,180.00	\$18,180.00	\$0.00
CO11. Refrigerant lines	\$6,851.00	\$6,851.00	\$0.00
CO12. Relocate PIV, rout drain	\$13,157.00	\$13,157.00	\$0.00
CO13. Footings for Link, wall	\$19,499.00	\$19,499.00	\$0.00
CO14. Slate floor, feeders, ducts	\$15,291.00	\$15,291.00	\$0.00
CO15. Glass in circle tops	\$17,342.00	\$17,342.00	\$0.00
TOTALS	\$6,958,089.00	\$4,757,986.17	\$2,200,102.83

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Wayne State College		Meeting Date: June 13, 2003	
Project Information	Project Title: Energy Plant Purchase/Renovation		
	Program Number: 906		
	Professional Consultant: Leo A Daly		
	General Contractor: Ryan & Associates		
	Net Square Footage: Gross Square Footage:		
	Bid Opening Date		2/14/2001
	Notice of Proceed Date		2/25/2002
	Estimated Completion Date		4/11/2003
Final Acceptance Date			
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement		8/18/2000
	Professional Services Contract		6/22/2001
	Bonds Sold		
	Preliminary Plans		9/10/2001
	Design Development		
	Construction Contract		2/25/2002
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No: 1		\$4,300,943.00
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment		\$84,335.00
	Other	\$	
Total Available		\$4,385,278.00	
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$467,640.00	\$457,934.00	\$9,706.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$3,016,372.00	\$2,743,939.00	\$272,433.00
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
Contingency	\$5,343.00	\$0.00	\$5,343.00
Artwork	\$0.00	\$0.00	\$0.00
Other Items			
1. Testing, Asb, Adv, Transf.	\$71,885.00	\$61,156.00	\$10,729.00
2. Purchase Plant	\$824,038.00	\$824,038.00	\$0.00
Change Orders			
1.	\$	\$	
2.	\$	\$	
TOTALS	\$4,385,278.00	\$4,087,067.00	\$298,211.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Wayne State College		Meeting Date: June 13, 2003	
Project Information	Project Title:	Neihardt Hall Renovation	
	Program Number:	na	
	Professional Consultant:	Bahr Vermeer & Haecker, Architects	
	General Contractor:	B.D. Construction	
	Net Square Footage:	42994	
	Bid Opening Date	11/7/2003	
	Notice of Proceed Date	11/02	
	Estimated Completion Date	8/1/03	
Final Acceptance Date			
Project Dates	Professional Consultants:	June, 2002	
	Needs Statement		
	Program Statement	February, 2002 (Sinclair Hille)	
	Professional Services Contract	June, 2002 (BVH)	
	Bonds Sold	August, 2002	
	Preliminary Plans		
	Design Development	September, 2002	
	Construction Contract	January, 2003	
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:	\$	
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	
	Other	\$	
	Total Available	\$	
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds		\$3,150,000
	2. Interest Earnings		\$90,000
	3. Other (cont. maint. - roof)		\$90,000
	Total Available		\$3,240,000
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees	\$238,562.00	\$200,040.30	\$38,521.70
Life Cycle Cost Analysis			
Construction			
1. General, Mech., Elec.	\$2,703,049.00	\$293,417.10	\$2,409,631.90
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$15,200.00	\$0.00	\$15,200.00
Contingency	\$123,571.00	\$0.00	\$123,571.00
Artwork	\$28,795.00	\$0.00	\$28,795.00
Other Items			
1. Roof	\$99,850.00	\$0.00	\$99,850.00
2. Cable, Sign, Key, Asb, Adv	\$30,973.00	\$3,222.00	\$27,751.00
Change Orders			
1.	\$	\$	
2.	\$	\$	
TOTALS	\$3,240,000.00	\$496,679.40	\$2,743,320.60

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Wayne State College		Meeting Date: June 13, 2003		
Project Information	Project Title: Rice HVAC Improvements			
	Program Number:			
	Professional Consultant: Leo A Daly			
	General Contractor: Ryan & Associates			
	Net Square Footage: 39,819		Gross Square Footage: 58,664	
	Bid Opening Date		12/02	
	Notice of Proceed Date		1/03	
Estimated Completion Date		7/03		
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement			
	Program Statement			
	Professional Services Contract		6/02	
	Bonds Sold			
	Preliminary Plans			
	Design Development		9/02	
	Construction Contract		1/03	
Substantial Completion				
Final Completion				
Report Information	Status		Initial Report:	
			Interim Report: X	
			Final Report:	
Financial Information				
State Buildings	State Funds--LB No: 878/1100			
	Federal Funds	\$		
	LB 309 Funds		\$1,445,000.00	
	Cash Funds	\$		
	Capital Imp. Fee Commitment		\$275,000.00	
	Other - Wayne State Foundation			
Total Available		\$1,720,000.00		
Revenue Bond Buildings	Bonds Sold		\$	
	Costs of Issuance/Reserves		\$	
	Balances of Proceeds		\$	
Revenue Sources for Construction	1. Bond Proceeds		\$	
	2. Interest Earnings		\$	
	3. Other		\$	
	Total Available		\$	
Expenditure Information	Proposed Budget	Expended to Date	Balance	
	Program Planning	\$0.00	\$0.00	\$0.00
	Professional Fees	\$143,500.00	\$110,495.00	\$33,005.00
	Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
	Construction			
	1. General, Mech., Elec.	\$1,260,000.00	\$0.00	\$1,260,000.00
	2. Fixed Equipment	\$0.00	\$0.00	\$0.00
	3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
	Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
	Contingency	\$135,900.00	\$0.00	\$135,900.00
	Artwork	\$0.00	\$0.00	\$0.00
	Other Items			
	1. Advertising, Asb, Misc.	\$30,000.00	\$3,045.00	\$26,955.00
	2.	\$0.00	\$0.00	\$0.00
	Change Orders			
	1.	\$	\$	
	2.	\$	\$	
	TOTALS	\$1,569,400.00	\$113,540.00	\$1,455,860.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Wayne State College		Meeting Date: June 13, 2003	
Project Information	Project Title:	Ramsey Theatre Renovation & Addition	
	Program Number:	938	
	Professional Consultant:	Alley Poyner Architecture	
	General Contractor:	R.L. Fauss, Inc.	
	Net Square Footage: 9,718	Gross Square Footage: 14,515	
	Bid Opening Date	7/9/2001	
	Notice of Proceed Date	7/25/2001	
	Estimated Completion Date	9/30/2002	
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	Jun-98	
	Professional Services Contract	Mar-01	
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract	7/16/2001	
Substantial Completion	11/14/2002		
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No: 878/1100	\$2,799,820.00	
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	
	Other - Wayne State Foundation	\$547,000.00	
Total Available	\$3,346,820.00		
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$240,000.00	\$235,585.00	\$4,415.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$2,270,000.00	\$2,239,094.00	\$30,906.00
2. Fixed Equipment	\$425,000.00	\$417,145.00	\$7,855.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$40,000.00	\$22,209.00	\$17,791.00
Contingency	\$55,932.00	\$0.00	\$55,932.00
Artwork	\$32,888.00	\$32,825.00	\$63.00
Other Items			
1. Asbestos Removal	\$250,000.00	\$248,477.00	\$1,523.00
2. Landscaping, Testing, Insp.	\$33,000.00	\$22,129.00	\$10,871.00
Change Orders			
1.	\$	\$	
2.	\$	\$	
TOTALS	\$3,346,820.00	\$3,217,464.00	\$129,356.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Wayne State College		Meeting Date: June 13, 2003	
Project Information	Project Title:	Stadium Entry Plaza, Track and Restroom Project	
	Program Number:		
	Professional Consultant:	DLR Group	
	General Contractor:	Christiansen Construction	
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date	8/8/2002	
	Notice of Proceed Date	August, 2003	
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	5/19/2000	
	Professional Services Contract	6/19/01 for Phase I	
	Bonds Sold		
	Preliminary Plans		
	Design Development	5/21/2001	
	Construction Contract	9/18/2002	
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	X
		Interim Report:	
		Final Report:	
Financial Information			
State Buildings	State Funds--Crumb Rubber Grnt		\$35,000.00
	Federal Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		\$350,000.00
	Other - Wayne State Foundation		\$861,228.00
Total Available		\$1,246,228.00	
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$30,648.00	\$4,904.00	\$25,744.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,101,000.00	\$147,798.00	\$953,202.00
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
Contingency	\$77,070.00	\$0.00	\$77,070.00
Artwork	\$11,010.00	\$0.00	\$11,010.00
Other Items			
1. Adv.	\$1,500.00	\$1,393.00	\$107.00
2. Retaining Wall	\$25,000.00	\$21,464.00	\$3,536.00
Change Orders			
1.	\$	\$	
2.	\$	\$	
TOTALS	\$1,246,228.00	\$175,559.00	\$1,070,669.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2003

College: Wayne State College		Meeting Date: June 13, 2003		
Project Information	Project Title: Rice HVAC Improvements			
	Program Number:			
	Professional Consultant: Leo A Daly			
	General Contractor: Ryan & Associates			
	Net Square Footage: 39,819		Gross Square Footage: 58,664	
	Bid Opening Date	12/02		
	Notice of Proceed Date	1/03		
Estimated Completion Date	7/03			
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement			
	Program Statement			
	Professional Services Contract		6/02	
	Bonds Sold			
	Preliminary Plans			
	Design Development		9/02	
	Construction Contract		1/03	
Substantial Completion				
Final Completion				
Report Information	Status		Initial Report:	
			Interim Report: X	
			Final Report:	
Financial Information				
State Buildings	State Funds--LB No: 878/1100			
	Federal Funds	\$		
	LB 309 Funds		\$1,445,000.00	
	Cash Funds	\$		
	Capital Imp. Fee Commitment		\$275,000.00	
	Other - Wayne State Foundation			
Total Available			\$1,720,000.00	
Revenue Bond Buildings	Bonds Sold	\$		
	Costs of Issuance/Reserves	\$		
	Balances of Proceeds	\$		
Revenue Sources for Construction	1. Bond Proceeds	\$		
	2. Interest Earnings	\$		
	3. Other	\$		
	Total Available	\$		
Expenditure Information	Proposed Budget	Expended to Date	Balance	
	Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$143,500.00	\$110,495.00	\$33,005.00	
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00	
Construction				
1. General, Mech., Elec.	\$1,260,000.00	\$0.00	\$1,260,000.00	
2. Fixed Equipment	\$0.00	\$0.00	\$0.00	
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00	
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00	
Contingency	\$135,900.00	\$0.00	\$135,900.00	
Artwork	\$0.00	\$0.00	\$0.00	
Other Items				
1. Advertising, Asb, Misc.	\$30,000.00	\$3,045.00	\$26,955.00	
2.	\$0.00	\$0.00	\$0.00	
Change Orders				
1.	\$	\$		
2.	\$	\$		
TOTALS	\$1,569,400.00	\$113,540.00	\$1,455,860.00	

CHADRON STATE COLLEGE
- President's Report –
June 2003

1. The 14th annual Excellence in Early Childhood Conference at Chadron State College was held April 25 and 26. The theme was "United We Stand for All Children." The conference provides information and motivation for everyone who works with children or supervises programs for them. Presenters included CSC professors Noranne Yeager and Cindy Squier; Jodi Hall, Karla Thompson Hall and Nicole Vidlak of the Panhandle Mental Health Center; Don Bartlette of North Canton, Ohio; Penny Gildea of Omaha; Linda Pils of Brodwell, Wash.; Beth Grass of Scottsbluff and Catie Limbach of Crawford; registered dietician Mary Skiles of Scottsbluff; and Martha Nash of Omaha.
2. Led by two firsts and a second by Sean Wolfe, a junior from Overton, Chadron State College business students placed high in competition at the recent Phi Beta Lambda State Leadership Conference in Kearney. Wolfe was first in both business law and economics and was second in accounting for professionals. He also won the economics contest at last year's conference. A total of 110 students from 18 Nebraska colleges and universities entered this year's competition. Patrick Montague of Alliance was second to Wolfe in business law and also was the runner-up in quantitative methods. Another CSC student, Ryan Bohnenkamp of Chadron, was third in the latter contest. Montague also was sixth in business communications. Bohnenkamp was eighth in accounting for professionals. Fonda Erickson of Sheridan, Wyo., placed third in finance and fourth in both management and accounting for professionals. Also placing from Chadron State were Katie Golden of North Platte, fourth in computer applications, and Jennifer Jahner of Gillette, Wyo., sixth in word processing.
3. Chadron hosted the District 6 Music Contest for close to 750 students from 14 western Nebraska high schools on Friday, April 25. The vocal portion of the program was held at Chadron High School and the instrumental portion at Memorial Hall on the Chadron State College campus. CSC Professor, Dr. Roger MacNeill and CSC Administrative Coordinator, Julie Johnson were the contest directors.
4. The Chadron State College Students in Free Enterprise (SIFE) team continues to excel by winning a regional competition for the fourth consecutive year and placing 9th at the national exposition in Kansas City. They also placed third in the Entrepreneur Assistance Award competition. The CSC group also was one of 15 finalists in two more of the five "special" categories. In addition, all 10 of the Chadron State students on this year's SIFE team who went to Kansas City received Presidential Service Awards signed by President George Bush for doing at least 100 hours of community service during the past year. The SIFE sponsor at Chadron State, Dr. Rick Koza, said the students have worked with every age group this year, spanning from kindergartners to senior citizens. He estimated that each student has devoted about 200 hours involving 30 separate projects. As a regional winner, the CSC SIFE team received \$1,500 that helped pay for their attendance at the national exposition. CSC also received two \$500 prizes for special projects. Students who went to the national exposition were Lauren Erben, Shawn Grant, Casey Keim and Jennifer Koza, all of Chadron; Victoria Berndt, Butte; Jennifer Krotz, Hay Springs; Ann McElroy, Gurley; Micaela Raish, Piedmont, S.D.; Aaron Rutt, Beaver City; and Eric Stewart, McCook.
5. Highly successful music educator and orchestra director, Larry Overton of Fort Morgan, Colo., was inducted into the Music Hall of Fame at Chadron State College during a concert this spring. He received his bachelor's degree from CSC in 1960. After graduating from Chadron State, Overton taught music in Nebraska schools for six years before moving to Fort Morgan, where he taught music and was the orchestra conductor and the school district's music coordinator for 35 years. He served six-year terms as president and secretary-treasurer of the Colorado American

8.2.-2

String Teachers Association. In 1989, he was the first Colorado recipient of the John F. Kennedy Alliance for Arts Education Award. The previous year, he received Chadron State's Outstanding Music Educator Award, and in 2000 was presented the College's Distinguished Alumni Award. He also was inducted into the Colorado Music Educators Association Hall of Fame in 1999 and this past fall was inducted into the Colorado High School Activities Association Hall of Fame. He has been listed in Who's Who Among America's Teachers four times.

6. Dr. Eugene M. Hughes, a Chadron State College alumnus who has been president of two large universities, served as the speaker at the CSC May commencement. He also received an Honorary Doctor of Humane Letters Degree. A native of Scottsbluff, Hughes graduated from Chadron State in 1956. He later taught mathematics and was dean of administration at CSC. In 1970, he moved to Northern Arizona University at Flagstaff, where he spent 23 years in administration, including the last 14 as president. He also was president of Wichita State University for 5 1/2 years. A building on each campus is named in his honor. Hughes also served four months in 2001 as interim president of Eastern Kentucky University and has been chairman of the American Association of State Colleges and Universities. About 235 bachelor's degrees were conferred at the commencement. Chadron State also had a commencement for 23 recipients of graduate degrees. Dr. Robert Doxtator, professor of English who joined the Chadron State faculty in 1968, spoke at graduate commencement.
7. Two members of the Chadron State College faculty received special recognition during an awards program in the School of Professional Studies. Dr. Patricia Cruzeiro was named the outstanding professor in the school while Dr. Laura Gaudet was recognized as the outstanding scholar. Cruzeiro's recognition was based on student evaluations and professional development activities while Gaudet's selection was based on the number of publications, presentations and participation in professional organizations. Cruzeiro is a professor of educational administration while Gaudet is a psychology professor. Dr. David Welch, dean of the school, said the program honored "outstanding teachers in an outstanding faculty." He said Chadron State is an institution dedicated to good teaching. Other nominees for the outstanding professor award were Dr. Rick Koza, Dr. Scott Ritzen and Don Watt. Others nominated for the outstanding scholar honor were Dr. Charles Butterfield, Dr. Kim Madsen and Dr. Georgia Younglove. Eight faculty members were also honored as "authors and editors" for having articles published during the past year or for editing newsletters. They are Dr. Patti Blundell, Dr. Robert Duron, Dr. Loren Froehlich, Dr. Clark Gardener and Dr. Barbara Limbach along with Gaudet, Koza and Watt.
8. Chadron State College's World War II Veterans Exhibition which features student writing and photography was displayed in Washington, D.C., in early June. The exhibit, which was created in 2000, features 30 framed one-page excerpts from essays written by students in Dr. Kathy Bahr's Composition II courses. The students interviewed nearby residents of the Great Plains who witnessed the war -- veterans and many of the "unsung heroes" who remained on the home front. The exhibit also includes pictures of those interviewed who were photographed by students in Alan Schoer's Creative Photography course. CSC appreciates the special assistance from Senator Hagel for facilitating the display in Washington.
9. Faculty and students from Chadron State College presented five papers during the recent Nebraska Academy of Sciences' annual meeting in Lincoln. Two of the papers involved botanical research and the remaining three discussed mosquito research that Chadron State is conducting. CSC biology professor Randy Lawson and Dr. Ron Weedon, CSC's primary botanist led the research. Students, Angela Meiergerd of Dodge, Julie Lancaster of Alliance, and Jeff Sutton of Oshkosh were involved in the research as were CSC professors Dr. Tim Keith, Dr. Joe Corsini and Ann Krejci.

PERU STATE COLLEGE
- President's Report -
June 2003

1. Dr. Michael Barger has been invited to join a panel at the annual meeting of the American Society of Parasitologists. The conference will be held in Halifax, Nova Scotia in August. He will present "Future Directions in Parasite Ecology and Evolution" to the Student Symposium.
2. PSC hosted the 14th annual Piano Extravaganza on April 12th with 186 pianists of all ages from across a four-state region participating. Dr. Thomas Ediger, Professor of Music, coordinated the event. Another musical event - the 4th annual PSC Alumni and Friends of Music Band Concert - was also held on campus on May 3rd.
3. Peru students competed against other Phi Beta Lambda members from twelve different Nebraska colleges and Universities at the State Leadership Conference held in Kearney in April. The following students took first place honors in a variety of categories which earned for them an automatic advancement to national competition in Dallas this summer: Lisa Storm, senior, DuBois; Wendy McClellan, senior, Beatrice; Elizabeth Olsen, senior, Bloomfield; Ted Kasha, senior, Villisca, IA; and Marie Christman, sophomore, DuBois. Several other members of the Peru State PBL chapter placed in the competition.
4. Peru State once again hosted its annual high school Quiz Bowl, March 31-April 2. Almost 150 teams involving nearly a thousand students and sponsors from 72 high schools in Nebraska, Iowa and Missouri took part in the three-day competition.
5. The Peru State College student body held an election for student senate leadership for the 2003-04 academic year. Newly elected president is Dustin Bents, senior, from Humboldt, and Vice President is Jeff Yates, junior from Auburn. Both were active in the senate this past academic year.
6. The "new" Library opened its doors for business on Thursday, April 17th. This marked the culmination of a project that took 20 years to realize. Students, staff and local guests were treated to refreshments and tours of the facility. An official open house is planned for later in the fall.
7. Three PSC students were recently elected to state offices at the annual meeting of the Student Education Association of Nebraska. Mike Ringen, senior from Fairbury was elected state Vice President; Becky Johnson, senior from Lincoln is the new Secretary, and Kari Reinert, senior, Lincoln is the Southeast Regional Representative.
8. Mr. Ken Anderson, Professor of Art, has been selected the Teaching Excellence Award recipient at Peru State College for the 2002-03 academic year.
9. Professionals from Wyoming, Nebraska, the Dakotas, Missouri, Iowa and Minnesota recently attended the 2003 Great Plains Alliance for Computers & Writing Conference held on campus.
10. NCATE (National Council for Accreditation of Teacher Education) will conduct an accreditation review of the School of Education and Graduate Studies at Peru State College in late October.

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11. A delegation of four students accompanied Dr. Stephen Sylvester to California for the 12th annual WestMUN Model United Nations conference, held on April 9-13 in Ventura, CA. The model UN program brought around 150 students from 15 colleges and universities together to debate such issues as Iraq, nuclear non-proliferation, women's rights, small arms sales, and the safety of children. Peru students represented Bulgaria at the conference.
12. Dr. Sara Crook, Professor of History at PSC, has been appointed by the Nebraska Secretary of State to serve on a 16-member state commission charged with bringing Nebraska into compliance with the Congressional Help America Vote Act (HAVA) which was passed in October of 2002. If fully funded, Nebraska will receive \$22.3 million in state and federal funds to assist with compliance.
13. Students who were "Tested for Excellence" at PSC throughout the year, specifically in the Quiz Bowl, History Day competition or Business Contest, and excelled were invited to an awards banquet held April 30th. Students were recognized for their accomplishments and the Foundation awarded scholarships to attend Peru State.
14. Peru State senior Steve Winton from Jackson was recognized as earning All-Midlands Collegiate Athletic Conference First Team honors for 2003. Winton, a centerfielder, also earned this honor following the 2002 season. Softball team members Jessica Joe, senior from Fairbury, Jessica Hill, Nicoma Park, OK, and freshman Karla Harpenau of Omaha were named to the All-MCAC First Team for 2003. Three other players received second-team honors, and one was tabbed for honorable mention recognition. Jessica Joe was also selected as a member of the NAIA Second Team All-Region IV all-start softball squad. Eighteen PSC student-athletes were named All-MCAC Scholar Athletes. Students must maintain a 3.5 GPA, be a junior or senior academically, and be a participating member of an athletic team. Jamie McBride, senior, Atlantic, IA and Troy Reutlinger, senior, Lexington were named the MCAC Scholar-Athletes of the Year.
15. Three PSC students competed for honors at the 36th annual meeting of the Southwestern Association of Parasitologists (SWAP) on April 24-26 in Oklahoma. They were Jarrod Hall, junior, Humboldt, Andrea Schank, senior, Central City; and Auburn Smith, senior, Borwnville. A total of 13 graduate and seven undergraduate presentations were entered in the competition. Jarrod Hall won honorable mention for his presentation entitled, "Population Dynamics of *Crepidostomum cooperi* in Green Sunfish, *Lepomis cyanellus*, in Ray's Pond, Southeast Nebraska."
17. Commencement exercises were held in the Al Wheeler Activity Center on May 10th. United States Congressman Doug Bereuter was the Commencement speaker, and Board of Trustee Vice Chairman Steve Lewis delivered greetings from the Board. The class of 2003 numbered approximately 280 and represented 12 states.

WAYNE STATE COLLEGE
- President's Report -
June 2003

1. Spring commencement ceremonies were held in Rice Auditorium on Saturday, May 10, with 427 undergraduate and graduate degrees conferred by President Sheila Stearns. Alex Spanos, who attended Wayne State College as part of an Army Air Corps unit in 1943, received an honorary doctorate of humane letters and delivered the commencement address. Spanos is owner of the San Diego Chargers of the National Football League. Christopher Hilkemann, a Summa cum Laude graduate from Norfolk, gave the student address.
2. Phyllis Conner began her duties as vice president of development and executive director of the Wayne State Foundation on May 5. Conner, who held this position from 1995 to 1999, returns to Wayne State after serving as vice president of institutional advancement at Briar Cliff University in Sioux City, Iowa since 1999.
3. Nationally-renowned theologian Dr. Martin E. Marty was the guest lecturer for the Wayne State President's Lecture Series on Monday, April 28. Marty, the Fairfax M. Cone Distinguished Service Professor Emeritus at the University of Chicago, is a native of West Point. In addition to his evening address, "The Stranger's Religion," Marty also presented a session entitled, "Public Religion and the Common Good: New Engagements" to WSC students, faculty and staff earlier in the day.
4. The Wildcat baseball team was named co-champion of the Northern Sun Intercollegiate Conference tournament held on May 9-11. Sharing co-champion honors was Concordia University-St. Paul.
5. The Wayne State Rotaract Club held a campus-wide yard sale on May 2 in the Heritage Plaza. The sale had a two-fold purpose: to keep good items out of the landfill, and to send proceeds from the sale to Nicaragua. Unsold items were donated to the Salvation Army.
6. A "Storybook Ball" was presented to kindergarten through third grade students at Winside Elementary School on May 2 by four Wayne State and four Wayne High School students in the WSC Teacher To Teacher Mentoring Program. Winside students visited four storybook stations entitled, *Pipi Longstocking*, *The Jungle*, *Rainbow Fish* and *Cinderella*. Approximately 70 children participated in the activity which was designed to encourage reading among children as well as to provide classroom experience for future teachers.
7. More than 60 Golden Leaf awards were earned by Wayne State students at the Nebraska Collegiate Media Association awards in April. Students were judged in categories including print, radio and television. They were in competition with communications students from eight Nebraska colleges, including Midland Lutheran, Dana, Doane, Chadron State, Hastings and Nebraska Wesleyan University.
8. Dr. Vaughn Benson, Dean of the School of Business and Technology, received the Distinguished Service Award from the Adult and Continuing Education Association of Nebraska at its 2003 annual conference in April. Benson was cited for his commitment to serve the educational needs of adults in the Wayne State service area and his philosophy of cooperation and collaboration with community colleges.
9. Connie Yori, University of Nebraska women's basketball coach, was the featured speaker at the Wayne State College athletic banquet on May 4.

8.2.-6

10. Duane W. Acklie, chairman of the board of Crete Carrier Corporation in Lincoln, was this year's 'Executive in Residence,' sponsored by the School of Business and Technology. Acklie gave presentations and led discussion with business students on business ethics, leadership styles, corporate cultures and corporate citizenship. He was on campus on April 25.
11. The Wayne State Music Department presented programs on April 29 and May 1. A program of chamber music was performed on April 29 in Ley Theatre. Participating in the program were Dr. Christopher Bonds, WSC professor of music; Brian Lee, professor of piano at Northwestern College in Orange City, Iowa; Lee Thorson, cello instructor at Northwestern College and conductor of the Cherokee Symphony; and violinist Erin Bonds of Omaha. A lecture recital featuring works by American composer Eric Ewazen was presented by WSC music instructor David Bohnert.
12. Drs. Shawn Percy, Doug Christensen and Barb Engebretsen were awarded an additional \$29,000 through the National Institutes of Health (NIH) Nebraska Biomedical Research Infrastructure Network (BRIN). The money will be utilized for the purchase of equipment and supplies associated with biomedical research. These professors have eight students who will present original research at the Nebraska Academy of Science's annual meeting in Lincoln.
13. An Arbor Day celebration was held on campus on April 25, highlighting the planting of more than 30 large trees throughout campus earlier in the week. Participating in the Arbor Day program were Wayne mayor and NSC Board Chair Sheryl Lindau; state district forester Steve Rasmussen; and WSC vice president and dean of students Curt Frye. Dr. Charles Maier, retired WSC arboretum director, led a tour of the Willow Bowl trail.
14. The Black Box Theatre in the Lied Performing Arts Center was the site of "The Laramie Project," a presentation by Moises Kaufman and the members of Tectonic Theater Project from April 22-24. The play was the story of Matthew Shepard, a University of Wyoming student who was murdered. It was sponsored on campus by the Wayne State PRIDE organization.
15. Peggy Holloway, assistant professor of music, performed in a recital on April 26 at Sheldon Art Gallery in Lincoln. The recital was held in conjunction with the University of Nebraska-Lincoln's Hixson-Lied College of Fine and Performing Arts alumni weekend.
16. Gretchen Ronnow, professor of English, presented a paper entitled "The Representation of Family in a Post-Family World: Native American Indian Films" at the sixth annual Red River Conference on World Literature on April 26 in Fargo, N.D. Robert Zahniser, English/German professor, also presented a paper at the Red River Conference on Literature and Film. His paper was entitled "As Long as the Cat has its Milk"--Peter Lorre's DER VERLORENE/THE LOST ONE."
17. Assistant professor of chemistry, Yahia Z. Hamada, has received notice that a research paper which he co-authored will appear in the internationally-recognized chemistry journal, Synthesis and Reactivity in Inorganic and Metal-organic Chemistry. The editorial board of this journal includes top chemistry professors in the world, two of which are Nobel Prize winners. The late Jeremy Shank, a Wayne State senior who died last year, will also appear as co-author of the paper.

June 13, 2003

ACTION: Nominating Committee Report and Election of Officers

At the April 10-11 Board meeting, Board Vice-Chair Lewis appointed Trustees Kosman, Teahon and Lewis to serve as the nominating committee for the 2003-2004 Board officers.

The Committee will be asked to give their report at the June 13 meeting.

June 13, 2003

ACTION: Approve the appointment of Bruce Cutshall to serve as Lobbyist during 2004 for the Nebraska State College System at a fee of \$26,900

Bruce Cutshall has served as the registered lobbyist for the State College System since the 1991 Legislative year. The appointment for 2004 will continue Mr. Cutshall's services for the Nebraska State College System.

June 13, 2003

Proposed 2003-04 Board Meeting Schedule

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 11-12, 2003
OCTOBER	BOARD OF TRUSTEES MEETING--WAYNE	October 30-31, 2003
DECEMBER	BOARD OF TRUSTEES MEETING--LINCOLN	December 4, 2003
FEBRUARY	BOARD OF TRUSTEES MEETING--LINCOLN	February 12, 2004
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 15-16, 2004
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 10, 2004