



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 meeting of the Board of Trustees of the Nebraska State Colleges will convene via video-conference at 2:00 p.m. on December 2, 2004 at the following sites:

| | |
|---------------------------------------|--|
| Chadron State College Student Center | 10 th & Main, Scottsbluff Room |
| Kearney—Public Library | 2020 1 st Avenue, 2 nd Floor |
| Lincoln—Executive Building | 521 S 14th Street, Suite 103 |
| Scottsbluff—Panhandle Learning Center | 4502 Avenue I, High Plains Room |
| Wayne State College—Connell Hall | 1111 Main Street, Room 21 |

An Executive Session may or may not be held in conjunction with this Board of Trustees meeting.

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

**DECEMBER 2, 2004
VIDEO-CONFERENCE
2:00 - 5:00 P.M. (CST)
1:00 – 4:00 P.M. (MST)**

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the October 28-29 meeting

PUBLIC COMMENT

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

2.1 First Round Approval of Policy Changes to Board Policy 5008; Use of Campus Computers

2.2 Accept Report on Personnel Actions

3. ENROLLMENT AND MARKETING

3.1 Accept Tuition Task Force Recommendations

3.2 First Round Approval of Changes to Policy 6021; Income; Tuition

4. FISCAL AND FACILITIES

4.1 Accept Operating Budget Audit Reports

4.2 Approve Use of Capital Improvement Fee Funds - CSC

4.3 Final Round Approval of Changes to Policy 9015; Food Service; Operations; Contracts; Vendors

4.4 Accept Tuition Task Force Recommendations

4.5 First Round Approval of Changes to Policy 6021; Income; Tuition

4.6 Grant Applications and Awards (requiring approval)

4.7 LB 309 Allocations and Retrievals

4.8 Contracts and Change Orders

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 5.1 Athletic Gender Equity Reports
- 5.2 Base Salary Revisions 2004-2005
- 5.3 WSC/NECC Joint Collaboration

6. ENROLLMENT AND MARKETING

- 6.1 System Logo and Visual Representation
- 6.2 DVD/CD Creation
- 6.3 WSC/NECC Joint Collaboration

7. FISCAL AND FACILITIES

- 7.1 Grant Applications and Awards
- 7.2 Contracts and Change Orders
- 7.3 Physical Plant Status Reports (Jul-Sep)
- 7.4 Capital Construction Quarterly Reports (Jul-Sep)
- 7.5 Report on Remission Fund Awards by Category
- 7.6 WSC/NECC Joint Collaboration

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

- 8.1 Executive Director's Report
- 8.2 Presidents' Reports
- 8.3 Student Trustees' Reports
- 8.4 Strategic Planning Follow-up

ADJOURNMENT

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

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF OCTOBER 28-29, 2004 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, October 28-29, 2004.

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
Willa Kosman, Scottsbluff
Steve Lewis, Lexington
Sheryl Lindau, Wayne
Bill Roskens, Omaha
Larry Teahon, Chadron

Student Board Members present:

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

System Office Staff present

Stan Carpenter, Executive Director
Jean Dale, Associate Executive Director for Administration & Finance
Bruce Donelson, Facilities Management & Planning Director
Sheri Irwin, Public Relations Director
Lynne Olson, Administrative Assistant
Larry Schultz, Associate Executive Director for Academic Affairs & Legal Services

NSCS Staff present:

Lin Brummels, Director of Counseling, Wayne State College
Richard Collings, President, Wayne State College
Terie Dawson, Asst. Vice President, Enrollment Management, Chadron State College
Sherry Douglas, Director, Financial Aid, Chadron State College
Curt Frye, Vice President and Dean for Student Life, Wayne State College
Janice Gardner, Secretary to the President, Wayne State College
Alex Greenwood, Director of Media and Marketing Services, Peru State College
Joyce Hardy, Senior Vice President for Academic and Student Affairs, Chadron State College
Ed Hoffman, Vice President for Administration, Chadron State College
Linda Jacobsen, Vice President for Administration and Finance, Peru State College
Ben Johnson, President, Peru State College
Judy Johnson, Director of College Relations, Wayne State College
Clarissa Kaiser, Director of Multicultural Affairs, Wayne State College
Bob McCue, Interim Vice President for Academic Affairs, Wayne State College
Loree MacNeill, Director of Cultural Programs/College Relations, Chadron State College
Linc Morris, Dean of Admissions and Recruitment, Wayne State College
Carolyn Murphy, Vice President for Administration and Finance, Wayne State College

Others present

Dennis Baack, Executive Director, Community College Association
Senator Doug Cunningham
Senator Pat Engel
J. Paul McIntosh, Northeast Community College Board Member
Bill Path, President, Northeast Community College

Thursday, October 28, 2004

CALL TO ORDER

Board Chair Lewis called the meeting to order at 10:45 a.m.

Bill Path, President of Northeast Community College (NECC) and Richard Collings, WSC President, presented information to the Board regarding a potential collaborative initiative in South Sioux City.

This session of the meeting was adjourned at 11:59 a.m.

The Academic, Personnel and Student Affairs Committee, the Enrollment and Marketing Committee and the Fiscal and Facilities Committee met separately starting at 1:15 p.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 3:15 p.m.

The Board of Trustees and the Executive Director held an open forum beginning at 3:15 p.m. for campus and community members to share thoughts, concerns and ideas.

Friday, October 29, 2004

CALL TO ORDER—BUSINESS MEETING

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

APPROVAL OF MEETING AGENDA

The meeting agenda for October 28-29, 2004 was approved.

APPROVAL OF MINUTES

Minutes of the September 16-17, 2004 meeting were unanimously approved.

ITEMS FOR DISCUSSION AND ACTION

Academic and Personnel Committee

Approve Molecular Biology Option in Comprehensive Major in Biology - CSC

A motion to approve a molecular biology option in the Biology comprehensive major was recommended by the committee to the full Board, which unanimously approved the motion.

Personnel Actions

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

Enrollment and Marketing Committee

The Enrollment and Marketing Committee had no action items.

Fiscal and Facilities Committee

Approve Changes to Board Policy 9015; Food Service Operations; Contracts; Vendors

A motion for first round approval of the proposed changes to Board Policy 9015 Food Service Operations; Contracts; Vendors was recommended by the committee to the full Board, which unanimously approved the motion. (Copy of proposed changes is attached to official minutes.)

Approve Use of LB 1100 Funds

A motion to approve the use of LB 1100 funds as requested by each of the state colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

Chadron State College - \$210,432 less \$14,750 already allocated, or \$195,682 – CSC would use its allocation for partial and/or whole funding of projects included in its 2005-07 LB 309 budget request, including fire and life safety, deferred repair, energy conservation, and ADA.

Peru State College - \$74,432.40 – PSC would use its funding as one of the sources of funds to complete interior remodeling of Administration Building. (Other sources of funds for the project, estimated at approximately \$550,000 in addition to the \$690,000 LB309 HVAC renovation, include campus funds, Foundation Funds, and Capital Improvement fees.) If any LB 1100 depreciation funds remain after completion of the Administration Building remodel, PSC proposes to use them to address funding of projects included in its 2005-07 LB 309 budget request.

Wayne State College - \$190,122 – WSC would use LB 1100 depreciation funds for making improvements to the basement of U.S. Conn Library, to provide offices and workspace for Network and Technology Services. A second use of the funds would be improvements to the water distribution system, such as water main, fire hydrants, shutoff valves, and backflow prevention. If any depreciation funds remain after completion of these projects, they would be used to address funding of projects included in the 2005-07 LB 309 budget request.

Revenue Bond Audit Reports

A motion to accept the 2002-2003 Revenue Bond Audit reports as submitted for each of the State Colleges by KPMG was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

Approve Use of Capital Improvement Fee Funds

A motion to approve the use of \$2,550 in capital improvement fee funds for the following LB 309 project at Chadron State College, \$9,415 for the following LB 309 projects at Peru State College and \$38,250 for the following LB 309 project at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

| | | |
|-----|---|----------|
| CSC | Chilled water extension | \$ 2,550 |
| PSC | Auditorium Theater air handling unit | 4,500 |
| PSC | Auditorium Theater parapet wall | 3,009 |
| PSC | Administration Building roof change order | 893 |
| PSC | Auditorium wet-pipe sprinkler retainage | 1,772 |
| WSC | Brandenburg Education Building re-roof | 38,250 |

Reallocation of Contingency Maintenance Funds - CSC

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

| | | |
|-------------------------------|-------------|----------------------------------|
| From Resolution '02 | \$ 1,085.00 | West Court Furnace Replacement |
| To be used for Resolution '03 | \$ 1,085.00 | Campus Pedestrian Infrastructure |

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, Kosman, Lewis, Lindau, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

Chadron Applications

- Nebraska Statewide Plant Database Project (Nebraska Environmental Trust Fund) -- \$42,600
- Remotely Sensed Data, Technology, and Workshops (National Aeronautics Space Administration (NASA)) -- \$611,888
- Student Support Student Services (U.S. Department of Education) - \$235,689

LB 309 Acceptances and Retrievals

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

Chadron

Retrieval of \$12,987.99 for design and installation of fire sprinkler system in Armstrong Gymnasium

Peru

Acceptance of an additional \$5,950.00 for roof replacement on Administration Building
Acceptance of an additional \$25,500.00 for parapet wall repair in Auditorium/Theater
Acceptance of \$25,500.00 for emergency repair of air handling unit in Auditorium/Theater

Wayne

Retrieval of \$410.48 for steam regulator and hot water circulation pump in Benthack Hall
Retrieval of \$1,105.00 for fan coil chiller unit replacement in U.S. Conn Library
Retrieval of \$893.00 for water softener replacement in Rice Auditorium
Acceptance of \$216,750.00 for roof replacement on Brandenburg Education building

Contracts and Change Orders

A motion to approve the following contracts and change orders submitted by the colleges with corrections to reflect the acceptance of bids for the Wayne commons/streets parking project was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Kosman, Lewis, Lindau, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Alexander, Daly and Small.

Wayne State Contracts

- Carhart Science Building – (professional/architectural services) - \$152,685
- Commons/Streets/Parking (professional/architectural services-parking lots (part of Phase I)) - \$113,502
- Education Building – (re roof construction contract) - \$231,698

Chadron State Change Order

- Edna Work Hall/Wing – (#7 sitework) - \$60,335

Authorize Executive Director to Sign Administration Building Construction Contract - PSC

A motion to authorize the Executive Director to sign a construction contract for the HVAC and renovation project for the Administration Building at Peru State College was recommended by the committee to the full Board, which unanimously approved the motion.

ITEMS FOR INFORMATION AND DISCUSSION

Academic and Personnel

Summer Enrollment Reports

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

Summer Instructional Load Reports

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

Board of Trustees Scholarship Acceptance Report

Each of the colleges reported the number of Board of Trustees Scholarships offered to entering freshmen, and the actual number in effect for each academic class (freshmen, sophomore, junior and senior). (Copies are attached to the official minutes.)

Off-Campus and Early Entry Course Offerings Report

Board members were provided a summary of off-campus and early-entry courses offered during 2003-04. Over 906 courses were offered at 76 locations throughout the state to over 12,485 students. (Copies are attached to the official minutes.)

Quantitative Academic Reports

The annual Quantitative Academic Report provided Board members with a status of all undergraduate and graduate programs. The report identified the number of graduates on average for the past five years by major, and the average number of student credit hours provided by full-time equivalent faculty assigned by department. (Copies are attached to the official minutes.)

Enrollment and Marketing

Brand Identity Campaign Initiatives

1. **System Logo**
Two estimates have been received and we are in the process of negotiating this, along with a style guide that articulates the proper usage of the new logo, color scheme and tagline.
2. **Visual Representation of System**
This will include a compelling media design to use for 1-2 years for all system advertising, website, publications, etc. Two estimates have been received and we are again negotiating.
3. **System Website**
The information architecture needs to be entirely reconstructed and a more compelling, updated design needs to be added. Four estimates have been received.
4. **DVD/CD**
A draft RFP will be reviewed in the Enrollment and Marketing Committee meeting. The overall project timeline includes having the script completed this winter. The company selected will spend two-days at each college in the spring shooting footage and still photography. Editing will occur immediately afterward, so the four DVD/CD set can be introduced in the summer and fall of 2005.
5. **Traveling Show**
The plan is to hold this traveling show for guidance counselors, students and parents in five towns in Nebraska during September 2005. The Enrollment and Marketing Committee and Council of Admissions and College Relations Officers will discuss which towns and dates, as well as possible sponsorships for food and beverages. More information will be provided during the next meeting.
6. **Nebraska State College System Month**
Bill Roskens has been working on this effort.

7. Counseling Excellence Award

The committee and council want to award one counselor with a Counseling Excellence Award plaque at a dinner in April/May each year to thank them for their assistance to students throughout the year. The committee and council will develop an overall plan for the nomination process and funding and present it to the board at a later date.

8. System Brochure

We are completely out of stock of the former system brochure. Carnegie recommended a more elaborate and expanded publication in the brand identity campaign, so the committee and council will discuss what should be included in the redesign.

Other Efforts

Other efforts may arise during these meetings and will be provided as informational items as they develop.

Currently, we have:

- Advertised as a system on the back page of the *Omaha World Herald* College Bound special section, Sunday, October 17.
- Developed a new system online course guide to include all offerings at Chadron, Peru and Wayne State Colleges.
- Expanded our presence at the annual counselor conference through four system presentations, a system exhibit and by offering breakfast and snacks throughout the conference.

The NSCS newsletter had been expanded and circulated to a larger audience including libraries, media, colleges in contiguous states and counselors.

Fiscal and Facilities

Grant Applications and Awards

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

Chadron State College Applications

- Hoof Deformities in Reintroduced Bighorn Sheep (Nebraska State Wildlife) -- \$23,750
- Western Nebraska Excellence in Education Conference (Nebraska Department of Education) - \$4,000

Chadron State College Award

- Western Nebraska Excellence in Education Conference (Nebraska Department of Education) -- \$4,000

Wayne State College Application

- Tallgrass Prairie Restoration at Thompson-Barnes Wildlife Management Area (Nebraska State Wildlife Grant Program) -- \$2,870

Wayne State College Awards

- Maternal Child Health Grant Assessment Stanton County (U.S. Department of Health & Human Services Health Resources & Services Administration through Nebraska HHSS/Elkhorn Logan Valley Public Health Department) -- \$1,500
- Maternal Child Health Planning Project (U.S. Department of Health & Human Services Health Resources & Services Administration through Nebraska HHSS/Northeast Nebraska Public Health Department) -- \$2,300
- Preventive Health and Human Services Grant – Project Salud (U.S. Department of Health & Human Services Health Resources & Services Administration through Nebraska HHSS/Elkhorn Logan Valley Public Health Department) -- \$500
- Santee Healthy Start Case Management Program Evaluation (U.S. Department of Health & Human Services Health Resources & Services Administration through Nebraska HHSS/Healthy Start of Northeast Nebraska) -- \$5,144

Contract and Change Orders

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

Chadron State College Contracts

- Andrews Hall Parking Lot – (north sidewalk) - \$6,100

Peru State College Contracts

- Auditorium Theater – (parapet wall repair) - \$24,937
- Auditorium Theater – (provide & install two chilled water coils in existing air handlers) - \$11,995

Wayne State College Contracts

- Bowen Hall – (storefront entrances) - \$17,557
- Parking Lot #1 – (remove 151 linear feet of concrete for new conduit/cable) - \$1,726
- Nature Trail – (trail repairs) - \$600 (not to exceed)
- Campuswide – (sidewalk repairs and improvements) - \$15,000
- Recreation Center – (carpet replacement) - \$11,742
- Berry Hall – (professional/architectural services – construction management (small roof)) - \$2,500 (not to exceed)
- Connell, Education, Rec Center, Studio Arts – (classroom projector installation) - \$9,653.40

Peru State College Change Orders

- Administration Building – (#1 fire protection plan and elevator upgrade) - \$9,600

Wayne State College Change Orders

- Bowen Hall – (#6 laundry strobe lights, generator location, sump pump drain, fire rated doors) - \$9,026

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Executive Director's Report

Executive Director Carpenter reported that the CSC Presidential Search/Recommendation Committees met October 25 to select the quarter finalists. The committee had also developed questions to ask each of the quarter finalists. The next meeting is scheduled for December 13. The committee will discuss the

responses to the questions and select the semi-finalists. He further reported Jerry Conway, Associate Professor, Wayne State College, is a new member of the Nebraska Forecasting Advisory Board.

Executive Director Carpenter asked who would be delivering greetings from the Board of Trustees for the commencement ceremonies to be held December 17. Larry Teahon will represent the Board of Trustees at Chadron and Steve Lewis at Wayne.

Presidents' Reports

Joyce Hardy, Senior Vice President for Academic and Student Affairs reported that Chadron had been recently recognized for their Foundations of Excellence program.

President Johnson reported that several hundred high school students had been at Peru State for the show choir and challenge competition.

President Collings reported on the RHOP and MARHOP programs at Wayne State.

Student Trustees' Reports

Student Trustee Daly reported all the homecoming activities at Chadron State were a success.

Student Trustee Alexander reported on the homecoming activities at Peru State as well.

Student Trustee Small reported the WSC Student Senate had received a "Safe Ride" program grant and various political activities had been occurring.

Executive Director Carpenter noted the NECC/WSC initiative should fit well with the LR 174, K-12 and Economic Development requirements.

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held via videoconference December 2, 2004.

ADJOURNMENT -- The meeting was adjourned at 9:46 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, Personnel & Student Affairs Committee

Willa Kosman, Chair
Richard Halbert
Kari Daly

December 2, 2004

ACTION: Approve Proposed Changes to Board Policy 5008; Use of Campus Computers

The purpose of Policy 5008 is to set forth the NSCS's administrative policy and provide guidance relating to responsible use of the System's electronic information systems. The Policy was adopted in 1995 and has not been revisited. Following are some of the more significant modifications/clarifications proposed to update the policy given the significant changes in technology:

1. Clarified that although the use of college computers is for college business that personal use is permitted so long as it conforms to this policy and does not interfere with college operations or an employee user's performance of duties as a college employee...that as with permitted use of telephones for local calls, limited personal use of information systems that does not result in additional costs to the college and may result in increased efficiencies is permitted.
2. A statement has been added that access to college electronic information systems is a privilege, not a right, and that every user is to be responsible for the integrity of the system, respect the rights of other users, the integrity of the physical facilities and controls, and all pertinent license and contractual agreements related to the college systems.
3. A statement has been added to give notice that all relevant laws and regulations, including state public records laws and federal privacy laws such as the Family Educational Rights to Privacy Act are to be respected by users; that failure to do so may result in restrictions or denial of access to college information systems or other disciplinary action.
4. That the college is a provider of a means to access information available through electronic information resources; that the college is not a regulator of the content of the information and takes no responsibility for the content of information, except for that information the college itself and those acting on its behalf create.
5. That any employee accepting any account and/or using the college's information systems shall constitute an agreement on behalf of the user or other individual accessing such information to abide and be bound by the provisions of this policy.
6. That the college may restrict or prohibit the use of its information systems in response to complaints presenting evidence of violations of college policies or state or federal laws.
7. That unauthorized access to information systems is prohibited. No one may use the username or password of another; nor should anyone provide his or her ID or password to another, except in cases necessary to facilitate computer maintenance and repairs. When any user terminates his or her relation with the college, his or her username and password shall be denied further access to college computing resources.
8. To ensure network integrity and security, and to minimize unnecessary support incidents, only hardware and software approved by the college is to be installed on college computers. An

employee who can demonstrate an appropriate level of computer expertise may, so long as prior approval is obtained and proof of license produced, load such software.

2.1.-2

9. A statement is included in the current version of the Policy which gives notice that the college reserves the right to inspect all electronic files, e-mail or voice mail without any advance notice or specific permission for any legitimate purpose. This statement has been expanded to define what may constitute a legitimate business purpose.
10. A section has been added relating to maintenance and repair. That users should be aware that on occasion duly authorized college information systems technological personnel have authority to access individual user files or data in the process of performing repair or maintenance of computing equipment the college deems is reasonably necessary, including the testing of systems in order to ensure adequate storage capacity and performance for college needs. Information systems technological personnel performing repair or maintenance of computing equipment are prohibited by law from exceeding their authority of access for repair and maintenance purposes or from making any use of individual user files or data for any purpose other than repair or maintenance services performed by them. That technical staff must receive faculty permission to download or access the material on the faculty member's hard drive as well as receive a student's written permission to access a student's educational record.
11. A statement has been added protecting the rights to copyrightable materials authored by faculty members; that technical support staff be prohibited from copying or using any copyrightable works without express written permission by the faculty member.
12. And finally, included in the proposed version of Policy 5008 is a statement relating to web pages created using college computer resources must conform to campus publication standards as well as college policies and federal, state and local laws including copyright, obscenity laws, laws relating to libel, slander and defamation, and laws relating to piracy of software.

Attached is a copy of Policy 5008 with the proposed changes.

1 **PERSONNEL, NEBRASKA STATE COLLEGES**

2
3 **POLICY: 5008 Employee Use of Campus Computers**

Page 1 of 4

4
5
6 **BOARD POLICY**

7
8 The Board of Trustees encourages employee use of computing and telecommunications technology in the
9 performance of job duties in the State College System, especially in those areas involving teaching, instruction,
10 research and public service.

11
12 The computing resources and facilities offered by the State Colleges are the property of the State Colleges and are to
13 be used for the sharing of knowledge, the creative process, and collaborative efforts within the State Colleges'
14 educational, research and public service missions.

15
16 The guidelines outlined in this policy are to be followed by all users of the State College Wide Area Network
17 pertaining to the use of communications facilities, equipment and services offered by the State Colleges, and to
18 ensure compliance with applicable laws and regulations.

19
20 The provisions expressed in this policy also apply to all users of any other networks that are accessed through a
21 State College connection.

22
23 Acceptance of any account code (username/password) that provides access to computing resources and/or to State
24 College information systems shall constitute an agreement on behalf of the user or any other individual accessing
25 such information to abide and be bound by the provisions of this policy.

26
27 Access to State College information systems is a privilege, not a right. Every user is to be responsible for the
28 integrity of the system, respect the rights of other users, the integrity of the physical facilities and controls, and all
29 pertinent license and contractual agreements related to the college systems.

30
31 When State College information systems are functioning properly, a user can expect the files and data he or she
32 generates to be private information, unless the creator of the file or data takes action to reveal it to others. Users
33 should be aware, however, that no information system is completely secure. Persons both within and outside the
34 State College System may find ways to access files. Accordingly, the Board cannot and does not guarantee user
35 privacy and users should be continuously aware of this fact.

36
37 Employees will make reasonable efforts to safeguard their account codes and passwords. No employee may allow
38 unauthorized persons access to college data, computing or network resources by sharing their password, except in
39 cases necessary to facilitate computer maintenance and repairs. When any user terminates his or her relations with
40 the college, his or her username and password shall be denied further access to college computing resources as
41 stated in institutional policy generally or upon employment termination.

42
43 The State Colleges are to make reasonable efforts to safeguard their computing resources through continuous
44 improvement of both privacy and security of personal and institutional information and campus networks by
45 implementing effective security practices and by creating a climate in which all members of the academic
46 community accept responsibility for protecting campus computing and information systems. It is the policy of the
47 Board that any access controls implemented by a State college be done so with the intent to assure that an
48 appropriate balance exists between the need to protect information resources and the need to allow users appropriate
49 access to data and applications.

50
51 The State Colleges are a provider of a means to access information available through electronic information
52 resources. The colleges are not a regulator of the content of the information and take no responsibility for the
53 content of the information, except for that information a college creates itself and those acting on its behalf create.

54
55 The use of electronic media and software provided for employee use by the Nebraska State Colleges are to be used
56 **exclusively** for college related purposes. Use of computers, software, or other college equipment for personal **or**
57 **commercial** financial gain is strictly prohibited unless specifically authorized by the Board.

58

59 **PERSONNEL, NEBRASKA STATE COLLEGES**

60
61 **POLICY: 5008**

Employee Use of Campus Computers

Page 2 of 4

62
63
64 Personal use of State College information systems, including computing resources and facilities is to be for college-
65 related purposes. Limited personal use of college information systems is permitted so long as such usage conforms
66 with policy, does not interfere with college operations including security of the system, network response time, or a
67 user's performance of duties as a college employee, and does not result in additional costs or inefficiencies to the
68 college or system.

69
70 All users of State College electronic equipment and facilities are expected to respect the privacy of other users and
71 their data, and to respect the legal protection provided by copyright and licensing laws to programs and data. All
72 relevant laws and regulations, including state public records laws, federal copyright laws, and federal privacy laws
73 such as the Family Educational Rights to Privacy Act are to be respected by users. Downloading, distributing and/or
74 displaying any copyrighted material without permission of the copyright owner is strictly prohibited.

75
76 Except as hereinafter provided ~~No~~ person may, without the express permission of the person on whose assigned
77 personal computer(s) or in whose account(s) the file resides, examine or copy any ~~computer~~ file created by the
78 primary user of the computer. Files made available in public directories may be viewed and/or copied, if not in
79 violation of copyright laws, and computer center personnel, after reasonable attempts to contact users have failed,
80 may delete files from the central computer only in cases where space occupied by those files must be reclaimed for
81 the efficient operation of the system. In addition, to maintain the network campus technical personnel will routinely
82 delete malware and other destructive, unrequested intrusions (viruses, spyware, etc.) as they are detected.

83
84 Refusal to comply with these provisions and any other Federal, State or local laws that govern any aspects of
85 computer and telecommunications use may result in denial of access to State College information systems or other
86 disciplinary action including suspension or termination of employment. The college may restrict or prohibit the use
87 of its information systems in response to complaints presenting evidence of violations of college policies or state or
88 federal laws. Should a violation or policy abuse occur, the individual who deliberately and with full knowledge
89 committed the violation shall be personally liable for his or her actions.

90
91 Users are also expected to respect the integrity of computing systems and shall not intentionally develop programs
92 that harass other users or infiltrate a computer or computing system and/or damage or alter the software components
93 of a computer or computing system.

94
95 To prevent software viruses from infecting State College computers and associated networks and to ensure network
96 integrity and security, and to minimize unnecessary support incidents, it is the policy of the Board that only
97 hardware and software approved in accordance with campus procedures is to be installed on college computers. An
98 employee who can demonstrate a need to load such hardware or software is required to make advanced written
99 request to the college computing center or appropriate person designated by the college, describe his or her
100 computer expertise, produce proof of license for any software wishing to be installed, and to seek approval from the
101 college prior to the loading of such hardware or software.

102
103 Although it is the policy of the State Colleges not to monitor individual usage of any computing resources, ~~T~~he
104 College, or System Office as appropriate, reserves the right to inspect all electronic files, e-mail or voice mail of any
105 employee, without advance notice or specific permission, for any legitimate business purpose. A legitimate business
106 purpose must be based on reasonable cause and be reasonable in both the inception and scope of the inspection. A
107 legitimate business purpose may include, but not be limited to, inspecting the contents of computer files, e-mail and
108 network communications when it is considered necessary to maintain or protect the integrity, security or
109 functionality of college or other computer resources, to protect the college from liability, when there is reasonable
110 cause to believe that the users have violated this policy or otherwise misused computing resources, when an account
111 appears to be engaged in unusual or unusually excessive activity, and when otherwise required or permitted by law.
112 Anytime that monitoring or inspection of electronic files, e-mail or voice mail is carried out by the College/System
113 Office, full documentation is to be made available to the involved personnel. This documentation should include:
114 reason, time, date, document inspected, result of the inspection, and person authorizing the inspection.
115
116

117 **PERSONNEL, NEBRASKA STATE COLLEGES**

118
119 **POLICY: 5008 Employee Use of Campus Computers**

Page 3 of 4

120
121
122 Users of State College computing resources should also be aware that on occasion duly authorized college
123 information systems technical personnel, which may include students employed as technicians, have authority to
124 access individual user files or data in the process of performing repair or maintenance of computing equipment the
125 college deems is reasonably necessary, including the testing of systems in order to ensure adequate storage capacity
126 and performance of college needs.

127
128 Information systems technical personnel performing repair or maintenance of computing equipment are prohibited
129 by law from exceeding their authority of access for repair and maintenance purposes or from making any use of
130 individual user files or data for any purpose other than repair and maintenance services performed by them. Except
131 for legally authorized access, technical staff must receive employee permission to download or access the material
132 on an employee's hard drive as well as receive a student's written permission to access a student's educational
133 record.

134
135 All personnel are prohibited from copying or using any copyrightable works authored by any employee without
136 express written permission in advance from the copyright owner.

137
138 Users of State College computing resources, in accordance with procedures established by the college if the
139 maintenance work cannot be automated, must request maintenance work that is needed. Automated maintenance is
140 to be scheduled at appropriate hours so as to minimize the disruption of an employee's regular workday activities.
141 System upgrades and scheduled maintenance is to be scheduled and announced in advance. In instances where a
142 computer is unattended and a virus is causing system or network problems and it is not practical or reasonable to
143 secure prior permission from the computer user, technical support personnel may disconnect the network port that
144 supports the computer in question.

145
146 Web pages created using state college computer resources are considered to be college web pages and are to
147 conform to campus publication standards. Originators of all web pages using information systems associated with
148 the college shall comply with college policy and procedures as well as all federal, state and local laws and
149 regulations, including copyright laws, obscenity laws, laws relating to libel, slander and defamation, and laws
150 relating to piracy of software.

151
152 Persons creating a web page are responsible for the accuracy of the information contained in the web page. Content
153 should be reviewed periodically to assure continued accuracy. Web pages should include a phone number or e-mail
154 address of the person to whom questions/comments may be addressed, as well as the most recent revision date.

155
156 **PROCEDURE**

157
158 Each college and affiliate organization is responsible for employee use of computing and telecommunications
159 technology and for ensuring that its users are familiar with the provisions outlined in this policy.

- 160
161 1) ~~Computing and telecommunications technology~~ Hardware, software, and network equipment is made
162 available to provide and facilitate communication with other State and Federal agencies, with other entities
163 in the field of education, with clients of the State Colleges, and to facilitate the discharge of other employee
164 duties and responsibilities.
165
166 2) Such equipment is available for purposes related to the users duties as an employee of the State College
167 System.
168
169 3) Use of State College ~~computing and telecommunications technology~~ hardware, software, and network
170 equipment must be consistent with the goals of facilitating and disseminating knowledge and information,
171 encouraging collaborative projects and resource sharing, and aiding technological transfer to the various
172 constituencies of the State Colleges.
173
174

175 **PERSONNEL, NEBRASKA STATE COLLEGES**

176
177 **POLICY: 5008 Employee Use of Campus Computers**

178
179
180 The following uses are considered unacceptable, unauthorized and prohibited.

- 181
- 182 1) Use of the system and any attached network, network device, or network service in a manner that precludes
183 or significantly hampers its use by others.
 - 184
 - 185 2) Recreational use of the network shall be prohibited if it significantly hampers the use of the system by
186 others. The installation or playing of computer entertainment games on State College equipment is
187 prohibited unless used as instructional tools, as a means of introducing and motivating students and
188 employees to use new computer systems/applications, and as a means of helping students and employees
189 develop and improve manual dexterity to efficiently use the current generation of desktop computers.
190 Games can also be used to illustrate fundamental concepts of computer science and computer graphic
191 design.
 - 192
 - 193 3) Use for for-profit activities, for private or personal business, or for any commercial or personal purpose or
194 advertising is unauthorized unless expressly approved by the Board.
 - 195
 - 196 4) To transmit or knowingly receive threatening, obscene or harassing materials, or to use the State College
197 network for illegal purposes.
 - 198
 - 199 5) To misrepresent oneself or the College when using the network.
 - 200
 - 201 6) To use the network to access information or resources unless permission to do so has been granted by the
202 owners or holders of rights to those resources and information.

203
204 ~~To prevent software viruses from infecting State College personal computers and associated networks, it is Board~~
205 ~~policy that only software approved in accordance with campus procedures is to be installed on personal computers.~~

206
207
208
209
210
211
212
213
214
215
216
217
218
219 Policy Adopted: 11/11/95
220 Policy Revised:

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair

Richard Halbert

Kari Daly

December 2, 2004

ACTION: Accept Report of Personnel Actions

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

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**COLLEGE: Chadron State College****MEETING DATE: December 2, 2004**

| UNIONIZED PROFESSIONAL STAFF (FULL TIME/.75 FTE OR MORE) | | | | | | | | |
|--|----------------------------------|------|--------------------------------|----------------|-------------------------|------|--|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Stein, Chris | Interim Assistant Football Coach | N/A | 30,000.00 (15,000.00) FY | State | 01/01/05 to 06/30/05 | 1.00 | New Appointment; Replaces Bill O'Boyle | Special - Interim |

| NON-UNIONIZED PROFESSIONAL STAFF (FULL TIME/.75 FTE OR MORE) | | | | | | | | |
|--|-----------------------------|------|--------------------------------|----------------|-------------------------|------|--|----------------------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Smith, Brad | Director of Athletics | N/A | 37,457.00 (74,914.00) FY | State | 01/01/05 to 06/30/05 | 1.00 | New Appointment | Specific Term - Non-Probationary |
| O'Boyle, Bill | Interim Head Football Coach | N/A | 23,336.00 (46,672.00) FY | State | 01/01/05 to 06/30/05 | 1.00 | New Appointment; Replaces Brad Smith | Special - Interim |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: December 2, 2004

| RANKED FACULTY | | | | | | | | |
|--|---|---------------------|---------------|----------------|------------------------|------|--|---------------------|
| (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS) | | | | | | | | |
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Bateman, Mathew | Arts & Sciences; Physical & Life Sciences | Assistant Professor | 480.00 AY | Grant | 06/07/04 - 06/10/04 | N/A | Appointment; Grant Workshop | Special |
| Carnot, Mary Jo | Professional & Graduate Studies; Counseling, Psychology & Social Work | Assistant Professor | 750.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, COUN 534 (3 cr hrs, 2 sites) & PSYC 4/538 (3 cr hrs, 1 site) | Special |
| Cavin, Scott | Arts & Sciences; Visual & Performing Arts | Assistant Professor | 2404.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment; Overload | Special |
| DeWitt, Dana | Arts & Sciences; Social Sciences & Justice Studies | Professor | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Course, CJ 437 (3 cr hrs, 1 site) | Special |
| Dickinson, Zane | Arts & Sciences; Language, Literature & Communication Arts | Assistant Professor | 300.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; Rewrite Fee, ENG 136 | Special |
| Duron, Robert | Professional & Graduate Studies; Business & Economics | Associate Professor | 500.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, ACTG 343 (3 cr hrs, 1 site) & ACTG 443 (3 cr hrs, 1 site) | Special |
| Enos, Karen | Professional & Graduate Studies; Education | Assistant Professor | 167.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Course, EDUC 323 (2 cr hrs, 1 site) | Special |
| Fickel, Monty | Arts & Sciences; Mathematical Sciences | Professor | 150.00 AY | State | 05/10/04 - 07/30/04 | N/A | Appointment; Faculty Advisor | Special |
| Gardener, Clark | Professional & Graduate Studies; Education | Professor | 334.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Course, EDUC 321 (2 cr hrs, 2 sites) | Special |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: December 2, 2004

| RANKED FACULTY | | | | | | | | |
|--|---|---------------------|------------|----------------|----------------------|------|---|---------------------|
| (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS) | | | | | | | | |
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Gaudet, Laura | Professional & Graduate Studies; Counseling, Psychology & Social Work | Associate Professor | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Course, PSYC 334 (3 cr hrs, 1 site) | Special |
| Hunn, Lorie | Professional & Graduate Studies; Education | Instructor | 480.00 AY | State | 06/07/04 - 06/10/04 | N/A | Appointment; Grant Workshop | Special |
| Hyer, Joel | Arts & Sciences; Social Sciences & Justice Studies | Assistant Professor | 750.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Course, HIST 331 (3 cr hrs, 3 sites) | Special |
| Jinkens, Robert | Professional & Graduate Studies; Business & | Assistant Professor | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Course, ACTG 431 (3 cr hrs, 1 site) | Special |
| Keith, Tim | Arts & Sciences; Physical & Life Sciences | Professor | 480.00 AY | State | 06/07/04 - 06/10/04 | N/A | Appointment; Grant Workshop | Special |
| Kendrick, Roger | Arts & Sciences; Physical & Life Sciences | Instructor | 480.00 AY | State | 06/07/04 - 06/10/04 | N/A | Appointment; Grant Workshop | Special |
| Koza, Richard | Professional & Graduate Studies; Business & | Associate Professor | 750.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Course, FIN 330 (3 cr hrs, 3 sites) | Special |
| Lawson, Randy | Arts & Sciences; Physical & Life Sciences | Professor | 2000.00 AY | State | 09/01/04 - 09/30/04 | N/A | Appointment; Grant Administration | Special |
| Leite, Mike | Arts & Sciences; Physical & Life Sciences | Associate Professor | 480.00 AY | State | 06/07/04 - 06/10/04 | N/A | Appointment; Grant Workshop | Special |
| Lurvey, John | Arts & Sciences; Language, Literature & Communication Arts | Instructor | 2959.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment; Overload | Special |
| Madsen, Kim | Professional & Graduate Studies; Applied Sciences | Associate Professor | 2709.00 AY | State | 08/23/04 - 12/07/04 | 0.10 | Appointment; Overload | Special |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: December 2, 2004

| RANKED FACULTY | | | | | | | | |
|--|--|------------------------------------|------------|----------------|----------------------|------|--|---------------------|
| (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS) | | | | | | | | |
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Madsen, Kim | Professional & Graduate Studies; Applied Sciences | Associate Professor | 500.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, VE 431/531 (3 cr hrs, 2 sites) | Special |
| Margetts, Jim | Arts & Sciences; Visual & Performing Arts | Assistant Professor | 1810.00 AY | State | 08/23/04 - 12/17/04 | 0.08 | Appointment; Overload | Special |
| Moody, Yvonne | Professional & Graduate Studies; Applied Sciences | Associate Professor | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, FCS 436 (3 cr hrs, 1 site) | Special |
| Nealeigh, Norma | Professional & Graduate Studies; Applied Sciences | Professor | 334.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, FCS 321a (2 cr hrs, 2 sites) | Special |
| Nealeigh, Norma | Professional & Graduate Studies; Applied Sciences | Professor | 3648.00 AY | State | 08/23/04 - 12/17/04 | 0.12 | Appointment; Overload | Special |
| Nobiling, Tracy | Arts & Sciences; Social Sciences & Justice Studies | Assistant Professor | 500.00 AY | State | 08/23/07 - 12/17/04 | N/A | Appointment; IDL Courses, CJ 441 (3 cr hrs, 2 sites) | Special |
| Petersen, Ann | Professional & Graduate Studies; Education | Assistant Professor | 500.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, READ 535 (3 cr hrs, 2 | Special |
| Rankin, Sam | Arts & Sciences; Social Sciences & Justice Studies | BOT Professor & President Emeritus | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, EDUC 431L (3 cr hrs, 1 site) | Special |
| Rotherham, Terry | Arts & Sciences; Physical & Life Sciences | Instructor | 480.00 AY | State | 06/07/04 - 06/10/04 | N/A | Appointment; Grant Workshop | Special |
| Schaefer, Sandy | Arts & Sciences; Visual & Performing Arts | Associate Professor | 2970.00 AY | State | 08/23/04 - 12/17/04 | 0.11 | Appointment; Overload | Special |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: December 2, 2004

| RANKED FACULTY | | | | | | | | |
|--|---|---------------------|---------------|----------------|----------------------|------|--|---------------------|
| (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS) | | | | | | | | |
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Schaeffer, Susan | Professional & Graduate Studies; Counseling, Psychology & Social Work | Assistant Professor | 750.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, COUN 632 (3 cr hrs, 2 sites) & COUN 541 (3 cr hrs, 1 site) | Special |
| Schreuder, Joel | Arts & Sciences; Visual & Performing Arts | Assistant Professor | 984.00 AY | State | 08/23/04 - 12/17/04 | 0.04 | Appointment; Overload | Special |
| Squier, Charles | Professional & Graduate Studies; Education | Visiting Lecturer | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, SPED 331 (3 cr hrs, 1 site) | Special |
| Squier, Cynthia | Professional & Graduate Studies; Education | Instructor | 500.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, SPED 230 (3 cr hrs, 1 site) & SPED 231 (3 cr hrs, 1 site) | Special |
| Stewart, Deborah | Professional & Graduate Studies; Counseling, Psychology & Social Work | Assistant Professor | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, SW 339 (3 cr hrs, 1 site) | Special |
| Watson, George | Arts & Sciences; Social Sciences & Justice Studies | Professor | 500.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, LS/CJ 337 (3 cr hrs, 2 sites) | Special |
| Watt, Don | Professional & Graduate Studies; Health, Physical | Associate Professor | 2686.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment; Overload | Special |
| Waugh, Wendy | Professional & Graduate Studies; Business & | Associate Professor | 3056.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment; Teaching Extended Campus Course, | Special |
| Wentworth, Beth | Arts & Sciences; Mathematical Sciences | Assistant Professor | 1110.00 AY | State | 08/23/04 - 12/17/04 | 0.05 | Appointment; Overload | Special |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: December 2, 2004

| RANKED FACULTY | | | | | | | | |
|--|--|------------------------|---------------|----------------|------------------------|------|---|---------------------|
| (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS) | | | | | | | | |
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Wentworth, Beth | Arts & Sciences; Mathematical Sciences | Assistant Professor | 250.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, MATH 335 (3 cr hrs, 1 site) | Special |
| Wright, Jim | Professional & Graduate Studies; Business & Economics | Professor | 1000.00 AY | State | 08/23/04 - 12/17/04 | N/A | Appointment; IDL Courses, BA 338 (3 cr hrs, 2 sites) & BA 336 (3 cr hrs, 2 sites) | Special |
| Younglove, Georgia | Professional & Graduate Studies; Applied Sciences | Associate Professor | 3517.00 AY | State | 08/23/04 - 12/17/04 | 0.13 | Appointment; Overload | Special |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: December 2, 2004

| NON-RANKED FACULTY | | | | | | | | |
|--------------------------------------|--------------------------|------|---------------|----------------|------------------------|------|-------------------|---------------------|
| (PART-TIME/LESS THAN .75 FTE) | | | | | | | | |
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Ackerman, Marvin | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |
| Counce, Sharilee | Extended Campus Programs | N/A | 3600.00 AY | State | 08/23/04 - 12/17/04 | 0.20 | Appointment | Special - Part-Time |
| Delle, Winfield | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |
| Gatobu, Anne | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |
| Johnson, Raymond | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |
| McGee, Barbara | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |
| Miller, Melvin | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |
| Neuharth, Marvin | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |
| Robinson, Mary | Extended Campus Programs | N/A | 675.00 AY | State | 05/10/04 - 06/04/04 | 0.03 | Appointment | Special - Part-Time |
| Schroeder, Rebecca | Extended Campus Programs | N/A | 1800.00 AY | State | 08/23/04 - 12/17/04 | 0.10 | Appointment | Special - Part-Time |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: December 2, 2004

| UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE) | | | | | | | | |
|---|--|------|----------------------------------|----------------|------------------------|------|---|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Adler, Nancy | Physical Facilities; Custodian | N/A | 1401.65 MO | State | 01/03/00 - 10/11/04 | 1.00 | Resignation | Non-Probationary |
| Bradley, Kim | Budget & Finance; Accounting Clerk II | N/A | 1600.92 MO | State | 11/5/2004 | 1.00 | New Appointment; Replaced Shellie Johns | Probationary |
| Ginsbach, Harriet | Physical Facilities; Custodian | N/A | 1355.58 MO <152.49>/ MO | State | 09/01/04 - 09/03/04 | 1.00 | Salary Adjustment; Leave Without Pay | Probationary |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: December 2, 2004

| 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 |
| Lee, Bryan | Web Page Development/ Athletics | N/A | \$4,400 | State | 07/01/04- 06/30/05 | N/A | Supplemental Assignment | Special, Temporary |
| Hopp, Julie | Asst to VP for Admin. & Finance, Interim Facilities Director | N/A | \$40,000 pro-rated | State | 11/01/04- 06/30/05 | 1 FY | Interim Appointment; Added Duties | Interim |

| 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 |
| Childers, Colleen | School of Education/ Graduate Studies | N/A | \$2,130 | State | 09/10/04- 11/06/04 | .10 AY | EDUC 552 45A | Special, Part-Time |
| Crosby, Sharon | School of Arts and Sciences | N/A | \$30/student | State | 08/23/04- 12/16/04 | .10 AY | ENG 202 46L | Special, Part-Time |
| Glasshoff, Wanda | School of Education/ Graduate Studies | N/A | \$4,500 | State | 08/23/04- 10/15/04; 10/25/04- 12/17/04; 10/25/04- 12/17/04 | .30 AY | EDUC 334 03A EDUC 325 03A EDUC 403 02A | Special, Part-Time |
| Means, Kelly D. | School of Education/ Graduate Studies | N/A | \$2,130 | State | 10/08/04- 12/04/04 | .10 AY | EDUC 556 45A | Special, Part-Time |
| Robertson, Brian | School of Education/ Graduate Studies | N/A | \$500 | State | 08/23/04- 12/17/04 | .03 AY | PE 116 00A | Special, Part-Time |
| Winter, Vance | School of Education/ Graduate Studies | N/A | \$1,500 | State | 08/23/04- 12/17/04 | .10 AY | PE 220 00A; PE 101 00A | Special, Part-Time |
| Gorman, Chuck | School of Education/ Graduate Studies | N/A | \$1,875 | State | 08/23/04- 12/17/04 | .17 AY | Student Teaching Supervision | Special, Part-Time |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: December 2, 2004

| 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 |
| Guile, Debby | School of Education/ Graduate Studies | N/A | \$400 | State | 08/23/04- 12/17/04 | .03 AY | Student Teacher Supervision | Special, Part-Time |
| Moore, Ramona | School of Education/ Graduate Studies | N/A | \$75 | State | 08/23/04- 12/17/04 | .01 AY | Student Teaching Supervision | Special, Part-Time |

| NON-UNIONIZED SUPPORT STAFF (PART-TIME / LESS THAN .75 FTE) | | | | | | | | |
|---|---------------------|------|---------|----------------|----------------|--------|-------------------|--|
| Name | Title/Assignment | Rank | Salary | Funding Source | Effective Date | FTE | Reason for Change | Type of Appointment: Special |
| Jensen, Teresa | Office Assistant II | N/A | \$1,003 | State | 10/27/04 | .60 FY | Resignation | N/A |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**COLLEGE: Wayne State College****MEETING DATE: December 2, 2004**

| RANKED FACULTY (FULL-TIME/.75 FTE OR MORE) | | | | | | | | |
|--|--|----------|-------------|----------------|----------------------|-----|-------------------|---------------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Driewer, Carolyn | Educational Foundations and Leadership | Lecturer | \$33,000.00 | State | 12/21/04 | 1.0 | Resignation | Special, Non-tenure track |

| UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE) | | | | | | | | |
|--|-----------------------------|------|-------------|----------------|----------------------|-----|------------------------|---------------------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Hingst, Deborah | Computer Support Specialist | N/A | \$29,651.00 | State | 10/25/04 | 1.0 | New Position; New Hire | Special, Probationary (3 years) |

| NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE) | | | | | | | | |
|--|---|------|-------------|----------------|--|-----|-----------------------------------|---------------------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Ippensen, Jennifer | Interim Admissions Specialist and Financial Aid Coordinator | N/A | \$26,440.00 | State | 10/1/04 | 1.0 | New Position; New Hire | Special, Interim |
| Salmen-Thomas, Amy | Interim Assistant Director of NBDC | N/A | \$30,736.00 | Grant | 11/1/04 | 1.0 | New Position; Interim Appointment | Special, Interim |
| White, Julia E. | Human Resources Coordinator | N/A | \$26,000.00 | State | [10/12/04 – 10/31/04 (.50)] 11/1/04 (1.0) | 1.0 | New Position; New Hire | Special, Probationary (3 years) |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**COLLEGE: Wayne State College****MEETING DATE: December 2, 2004**

| RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS) | | | | | | | | |
|---|------------------|---------------------|------------|----------------|----------------------|-----|-----------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Christensen, Douglas | Life Sciences | Associate Professor | \$1,075.00 | State | 10/25/04 – 12/10/04 | .10 | Appointment, overload | Special |
| Hammer, Mark | Life Sciences | Associate Professor | \$1,111.00 | State | 10/25/04 – 12/10/04 | .13 | Appointment, overload | Special |
| Keitzmann, Glenn | Life Sciences | Professor | \$971.00 | State | 10/25/04 – 12/10/04 | n/a | Appointment, overload | Special |
| Parker, Charles | SSRC | Associate Professor | \$1,470.00 | Grant | 8/20/04 – 12/21/04 | n/a | Appointment, overload | Special |
| Pearcy, Shawn | Life Sciences | Associate Professor | \$1,070.00 | State | 10/25/04 – 12/10/04 | .10 | Appointment, overload | Special |
| Walker, Karen | SSRC | Associate Professor | \$3,010.00 | Grant | 8/20/04 – 12/17/04 | n/a | Appointment, overload | Special |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: December 2, 2004

| NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE) | | | | | | | | |
|---|--|-----------|----------|----------------|----------------------|------|-------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Anderson, Charlene | Educational Foundations and Leadership | Part-time | \$156.00 | State | 8/20/04 – 12/17/04 | .008 | Appointment | Special, part-time |
| Bak, Lisa | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Boyer, Chad | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Dahlman, Sheila | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Delmont, Jacqueline | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Ehrhardt, Diane | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Ellerton, Kathy | Continuing Education | Part-time | \$300.00 | State | 8/23/04 – 12/17/04 | .03 | IDS 196-W1 | Special, part-time |
| Garwood, Deborah | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| George, Rebecca | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Georgesesen, Janean | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Heese, Tiffany | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Johnson, Kathy | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Little, Tami | Continuing Education | Part-time | \$200.00 | State | 10/9/04 – 11/5/04 | .03 | EDU 568-W6 | Special, part-time |
| Little, Tami | Continuing Education | Part-time | \$200.00 | State | 10/9/04 – 11/5/04 | .03 | EDU 568-W7 | Special, part-time |
| Little, Tami | Continuing Education | Part-time | \$300.00 | State | 10/9/04 – 11/5/04 | .03 | EDU 568-W8 | Special, part-time |
| Little, Tami | Continuing Education | Part-time | \$300.00 | State | 11/6/04 – 12/10/04 | .03 | EDU 568-W9 | Special, part-time |
| Little, Tami | Continuing Education | Part-time | \$600.00 | State | 11/6/04 – 12/10/04 | .03 | EDU 568-WA | Special, part-time |
| Little, Tami | Continuing Education | Part-time | \$500.00 | State | 11/6/04 – 12/10/04 | .03 | EDU 568-WB | Special, part-time |
| Luellen, Diane | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Macziewski, Kim | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR**COLLEGE: Wayne State College****MEETING DATE: December 2, 2004**

| NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE) | | | | | | | | |
|---|--|-----------|----------|----------------|----------------------|------|-------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Manz, Jaime | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Poirier, Gayle | Continuing Education | Part-time | \$625.00 | State | 8/23/04 – 12/17/04 | .03 | IDS 368-W4 | Special, part-time |
| Poirier, Gayle | Continuing Education | Part-time | \$600.00 | State | 8/23/04 – 12/17/04 | .067 | IDS 568-W5 | Special, part-time |
| Rahn, Kelli | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Samuelson, Theresa | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Schultz, Shelly | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Stading, Catherine | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| Strate, Debra | Educational Foundations and Leadership | Part-time | \$156.00 | State | 8/20/04 – 12/17/04 | .008 | Appointment | Special, part-time |
| Theophilus, Anita | Counseling and Special Education | Part-time | \$625.00 | State | 8/20/04 – 12/17/04 | .03 | Appointment | Special, part-time |
| Wells, Diane | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |
| White, Gillian | Educational Foundations and Leadership | Part-time | \$313.00 | State | 8/20/04 – 12/17/04 | .017 | Appointment | Special, part-time |

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: December 2, 2004

| NON-UNIONIZED PROFESSIONAL STAFF (PART-TIME/LESS THAN .75 FTE) | | | | | | | | |
|---|---------------------------|------|-----------------------------|----------------|----------------------|-----|--------------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Allemang, Jon | Senior Resident Assistant | N/A | \$2,275.00 + room and board | Revenue Bond | 11/1/04 – 5/14/05 | .38 | Straight-time conversion | Special, part-time |
| Anderson, Jered | Senior Resident Assistant | N/A | \$2,275.00 + room and board | Revenue Bond | 11/1/04 – 5/14/05 | .38 | Straight-time conversion | Special, part-time |
| Anderson, Kristen | Senior Resident Assistant | N/A | \$1,575.00 + room and board | Revenue Bond | 1/3/05 – 5/14/05 | .19 | Straight-time conversion | Special, part-time |
| Jackson, Antonio | Senior Resident Assistant | N/A | \$2,275.00 + room and board | Revenue Bond | 11/1/04 – 5/14/05 | .38 | Straight-time conversion | Special, part-time |
| Larson, Craig | Senior Resident Assistant | N/A | \$2,275.00 + room and board | Revenue Bond | 11/1/04 – 5/14/05 | .38 | Straight-time conversion | Special, part-time |
| Knudsen, Jarrod | Senior Resident Assistant | N/A | \$2,275.00 + room and board | Revenue Bond | 11/1/04 – 5/14/05 | .38 | Straight-time conversion | Special, part-time |
| Prosofski, Kyle | Senior Resident Assistant | N/A | \$1,575.00 + room and board | Revenue Bond | 1/3/05 – 5/14/05 | .19 | Straight-time conversion | Special, part-time |
| Silvers, Melissa | Senior Resident Assistant | N/A | \$2,275.00 + room and board | Revenue Bond | 11/1/04 – 5/14/05 | .38 | Straight-time conversion | Special, part-time |
| Sindelar, Jamie | Senior Resident Assistant | N/A | \$1,575.00 + room and board | Revenue Bond | 1/3/05 – 5/14/05 | .19 | Straight-time conversion | Special, part-time |

| UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE) | | | | | | | | |
|--|--|------|----------------|----------------|----------------------|------|--|-------------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Mecseji, Karen | Office Assistant II; School of Natural & Social Sciences | N/A | \$1,583.34/mo. | State | 11/8/04 | 1.00 | New Position; New Hire | Probationary (6 months) |
| Pieper, Diane | Academic Records Clerk | N/A | \$1,516.17/mo. | State | 12/1/04 | 1.00 | New Appointment; replaces Nancy Ahmann | Probationary (6 months) |
| Walker, Sheila | Office Assistant II; Network/Technology Services | N/A | \$1,538.00/mo. | State | 11/14/04 | 1.00 | New Position; New Hire | Probationary (6 months) |

Enrollment and Marketing Committee

*Bill Roskens, Chair
Sheryl Lindau
Wendy Alexander*

December 2, 2004

ACTION: Accept Tuition Task Force Recommendations

The Tuition Task Force, comprised of Board members, a student trustee, representatives from each of the colleges and the system office, has met three times over a period of four months to review issues surrounding the setting of tuition rates, the determination of remissions policies, and the effect on our mission of opportunity.

The goal was to seek a tuition policy or set of policies that would attract and retain students of all ages, assure that the NSCS would continue to meet its mission of opportunity, allow the colleges to increase the number of out-of-state students who enroll, ensure that enrollments at each college are at least up to each college's capacity, and to assure financial stability to ensure that we can continue to offer high quality programs and services.

Research has shown that the State Colleges are already viewed as a good value by students and their families. The Task Force concluded that tuition rate policies do not need to be dramatically altered. Nebraska is in the westernmost tier of states affiliated with the Midwestern Higher Education Compact (MHEC). Member states include contiguous states Missouri and Kansas, the more populous states of IL, IN, MI, MN, MO, OH, WI, and the state of North Dakota. The state of Iowa never opted to join the compact. Students from states that are members of the compact can attend Nebraska colleges at 150% of resident tuition, as our students can attend college in any of the compact states at 150%. Neighboring states to the north and west are members of the Western Interstate Commission on Higher Education (WICHE), with whom we do not have a reciprocal agreement, although they do have a reciprocal tuition agreement among themselves.

Students coming from Wyoming and Colorado tend to be attracted to Chadron State at the current rates. They often continue their non-resident status for several years. A change in policy that affected western states could have a significant effect on CSC's revenue base.

The State Colleges have been able to attract students from Iowa in the past. There is the possibility that even more students might be interested in coming to Nebraska if the non-resident tuition rate were moderated somewhat. The Task Force concluded that, considering enrollment patterns at our three schools and the fact that Iowa is not included in any of the reciprocal agreements through membership in a compact, the best option at this time is to amend Board Policy #6021 to offer Iowa students the opportunity to attend at the MHEC rate of 150% of resident tuition. This would apply to both undergraduate and graduate students.

With first round approval for the policy change this meeting and final approval in February, the new policy could be discussed immediately to assist with recruiting for 2005-06.

The Task Force will continue to meet, reviewing need-based aid and funding for excellence.

Enrollment and Marketing Committee

Bill Roskens, Chair

Sheryl Lindau

Wendy Alexander

December 2, 2004

ACTION: Approve Proposed Changes to Board Policy 6021; Income; Tuition

To implement the recommendation of the Tuition Task Force described in agenda item 4.4, a change is proposed to Board Policy #6021. The System Office, the Council of Presidents, and the Tuition Task Force recommend first round approval of the policy change making Iowa residents eligible for the Midwestern Compact tuition rate.

Attached is a copy of Policy 6021 with the proposed changes.

FISCAL OPERATIONS, NEBRASKA STATE COLLEGES

POLICY: 6021

Income; Tuition

Page 1 of 1

BOARD POLICY

The Board shall fix and collect tuition for resident, non-resident, undergraduate and graduate students who matriculate in the State College System.

PROCEDURE

The following guidelines will be used in establishing tuition rates:

1. The Board will advocate sufficient funding from the state to maintain affordable tuition so more citizens can avail themselves of the opportunity to attend college.
2. Factors which may be considered in establishing undergraduate resident rates will include, but not be limited to, availability of general funds, resource requirements of the Colleges, peer comparisons, consumer price index, higher education price index, availability of financial assistance and changes in regional per capita income.
3. Tuition rates should reflect the higher cost of graduate instruction. Graduate tuition will be set at approximately 125 percent (125%) of the undergraduate rate.
4. In recognition of the value of diverse student population and the fact that the State Colleges' service regions extend beyond the Nebraska borders, out-of-state undergraduate tuition will not exceed 200 percent (200%) of undergraduate resident tuition.
5. Graduate non-resident tuition will be set at approximately 125 percent (125%) of undergraduate non-resident tuition.
6. Non-resident Scholars' tuition rate shall be 100 percent (100%) of the resident rate.
7. The [Midwestern Higher Education Compact](#) tuition rate shall be 150 percent (150%) of the resident rate.
8. [Iowa residents will be eligible for the Midwestern Higher Education Compact tuition rate.](#)

Legal Reference: RRS 85-501
RRS 85-503

State educational institutions; Non-resident fees
State educational institutions; Tuition

Policy Adopted: 3/11/94
[Policy Revised:](#)

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

ACTION: Accept the 2003-2004 Operating Budget Audit Reports

The Auditor of Public Accounts has completed the audit for the Nebraska State College System for the period ending June 30, 2004. The results are an unqualified audit. Copies of the audit and the management letter will be distributed to Board members under separate cover.

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

ACTION: Approve Use of \$16,500 in Capital Improvement Fee Funds for the Following LB 309 Project at Chadron State College

LB 309 funds have been awarded to Chadron State College for the design and construction of a replacement roof for the Academic/Administration Building with a 60-mil adhered system. Chadron State College is required to provide a 15% match on this project to receive the funding. The use of Capital Improvement Fee funds will allow the College to move forward with this project.

| <u>Project</u> | <u>CSC Match</u> | <u>LB 309 Funds</u> |
|--|------------------|---------------------|
| Academic/Administration Building Roof | \$16,500.00 | \$93,500.00 |

The System Office and Chadron State request authorization to use Capital Improvement Fee funds to pay the college's 15 percent match for a total request of \$16,500.

Fiscal & Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

ACTION: Final Round Approval of Proposed Changes to Board Policy 9015 Food Service Operations; Contracts; Vendors

The NSCS is in the process of putting together bid specifications to seek competitive proposals for food service vendors for the next few years. All of the colleges are now on the same schedule, and advertising will be done jointly. The colleges anticipate that proposals may be received from companies that want to serve just one or two of our schools or perhaps all three. The specifications will be written so as not to preclude single-school proposals but also such that a system-wide proposal could be considered as well.

The specifications are complex and require a great deal of time and effort to prepare. Once a vendor is selected, the colleges feel it would be to their advantage, and to the advantage of the vendors selected, to be able to keep the same company for seven years instead of five years, as current policy indicates. Oftentimes vendors are willing to make improvements to the kitchen or dining facilities, for which they like to be able to spread financing over several years. The contracts will continue to require annual renewals to be submitted for Board approval, and the contracts will allow for an opt out provision if service is not satisfactory.

The system office and the colleges recommend final approval of a change to Policy 9015 that allows the change from a five-year contract to a seven-year contract.

4.3.-2

REVENUE BOND - AUXILIARY OPERATIONS, NEBRASKA STATE COLLEGES

**POLICY: 9015 Food Service; Operations;
Contracts; Vendors**

Page 1 of 1

BOARD POLICY

Objectives of the college food service are to 1) serve high quality foods at reasonable prices and at convenient times; 2) provide vending machine services at hours the food kitchens are closed; 3) provide catering to college groups and others in the college interest; 4) and provide a teaching resource for training students in foods and food service activities.

Food services of the colleges are to operate within said intent and shall be provided so as to avoid competing with local commercial eating establishments.

Should a college choose to provide food service through contract with a food service vendor, such contract is to be approved by the Board upon recommendation by the College President.

Proposals are ~~Each college is to be~~ solicited proposals from food service vendors every ~~seven~~ five years. A copy of the proposed contract is to be submitted to the System Office for review prior to submitting it to the Board for approval. When approval has been granted by the Board, at least three (3) copies of the primary contract will be signed by the vendor, the College President (or his/her designee) and then submitted to the System Office for the Executive Director's signature. Annual renewals of the contract, as recommended by the College President, are to be submitted to the Board for approval. Annual renewal agreements will also be signed by the vendor, the College President (or his/her designee) and submitted to the System Office for the Executive Director's signature, upon approval by the Board of Trustees.

Policy Adopted: 1/28/77
Policy Revised: 1/27/78
Policy Revised: 2/3/89
Policy Revised: 3/11/94
Policy Revised: 11/11/95
Policy Revised: 12/2/04

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

ACTION: Accept Tuition Task Force Recommendations

The Tuition Task Force, comprised of Board members, a student trustee, representatives from each of the colleges and the system office, has met three times over a period of four months to review issues surrounding the setting of tuition rates, the determination of remissions policies, and the effect on our mission of opportunity.

The goal was to seek a tuition policy or set of policies that would attract and retain students of all ages, assure that the NSCS would continue to meet its mission of opportunity, allow the colleges to increase the number of out-of-state students who enroll, ensure that enrollments at each college are at least up to each college's capacity, and to assure financial stability to ensure that we can continue to offer high quality programs and services.

Research has shown that the State Colleges are already viewed as a good value by students and their families. The Task Force concluded that tuition rate policies do not need to be dramatically altered. Nebraska is in the westernmost tier of states affiliated with the Midwestern Higher Education Compact (MHEC). Member states include contiguous states Missouri and Kansas, the more populous states of IL, IN, MI, MN, MO, OH, WI, and the state of North Dakota. The state of Iowa never opted to join the compact. Students from states that are members of the compact can attend Nebraska colleges at 150% of resident tuition, as our students can attend college in any of the compact states at 150%. Neighboring states to the north and west are members of the Western Interstate Commission on Higher Education (WICHE), with whom we do not have a reciprocal agreement, although they do have a reciprocal tuition agreement among themselves.

Students coming from Wyoming and Colorado tend to be attracted to Chadron State at the current rates. They often continue their non-resident status for several years. A change in policy that affected western states could have a significant effect on CSC's revenue base.

The State Colleges have been able to attract students from Iowa in the past. There is the possibility that even more students might be interested in coming to Nebraska if the non-resident tuition rate were moderated somewhat. The Task Force concluded that, considering enrollment patterns at our three schools and the fact that Iowa is not included in any of the reciprocal agreements through membership in a compact, the best option at this time is to amend Board Policy #6021 to offer Iowa students the opportunity to attend at the MHEC rate of 150% of resident tuition. This would apply to both undergraduate and graduate students.

With first round approval for the policy change this meeting and final approval in February, the new policy could be discussed immediately to assist with recruiting for 2005-06.

The Task Force will continue to meet, reviewing need-based aid and funding for excellence.

FISCAL OPERATIONS, NEBRASKA STATE COLLEGES

POLICY: 6021

Income; Tuition

Page 1 of 1

BOARD POLICY

The Board shall fix and collect tuition for resident, non-resident, undergraduate and graduate students who matriculate in the State College System.

PROCEDURE

The following guidelines will be used in establishing tuition rates:

1. The Board will advocate sufficient funding from the state to maintain affordable tuition so more citizens can avail themselves of the opportunity to attend college.
2. Factors which may be considered in establishing undergraduate resident rates will include, but not be limited to, availability of general funds, resource requirements of the Colleges, peer comparisons, consumer price index, higher education price index, availability of financial assistance and changes in regional per capita income.
3. Tuition rates should reflect the higher cost of graduate instruction. Graduate tuition will be set at approximately 125 percent (125%) of the undergraduate rate.
4. In recognition of the value of diverse student population and the fact that the State Colleges' service regions extend beyond the Nebraska borders, out-of-state undergraduate tuition will not exceed 200 percent (200%) of undergraduate resident tuition.
5. Graduate non-resident tuition will be set at approximately 125 percent (125%) of undergraduate non-resident tuition.
6. Non-resident Scholars' tuition rate shall be 100 percent (100%) of the resident rate.
7. The [Midwestern Higher Education Compact](#) tuition rate shall be 150 percent (150%) of the resident rate.
8. [Iowa residents will be eligible for the Midwestern Higher Education Compact tuition rate.](#)

Legal Reference: RRS 85-501
RRS 85-503

State educational institutions; Non-resident fees
State educational institutions; Tuition

Policy Adopted: 3/11/94
[Policy Revised:](#)

Fiscal and Facilities Committee

*Larry Teahon, Chair
Doug Christensen
Norman Small*

December 2, 2004

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

Wayne Applications

- High Quality Unified Early Childhood Educators for Rural Communities – (Coordinating Commission for Postsecondary Education Improving Teacher Quality: State Grant Program) -- \$60,000
 - Student Support Services (STRIDE) – (U.S. Department of Education) -- \$293,274
-

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

4.6.-2

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

| | | |
|---|-----------------|-----------------------------|
| College: Wayne State College | | Date: December 2, 2004 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: High Quality Unified Early Childhood Educators for Rural Communities | | |
| Funding Source: Coordination Commission for Postsecondary Education Improving Teacher Quality: State Grant Program | | |
| Amount Requested: \$60,000 | Amount Awarded: | Funding Period: 02/05-07/06 |
| Closing Date for Application Submission: n/a | | |
| When reporting Grant Award-- Has Grant Application been approved by the Board? | | Date Approved: |
| Does this grant include 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 various faculty as well as College facilities and equipment. | | |
| 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 request, by the partnership of the Arts/Humanities and Education/Counseling Schools of Wayne State College, Wakefield Public Schools, Wakefield Family Resource Center and Rainbow World Childcare Center, is for funds for a 0.75 FTE coordinator's salary/benefits, clerical assistance, travel expenses, materials/supplies and consultant fees/travel. This goal of this proposed project is to develop the Nebraska endorsement and degree for Unified Early Childhood Education and obtain State approvals. This degree program would prepare educators to be certified in the Nebraska Unified Early Childhood Education degree and could also be endorsed in English As a Second Language to meet the needs of the schools in northeast Nebraska. | | |
| 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. Daryl Wilcox, Professor, Special Education and Counseling Department | | |
| Administrator responsible for approving the application: Carolyn Murphy, Administration & Finance | | |

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

| | | |
|---|--------------------|-----------------------------|
| College: Wayne State College | | Date: December 2, 2004 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: Student Support Services (STRIDE) | | |
| Funding Source: U.S. Department of Education | | |
| Amount Requested: \$293,274 | Amount Awarded: \$ | Funding Period: 09/05-09/06 |
| 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: 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.): Wayne State College provides facilities, support through many other offices on campus, and a small amount of operating support. | | |
| 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: 5.39 | |
| How many of these are new positions? | New FTE: 0.00 | |
| Briefly describe the purpose(s) of this application/award: This application requests funding to continue the STRIDE (Students Taking Responsibility in Development and Education) Office at Wayne State College. This is a new application requesting five years of funding for a program which serves 225 low income, first generation and/or physically handicapped students. The goal of STRIDE is to reduce the number of disadvantaged students dropping out because of academic problems and/or related difficulties. | | |
| 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 this is technically a new application for five years of funding beginning September 1, 2005, it continues a very successful STRIDE program which has been funded under this program since 1990-91. | | |
| 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. Phyllis Spethman, Director, STRIDE | | |
| Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance | | |

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

ACTION: Approve the Acceptance and Retrieval of LB 309 Allocations

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

Chadron

1. Acceptance of \$93,500.00 for roof replacement on Administration Building.
Allocation Date/Amount 10/6/04 \$93,500.00
College Contribution Amount 16,500.00
Estimated Project Cost \$110,000.00

Peru

1. Retrieval of \$3,000.00 for door replacement on custodial closets in the Auditorium/Theater.
Allocation Date/Amount 5/27/03 \$3,000.00
Retrieval Date/Amount 10/14/04 3,000.00
Estimated Project Cost \$ 0.00
2. Retrieval of \$3,000.00 for door replacement on custodial closets in the Administration Building.
Allocation Date/Amount 5/27/03 \$3,000.00
Retrieval Date/Amount 10/14/04 3,000.00
Estimated Project Cost \$ 0.00
3. Retrieval of \$1,500.00 for door replacement on custodial closets in the Fine Arts Building.
Allocation Date/Amount 5/27/03 \$1,500.00
Retrieval Date/Amount 10/14/04 1,500.00
Estimated Project Cost \$ 0.00
4. Retrieval of \$2,000.00 for door replacement on custodial closets in the Fine Arts Building.
Allocation Date/Amount 2/25/04 \$2,000.00
Retrieval Date/Amount 10/14/04 2,000.00
Estimated Project Cost \$ 0.00
5. Retrieval of \$860.20 for study of steam system in Physical Plant.
Allocation Date/Amount 3/11/02 \$ 860.20
Retrieval Date/Amount 10/14/04 8,500.00
Estimated Project Cost \$7,639.80

4.7.-2

6. Acceptance of \$272,000.00 for roof replacement on Al Wheeler Activity Center.
Allocation Date/Amount 5/17/04 \$272,000.00
College Contribution Amount 48,000.00
Estimated Project Cost \$320,000.00

7. Acceptance of \$238,000.00 for roof structural upgrade on Al Wheeler Activity Center.
Allocation Date/Amount 5/17/04 \$238,000.00
College Contribution Amount 42,000.00
Estimated Project Cost \$280,000.00

8. Acceptance of \$888,250.00 for HVAC replacement in Administration Building.
Allocation Date/Amount 11/9/04 \$888,250.00
College Contribution Amount 156,750.00
Estimated Project Cost \$1,045,000.00

9. Acceptance of \$76,500.00 for window replacement in Administration Building.
Allocation Date/Amount 11/9/04 \$76,500.00
College Contribution Amount 13,500.00
Estimated Project Cost \$90,000.00

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

ACTION: Approve the Following Contract Submitted by Peru State College:

Peru Contract

- Administration Building – (Bidding and construction HVAC, windows, remodel) -- \$41,900
-

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: Peru State College | | Meeting Date: December 2, 2004 |
|------------------------------------|--|---------------------------------------|
| Location on Campus: | Administration Building | |
| Contracted Work: | Bidding and construction Administration HVAC, windows, remodel | |
| Contract Amount: | \$41,900 | |
| Fund Source: | LB 309 | |
| Contractor: | Olsson Associates | |

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Richard Halbert
Kari Daly

December 2, 2004

Athletic Gender Equity Reports

At its February 26, 1999, meeting, the Board asked that the colleges establish plans to assure that their athletic programs were in compliance with the federal requirements of Title IX. The plans were to be structured so that full compliance would be reached within five to seven years, with annual updates provided to the Board.

Title IX of the Education Amendments of 1972 provides that “no person in the U.S. shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity.” Title IX regulations require intercollegiate athletic programs to be compliant in three major categories:

- Participation opportunities (sports offerings);
- Financial Aid awarded; and
- Other program areas.

To meet the participating opportunities requirement, a college must offer participation opportunities for male and female students in substantial proportion to their respective enrollments. Institutions not meeting the substantial proportionality test can still avoid violations of Title IX by demonstrating a history and continuing practice of program expansion for female participants or by having fully and effectively met the interests and abilities of the underrepresented gender.

In evaluating financial aid awards, regulations only require that a college award athletic scholarships to members of each sex in proportion to the number of students of each sex participating in intercollegiate athletics.

In evaluating the other program areas, the same or proportionately similar benefits are to be provided in the areas of scheduling of games and practice times, equipment and supplies, academic tutoring, travel and per diem allowances, assignment and compensation of coaches, locker rooms, practice and competition facilities, medical facilities and services, publicity, administrative support, and recruitment of athletics.

Attached is this year’s report from each college as well as a graph that indicates the level of compliance attained by each of the three state colleges.

CHADRON STATE COLLEGE
Athletic Gender Equity
Plan for Title IX Compliance

INTRODUCTION:

The Educational Amendment Act of 1972 prohibits discrimination on the basis of gender in educational programs and activities by recipients of federal funds. Specific provisions governing athletics programs and the awarding of athletic scholarships are also delineated. The Title IX regulation specifies equal opportunities for members of both genders must exist if a college offers an athletic program.

The Office of Civil Rights (OCR) of the U.S. Department of Education is responsible for enforcing Title IX of this amendment. Evidence of providing nondiscriminatory participation opportunities for individuals of both genders can be determined by one of three mechanisms, as provided by the Office of Civil Rights:

- The number of participation opportunities for male and female students is substantially proportionate to their respective enrollments in the College;
- The institution can demonstrate a historical and continuing practice of program expansion which demonstrates responsiveness to the developing interests and abilities of the athletically under-represented gender; or
- The interests and abilities of the members of the athletically under-represented gender have been and continue to be fully and effectively accommodated by the present program.

The institution is required to meet one of these three criteria for determining Athletic Gender Equity Compliance, as defined by the Office of Civil Rights. Chadron State College has traditionally relied and continues to rely upon the third mechanism of compliance (i.e., accommodation of interests).

The Office of Civil Rights evaluates not only the institution's programs and overall determination of compliance, but also the quality and support available to the athletic programs accommodating the two genders, in terms of coaching, equipment, practice and competitive facilities, recruitment, game scheduling, and publicity.

Chadron State College has elected to use the third mechanism for determining gender equity within our athletic program offerings. This mechanism utilizes a qualitative, more global view of athletic gender equity compliance, involving such critical information, as need and demand by the students, rather than looking solely at quantitative data. Due to the relatively small size of Chadron State College, available resources, and demand by students for athletic competition, this appears to be the most appropriate mechanism to evaluate gender equity compliance within Chadron State College's athletic program.

5.1.-4

To assess student interests in athletic, fitness and sports activities, Chadron State College conducts an annual survey. The information obtained is used to make physical education curriculum and athletic and intramural offerings decisions. No survey was conducted in 2003-2004. However, collaboration between the Athletic Department, the Health, Physical Education and Recreation Department, and the College's Office for Institutional Research led to the development of an online survey instrument, which will be available to students during the 2004-2005 academic year.

ANALYSIS OF CURRENT STATUS

Number of Athletes

The total number of student athletes at Chadron State College in 2003-2004 was 296. There were 220 men and 76 women who participated in intercollegiate athletics. Seventy-four percent (74%) of the participants were men and twenty-six percent (26%) were women. The breakdown by individual sports is as follows:

| | | | | | |
|------|---------------|-----|--------|---------------|----|
| Men: | Basketball | 13 | Women: | Basketball | 18 |
| | Football | 116 | | Golf | 6 |
| | Indoor Track | 34 | | Indoor Track | 19 |
| | Outdoor Track | 30 | | Outdoor Track | 19 |
| | Wrestling | 27 | | Volleyball | 14 |

Additionally, 17 athletes participated on a second intercollegiate team.

Summary of Chadron State College Operating Expenditures Data

Seventy-four percent (74%) of the total athletes participating in intercollegiate athletics at Chadron State College were men, and twenty-six percent (26%) were women. Men received 70% of the operating budget, and women received 30%. In recruiting expenditures, men spent 77% and women spent 23%. Athletic student financial aid received by men was 76%, and aid granted to women was 24%.

Operating Expenditures

The total operating expenditures for athletics in 2003-2004 were \$170,880. The men's program spent \$119,633 and the women's program spent \$51,247. Seventy percent (70%) of operating expenditures were by men and thirty percent (30%) were spent on the women's program. A breakdown by individual sports is as follows:

| | | | | | |
|------|------------|----------|--------|------------|----------|
| Men: | Basketball | \$24,613 | Women: | Basketball | \$20,841 |
| | Football | \$71,517 | | Golf | \$ 8,654 |
| | Track/CC | \$ 7,852 | | Track/CC | \$ 7,857 |
| | Wrestling | \$15,651 | | Volleyball | \$13,895 |

Coaches' Individual Recruiting Philosophy

As in the past, each coach maintains his or her own recruiting philosophy. Equal money is available for all men's and women's sports with the exception of football. If women's sport coaches choose not to spend recruiting money as allocated, it is available to the men's sport coaches.

Recruiting Expenditures

The total recruiting expenditures for athletics in 2003-2004 were \$6,476 with the men's program spending \$4,969 and the women's program spending \$1,507. Seventy-seven percent (77%) of the recruiting dollars were for men and twenty-three percent (23%) for women. A breakdown by individual sports is as follows:

| | | | | | |
|------|------------|---------|--------|------------|--------|
| Men: | Basketball | \$1,840 | Women: | Basketball | \$ 459 |
| | Football | \$2,689 | | Golf | \$ 300 |
| | Track/CC | \$ 125 | | Track/CC | \$ 367 |
| | Wrestling | \$ 315 | | Volleyball | \$ 381 |

Athletic Student Financial Aid

The total athletic student financial aid expenditures for athletics in 2003-2004 were \$393,435. The men's program was awarded \$294,889 and the women's program received \$98,546. Seventy-five percent (75%) of athletic student financial aid was granted to men and twenty-five (25%) was granted to women. A breakdown follows:

| | | | | | |
|------|------------|-----------|--------|------------|----------|
| Men: | Basketball | \$ 53,598 | Women: | Basketball | \$40,656 |
| | Football | \$189,950 | | Golf | \$ 6,742 |
| | Track | \$ 25,341 | | Track | \$19,960 |
| | Wrestling | \$ 26,000 | | Volleyball | \$31,188 |

The average athletic student financial aid expenditure broken down by sport as follows:

| | | | | | |
|------|------------|----------|--------|------------|----------|
| Men: | Basketball | \$ 4,873 | Women: | Basketball | \$ 2,710 |
| | Football | \$ 2,602 | | Golf | \$ 1,124 |
| | Track | \$ 1,267 | | Track | \$ 1,109 |
| | Wrestling | \$ 1,857 | | Volleyball | \$ 2,228 |

The number of students receiving athletically-related student aid is broken down by sport as follows:

| | | | | | |
|------|------------|----|--------|------------|----|
| Men: | Basketball | 11 | Women: | Basketball | 15 |
| | Football | 73 | | Golf | 6 |
| | Track | 20 | | Track | 18 |
| | Wrestling | 14 | | Volleyball | 14 |

5.1.-6

Chadron State College Supplemental Budget Report on Financial Aid for fiscal year 2003-2004 reported athletic scholarship assistance at a combined "state and other" funding level of \$393,435. Male athletes received \$294,889 (an average of \$2,499 per athlete) while female athletes received \$98,546 (an average of \$1,859 per athlete). These averages are calculated on the total number of males and females who received athletically-related student aid. (See figures immediately preceding this paragraph.)

Resource/Facility Analysis

Male and female athletes use the same facilities on campus. Men's basketball, women's basketball, and women's volleyball are all played at the Armstrong Gymnasium on the same court. These teams use this facility for practice as well as varsity competition. Football is played on Elliot Field and practice fields are located south of the Armstrong building. Wrestlers practice and compete at the Nelson Physical Activity Center (NPAC). The NPAC is also home for indoor men's and women's track and field practice and competition. Track and field moves out-of-doors in the spring onto a facility owned by the Chadron Public Schools. The women's golf team practices at Chadron's Ridgeview Country Club.

FUTURE PLAN TO ENSURE CONTINUED COMPLIANCE WITH ATHLETIC GENDER EQUITY

Requests have been initiated for additional funding. The administration at Chadron State College has placed the request for the addition of a female sport as a high priority with the Board of Trustees. Due to fiscal restraints, Chadron State College has not yet received the funding. However, the addition of a women's sport is still a possibility to close the gender proportionality gap. This could be accomplished through the solicitation of private funding and non-institutional support. Recommendations for the 2004-2005 academic year are to fund a full-time Director of Athletics.

PERU STATE COLLEGE
Athletic Gender Equity
Plan for Title IX Compliance

INTRODUCTION

The Educational Amendment Act of 1972 prohibits discrimination on the basis of gender in educational programs and activities by recipients of federal funds. Specific provisions governing athletic programs and the awarding of athletic scholarships are also delineated. The Title IX regulation specifies that equal opportunities for members of both genders must exist if a college offers an athletic program.

The Office of Civil Rights (OCR) of the U.S. Department of Education is responsible for enforcing Title IX of this amendment. Evidence of providing nondiscriminatory participation opportunities for individuals of both genders can be determined by one of three mechanisms, as provided by the Office of Civil Rights:

- The number of participation opportunities for male and female students is substantially proportionate to their respective enrollments in the College;
- The institution can demonstrate a historical and continuing practice of program expansion, that demonstrates responsiveness to the developing interests and abilities of the athletically under-represented gender; or
- The interests and abilities of the members of the athletically under-represented gender have been and continue to be fully and effectively accommodated by the present program.

The institution is required to meet one of these three criteria for determining Athletic Gender Equity Compliance, as defined by the Office of Civil rights.

The Office of Civil Rights evaluates not only the institution's program and overall determination of compliance, but also the quality and support available to the athletic programs accommodating the two genders, in terms of coaching, equipment, practice and competitive facilities, recruitment, game scheduling, and publicity.

Peru State College has chosen to use the mechanism related to, *the interests and abilities of the athletically under-represented gender have been and continue to be fully and effectively accommodated by the present program*, as our model for determining gender equity within and student demand and resources available for athletic programs. This criterion, to evaluate gender equity compliance, seems best fitted for our athletic program.

5.1.-8

ANALYSIS OF CURRENT STATUS

Number of Athletes

The total number of student athletes at Peru State College in 2003-2004 was 194. There were 130 men and 64 women who participated in intercollegiate athletics. Sixty-nine percent of the participants were men and 31% were women. The breakdown by individual sports is as follows:

| | | | | | |
|------|------------|----|--------|---------------|----|
| Men: | Baseball | 33 | Women: | Basketball | 15 |
| | Basketball | 14 | | Cross Country | 7 |
| | Football | 73 | | Golf | 5 |
| | Volleyball | 10 | | Softball | 13 |
| | | | | Volleyball | 13 |
| | | | | Other Sports | 11 |

Operating Expenditures

The total operating expenditures for athletics in 2003-2004 were \$117,800. Men's programs spent \$74,647 and women's programs spent \$43,153. Sixty-four percent of the total operating expenditures were for men and 36% for women, with women's sports gaining approximately 1.5% of the total over the previous year. A breakdown by individual sports is as follows:

| | | | | | |
|------|------------|----------|--------|---------------|----------|
| Men: | Baseball | \$ 9,988 | Women: | Basketball | \$12,901 |
| | Basketball | \$11,787 | | Cross Country | \$ 4,059 |
| | Football | \$44,891 | | Golf | \$ 5,116 |
| | Volleyball | \$ 7,981 | | Softball | \$ 9,803 |
| | | | | Volleyball | \$10,599 |
| | | | | Other Sports | \$ 675 |

Recruiting Expenditures

The total recruiting expenditures for athletics in 2003-2004 were \$15,269 with men's programs spending \$9,460 and women's programs spending \$5,809. Sixty-two percent of the recruiting dollars were for men and 38% for women. A breakdown by individual sports is as follows:

| | | | | | |
|------|------------|---------|--------|---------------|---------|
| Men: | Baseball | \$1,222 | Women: | Basketball | \$1,680 |
| | Basketball | \$1,527 | | Cross Country | \$ 611 |
| | Football | \$5,802 | | Golf | \$ 763 |
| | Volleyball | \$ 916 | | Softball | \$1,397 |
| | | | | Volleyball | \$1,397 |

Athletic Student Financial Aid

The total athletic student financial aid allocations for athletics in 2003-2004 were \$286,381. The men's program was awarded \$143,825 and the women's program received \$79,590. Sixty-four percent of athletic student financial aid was granted to men and 36% was granted to women. A breakdown follows:

| | | | | | |
|------|------------|----------|--------|---------------|----------|
| Men: | Baseball | \$30,800 | Women: | Basketball | \$30,800 |
| | Basketball | \$30,800 | | Cross Country | \$ 8,440 |
| | Football | \$91,876 | | Golf | \$ 8,440 |
| | Volleyball | \$16,600 | | Softball | \$30,800 |
| | | | | Volleyball | \$30,800 |
| | | | | Other Sports | \$ 4,600 |

The average athletic student financial aid expenditure broken down by number of participating athletes in each individual sport is as follows:

| | | | | | |
|------|------------|---------|--------|---------------|---------|
| Men: | Baseball | \$ 933 | Women: | Basketball | \$2,053 |
| | Basketball | \$2,200 | | Cross Country | \$1,206 |
| | Football | \$1,259 | | Golf | \$1,688 |
| | Volleyball | \$1,660 | | Softball | \$2,369 |
| | | | | Volleyball | \$2,369 |
| | | | | Other Sports | \$ 418 |

Comparison of Resources Provided by Gender

| | | |
|---|-------------------|-------------------|
| Number of Student Athletes | 130 | 64 |
| Operating Expenditures | \$ 74,647 | \$ 43,153 |
| Recruiting Expenditures | \$ 9,460 | \$ 5,809 |
| Financial Aid | <u>\$176,076</u> | <u>\$113,880</u> |
| Total | \$260,183 | \$162,842 |
| Divided by Number of Student Athletes | <u>130</u> | <u>64</u> |
| Expenditures per Student Athlete | \$2,001.41 | \$2,544.41 |

Summary of Peru State College Operating Expenditures Data

Sixty-nine percent of the total number of athletes participating in intercollegiate athletics at Peru State College were men and 31% were women. Men received 64% of the operating budget and women received 36%. Men's programs received 62% of recruiting expenditures and women 38%. Male athletes received 65% of athletic student financial aid awards, women athletes 35%.

5.1.-10

Resource/Facility Analysis

Athletic facilities are nearly equal for men and women. Women's volleyball, women's basketball and men's basketball are all played in the Al Wheeler Center on the same court—which now has a wooden court which is used by these teams for practice as well as for varsity competition. Football is played at the Oak Bowl with practice facilities to the north of the game field. Baseball and softball have their own fields at the Campus Complex.

FUTURE PLAN TO ENSURE CONTINUED COMPLIANCE WITH ATHLETIC GENDER EQUITY

The Athletic Department with the full input by the coaching staff and athletic director studied in more detail the total athletic program during the past year, specifically related to gender equity. The college surveyed students, collected information, and analyzed student athletic participation in athletic programs. An ongoing process, the study indicates that Peru State College provides myriad opportunities for male and female participation in intercollegiate athletics and that said opportunities meet the requirements of students who want to participate.

Two years ago, Peru State College added women and men's cross country, and men's volleyball as club sports. After a careful review of the opportunities, the College decided to add women's cross country and women's golf as full varsity sports for the 2003-04 school year. This required reallocation of current college funds in order to bring these programs to varsity status. Men's cross country did not survive, but men's volleyball was given varsity status as was Cheerleading. The Dance Team is being considered for varsity status as both Cheerleading and Dance Team hold high interest among prospective students. Participants in the two sports are primarily women but may include men as well. The number of males participating in intercollegiate athletics is the same as the previous year, but female participation has increased by about 34%.

Peru State will continue to evaluate programs, facilities, and equipment to make certain that all athletic programs are treated fairly and equally.

WAYNE STATE COLLEGE
Athletic Gender Equity
Plan for Title IX Compliance

INTRODUCTION

The Educational Amendment Act of 1972 prohibits discrimination on the basis of gender in educational programs and activities by recipients of federal funds. Specific provisions governing athletics programs and the awarding of athletic scholarships are also delineated. The Title IX regulation specifies equal opportunities for members of both genders must exist if a college offers an athletic program.

The Office of Civil Rights (OCR) of the U.S. Department of Education is responsible for enforcing Title IX of this amendment. Evidence of providing nondiscriminatory participation opportunities for individuals of both genders can be determined by one of three mechanisms, as provided by the Office of Civil Rights:

- The number of participation opportunities for male and female students is substantially proportionate to their respective enrollments in the College;
- The institution can demonstrate a historical and continuing practice of program expansion which demonstrates responsiveness to the developing interests and abilities of the athletically under-represented gender; or
- The interests and abilities of the members of the athletically under-represented gender have been and continue to be fully and effectively accommodated by the present program.

The institution is required to meet one of these criteria for determining Athletic Gender Equity Compliance, as defined by the Office of Civil Rights.

The Office of Civil Rights evaluates not only the institution's programs and overall determination of compliance, but also the quality and support available to the athletic programs accommodating the two genders, in terms of coaching, equipment, practice and competitive facilities, recruitment, game scheduling, and publicity.

Wayne State College has elected to use the second and third mechanisms for determining gender equity within our athletic program offerings.

5.1.-12

ANALYSIS OF CURRENT STATUS

Student Need and Demand:

Number of Athletes

The total of number of student athletes at Wayne State College in 2003-04 was 310. There were 205 men and 105 women who participated in intercollegiate athletics. Sixty-six percent (66%) of the participants were men and thirty-four percent (34%) were women. The breakdown by individual sports is as follows:

| | | | | | |
|------|---------------|----|--------|---------------|----|
| Men: | Baseball | 36 | Women: | Basketball | 12 |
| | Basketball | 18 | | Golf | 6 |
| | Football | 72 | | Soccer | 20 |
| | Golf | 10 | | Softball | 17 |
| | Cross Country | 11 | | Cross Country | 7 |
| | Indoor Track | 29 | | Indoor Track | 17 |
| | Outdoor Track | 29 | | Outdoor Track | 17 |
| | | | | Volleyball | 9 |

Operating Expenditures

The total operating expenditures for athletics in 2003-04 were \$329,925. The men's program spent \$189,344 and the women's program spent \$140,581. Fifty-seven percent (57%) of operating expenditures were spent by men and forty-three percent (43%) spent on the women's program. A breakdown by individual sports is as follows:

| | | | | | |
|------|------------|----------|--------|------------|----------|
| Men: | Baseball | \$47,319 | Women: | Basketball | \$33,227 |
| | Basketball | \$36,569 | | Golf | \$ 4,982 |
| | Football | \$74,227 | | Soccer | \$24,964 |
| | Golf | \$ 5,685 | | Softball | \$21,083 |
| | Track/CC | \$25,544 | | Track/CC | \$26,760 |
| | | | | Volleyball | \$29,565 |

Recruiting Expenses

The total recruiting expenditures for athletics in 2003-04 were \$30,108 with the men's program spending \$17,217 and the women's program spending \$12,891. Fifty-seven percent (57%) of the recruiting dollars were men and forty-three percent (43%) for women. A breakdown by individual sports is as follows:

| | | | | | |
|------|------------|----------|--------|------------|---------|
| Men: | Baseball | \$ 228 | Women: | Basketball | \$4,521 |
| | Basketball | \$ 2,420 | | Golf | \$ 568 |
| | Football | \$11,996 | | Soccer | \$2,038 |
| | Golf | \$ 935 | | Softball | \$1,272 |
| | Track/CC | \$ 1,638 | | Track/CC | \$2,057 |
| | | | | Volleyball | \$2,435 |

Athletic Student Aid

The total athletic student financial aid expenditures for athletics in 2003-04 were \$455,551. The men's program was awarded \$266,273 and the women's program received \$189,278. Fifty-nine percent (59%) of athletic student financial aid was granted to men and forty-one percent (41%) was granted to women. A breakdown follows:

| | | | | | |
|------|------------|-----------|--------|------------|----------|
| Men: | Baseball | \$ 21,063 | Women: | Basketball | \$89,068 |
| | Basketball | \$ 93,482 | | Golf | \$ 1,500 |
| | Football | \$143,749 | | Soccer | \$17,025 |
| | Golf | \$ 1,670 | | Softball | \$25,000 |
| | Track/CC | \$ 6,309 | | Track/CC | \$ 1,300 |
| | | | | Volleyball | \$55,385 |

The average athletic student financial aid expenditure broken down by number of participating athletes in each individual sport is as follows:

| | | | | | |
|------|------------|---------|--------|------------|---------|
| Men: | Baseball | \$ 585 | Women: | Basketball | \$7,422 |
| | Basketball | \$5,193 | | Golf | \$ 250 |
| | Football | \$1,997 | | Soccer | \$ 851 |
| | Golf | \$ 167 | | Softball | \$1,471 |
| | Track/CC | \$ 158 | | Track/CC | \$ 54 |
| | | | | Volleyball | \$6,154 |

Summary of Wayne State College Operating Expenditures Data

Sixty-six percent (66%) of the total athletes participating in intercollegiate athletics at Wayne State College were men and thirty-four percent (34%) women. Men received 57.4% of the operating budget and women received 42.6%. In recruiting expenditures men received 57.2% and women received 42.8%. Athletic student financial aid received by men was 58.5% and aid granted to women was 41.5%.

Resource/Facility Analysis

Wayne State College Supplemental Budget Report on Financial Aid for fiscal year 2003-04 reported athletic scholarship assistance at a combined "state and other" funding level of \$455,551. Male athletes received \$266,273 (an average of \$1,299 each) while female athletes received \$189,278 (an average of \$1,802 each).

Facilities for male and female athletes are nearly identical, while offices and locker rooms need improvement for women. We currently have a locker room for men's basketball, baseball and football, while the only team locker room for women is shared by basketball and volleyball. We have plans to start construction in the summer of 2005 for a softball locker room that will be the same as baseball.

5.1.-14

FUTURE PLAN TO ENSURE CONTINUED COMPLIANCE WITH ATHLETIC GENDER EQUITY

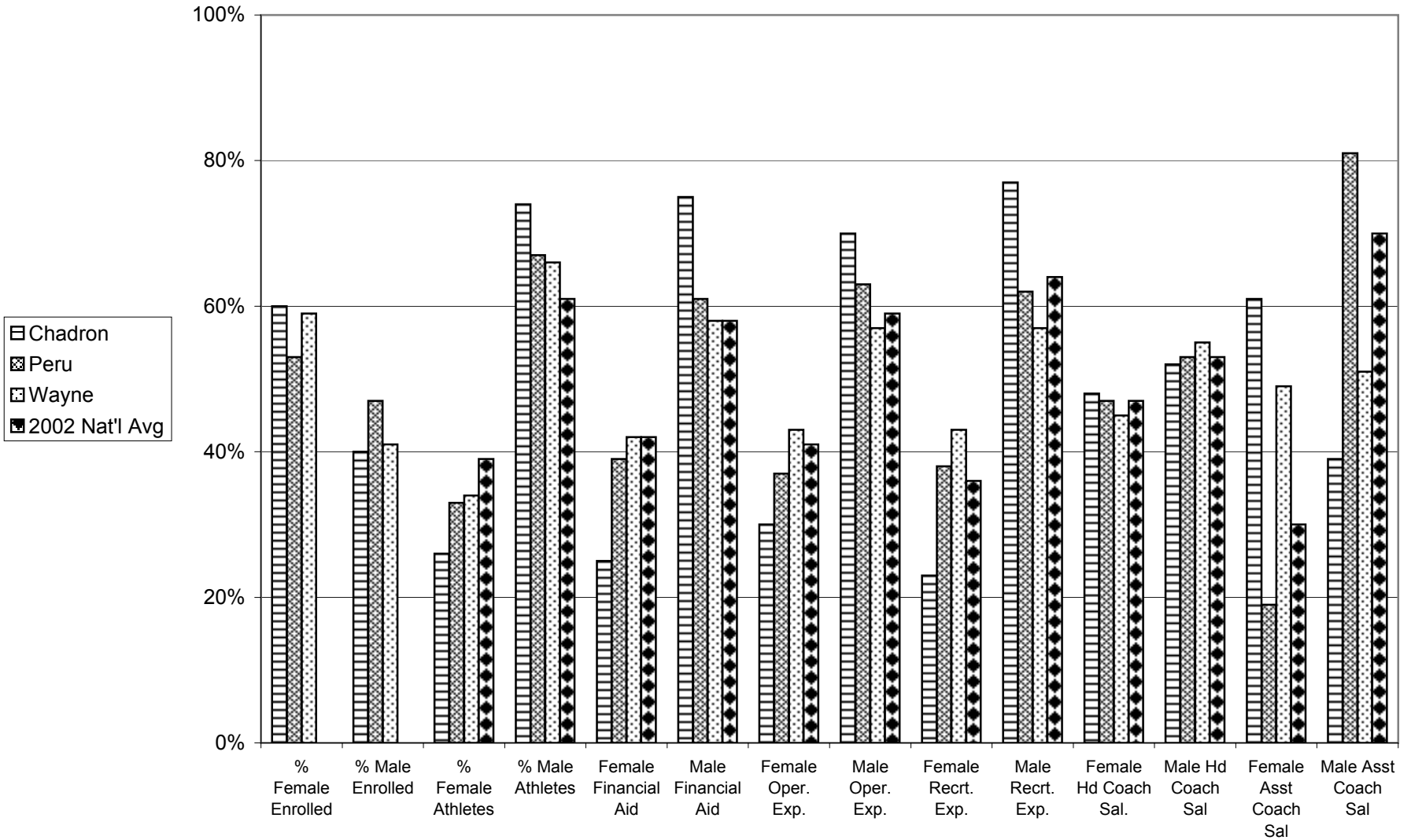
Recruitment of Women: We continue to work towards increasing our number of women student-athletes. Two areas of focus will be golf and track.

Scholarships: Any available increases in scholarships will be directed towards women's teams.

Operational Expenses: Operation budgets were not able to be increased in any area this past year due to budget cuts. Again, we hope to maintain current budgets and plan to focus first on women's programs as budgets return to the funding levels of years past.

Staff/Hiring: We continue to attempt to mentor, recruit and hire women for open positions.

2004 Athletic Gender Equity Data



Academic, Personnel & Student Affairs Committee*Willa Kosman, Chair**Richard Halbert**Kari Daly*

December 2, 2004

Base Salary Revisions 2004-2005

Attached is a listing of the revised 2004-05 salary base for all employees within the Nebraska State College System. The new base includes a one-time lump-sum permanent increase/adjustment that resulted from savings realized by changing the medical plan deductible amount. The new base will be used to calculate any future base salary increases.

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
SYSTEM OFFICE**

Salary increase effective 8/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 SALARY | ADJUSTMENT | REVISED FY 04-05 SALARY |
|-----------------|------------------------------------|-------------------|------------------------------------|
| Glass, Lori | \$25,245.00 | \$639.19 | \$25,884.19 |
| Olson, Lynne | \$33,093.00 | \$639.19 | \$33,732.19 |
| Carpenter, Stan | \$162,119.00 | \$639.19 | \$162,758.19 |
| Dale, Jean | \$87,810.00 | \$257.00 | \$88,067.00 |
| Donelson, Bruce | \$44,944.00 | \$639.19 | \$45,583.19 |
| Irwin, Sheri | \$46,978.00 | \$257.00 | \$47,235.00 |
| Kohrs, Rebecca | \$43,984.00 | \$639.19 | \$44,623.19 |
| Schultz, Larry | \$98,786.00 | \$639.19 | \$99,425.19 |
| Total | \$542,959.00 | \$4,349.14 | \$547,308.14 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
CHADRON STATE COLLEGE**

| NAME | CURRENT FY 04-05 SALARY | ADJUSTMENT | REVISED FY 04-05 SALARY |
|-----------------------|------------------------------------|-------------------|------------------------------------|
| Abold, Stacie | 16,430.04 | 639.19 | \$17,069.23 |
| Absalon, Cathleen | 25,925.00 | 257.00 | \$26,182.00 |
| Adler, Nancy | 16,820.04 | 639.19 | \$17,459.23 |
| Ainslie, Melvin | 18,939.00 | 639.19 | \$19,578.19 |
| Andersen, Tom | 42,000.00 | 639.19 | \$42,639.19 |
| Anderson, Donald | 37,823.00 | 639.19 | \$38,462.19 |
| Anderson, Pamela B. | 12,323.04 | 639.19 | \$12,962.23 |
| Anderson, Pamela J. | 31,019.04 | 257.00 | \$31,276.04 |
| Anderson, Timothy | 61,315.00 | 257.00 | \$61,572.00 |
| Atchison, James | 27,036.00 | 257.00 | \$27,293.00 |
| Auer, Todd | 40,567.00 | 639.19 | \$41,206.19 |
| Bahr, Katherine | 47,554.00 | 639.19 | \$48,193.19 |
| Bare, Charles | 63,064.00 | 257.00 | \$63,321.00 |
| Barry, Brenda | 33,996.00 | 259.13 | \$34,255.13 |
| Bateman, Mathew | 37,230.00 | 639.19 | \$37,869.19 |
| Baumann, Todd | 19,228.08 | 639.19 | \$19,867.27 |
| Becker, Stephen | 38,274.00 | 639.19 | \$38,913.19 |
| Benson, Marianne | 18,648.00 | 257.00 | \$18,905.00 |
| Blair, John | 23,800.08 | 639.19 | \$24,439.27 |
| Blundell, E. Patricia | 44,349.00 | 639.19 | \$44,988.19 |
| Blundell, Janice | 27,777.00 | 639.19 | \$28,416.19 |
| Bogner, Michael | 46,194.00 | 257.00 | \$46,451.00 |
| Brammer, Dawn | 34,132.00 | 257.00 | \$34,389.00 |
| Brennan, Blair | 32,848.00 | 639.19 | \$33,487.19 |
| Burke, Mary | 24,885.00 | 257.00 | \$25,142.00 |
| Burke, Melissa | 12,203.04 | 257.00 | \$12,460.04 |
| Burke, Ronald | 62,411.00 | 257.00 | \$62,668.00 |
| Burks, Terry | 26,590.08 | 257.00 | \$26,847.08 |
| Butler, Gregory | 31,146.96 | 639.19 | \$31,786.15 |
| Butterfield, Charles | 44,284.00 | 639.19 | \$44,923.19 |
| Canaday, Leann | 19,766.04 | 257.00 | \$20,023.04 |
| Caparoon, Marilyn | 19,230.96 | 257.00 | \$19,487.96 |
| Carey, Craig | 27,540.00 | 257.00 | \$27,797.00 |
| Carnot, Mary Jo | 35,700.00 | 639.19 | \$36,339.19 |
| Carpenter, Debra | 32,252.00 | 259.13 | \$32,511.13 |
| Cartwright, Michael | 66,789.00 | 257.00 | \$67,046.00 |
| Cary, Philip | 48,295.00 | 257.00 | \$48,552.00 |
| Caswell, David | 30,714.00 | 639.19 | \$31,353.19 |
| Caswell, John Jr. | 17,855.04 | 639.19 | \$18,494.23 |
| Cavin, Scott | 40,065.00 | 639.19 | \$40,704.19 |
| Coates, Amy | 17,862.96 | 639.19 | \$18,502.15 |
| Conway, Craig | 23,972.04 | 639.19 | \$24,611.23 |
| Crawford, Carla | 19,566.96 | 639.19 | \$20,206.15 |
| Cressy, Charles | 74,853.00 | 639.19 | \$75,492.19 |
| Crouse, Margaret | 87,000.00 | 257.00 | \$87,257.00 |
| Dawson, Theresa | 65,919.00 | 639.19 | \$66,558.19 |
| Demaree, Kay | 20,754.00 | 639.19 | \$21,393.19 |
| DeWitt, Dana | 55,530.00 | 639.19 | \$56,169.19 |
| DeWitt, Jerry | 21,607.92 | 639.19 | \$22,247.11 |

*

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
CHADRON STATE COLLEGE**

| NAME | CURRENT FY 04-05 SALARY | ADJUSTMENT | REVISED FY 04-05 SALARY |
|---------------------|------------------------------------|-------------------|------------------------------------|
| Dickinson, Lavidia | 34,544.00 | 257.00 | \$34,801.00 |
| Dickinson, Zane | 48,792.00 | 257.00 | \$49,049.00 |
| Digmann, Katie | 25,925.00 | 257.00 | \$26,182.00 |
| Dockweiler, Ann | 26,565.00 | 639.19 | \$27,204.19 |
| Donker, Danette | 25,352.04 | 639.19 | \$25,991.23 |
| Douglas, Sherry | 49,579.00 | 639.19 | \$50,218.19 |
| Downs, Joanne | 13,944.96 | 639.19 | \$14,584.15 |
| Doxtator, Brenda | 43,177.00 | 257.00 | \$43,434.00 |
| Doxtator, Robert | 73,692.00 | 257.00 | \$73,949.00 |
| Duron, Robert | 55,241.00 | 639.19 | \$55,880.19 |
| Eleson, Bonnie | 19,584.00 | 257.00 | \$19,841.00 |
| Encinas, Kimberley | 19,096.08 | 639.19 | \$19,735.27 |
| Evans, Linda | 21,798.00 | 639.19 | \$22,437.19 |
| Evertson, Matthew | 37,230.00 | 639.19 | \$37,869.19 |
| Fickel, Monty | 66,370.00 | 639.19 | \$67,009.19 |
| Fillmore, Bradley | 37,649.00 | 639.19 | \$38,288.19 |
| Foral, Robyn | 20,553.00 | 639.19 | \$21,192.19 |
| Frandsen, Connie | 19,230.00 | 257.00 | \$19,487.00 |
| Froehlich, Loren | 23,123.35 | 639.19 | \$23,762.54 |
| Frye, Daniel | 16,266.96 | 257.00 | \$16,523.96 |
| Gamby, Glenda | 46,327.00 | 639.19 | \$46,966.19 |
| Gardener, Clark | 54,780.00 | 639.19 | \$55,419.19 |
| Gaudet, Laura | 43,497.00 | 257.00 | \$43,754.00 |
| Gimeson, Dewayne | 39,360.00 | 639.19 | \$39,999.19 |
| Ginsbach, Harriett | 16,266.96 | 639.19 | \$16,906.15 |
| Gooder, Kellee | 27,001.00 | 639.19 | \$27,640.19 |
| Gould, Tena | 39,372.00 | 257.00 | \$39,629.00 |
| Griffith, George | 68,887.00 | 639.19 | \$69,526.19 |
| Grow, Aaron | 33,000.00 | 257.00 | \$33,257.00 |
| Gutierrez, Trina | 16,430.04 | 639.19 | \$17,069.23 |
| Haag, Cricket | 35,000.00 | 257.00 | \$35,257.00 |
| Haag, Justin | 33,072.00 | 257.00 | \$33,329.00 |
| Hall, Ernest | 19,850.96 | 639.19 | \$20,490.15 |
| Hardy, Joyce | 98,879.00 | 639.19 | \$99,518.19 |
| Harris, Laurie | 31,266.00 | 639.19 | \$31,905.19 |
| Hartman, Janet | 20,981.04 | 257.00 | \$21,238.04 |
| Hazen, Vincent | 44,349.00 | 257.00 | \$44,606.00 |
| Heath, Linda | 36,414.00 | 639.19 | \$37,053.19 |
| Herr, Kenneth | 16,266.96 | 257.00 | \$16,523.96 |
| Hoffman, Edward | 85,547.00 | 257.00 | \$85,804.00 |
| Hoffman, Patricia | 37,764.00 | 257.00 | \$38,021.00 |
| Howard, Mark | 20,415.84 | 259.13 | \$20,674.97 |
| Huckfeldt, Bruce | 35,316.00 | 257.00 | \$35,573.00 |
| Huckfeldt, Kimberly | 22,142.04 | 257.00 | \$22,399.04 |
| Hughart, Karen | 20,981.04 | 639.19 | \$21,620.23 |
| Hulm, Lee | 28,693.50 | 257.00 | \$28,950.50 |
| Hunn, Lorie | 35,000.00 | 639.19 | \$35,639.19 |
| Hyer, Joel | 37,649.00 | 639.19 | \$38,288.19 |
| Johnson, Luann | 36,221.00 | 257.00 | \$36,478.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
CHADRON STATE COLLEGE**

| | CURRENT FY 04-05 | | REVISED FY 04-05 |
|---------------------|-------------------------|-------------------|-------------------------|
| NAME | SALARY | ADJUSTMENT | SALARY |
| Johnson, Roberta | 34,091.00 | 257.00 | \$34,348.00 |
| Kadlecek, Scott | 27,631.92 | 639.19 | \$28,271.11 |
| Keim, Debra | 33,741.96 | 639.19 | \$34,381.15 |
| Keith, Tim | 51,608.00 | 639.19 | \$52,247.19 |
| Kendrick, Roger | 35,700.00 | 639.19 | \$36,339.19 |
| Kennell, Deena | 38,495.00 | 639.19 | \$39,134.19 |
| Kern, Silas | 25,908.00 | 257.00 | \$26,165.00 |
| King, Donald | 46,677.00 | 639.19 | \$47,316.19 |
| Kirsch, Kathleen | 37,280.00 | 257.00 | \$37,537.00 |
| Korte, Kenneth | 38,760.00 | 257.00 | \$39,017.00 |
| Koza, Richard | 54,552.00 | 639.19 | \$55,191.19 |
| Krejci, Ann | 38,417.00 | 257.00 | \$38,674.00 |
| Krejci, Lynda | 17,156.04 | 257.00 | \$17,413.04 |
| Krepel, Thomas | 142,625.00 | 639.19 | \$143,264.19 |
| Kuhnel, Kristal | 17,157.96 | 257.00 | \$17,414.96 |
| Kuhnel, Lorin | 25,215.00 | 257.00 | \$25,472.00 |
| LaFontsee, Craig | 22,409.04 | 257.00 | \$22,666.04 |
| Langford, Annette | 23,184.96 | 257.00 | \$23,441.96 |
| Laue, Tim | 32,767.08 | 639.19 | \$33,406.27 |
| Lawson, Doralie | 21,412.00 | 257.00 | \$21,669.00 |
| Lawson, Randy | 68,651.00 | 257.00 | \$68,908.00 |
| Leesch, Lisette | 43,927.00 | 257.00 | \$44,184.00 |
| Lehman, David | 28,091.04 | 639.19 | \$28,730.23 |
| Leite, Michael | 46,897.00 | 639.19 | \$47,536.19 |
| Limbach, Barbara | 51,746.00 | 257.00 | \$52,003.00 |
| Lockwood, Catherine | 47,788.00 | 639.19 | \$48,427.19 |
| Lopez Laval, Hilda | 53,642.00 | 639.19 | \$54,281.19 |
| Lurvey, John | 49,321.00 | 257.00 | \$49,578.00 |
| MacNeill, Loree | 48,450.00 | 257.00 | \$48,707.00 |
| MacNeill, Roger | 23,252.71 | 257.00 | \$23,509.71 |
| Madsen, Kim | 45,157.00 | 639.19 | \$45,796.19 |
| Malone, Velinda | 16,673.04 | 259.13 | \$16,932.17 |
| Marshall, Conrad | 59,509.00 | 257.00 | \$59,766.00 |
| Marshall, Darrell | 42,249.96 | 639.19 | \$42,889.15 |
| Marshall, Peggy | 32,633.00 | 257.00 | \$32,890.00 |
| Mason, Kathy | 29,520.00 | 257.00 | \$29,777.00 |
| Mays, Roger | 44,349.00 | 639.19 | \$44,988.19 |
| McCormick, Clifford | 30,948.96 | 639.19 | \$31,588.15 |
| McEwen, Robert | 54,696.00 | 257.00 | \$54,953.00 |
| McKinnon, Kenneth | 17,361.96 | 257.00 | \$17,618.96 |
| Meter, Deborah | 34,932.00 | 257.00 | \$35,189.00 |
| Miller, Kevin | 42,006.00 | 639.19 | \$42,645.19 |
| Miller, Ronald | 59,368.00 | 639.19 | \$60,007.19 |
| Mintken, Beverly | 17,156.04 | 639.19 | \$17,795.23 |
| Mitchell, Melissa | 32,215.00 | 639.19 | \$32,854.19 |
| Mittleider, Damon | 38,733.00 | 639.19 | \$39,372.19 |
| Moody, Yvonne | 57,790.00 | 257.00 | \$58,047.00 |
| Moore, Jim | 27,697.92 | 639.19 | \$28,337.11 |
| Moravek, April | 18,825.00 | 257.00 | \$19,082.00 |

*

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
CHADRON STATE COLLEGE**

| | CURRENT FY 04-05 | | REVISED FY 04-05 |
|---------------------|-------------------------|-------------------|-------------------------|
| NAME | SALARY | ADJUSTMENT | SALARY |
| Morford, Brenda | 19,470.96 | 639.19 | \$20,110.15 |
| Muenchau, Gary | 32,352.00 | 257.00 | \$32,609.00 |
| Myers, Lewis | 24,010.08 | 257.00 | \$24,267.08 |
| Nealeigh, Norma | 52,114.00 | 257.00 | \$52,371.00 |
| Nemeth, Patti | 19,744.08 | 259.13 | \$20,003.21 |
| Neuharth, Geraldine | 14,411.04 | 3.65 | \$14,414.69 |
| Nipp, Amanda | 27,000.00 | 257.00 | \$27,257.00 |
| Noble, Bonnie | 25,383.00 | 639.19 | \$26,022.19 |
| O'Boyle, William | 41,172.00 | 639.19 | \$41,811.19 |
| O'Donnell, Audrey | 16,430.04 | 639.19 | \$17,069.23 |
| Olivas, Johnnie | 25,908.00 | 639.19 | \$26,547.19 |
| Page, Rogine | 20,018.00 | 639.19 | \$20,657.19 |
| Patterson, Jereme | 32,424.00 | 257.00 | \$32,681.00 |
| Peters, Gene | 35,574.96 | 639.19 | \$36,214.15 |
| Petersen, Grace | 38,010.00 | 639.19 | \$38,649.19 |
| Pickett, Brent | 45,479.00 | 639.19 | \$46,118.19 |
| Polak, Sarah | 45,900.00 | 257.00 | \$46,157.00 |
| Pourier, Sheila | 18,825.00 | 639.19 | \$19,464.19 |
| Rankin, Samuel | 80,631.00 | 639.19 | \$81,270.19 |
| Rasmussen, Connie | 66,300.00 | 639.19 | \$66,939.19 |
| Reading, Jill | 20,215.00 | 639.19 | \$20,854.19 |
| Reece, Kathryn | 27,000.00 | 257.00 | \$27,257.00 |
| Retzlaff, Kathy | 16,672.08 | 639.19 | \$17,311.27 |
| Rickenbach, Michele | 21,897.00 | 639.19 | \$22,536.19 |
| Rickenbach, Sharon | 37,056.00 | 639.19 | \$37,695.19 |
| Ritzen, Scott | 52,630.00 | 639.19 | \$53,269.19 |
| Roberts, Joni | 17,844.00 | 639.19 | \$18,483.19 |
| Rosane, Patricia | 18,825.00 | 639.19 | \$19,464.19 |
| Rotherham, Terry | 33,000.00 | 639.19 | \$33,639.19 |
| Roweton, William | 75,736.00 | 639.19 | \$76,375.19 |
| Schaefer, Sandy | 44,730.00 | 639.19 | \$45,369.19 |
| Schaeffer, Susan | 35,700.00 | 257.00 | \$35,957.00 |
| Schramm, Esther | 17,156.04 | 639.19 | \$17,795.23 |
| Schreuder, Joel | 37,280.00 | 257.00 | \$37,537.00 |
| Schreuder, Ruth | 12,323.04 | 257.00 | \$12,580.04 |
| Sendel, Corey | 40,432.00 | 257.00 | \$40,689.00 |
| Shafer, John | 22,950.00 | 639.19 | \$23,589.19 |
| Shepherd, Allen | 73,570.00 | 639.19 | \$74,209.19 |
| Simpson, Theresa | 20,018.00 | 639.19 | \$20,657.19 |
| Sinn, Laure | 38,729.00 | 639.19 | \$39,368.19 |
| Smith, Bradley | 74,914.00 | 639.19 | \$75,553.19 |
| Smith, Debra | 25,959.00 | 639.19 | \$26,598.19 |
| Smith, George | 47,940.00 | 639.19 | \$48,579.19 |
| Smith, Margie Ann | 19,929.78 | 637.17 | \$20,566.95 |
| Smith, Royce | 67,070.00 | 639.19 | \$67,709.19 |
| Snook, Lorn | 16,266.96 | 639.19 | \$16,906.15 |
| Squier, Cynthia | 37,319.00 | 639.19 | \$37,958.19 |
| Stack, Robert | 63,000.00 | 639.19 | \$63,639.19 |
| Stephen, Mark | 40,904.00 | 639.19 | \$41,543.19 |

*

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
CHADRON STATE COLLEGE**

| NAME | CURRENT FY 04-05 SALARY | ADJUSTMENT | REVISED FY 04-05 SALARY |
|--------------------|------------------------------------|---------------------|------------------------------------|
| Sterling, Cindy | 19,020.96 | 639.19 | \$19,660.15 |
| Stetson, Gayle | 39,386.00 | 639.19 | \$40,025.19 |
| Stokey, Katherine | 32,337.00 | 639.19 | \$32,976.19 |
| Strong, Neil | 26,364.96 | 639.19 | \$27,004.15 |
| Swanke, Thomas | 45,552.00 | 639.19 | \$46,191.19 |
| Tucker, Deane | 43,900.00 | 639.19 | \$44,539.19 |
| Turman, Bridget | 23,828.04 | 639.19 | \$24,467.23 |
| Underwood, Chad | 33,396.00 | 639.19 | \$34,035.19 |
| VanderFeen, Aimee | 43,350.00 | 639.19 | \$43,989.19 |
| VanVleet, Stefani | 19,230.00 | 257.00 | \$19,487.00 |
| Veath, Lois | 88,434.00 | 639.19 | \$89,073.19 |
| Vogl, Michael | 36,911.00 | 639.19 | \$37,550.19 |
| Vogt, Kara | 46,650.00 | 257.00 | \$46,907.00 |
| Waggener, Denise | 23,100.96 | 257.00 | \$23,357.96 |
| Walgren, Cynthia | 19,742.04 | 639.19 | \$20,381.23 |
| Watson, George | 63,339.00 | 639.19 | \$63,978.19 |
| Watt, Don | 44,774.00 | 639.19 | \$45,413.19 |
| Waugh, Wendy | 50,927.00 | 639.19 | \$51,566.19 |
| Weber, Steve | 19,231.92 | 257.00 | \$19,488.92 |
| Weedon, Ronald | 73,795.00 | 639.19 | \$74,434.19 |
| White, Audrey | 23,573.04 | 639.19 | \$24,212.23 |
| Wiese, Jim | 20,754.00 | 257.00 | \$21,011.00 |
| Williamson, Dale | 59,241.00 | 639.19 | \$59,880.19 |
| Wineteer, Linda | 20,553.00 | 639.19 | \$21,192.19 |
| Winkle, Carola | 33,660.00 | 257.00 | \$33,917.00 |
| Winkle, William | 69,831.00 | 257.00 | \$70,088.00 |
| Wood, Bridget | 27,424.00 | 639.19 | \$28,063.19 |
| Wood, Elaine | 19,301.04 | 257.00 | \$19,558.04 |
| Wright, James | 62,065.00 | 639.19 | \$62,704.19 |
| Wright, Ottley | 35,700.00 | 639.19 | \$36,339.19 |
| Young, Allison | 16,266.96 | 257.00 | \$16,523.96 |
| Younglove, Georgia | 43,957.00 | 639.19 | \$44,596.19 |
| Zahn, Sally | 52,508.00 | 257.00 | \$52,765.00 |
| Zillig, Robert | 20,983.08 | 257.00 | \$21,240.08 |
| TOTALS | \$8,448,211.74 | \$111,225.31 | \$8,559,437.05 |

***No longer employed.**

**Salary Base Adjustment for 2004-05
Health Insurance Plan Change**

PERU STATE COLLEGE

Salary Increase effective 8/1/2004 for Sept. 1, 2004 Plan Change

| | Current | | Revised |
|--|--------------------|-------------------|--------------------|
| Employee Name | FY 2004-05 | | FY 2004-05 |
| | Salary | Adjustment | Salary |
| FACULTY - State Supported Positions | | | |
| Anderson, Ken | \$57,650 | \$0.00 | \$57,650 |
| Asmussen, Kelly | \$51,608 | \$0.00 | \$51,608 |
| Beischel, Mark | \$51,608 | \$639.19 | \$52,248 |
| Citrin, Anthony | \$64,152 | \$257.00 | \$64,409 |
| Clemente, William | \$53,642 | \$639.19 | \$54,281 |
| Clopton, Richard | \$54,031 | \$639.19 | \$54,671 |
| Crook, Sara | \$52,630 | \$639.19 | \$53,269 |
| Davis, Spencer | \$64,847 | \$639.19 | \$65,486 |
| Ediger, Thomas | \$66,206 | \$257.00 | \$66,463 |
| Edris, David | \$72,391 | \$257.00 | \$72,648 |
| Holtz, Dan | \$57,670 | \$257.00 | \$57,927 |
| Long, Daryl | \$80,203 | \$257.00 | \$80,460 |
| Lundak, Joel | \$53,642 | \$639.19 | \$54,281 |
| McCran, Anthony | \$54,167 | \$639.19 | \$54,806 |
| Snyder, William | \$69,635 | \$257.00 | \$69,892 |
| Thomas, James | \$67,918 | \$257.00 | \$68,175 |
| Waln, Randy | \$49,003 | \$257.00 | \$49,260 |
| Sub-Total Professors | \$1,021,004 | \$6,530.33 | \$1,027,535 |
| | | | |
| Batterson, Bruce | \$45,575 | \$257.00 | \$45,832 |
| Grotrian, Judy | \$45,217 | \$639.19 | \$45,856 |
| Hnida, John | \$45,929 | \$639.19 | \$46,568 |
| Vokolek, Dennis | \$41,582 | \$639.19 | \$42,221 |
| Sub-Total Associate Professors | | \$2,174.57 | \$180,477 |
| | | | |
| Barger, Michael | \$37,868 | \$257.00 | \$38,125 |
| Durbin, Druann | \$39,515 | \$257.00 | \$39,772 |
| Gatewood, Kelly | \$46,714 | \$639.19 | \$47,353 |
| Hinrichs, Paul | \$46,158 | \$639.19 | \$46,797 |
| Johnson, Rhonda | \$37,454 | \$257.00 | \$37,711 |
| Kearney, Elizabeth | \$38,500 | \$0.00 | \$38,500 |
| Kunkel, Margaret (Ellie) | \$37,230 | \$257.00 | \$37,487 |
| Murray, Johann | \$39,270 | \$639.19 | \$39,909 |
| Nevitt, James | \$39,535 | \$257.00 | \$39,792 |

PERU STATE COLLEGE

| | Current | | Revised |
|---|--------------------|--------------------|--------------------|
| Employee Name | FY 2004-05 | | FY 2004-05 |
| | Salary | Adjustment | Salary |
| Newman, William | \$39,951 | \$257.00 | \$40,208 |
| Rippe, Patricia | \$39,783 | \$639.19 | \$40,422 |
| Ruskamp, Judith | \$37,454 | \$639.19 | \$38,094 |
| Urbach, Beverly | \$39,270 | \$639.19 | \$39,909 |
| Welsh, Dennis | \$45,003 | \$639.19 | \$45,642 |
| Wiederhold, Dick | \$46,714 | \$639.19 | \$47,353 |
| Sub- Total Assistant Professors | | \$6,655.52 | \$617,076 |
| Wray, Patrick | \$39,535 | \$0.00 | \$39,535 |
| Sub-Total Instructors | \$39,535 | \$0 | \$39,535 |
| Total | \$1,849,262 | \$15,360.42 | \$1,864,622 |
| FACULTY - State Supported Positions - Retirement Contract | | | |
| Harper, Charles | \$15,224 | \$639.19 | \$15,863 |
| NSCPA Professional Staff - State Supported Positions | | | |
| Bender, Barbara | \$30,939 | \$637.17 | \$31,576 |
| Newcomb, Jennifer | \$32,621 | \$0.00 | \$32,621 |
| Clifton, Delyn | \$42,016 | \$0.00 | \$42,016 |
| Glathar, Sara | \$26,174 | \$637.17 | \$26,811 |
| Grotrian, Sheri | \$32,640 | \$639.19 | \$33,279 |
| Johnson, Stephanie | \$29,131 | \$0.00 | \$29,131 |
| Lasley, Paul | \$29,361 | \$0.00 | \$29,361 |
| Meland, Marie | \$32,130 | \$257.00 | \$32,387 |
| Otto, Mike | \$46,320 | \$257.00 | \$46,577 |
| Peery, Scott | \$31,732 | \$257.00 | \$31,989 |
| Volker, Janice | \$29,755 | \$639.19 | \$30,394 |
| Willis, Michaela | \$30,111 | \$0.00 | \$30,111 |
| Total | \$392,929 | \$3,323.72 | \$396,253 |
| NSCPA Professional Staff - Non State Supported Positions (Federal) | | | |
| Groff, Peggy (9/1/03-8/31/04) | \$27,019 | \$639.19 | \$27,658 |
| Nies, Kristi | \$27,499 | \$257.00 | \$27,756 |
| Total | \$54,518 | \$896.19 | \$55,414 |

PERU STATE COLLEGE

| | Current | | Revised |
|--|--------------------|--------------------|--------------------|
| Employee Name | FY 2004-05 | | FY 2004-05 |
| | Salary | Adjustment | Salary |
| Professional Staff (Non-Union) - State Supported Positions | | | |
| Bayliss, Mark | \$31,333 | \$0.00 | \$31,333 |
| Becker, Roger | \$56,182 | \$257.00 | \$56,439 |
| Clark, Terry | \$41,161 | \$639.19 | \$41,800 |
| Cole, Jerre | \$32,929 | \$639.19 | \$33,568 |
| Drew, Todd | \$79,070 | \$639.19 | \$79,710 |
| Greenwood, J. Alex | \$51,000 | \$257.00 | \$51,257 |
| Harshbarger, Ted | \$68,118 | \$257.00 | \$68,375 |
| Holtz, Alice | \$29,364 | \$257.00 | \$29,621 |
| Hopp, Julie | \$32,725 | \$639.19 | \$33,364 |
| Jacobsen, Jay | \$59,652 | \$257.00 | \$59,909 |
| Jacobsen, Linda | \$91,800 | \$257.00 | \$92,057 |
| Lee, Brian | \$25,319 | \$639.19 | \$25,958 |
| Lind, Diana | \$46,743 | \$639.19 | \$47,382 |
| Loy, DiAnna | \$59,057 | \$257.00 | \$59,314 |
| Mathews, Mark | \$32,895 | \$639.19 | \$33,534 |
| Moran, Janelle | \$40,612 | \$639.19 | \$41,252 |
| Pate, Paul | \$58,594 | \$0.00 | \$58,594 |
| Prichard, Dennis | \$33,293 | \$637.17 | \$33,930 |
| Reeves, Nancy | \$41,663 | \$639.19 | \$42,302 |
| Roberts, Laura | \$51,500 | \$0.00 | \$51,500 |
| Stonebarger, William | \$19,333 | \$128.50 | \$19,462 |
| Sylvester, Stephen | \$79,070 | \$639.19 | \$79,709 |
| Tande, Korrine | \$91,800 | \$257.00 | \$92,057 |
| Tynon, Kathy | \$34,808 | \$639.19 | \$35,447 |
| Unruh, Susan | \$39,270 | \$0.00 | \$39,270 |
| Eichelberger, Robert | \$30,000 | \$257.00 | \$30,257 |
| Wood, Zoon | \$33,478 | \$257.00 | \$33,735 |
| Total | \$1,290,768 | \$10,366.76 | \$1,301,135 |
| Professional Staff (Non-Union) - Non State Supported Positions (Revenue Bond) | | | |
| Brettmann, Jennifer | \$22,600 | \$0.00 | \$22,600 |
| Stonebarger, William (Les) | \$19,332 | \$128.50 | \$19,461 |
| Total | \$41,932 | \$128.50 | \$42,061 |
| NAPE/ Support Staff - State Supported Positions | | | |
| Alberts, Christine | \$22,714 | \$639.19 | \$23,354 |

PERU STATE COLLEGE

| | Current | | Revised |
|------------------------|-------------------|-------------------|-------------------|
| Employee Name | FY 2004-05 | | FY 2004-05 |
| | Salary | Adjustment | Salary |
| Allgood, Carolyn | \$23,279 | \$639.19 | \$23,919 |
| Anthony, Alma | \$21,578 | \$257.00 | \$21,835 |
| Chandler, Yvonne | \$28,982 | \$639.19 | \$29,621 |
| Chapin, Ardie | \$30,434 | \$639.19 | \$31,073 |
| Conz, Tracey | \$19,238 | \$259.13 | \$19,497 |
| Davis, Phyllis | \$24,202 | \$257.00 | \$24,459 |
| Edris, Malinda | \$28,037 | \$257.00 | \$28,294 |
| Ellner, Janice | \$29,129 | \$0.00 | \$29,129 |
| George, Barb | \$22,666 | \$639.19 | \$23,306 |
| Hawley, Janet | \$22,281 | \$639.19 | \$22,920 |
| Hawley, Nancy | \$26,208 | \$639.19 | \$26,847 |
| Johnson, JoAnn | \$21,127 | \$257.00 | \$21,384 |
| Kearney, Connie | \$33,345 | \$0.00 | \$33,345 |
| Pate, Kimberly | \$21,973 | \$0.00 | \$21,973 |
| Lager, Jill | \$19,015 | \$257.00 | \$19,272 |
| Martin, Gayle | \$22,072 | \$257.00 | \$22,329 |
| McClellan, Wendy | \$18,825 | \$0.00 | \$18,825 |
| Meece, Victoria | \$18,825 | \$0.00 | \$18,825 |
| Moody, Connie | \$28,465 | \$639.19 | \$29,104 |
| Parriott, Lisa | \$22,802 | \$257.00 | \$23,059 |
| Staples, Linda | \$21,799 | \$639.19 | \$22,439 |
| Teten, Dixie | \$22,990 | \$0.00 | \$22,990 |
| Williams, Krista | \$21,973 | \$257.00 | \$22,230 |
| Allen, Jack | \$20,856 | \$639.19 | \$21,495 |
| Ballue, Don (\$22,616) | \$11,308 | \$319.60 | \$11,627 |
| Berry, Malcolm | \$21,763 | \$0.00 | \$21,763 |
| Coulter, William | \$16,918 | \$257.00 | \$17,175 |
| Cummins, Dana | \$16,673 | \$639.19 | \$17,312 |
| Dalbec, Rosaire | \$21,260 | \$639.19 | \$21,899 |
| Eltiste, Hal | \$20,633 | \$639.19 | \$21,272 |
| Furnas, Kelly | \$18,933 | \$639.19 | \$19,572 |
| Junkins, Christian | \$20,208 | \$639.19 | \$20,847 |
| King, Micheal | \$16,267 | \$639.19 | \$16,906 |
| Kistner, Eldon | \$28,849 | \$639.19 | \$29,488 |
| McMann, Clifford | \$20,208 | \$639.19 | \$20,847 |
| Morris, Debra | \$18,029 | \$639.19 | \$18,668 |
| Reeves, Darrin | \$27,413 | \$639.19 | \$28,052 |
| Robbins, James | \$19,206 | \$257.00 | \$19,463 |
| Spangler, Antonia | \$17,862 | \$0.00 | \$17,862 |
| Stutheit, Kurt | \$21,166 | \$639.19 | \$21,805 |

PERU STATE COLLEGE

| | Current | | Revised |
|---|-------------------|--------------------|-------------------|
| Employee Name | FY 2004-05 | | FY 2004-05 |
| | Salary | Adjustment | Salary |
| Williams, Arlin | \$20,208 | \$257.00 | \$20,465 |
| Volkmer, Mark | \$20,633 | \$639.19 | \$21,272 |
| Total | \$950,350 | \$17,467.91 | \$967,818 |
| NAPE/ Support Staff - Non State Supported Positions (Federal) | | | |
| Patterson, Bea(eff 9/1/04) | \$18,825 | \$639.19 | \$19,464 |
| Total | | | |
| NAPE/ Support Staff - Non State Supported Positions (Revenue Bond) | | | |
| Ballue, Don (\$22,616) | \$11,308 | \$319.60 | \$11,627 |
| Hager, Terry | \$18,296 | \$639.19 | \$18,935 |
| Kopf, Roger | \$20,856 | \$1.52 | \$20,857 |
| Meyers, Jeffrey | \$20,633 | \$260.65 | \$20,893 |
| Shepherd, Donna | \$21,185 | \$257.00 | \$21,442 |
| Williams, Jackie | \$24,061 | \$0.00 | \$24,061 |
| Watlington, Kimberly | \$16,267 | \$257.00 | \$16,524 |
| Total | \$132,605 | \$1,734.96 | \$134,340 |
| Support Staff (Non Union) - State Supported Positions | | | |
| Adams, Phyllis | \$10,204 | \$0.00 | \$10,204 |
| Horn, Elaine | \$10,881 | \$0.00 | \$10,881 |
| Jensen, Teresa | \$12,038 | \$0.00 | \$12,038 |
| Breazile, Debra | \$24,407 | \$639.19 | \$25,046 |
| Fisher, Sandra | \$25,786 | \$257.00 | \$26,043 |
| Moody, Linda | \$36,400 | \$260.65 | \$36,660 |
| Reynolds, James | \$32,605 | \$639.19 | \$33,245 |
| Total | \$152,321 | \$1,796.03 | \$154,117 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|----------------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Adams, Franklin | \$55,998.00 | \$257.00 | \$56,255.00 |
| Agoumba, Darius | \$38,750.00 | \$0.00 | \$38,750.00 |
| Ahmann, Nancy | \$18,152.00 | \$639.19 | \$18,791.00 |
| Alexander, Andrew | \$52,630.00 | \$639.19 | \$53,270.00 |
| Anderson, Derek | \$31,165.00 | \$0.00 | \$31,165.00 |
| Anderson, Wayne | \$60,438.00 | \$639.19 | \$61,078.00 |
| Arneson, Patricia | \$60,413.00 | \$639.19 | \$61,053.00 |
| Backer, Joni | \$30,753.00 | \$639.19 | \$31,391.00 |
| Backstrom, Virginia | \$24,560.00 | \$639.19 | \$25,197.00 |
| Bareman, Jason | \$46,409.00 | \$257.00 | \$46,666.00 |
| Bareman, Laura | \$46,321.00 | \$257.00 | \$46,578.00 |
| Bargstadt, Connie | \$34,525.00 | \$639.19 | \$35,165.00 |
| Barry, Jeannette | \$37,455.00 | \$257.00 | \$37,712.00 |
| Barry, Michael | \$52,111.00 | \$257.00 | \$52,368.00 |
| Bauer, Jeffrey | \$45,397.00 | \$639.19 | \$46,037.00 |
| Bauman, Gretchen | \$59,160.00 | \$0.00 | \$59,160.00 |
| Bebee, Lori | \$19,335.00 | \$639.19 | \$19,972.00 |
| Benson, Vaughn | \$90,006.00 | \$639.19 | \$90,646.00 |
| Berry, Judith | \$31,350.00 | \$639.19 | \$31,990.00 |
| Bertolas, Randy | \$51,608.00 | \$639.19 | \$52,248.00 |
| Black, Barbara | \$78,000.00 | \$639.19 | \$78,640.00 |
| Blair-Esteves, Heidi | \$31,000.00 | \$0.00 | \$31,000.00 |
| Blankenau, Joe | \$44,911.00 | \$257.00 | \$45,168.00 |
| Blaser, Kent | \$67,478.00 | \$639.19 | \$68,118.00 |
| Blayney, Michael | \$67,478.00 | \$257.00 | \$67,735.00 |
| Blomenkamp, Jean | \$56,634.00 | \$257.00 | \$56,891.00 |
| Bohnert, David | \$39,780.00 | \$257.00 | \$40,037.00 |
| Bondhus, Joann | \$67,478.00 | \$639.19 | \$68,118.00 |
| Bonds, Christopher | \$63,810.00 | \$639.19 | \$64,450.00 |
| Bonds, Deborah | \$28,500.00 | \$0.00 | \$28,500.00 |
| Borgmann-Ingwersen, Marian | \$51,608.00 | \$0.00 | \$51,608.00 |
| Brink, Marlon | \$33,588.00 | \$639.19 | \$34,228.00 |
| Bruflat, Alan | \$56,612.00 | \$639.19 | \$57,252.00 |
| Bruggeman, Diane | \$21,076.00 | \$259.13 | \$21,335.00 |
| Brumm, Janet | \$34,357.00 | \$0.00 | \$34,357.00 |
| Brummels, James | \$59,916.00 | \$257.00 | \$60,173.00 |
| Brummels, Linda | \$49,712.00 | \$257.00 | \$49,969.00 |
| Buhrman, Beverly | \$48,261.00 | \$639.19 | \$48,901.00 |
| Burkett, Rico | \$52,111.00 | \$639.19 | \$52,751.00 |
| Burmood, Vickie | \$36,000.00 | \$639.19 | \$36,640.00 |
| Burns, Jana | \$19,262.00 | \$639.19 | \$19,902.00 |
| Burris, Patricia | \$31,607.00 | \$639.19 | \$32,247.00 |
| Buryanek, Donald | \$48,406.00 | \$639.19 | \$49,046.00 |
| Butler, Katherine | \$78,879.00 | \$257.00 | \$79,136.00 |
| Cacheiro, Adolfo | \$44,210.00 | \$639.19 | \$44,850.00 |
| Campbell, Paul | \$65,156.00 | \$639.19 | \$65,796.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|----------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Carmichael, Richard | \$49,394.00 | \$639.19 | \$50,034.00 |
| Carrigg, Maureen | \$49,074.00 | \$639.19 | \$49,714.00 |
| Carroll, Dennis | \$23,756.00 | \$0.00 | \$23,756.00 |
| Carstens, Jeffrey | \$50,931.00 | \$257.00 | \$51,188.00 |
| Carstens, Mary | \$26,826.00 | \$257.00 | \$27,083.00 |
| Casey, Gene | \$25,116.00 | \$257.00 | \$25,371.00 |
| Chase, Deb | \$21,982.00 | \$639.19 | \$22,620.00 |
| Christensen, Linda | \$41,163.00 | \$0.00 | \$41,163.00 |
| Christensen, Douglas | \$43,497.00 | \$639.19 | \$44,137.00 |
| Clarkson, Robert | \$24,356.00 | \$639.19 | \$24,994.00 |
| Claussen, Larry | \$59,520.00 | \$639.19 | \$60,160.00 |
| Collings, Richard | \$132,000.00 | \$639.19 | \$132,640.00 |
| Conley, Donovan | \$62,261.00 | \$257.00 | \$62,518.00 |
| Conner, Phyllis | \$89,760.00 | \$257.00 | \$90,017.00 |
| Conway, Gerald | \$63,842.00 | \$257.00 | \$64,099.00 |
| Conway, Kathleen | \$66,296.00 | \$257.00 | \$66,553.00 |
| Cook, Thomas | \$21,787.00 | \$639.19 | \$22,427.00 |
| Curtiss, James | \$50,896.00 | \$257.00 | \$51,153.00 |
| Daehnke, Deborah | \$23,289.00 | \$639.19 | \$23,927.00 |
| Dalal, Meenakshi | \$65,853.00 | \$257.00 | \$66,110.00 |
| DeBoer, Buffany | \$31,000.00 | \$0.00 | \$31,000.00 |
| DeBoer, Mitchell | \$44,370.00 | \$639.19 | \$45,010.00 |
| Dempster, Robert | \$35,959.00 | \$639.19 | \$36,597.00 |
| Denklau, Sue | \$24,007.00 | \$639.19 | \$24,646.00 |
| Derechailo, Melissa | \$31,250.00 | \$257.00 | \$31,507.00 |
| Dinsmore, Janice | \$48,313.00 | \$257.00 | \$48,570.00 |
| Dinsmore, Steven | \$67,478.00 | \$257.00 | \$67,735.00 |
| Dobias, Angela | \$19,032.00 | \$257.00 | \$19,289.00 |
| Donner, Colette | \$17,080.00 | \$639.19 | \$17,720.00 |
| Doring, Sheryl | \$22,844.00 | \$257.00 | \$23,100.00 |
| Driewer, Carolyn | \$33,000.00 | \$0.00 | \$33,000.00 |
| Dunning, John | \$59,639.00 | \$257.00 | \$59,896.00 |
| Echtenkamp, Cathleen | \$37,951.00 | \$639.19 | \$38,587.00 |
| Eckmann, Brandon | \$30,734.00 | \$257.00 | \$30,991.00 |
| Elfers, Eddie | \$57,078.00 | \$639.19 | \$57,718.00 |
| Elliott, Steven | \$38,750.00 | \$257.00 | \$39,007.00 |
| Ellis, Susan | \$44,239.00 | \$257.00 | \$44,496.00 |
| Elsberry, Ronald | \$18,953.00 | \$257.00 | \$19,208.00 |
| Engbretsen, Barbara | \$46,475.00 | \$0.00 | \$46,475.00 |
| Ensz, Deborah | \$27,888.00 | \$0.00 | \$27,888.00 |
| Erleben, Radelle | \$25,243.00 | \$639.19 | \$25,880.00 |
| Ettel, Mary | \$53,135.00 | \$257.00 | \$53,392.00 |
| Evetovich, Tammy | \$46,554.00 | \$639.19 | \$47,194.00 |
| Ewing, Donna | \$19,341.00 | \$639.19 | \$19,980.00 |
| Feuerbacher, Roger | \$52,687.00 | \$639.19 | \$53,327.00 |
| Filter, William | \$70,460.00 | \$639.19 | \$71,100.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|--------------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Fleer, Sharon | \$25,945.00 | \$257.00 | \$26,201.00 |
| Frevert, Cynthia (Thies) | \$17,865.00 | \$639.19 | \$18,504.00 |
| Frye, Curt | \$88,727.00 | \$0.00 | \$88,727.00 |
| Fuelberth, John | \$57,892.00 | \$639.19 | \$58,532.00 |
| Garden, Randa | \$28,000.00 | \$0.00 | \$28,000.00 |
| Gardner, Janice | \$30,735.00 | \$257.00 | \$30,991.00 |
| Gardner, Stanley | \$72,210.00 | \$639.19 | \$72,850.00 |
| Garvin, Sharon | \$37,455.00 | \$257.00 | \$37,712.00 |
| Garvin, Timothy | \$53,177.00 | \$257.00 | \$53,434.00 |
| Gathje, Richard | \$21,160.00 | \$639.19 | \$21,798.00 |
| Gazda, Frank | \$33,000.00 | \$0.00 | \$33,000.00 |
| Geisert, Cameron | \$31,212.00 | \$257.00 | \$31,469.00 |
| Gilligan, Janet | \$60,509.00 | \$257.00 | \$60,766.00 |
| Graber, David | \$37,264.00 | \$257.00 | \$37,521.00 |
| Granberg, Gordon | \$18,953.00 | \$257.00 | \$19,208.00 |
| Granberg, Karen | \$36,050.00 | \$257.00 | \$36,307.00 |
| Gray, Bradley | \$17,158.00 | \$257.00 | \$17,414.00 |
| Gray, Sage | \$35,370.00 | \$257.00 | \$35,627.00 |
| Gross, Steve | \$21,812.00 | \$639.19 | \$22,449.00 |
| Grosz, Mike | \$28,000.00 | \$639.19 | \$28,640.00 |
| Guzman, Veronica | \$25,179.00 | \$0.00 | \$25,179.00 |
| Halle, Kevin | \$27,000.00 | \$257.00 | \$27,257.00 |
| Hallgren, Kenneth | \$66,646.00 | \$257.00 | \$66,903.00 |
| Hamada, Yahia | \$41,163.00 | \$639.19 | \$41,803.00 |
| Hamilton, Terry | \$54,315.00 | \$639.19 | \$54,955.00 |
| Hammer, Mark F. | \$45,154.00 | \$639.19 | \$45,794.00 |
| Hansen, Cathleen | \$19,463.00 | \$257.00 | \$19,718.00 |
| Hansen, Pearl | \$64,078.00 | \$257.00 | \$64,335.00 |
| Harm, Debra | \$22,451.00 | \$0.00 | \$22,451.00 |
| Harms, Sally | \$41,689.00 | \$639.19 | \$42,329.00 |
| Hasenkamp, Karina | \$23,805.00 | \$639.19 | \$24,445.00 |
| Hawkins, Deborah | \$32,000.00 | \$0.00 | \$32,000.00 |
| Hawlitschka, Katja | \$40,531.00 | \$257.00 | \$40,788.00 |
| Headley, Terri | \$18,619.00 | \$639.19 | \$19,257.00 |
| Heggemeyer, Terri | \$34,548.00 | \$639.19 | \$35,188.00 |
| Henderson, Kathy | \$18,953.00 | \$639.19 | \$19,590.00 |
| Herling, Lourdes | \$27,805.00 | \$639.19 | \$28,445.00 |
| Hickey, Donald | \$67,478.00 | \$639.19 | \$68,118.00 |
| Hill, Kevin | \$78,000.00 | \$639.19 | \$78,640.00 |
| Hingst, Deborah | \$29,651.00 | \$0.00 | \$29,651.00 |
| Hintz, John | \$28,769.00 | \$639.19 | \$29,406.00 |
| Hirschman, Dawn | \$20,136.00 | \$639.19 | \$20,774.00 |
| Hix, Karla | \$27,811.00 | \$0.00 | \$27,811.00 |
| Hobza, Cathy | \$20,347.00 | \$639.19 | \$20,986.00 |
| Hochstein, Roger | \$35,961.00 | \$639.19 | \$36,599.00 |
| Hoffman, LeAnn | \$30,600.00 | \$639.19 | \$31,240.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|------------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Hoffman, Lisa | \$19,743.00 | \$257.00 | \$20,000.00 |
| Hoffman, Scott | \$61,127.00 | \$257.00 | \$61,384.00 |
| Howlett, Jeff* | \$40,531.00 | \$0.00 | \$40,531.00 |
| Hurlbert, Glenda | \$16,923.00 | \$257.00 | \$17,180.00 |
| Imdieke, Jack | \$63,508.00 | \$639.19 | \$64,148.00 |
| Ippensen, Jennifer | \$26,440.00 | \$0.00 | \$26,440.00 |
| Irlmeier, Joni | \$28,560.00 | \$0.00 | \$28,560.00 |
| Jackson, Fay | \$53,049.00 | \$257.00 | \$53,306.00 |
| Janke, Kathy | \$21,767.00 | \$639.19 | \$22,404.00 |
| Jensen, Gwen | \$43,495.00 | \$639.19 | \$44,135.00 |
| Jensen, Lesa | \$26,738.00 | \$639.19 | \$27,376.00 |
| Johnson, Dwayne | \$62,730.00 | \$257.00 | \$62,987.00 |
| Johnson, Judith | \$59,060.00 | \$0.00 | \$59,060.00 |
| Johnson, Maria | \$39,904.00 | \$257.00 | \$40,161.00 |
| Kaiser, Clarissa | \$51,000.00 | \$0.00 | \$51,000.00 |
| Kamrath, Vern | \$21,160.00 | \$639.19 | \$21,798.00 |
| Kardell, Jeanne Ann | \$23,935.00 | \$639.19 | \$24,573.00 |
| Karlen, Jean | \$66,748.00 | \$257.00 | \$67,005.00 |
| Karr, Paul | \$52,114.00 | \$639.19 | \$52,754.00 |
| Karsky, Jason | \$43,483.00 | \$639.19 | \$44,123.00 |
| Kastrup, Tama | \$22,607.00 | \$639.19 | \$23,244.00 |
| Keenan, Richard | \$51,015.00 | \$257.00 | \$51,272.00 |
| Keller, Jennifer | \$19,929.00 | \$639.19 | \$20,567.00 |
| Kelly, Siobhan | \$53,135.00 | \$257.00 | \$53,392.00 |
| Kennedy, Gerald | \$27,943.00 | \$639.19 | \$28,582.00 |
| Kietzmann, Glenn | \$55,157.00 | \$639.19 | \$55,797.00 |
| Kniefel, Scott | \$28,080.00 | \$639.19 | \$28,720.00 |
| Knotwell, James | \$40,531.00 | \$639.19 | \$41,171.00 |
| Kollath, Carissa | \$25,500.00 | \$257.00 | \$25,757.00 |
| Kosch, Kristine | \$16,673.00 | \$639.19 | \$17,312.00 |
| Krentz, Dena (Mehrens) | \$16,598.00 | \$257.00 | \$16,855.00 |
| Kucera, Loren | \$49,396.00 | \$639.19 | \$50,036.00 |
| Laursen, Jennifer | \$24,000.00 | \$0.00 | \$24,000.00 |
| Lawrence, Gloria | \$58,268.00 | \$257.00 | \$58,525.00 |
| Leeper, Mark | \$46,798.00 | \$639.19 | \$47,438.00 |
| Leise, Heather | \$22,202.00 | \$639.19 | \$22,840.00 |
| Lentz, Brian | \$36,415.00 | \$0.00 | \$36,415.00 |
| Lentz, Lynette | \$50,492.00 | \$639.19 | \$51,132.00 |
| Lichty, Dennis | \$50,015.00 | \$257.00 | \$50,272.00 |
| Liedorff, Marilyn | \$42,459.00 | \$257.00 | \$42,716.00 |
| Lindberg, Judith | \$58,717.00 | \$257.00 | \$58,974.00 |
| Linster, Carolyn | \$63,035.00 | \$257.00 | \$63,292.00 |
| Linster, Dennis | \$83,956.00 | \$257.00 | \$84,213.00 |
| Lofgren, Ronald | \$45,397.00 | \$639.19 | \$46,037.00 |
| Long, William | \$19,620.00 | \$0.00 | \$19,620.00 |
| Loofe, Vickie | \$28,579.00 | \$0.00 | \$28,579.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|-----------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Lubberstedt, Marcella | \$21,160.00 | \$257.00 | \$21,416.00 |
| Lundahl, Deborah | \$36,415.00 | \$639.19 | \$37,055.00 |
| Lutt, Jean | \$46,371.00 | \$639.19 | \$47,011.00 |
| Lutt, Pat | \$41,463.00 | \$0.00 | \$41,463.00 |
| Maas, Mark | \$25,440.00 | \$0.00 | \$25,440.00 |
| Majeski, Robert | \$31,200.00 | \$639.19 | \$31,840.00 |
| Maly, Jim | \$28,182.00 | \$639.19 | \$28,819.00 |
| Manganaro, John | \$38,100.00 | \$257.00 | \$38,357.00 |
| Marek, Michael | \$31,000.00 | \$0.00 | \$31,000.00 |
| Marr, Daniel | \$28,293.00 | \$257.00 | \$28,548.00 |
| Marsh, Carol | \$22,406.00 | \$257.00 | \$22,662.00 |
| McCoy, Charles | \$19,734.00 | \$639.19 | \$20,373.00 |
| McCue, Robert | \$100,000.00 | \$257.00 | \$100,257.00 |
| McElwain, David | \$43,697.00 | \$639.19 | \$44,337.00 |
| Mecseji, Karen | \$19,000.00 | \$0.00 | \$19,000.00 |
| Meehan, Patrick | \$37,740.00 | \$257.00 | \$37,997.00 |
| Meehan, Sherrie | \$26,631.00 | \$257.00 | \$26,888.00 |
| Meier, Tammy | \$27,537.00 | \$257.00 | \$27,792.00 |
| Metz, Sandra | \$49,014.00 | \$639.19 | \$49,654.00 |
| Metzler, Darrel | \$19,217.00 | \$639.19 | \$19,856.00 |
| Meyer, Barbara | \$50,317.00 | \$639.19 | \$50,957.00 |
| Meyer, Jeffrey | \$38,418.00 | \$639.19 | \$39,058.00 |
| Meyer, Michelle | \$39,780.00 | \$0.00 | \$39,780.00 |
| Meyer, Nancy | \$22,892.00 | \$257.00 | \$23,147.00 |
| Miller, Daniel | \$46,831.00 | \$639.19 | \$47,471.00 |
| Milliken, Ann | \$23,516.00 | \$639.19 | \$24,154.00 |
| Misfeldt, Jon | \$32,929.00 | \$639.19 | \$33,569.00 |
| Mohlfeld, Kathy | \$39,704.00 | \$639.19 | \$40,344.00 |
| Monahan, Pamela | \$19,463.00 | \$639.19 | \$20,101.00 |
| Moore, Mimi | \$50,492.00 | \$639.19 | \$51,132.00 |
| Morlok, Deb | \$17,024.00 | \$639.19 | \$17,663.00 |
| Morris, Lincoln | \$64,505.00 | \$639.19 | \$65,145.00 |
| Morris, Robert | \$40,817.00 | \$639.19 | \$41,455.00 |
| Mosley, Greg | \$28,134.00 | \$257.00 | \$28,389.00 |
| Mostek, Denise | \$23,517.00 | \$639.19 | \$24,154.00 |
| Mrsny, Jason | \$29,501.00 | \$639.19 | \$30,138.00 |
| Mudge, Marilyn | \$53,643.00 | \$257.00 | \$53,900.00 |
| Mueller, Marlene | \$62,900.00 | \$257.00 | \$63,157.00 |
| Muir, Nick | \$29,948.00 | \$257.00 | \$30,205.00 |
| Muir, Trudy | \$32,929.00 | \$639.19 | \$33,569.00 |
| Murken, Matthew | \$27,541.00 | \$257.00 | \$27,798.00 |
| Murphy, Carolyn | \$96,115.00 | \$257.00 | \$96,372.00 |
| Murphy, Kenneth | \$55,570.00 | \$257.00 | \$55,827.00 |
| Nelson, Jeremy | \$30,276.00 | \$257.00 | \$30,533.00 |
| Nelson, Jeryl | \$52,457.00 | \$639.19 | \$53,097.00 |
| Nicholson, Lori | \$39,515.00 | \$639.19 | \$40,155.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|---------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Nitzke, Joseph | \$26,000.00 | \$0.00 | \$26,000.00 |
| Nordhues, Angela | \$25,373.00 | \$639.19 | \$26,009.00 |
| Novotny, Jason | \$31,000.00 | \$0.00 | \$31,000.00 |
| Nuernberger, Lois | \$27,030.00 | \$639.19 | \$27,670.00 |
| O'Donnell, James | \$85,941.00 | \$639.19 | \$86,581.00 |
| O'Leary, Jay | \$77,915.00 | \$639.19 | \$78,555.00 |
| Olson, Arden | \$21,160.00 | \$639.19 | \$21,798.00 |
| Olson, Curtis | \$45,000.00 | \$0.00 | \$45,000.00 |
| Osnes, Thomas | \$27,793.00 | \$639.19 | \$28,433.00 |
| Parker, Chuck | \$48,303.00 | \$639.19 | \$48,943.00 |
| Paulson, Debra | \$16,920.00 | \$639.19 | \$17,560.00 |
| Paulson, Jaime | \$15,300.00 | \$0.00 | \$15,300.00 |
| Paxton, John | \$69,578.00 | \$257.00 | \$69,835.00 |
| Paysen, William | \$23,146.00 | \$639.19 | \$23,784.00 |
| Pearcy, Shawn | \$45,004.00 | \$257.00 | \$45,261.00 |
| Pehrson, Amber | \$16,321.00 | \$257.00 | \$16,577.00 |
| Peitz, David | \$45,126.00 | \$639.19 | \$45,766.00 |
| Penlerick, Norma | \$18,030.00 | \$637.17 | \$18,666.00 |
| Penn, Suzanne | \$21,537.00 | \$0.00 | \$21,537.00 |
| Peterson, Ricky | \$24,114.00 | \$0.00 | \$24,114.00 |
| Pick, Karla | \$34,741.00 | \$639.19 | \$35,381.00 |
| Piper, Jeff | \$32,425.00 | \$639.19 | \$33,065.00 |
| Poirier, Gayle | \$39,725.00 | \$257.00 | \$39,982.00 |
| Polenske, Cheri | \$33,583.00 | \$639.19 | \$34,223.00 |
| Rahn, Terry | \$21,024.00 | \$0.00 | \$21,024.00 |
| Rasmussen, Richard | \$26,121.00 | \$639.19 | \$26,760.00 |
| Raveling, Linda | \$23,845.00 | \$0.00 | \$23,845.00 |
| Red Shirt, Delphine | \$23,000.00 | \$0.00 | \$23,000.00 |
| Reifenrath, Lisa | \$25,751.00 | \$257.00 | \$26,008.00 |
| Reinhardt, Heather | \$19,463.00 | \$639.19 | \$20,101.00 |
| Reklaitis, Joe | \$16,755.00 | \$639.19 | \$17,395.00 |
| Renzelman, John | \$63,231.00 | \$257.00 | \$63,488.00 |
| Reynolds, Lisa | \$25,933.00 | \$639.19 | \$26,573.00 |
| Reynolds, Vic | \$59,482.00 | \$639.19 | \$60,122.00 |
| Riley, Delpha | \$27,847.00 | \$639.19 | \$28,485.00 |
| Ritze, David | \$22,167.00 | \$257.00 | \$22,423.00 |
| Ritze, Randy | \$28,527.00 | \$639.19 | \$29,165.00 |
| Roe, Monty | \$34,294.00 | \$639.19 | \$34,934.00 |
| Roeber, Merle | \$18,953.00 | \$639.19 | \$19,590.00 |
| Roland, Charles | \$24,988.00 | \$257.00 | \$25,244.00 |
| Roney, Janet | \$59,985.00 | \$639.19 | \$60,625.00 |
| Ronnow, Gretchen | \$53,644.00 | \$257.00 | \$53,901.00 |
| Rose, Kyle | \$43,905.00 | \$259.13 | \$44,165.00 |
| Rudin, Catherine | \$60,749.00 | \$639.19 | \$61,389.00 |
| Rump, Carl | \$66,593.00 | \$639.19 | \$67,233.00 |
| Salmen-Thomas, Amy | \$30,736.00 | \$0.00 | \$30,736.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|------------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Samuelson, Josh | \$37,637.00 | \$257.00 | \$37,894.00 |
| Sandlin, Lisa** | \$46,780.00 | \$257.00 | \$47,037.00 |
| Santos, Odell | \$30,000.00 | \$257.00 | \$30,257.00 |
| Schenck, Joyce | \$16,104.00 | \$0.00 | \$16,104.00 |
| Schlichter, Marcus | \$43,025.00 | \$257.00 | \$43,282.00 |
| Schmidt, Wendy | \$17,377.00 | \$639.19 | \$18,016.00 |
| Schmitz, Cynthia | \$18,030.00 | \$257.00 | \$18,286.00 |
| Schmitz, Janet | \$62,090.00 | \$257.00 | \$62,347.00 |
| Schmitz, Thomas | \$29,833.00 | \$257.00 | \$30,088.00 |
| Schoh, Eric | \$70,000.00 | \$639.19 | \$70,640.00 |
| Schroeder, LeAnn | \$17,866.00 | \$639.19 | \$18,503.00 |
| Schroeder, Molly | \$19,745.00 | \$639.19 | \$20,382.00 |
| Schultz, Amanda (Hank) | \$19,232.00 | \$257.00 | \$19,488.00 |
| Schulz, Karen | \$16,673.00 | \$639.19 | \$17,312.00 |
| Schumacher, Ruth | \$28,500.00 | \$0.00 | \$28,500.00 |
| Sebade, Mary | \$28,071.00 | \$639.19 | \$28,711.00 |
| Sebade, Rhonda | \$24,344.00 | \$639.19 | \$24,981.00 |
| Seier, Carolyn | \$21,366.00 | \$257.00 | \$21,622.00 |
| Seier, Greg | \$36,000.00 | \$0.00 | \$36,000.00 |
| Sharer, Timothy | \$54,774.00 | \$639.19 | \$55,414.00 |
| Sherry, George | \$21,477.00 | \$639.19 | \$22,116.00 |
| Sinniger, Carolyn | \$18,160.00 | \$639.19 | \$21,393.00 |
| Slaymaker, William | \$60,221.00 | \$639.19 | \$60,861.00 |
| Smith, Ashley | \$25,179.00 | \$257.00 | \$25,436.00 |
| Smith, Chad | \$36,380.00 | \$257.00 | \$36,637.00 |
| Smith, Ruth | \$28,543.00 | \$639.19 | \$29,183.00 |
| Snowden, Monica | \$44,013.00 | \$257.00 | \$44,270.00 |
| Snyder, David | \$34,000.00 | \$0.00 | \$34,000.00 |
| Spahr, Connie | \$23,294.00 | \$639.19 | \$23,932.00 |
| Spethman, Phyllis | \$41,710.00 | \$639.19 | \$42,350.00 |
| Spoos, Holly | \$28,500.00 | \$257.00 | \$28,757.00 |
| Stalp, Joyce | \$28,500.00 | \$0.00 | \$28,500.00 |
| Stalling, Mary | \$18,953.00 | \$639.19 | \$19,590.00 |
| Sutton, Robert | \$19,335.00 | \$259.13 | \$19,592.00 |
| Sweeney, Karen | \$59,625.00 | \$257.00 | \$59,882.00 |
| Sweetland, Robert | \$61,473.00 | \$259.13 | \$61,733.00 |
| Swinney, William | \$33,429.00 | \$639.19 | \$34,068.00 |
| Taber, Douglass | \$62,509.00 | \$257.00 | \$62,766.00 |
| Taber, Linda | \$51,116.00 | \$257.00 | \$51,373.00 |
| Teach, Frank | \$49,453.00 | \$257.00 | \$49,710.00 |
| Teach, Linda | \$23,716.00 | \$257.00 | \$23,971.00 |
| Thomas, Sharon | \$47,112.00 | \$257.00 | \$47,369.00 |
| Thompson, Patricia | \$23,173.00 | \$639.19 | \$23,810.00 |
| Tietsort, Donna | \$11,430.00 | \$0.00 | \$11,430.00 |
| Todd, Jay | \$34,162.00 | \$639.19 | \$34,802.00 |
| Tremblay, Chera | \$25,179.00 | \$0.00 | \$25,179.00 |

**SALARY BASE ADJUSTMENT FOR 2004-05 HEALTH INSURANCE PLAN CHANGE
WAYNE STATE COLLEGE**

Salary increase effective 8/1/2004 and 9/1/2004 for September 1, 2004 Plan Change

| NAME | CURRENT FY 04-05 | | REVISED FY 04-05 |
|----------------------|------------------|------------|------------------|
| | SALARY | ADJUSTMENT | SALARY |
| Trevett, Joyce | \$24,789.00 | \$639.19 | \$25,426.00 |
| Twelvetrees, Oliver | \$34,000.00 | \$0.00 | \$34,000.00 |
| Tyson, Tammy | \$27,030.00 | \$639.19 | \$27,670.00 |
| Vander Weil, Gregory | \$45,858.00 | \$639.19 | \$46,498.00 |
| Vanis, Sharon | \$54,000.00 | \$257.00 | \$54,257.00 |
| Vick, Ron Jr. | \$17,158.00 | \$639.19 | \$17,797.00 |
| Vick, Ronald Sr. | \$39,777.00 | \$639.19 | \$40,417.00 |
| Volk, Gary | \$66,854.00 | \$639.19 | \$67,494.00 |
| Vrtiska, Kenneth | \$21,366.00 | \$639.19 | \$22,004.00 |
| Waddington, Cheryl | \$48,549.00 | \$639.19 | \$49,189.00 |
| Walker, Karen | \$45,641.00 | \$257.00 | \$45,898.00 |
| Walker, Shelia | \$18,456.00 | \$0.00 | \$18,456.00 |
| Weber, Deborah | \$24,560.00 | \$0.00 | \$24,560.00 |
| Weber, Dorothy | \$43,940.00 | \$639.19 | \$44,580.00 |
| Webster, Lacey | \$19,462.00 | \$257.00 | \$19,718.00 |
| Weed, Ronald | \$28,132.00 | \$0.00 | \$28,132.00 |
| White, Julia | \$26,000.00 | \$0.00 | \$26,000.00 |
| Whitt, Deborah | \$54,201.00 | \$257.00 | \$54,458.00 |
| Whitt, Ronald | \$63,239.00 | \$257.00 | \$63,496.00 |
| Wilcox, Daryl | \$67,478.00 | \$639.19 | \$68,118.00 |
| Williams, Ryun | \$57,902.00 | \$639.19 | \$58,542.00 |
| Willis, Keith | \$48,378.00 | \$639.19 | \$49,018.00 |
| Wilson, Marilyn | \$45,791.00 | \$639.19 | \$46,431.00 |
| Woehler, Mary | \$19,030.00 | \$257.00 | \$19,286.00 |
| Woldt, Deanna | \$27,030.00 | \$257.00 | \$27,287.00 |
| Worner, Tamara | \$43,497.00 | \$639.19 | \$44,137.00 |
| Wriedt, Jeannine | \$26,787.00 | \$639.19 | \$27,427.00 |
| Wurdinger, Marlin | \$17,158.00 | \$1.52 | \$17,159.00 |
| Yates, Marilyn | \$19,103.00 | \$0.00 | \$19,103.00 |
| Young, Kaye | \$21,763.00 | \$639.19 | \$22,402.00 |
| Young, Todd | \$43,588.00 | \$639.19 | \$44,228.00 |
| | | 141,684.89 | |

*On unpaid leave for 2004-05

**On unpaid leave for second semester 2004-05

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Richard Halbert
Kari Daly

December 2, 2004

WSC/NECC Joint Collaboration

The following summarizes the presentation of Wayne State President Rick Collings and Northeast Community College President Bill Path at the October 28 Board meeting on the NECC/WSC collaborative project at South Sioux City, Nebraska.

- NECC and WSC – both serve South Sioux City—offerings are “modest”
- South Sioux City is part of the metropolitan area known as Siouxland—175,000 people live within a 30 mile radius of South Sioux City
- The three Nebraska counties around South Sioux City are projected to have a 21+% increase in population by 2020
- The Siouxland area produces 1,300+ high school graduates annually
- There are two tribal community colleges in Nebraska and two private colleges, a community college, and a nursing school in Iowa within a 30 mile radius of South Sioux City
- The cost of higher education in the Siouxland area has risen dramatically in the last several years
- NECC and WSC deem it beneficial to jointly expand their service in the Siouxland area
- NECC and WSC believe there is a need for educational offerings ranging from vocational training through graduate programs
- NECC and WSC desire to establish a long-term collaborative partnership to assure that South Sioux City and the surrounding region are adequately served by public higher education in Nebraska. Thus the two colleges are now discussing plans to erect a building to house educational programs that would include vocational training, academic transfer and A.S./A.A., bachelors and masters degrees.
- The City of South Sioux strongly supports the concept of a regular presence of NECC and WSC and as such has agreed to donate land for a building that would house both NECC and WSC, if we can successfully achieve this goal.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Sheryl Lindau
Wendy Alexander*

December 2, 2004

System Logo and Visual Representation

Carnegie Communications is currently working on a system logo and visual representation. The firm is conducting research on the logos of our competitors to assure that the new logo can be copyrighted.

The designer also visited each campus November 19-22. He toured the facilities and took photographs of unique, distinct elements of each campus for the system visual representation design.

The logo and visual representation are due to the System Office by Wednesday, December 22. They will then be shared with the Enrollment & Marketing Committee, as well as the full board at a later date.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Sheryl Lindau
Wendy Alexander*

December 2, 2004

DVD/CD Creation

The Enrollment & Marketing Committee developed the RFP for the DVD-CD project (attached). The RFP was mailed to select firms, posted on the system website, and was advertised in the *Lincoln Journal-Star* for three weeks, as mandated by policy.

The deadline for submission of proposals is Tuesday, November 30 at noon. The proposals will then be shared with the Enrollment & Marketing Committee, and selected firms will be asked to present to the committee on Tuesday, December 7. One firm will then be chosen to write the four individual scripts and produce four DVD-CDs for the system – one about each college and one about the entire system.



Chadron State College · Peru State College · Wayne State College

Request for Proposals

The Nebraska State College System seeks to partner with an experienced marketing firm to create four videos for a DVD/CD presentation package in two phases. There will be four DVD/CDs – one about each of the three colleges and one about the entire system. Packaging will also be required for each individual DVD/CD and for the system four-pack.

The ideal agency/firm for this partnership will be able to:

1. Provide a full range of planning, scripting and creating communications products and services.
2. Demonstrate depth, breadth, and a recognized history of expertise in DVD/CD marketing.
3. Demonstrate the successful completion of similar projects for institutions or organizations similar to the Nebraska State College System.
4. Bring a spirit of creativity and innovation to this program.

PHASE 1: Creation of the Video/Audio Script

Each of the four eight-minute video scripts need to demonstrate the system brand promises, as stated in the NSCS Brand Identity Campaign document. The scripts need to incorporate the new system logo and visual representation, which are currently being developed, as well as the new system tagline. The individual college videos also need to include their unique logos and brand promises, as stated in the NSCS Brand Identity Campaign document. This document will be provided to the selected firm.

The NSCS Enrollment & Marketing Committee will provide input and approve concepts for the scripts. The committee will also have final approval over all four scripts prior to production.

The overall goals of the videos are to:

- 1) Increase overall awareness of the Nebraska State College System.
- 2) Increase both enrollment and retention.
- 3) Increase fundraising dollars and endowments.
- 4) Increase alumni participation and support.

These videos will be targeted to key constituent groups, including:

- A. Prospective Students
- B. Parents of Prospective Students
- C. Alumni
- D. Guidance Counselors
- E. Legislators & Citizens of Nebraska
- F. Donors
- G. Current students
- H. NSCS Personnel

Deliverables: Firm shall provide draft scripts for input and approval of concepts prior to review of the final scripts. Any music to be included should also be approved prior to review of the final scripts. Final scripts will be presented to Enrollment & Marketing Committee no later than **Friday, February 18, 2005**.

Timeline: Creation of the script will commence immediately upon contract signing. A formal presentation of the overall plans and scripts will be presented to the Enrollment & Marketing Committee no later than **Friday, February 18, 2005**.

PHASE 2: DVD/CD Production

Four separate videos for a DVD/CD presentation package will be created and edited. A minimum of two days will be required at each college – Chadron, Peru and Wayne State – shooting video and still photography. One contact will be involved with the set up and planning of this process from the System Office, as well as one representative from each college.

The Nebraska State College System will own all video footage, negatives, and the master copies with the right to reproduce. Still photography will be provided to the System Office on CDs (eight total) and in hard copy format (two sets).

Each individual DVD/CD is to include a plastic cover and liner and a cardboard package for mailing. Separate packaging for the set of four DVD/CDs for the system will also need to be created to keep them grouped together.

The video presentations are to be provided in a format compatible to run on each colleges' current website, as well as the system website.

Duplication: A total of 1,500 DVD/CDs for each of the three colleges and 1,500 of the four-pack set for the System Office is to be included with this proposal for the first year. Cost for reproducing the same videos with no changes to the video design for the second year needs to be included in this proposal. Also, cost estimates for the third year with a 20 percent change and a 50 percent change to the video design should be included.

Deliverables: Four separate DVD/CDs that can be mailed individually (prospective students, alumni and donors) or as a set of four (city libraries and high schools). Includes plastic covers, inserts for each individual DVD/CD and special packaging for the four-pack. All 6,000 DVD/CDs, as well as a master of each, will be provided with packaging a

week after the final presentation. All negatives from still photography and video footage will also be supplied at this time.

Timeline: Production will commence immediately following Phase I. The four completed videos will be presented to the Enrollment & Marketing Committee no later than **Thursday, July 14, 2005.**

Total available resources for the two phases: Approximately \$80,000 (including travel and other project-related expenses).

PROPOSALS

Proposals, following the outline below, should be submitted by no later than **12 p.m. (noon), Tuesday, November 30, 2004 Central Time**, at which time proposals will be publicly opened. Please submit statements to:

Sheri Irwin
Director of Public Relations
Nebraska State College System
PO Box 94605, State Capitol
Lincoln, NE 68509

The following materials should be included as part of the proposal for consideration:

1. Your organization's history, experience, resources and staffing
2. Names and experience of those who would be working on our project; we are most interested in the qualifications and experience of the individual who will lead the project
3. Detailed description of how your firm would approach each phase of work
4. Detailed description of the anticipated deliverables, include costs for reproduction in year two and three as stated under Duplication under Phase 2.
5. Cost to complete the project
6. Timeline to complete each phase of the project
7. A representative list of current and past clients, highlighting work with schools similar to the Nebraska State Colleges
8. A copy of your drug-free workplace policy
9. Written notice that a representative from your organization will be able to make a formal presentation to the Enrollment & Marketing Committee if contacted/selected on:
Tuesday, December 7, 2004 to provide more information for selection process
Friday, February 18, 2005 to receive approval on all four scripts
Thursday, July 14, 2005 to present the four completed DVDS/CDs

Contact Sheri Irwin at sirwin@nscs.edu if you have any questions or require any additional information to respond to this request. A selection committee will review the proposals and contact firms with questions and requests for additional information.

A small group of selected firms may be invited to make formal presentations to our marketing committee on **Tuesday, December 7, 2004**. It is our intent to select a firm and commence work no later than **Thursday, December 9, 2004**.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Sheryl Lindau
Wendy Alexander*

December 2, 2004

WSC/NECC Joint Collaboration

At the last board meeting, a potential partnership in South Sioux City between Wayne State College and Northeast Community College was presented by NECC President Bill Path and WSC President Richard Collings. This would include the colleges constructing buildings on land donated by South Sioux City for this project and sharing in the delivery of programs offered at this site.

South Sioux City is part of the metropolitan area known as Siouxland and 175,000 people live within a 30-mile radius of the city. The three Nebraska counties around South Sioux City are projected to have a more than 21 percent increase in population by 2020, and the Siouxland area produces more than 1,300 high school graduates annually.

With only two tribal community colleges in Nebraska and two private colleges, one community college, and a nursing school in Iowa within the 30-mile radius of South Sioux City, there is an unmet need for public higher education, ranging from vocational training through graduate programs. By donating land for the project, the City of South Sioux City has shown strong support for this partnership.

Both NECC and WSC desire to establish a long-term collaborative partnership to assure that South Sioux City and the surrounding region are adequately served by public higher education in Nebraska.

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

Grant Applications and Awards for information only

Chadron State College Application

- EPSCoR/Nebraska Academy of Sciences Grant-Microbiology (National Science Foundation through EPSCoR/Nebraska Academy of Sciences) -- \$4,130.75

Wayne State College Application

- Stabilizing Effects of Silicon on Arene-Chromium Bonds (National Science Foundation through Nebraska EPSCoR/Nebraska Academy of Sciences) -- \$1,200
 - The Theoretical Study of Oxidized PAHs for the Development of New Luminescent Compounds (National Science Foundation (NSF) through Nebraska EPSCoR) -- \$5,000
-

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.

7.1.-2

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

| | | |
|---|-----------------|----------------------------|
| College: Chadron State College | | Date: October 14, 2004 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: EPSCoR/Nebraska Academy of Sciences Grant-Microbiology | | |
| Funding Source: National Science Foundation through EPSCoR/Nebraska Academy of Sciences | | |
| Amount Requested: \$4130.75 | Amount Awarded: | Funding Period: 1/05-12/05 |
| Closing Date for Application Submission: October 14, 2004 | | |
| 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: 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.): Mileage for handicap accessible van (\$318.75) to attend Nebraska Academy of Sciences meeting in April, 2005. Use of research laboratory equipment. | | |
| 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 | |
| How many of these are new positions? | New FTE: 0 | |
| Briefly describe the purpose(s) of this application/award: This grant proposal is for the study of genetics behind toxin production from <i>Clostridium perfringens</i> , a pathogenic bacterium of cattle that causes internal intestinal bleeding and potentially death in infant calves. | | |
| 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. Avery Paulson, Assistant Professor | | |
| Administrator responsible for approving the application: Thomas L. Krepel, President | | |

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

| | | |
|--|-----------------|-----------------------------|
| College: Wayne State College | | Date: December 2, 2004 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: Stabilizing Effects of Silicon on Arene-Chromium Bonds | | |
| Funding Source: National Science Foundation through Nebraska EPSCoR/Nebraska Academy of Sciences | | |
| Amount Requested: \$1,200 | Amount Awarded: | Funding Period: 01/05-07/05 |
| 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: 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 include maintenance costs of equipment and chemical supplies used in research projects. | | |
| 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 is for funding to purchase fluorescence cells to be used by undergraduate students to analyze synthesized compounds with fluorescence, infrared spectroscopy, and ultraviolet-visible spectroscopy and travel expenses to present their work at state and regional conferences. | | |
| 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. David Peitz, Assoc. Professor, Physical Sciences and Mathematics Department. | | |
| Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance | | |

7.1.-4

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

| | | | |
|--|-----------------|-----------------------------|-------|
| College: Wayne State College | | Date: December 2, 2004 | |
| Notice of Intent | Application: X | Accept Award: | |
| Name of Program: The Theoretical Study of Oxidized PAHs for the Development of New Luminescent Compounds | | | |
| Funding Source: National Science Foundation (NSF) through Nebraska EPSCoR | | | |
| Amount Requested: \$5,000 | Amount Awarded: | Funding Period: 01/05-01/06 | |
| 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 the College's facilities and equipment as well as some supplies and the time commitment of several faculty members. | | | |
| 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: 0.29 | |
| How many of these are new positions? | | New FTE: 0.29 | |
| Briefly describe the purpose(s) of this application/award: This request is for funding to provide support for additional undergraduate research opportunities. This proposed project will concentrate on the development of new and novel luminescent materials/compounds. It would provide \$4,000 in research stipends for two undergraduate students, some supplies and travel funds for them to present at a state or regional conference. | | | |
| 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. David Peitz, Assoc. Professor, Physical Sciences and Mathematics Department | | | |
| Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance | | | |

Fiscal and Facilities Committee

Larry Teahon, Chair
 Doug Christensen
 Norman Small

December 2, 2004

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: | Crites Hall |
| Contracted Work: | Tuckpointing |
| Contract Amount: | \$3,500 |
| Fund Source: | Contingency Maintenance |
| Contractor: | Mid-Continental Restoration Co., Inc. |
| Location on Campus: | Edna Work Hall |
| Contracted Work: | Asbestos Abatement |
| Contract Amount: | \$19,530 |
| Fund Source: | Revenue Bond |
| Contractor: | L & L Insulation |

| Peru State College | |
|---------------------------|--|
| Location on Campus: | Administration Building (approved by Executive Director per 10/29/04 Board meeting action) |
| Contracted Work: | HVAC Replacement/Remodel 2 nd & 3 rd Floor/Window Replacement |
| Contract Amount: | \$908,000/\$259,000/\$79,000 |
| Fund Source: | LB 309/Foundation, Cash, CIF/LB 309 |
| Contractor: | Lueder Construction Company |

| Wayne State College | |
|--|---|
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Carhart Science Asbestos survey \$2500 Cash Funds Environmental Services, Inc., Norfolk, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Berry Hall Remove carpet and asbestos from hallways \$20,400 Contingency Maintenance/Revenue Bond Environmental Services, Inc., Norfolk, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Peterson Fine Arts Refurbish FA Room 10 \$6,459 Private Moonlighting Construction, Wayne, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Benthack Hall Add wall, window, door in Benthack 214 \$4,798 Cash Funds Otte Construction, Wayne, 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: | Al Wheeler Activity Center #2 Lueder \$3,542 LB 309 Lueder Construction Company |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Al Wheeler Activity Center #1 Jackson Jackson & Associates \$1,610.06 LB 309 Jackson Jackson & Associates |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Administration Building #1 Additional reimbursable expenses \$800 LB 309 Jackson Jackson & Associates |

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

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: December 2, 2004

| Project Description | Status | Fund Source |
|--|---------------|----------------------------------|
| LB 309 Projects | | |
| Admin Bldg HVAC Improve. | Complete | LB309/CIF |
| Admin Bldg Tuckpointing | In progress | LB309/CIF |
| Armstrong Gym Tuckpointing | In progress | LB309/CIF |
| Burkhiser Tuckpointing | In progress | LB309/CIF |
| Campus Fire Hydrant | In progress | LB309/CIF |
| Math Science Fire Sprinkler | In progress | LB309/CIF |
| Math Science Tuckpointing | In progress | LB309/CIF |
| Memorial Hall Tuckpointing | In progress | LB309/CIF |
| Nelson Act Ctr Tuckpointing | In progress | LB309/CIF |
| LB 1108 Projects (1998) | | |
| LB 1138 Projects (PSC-1998) | | |
| LB 1100 Projects (99-00) | | |
| Edna Work Hall/Wing Renovation | In progress | LB1100 (match)/LB309 |
| LB 1 (2002) | | |
| Revenue Bond Projects (including BANS) | | |
| Edna Work Wing/Hall Renov. | In progress | Bond |
| Contingency Maintenance Projects | | |
| Andrews Interior Doors | In progress | Cont. Maintenance |
| Andrews Bathrooms | In progress | Cont. Maintenance |
| Campus Pedest. Infrastructure | Complete | Cont. Maintenance |
| Campus Chiller Match | In progress | Cont. Maintenance |
| Campus Replace. Furnishings | In progress | Cont. Maintenance |
| Crites Hall Tuckpointing | In progress | Cont. Maintenance |
| Edna Work Security Electronic | Funded | Cont. Maintenance |
| Edna Work Renovation | In progress | Cont. Maintenance |
| High Rise Equip/Comp Lab | In progress | Cont. Maintenance |
| High Rise Floor Covering | In progress | Cont. Maintenance |
| West Court Furnace Replace. | Complete | 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) | | |
| Hiking/Biking Trail Construct. | In progress | Grant/Fees |
| Campus Absorption Chiller | In progress | LB309/Cont Maint/LB1100/Forestry |

PHYSICAL PLANT STATUS REPORT

College: **Peru State College**

Meeting Date: December 2, 2004

| Project Description | Status | Fund Source |
|--|---|--|
| LB 309 Projects | | |
| Admin Bldg ADA Restroom Modification | In Progress | LB 309 |
| Admin Bldg Tuckpoint | Substantially Complete | LB 309 |
| Administration Roof Replacement | In Progress | LB 309 |
| Admin Bldg HVAC/Window Replacement | Bids Received | LB 309 |
| Campus Services Steam Study and Boiler Replacement | Work Complete | LB 309 |
| Theater Tuckpointing | Substantially Complete | LB 309 |
| TJ Majors Bldg Envelope | Design Complete | LB 309 |
| Wheeler Center Roof Replacement and Structural Augmentation | Structural Augmentation in progress Roof Replacement in progress | LB 309 |
| Boiler Room Tuckpointing | In Design | LB 309 |
| Jindra Fine Arts Exterior Renovation | In Design | LB 309 |
| AV Larson Tuckpointing | In Design | LB 309 |
| LB 1138 Projects (PSC-1998) | | |
| Hoyt Science Building | Complete | LB 1138/Foundation/ Capital Imp Fee |
| LB 1 (2002) | | |
| Library/ARC Renovation Remodel | Complete | LB 1 |
| Revenue Bond Projects (including BANS) | | |
| 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: December 2, 2004

| Project Description | Status | Fund Source |
|--|-----------------------------------|--------------------|
| LB 309 Projects | | |
| Carhart Elevator/RR/Stair | Schematic design in progress | LB 309/CIF |
| Carhart Sprinkler System | Design in progress | LB 309/LB 1108 |
| Education Roof Replacement | Under contract | LB 309/CIF |
| Hahn ADA Restroom Design | Under construction | LB309/LB1108 |
| Library ADA Restroom Design | Under construction | LB309/LB1108 |
| Rice Window Replacement | Under construction | LB 309/CIF |
| Tuckpointing Design (9 bldgs) | Design complete | LB309/CIF |
| LB 1108 Projects (1998) | | |
| Fine Arts Fire Alarm Update | Complete | LB 1108 |
| LB 1138 Projects (PSC-1998) | | |
| LB 1100 Projects (99-00) | | |
| Rice Floor Replacement | Substantially complete | LB 1100 |
| Track/Entry Plaza/Restroom | Complete | LB 1100 |
| Press Box Remodel | Complete | LB 1100 |
| LB 1 (2002) | | |
| Revenue Bond Projects (including BANS) | | |
| Niehardt Hall Renovation | Complete | Revenue Bonds |
| Bowen Hall Fire Sprinklers | Substantially complete | Revenue Bonds |
| Pile & Terrace Re-Roof | Substantially complete | Revenue Bonds |
| Pile Hall Window Replacement | Substantially complete | Revenue Bonds |
| Bowen Hall Elevator Repl. | Substantially complete | Revenue Bonds |
| Bowen Hall Fire Alarm Impr. | Substantially complete | Revenue Bonds |
| Pile & Berry Fire Alarm Impr. | Complete | Revenue Bonds |
| Contingency Maintenance Projects | | |
| Res Halls Doors, Roof Repairs | Some complete; others in progress | Cont. Maintenance |
| Neihardt – Replace Furniture | Complete | Cont. Maintenance |
| Berry Hall Roof Replacement | Design complete | Cont. Maintenance |
| Commons/Parking Improve. | Schematic design in progress | 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) | | |
| | | |

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

Capital Construction Progress Reports for information only
(July - September)

As required by Board Policy, Chadron, Peru and Wayne have submitted the following capital construction progress reports on their respective construction projects.

Chadron

1. Memorial Hall Renovation – Interim Report

Peru

1. Eliza Morgan Hall Renovation Phase I – Interim report
2. Hoyt Science Addition and Renovation – Interim report
3. Library/Old Gym Renovation – Interim report

Wayne

1. Neihardt Hall Renovation – Interim Report
2. Ramsey Theatre Renovation & Addition – Interim Report
3. Stadium Entry Plaza, Track and Restroom Project – Interim 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
(July-September)**

| | | | |
|----------------------------------|--|------------------------------------|------------------------------|
| College: Chadron State College | | Meeting Date: December 2, 2004 | |
| 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 | \$14,875.00 | \$3,228.00 |
| 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 | \$2,525,789.96 | \$108,037.04 |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
July - September 2004

| | | | |
|-------------------------------------|---|--------------------------------|------------------------------------|
| College:Peru | | Meeting Date: December 2, 2004 | |
| 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 | | |
| Project Dates | Professional Consultants: | | (enter dates) |
| | Needs Statement | | |
| | Program Statement | | |
| | Professional Services Contract | | 2/13/2002 |
| | Bonds Sold | | |
| Report Information | Preliminary Plans | | |
| | Design Development | | |
| | Construction Contract | | |
| | Substantial Completion | | 4/11/2003 |
| | Final Completion | | 3/10/2004 |
| 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 | | | |
| Balances of Proceeds | | \$1,502,167.78 | |
| Revenue Sources for Construction | | | |
| 1. Bond Proceeds | | \$1,502,167.78 | \$1,502,167.78 |
| 2. Interest Earnings as of 06/30/04 | | \$7,290.96 | \$7,290.96 |
| 3. Other Surplus Fund Request | | \$31,720.00 | \$31,720.00 |
| 4. Other PSC Foundation | | \$20,040.00 | \$20,034.50 |
| 5. Contingency Maintenance | | \$27,950.61 | \$27,950.61 |
| Total Available | | \$1,589,169.35 | \$1,589,163.85 |
| Expenditure Information | | | |
| Proposed Budget | | Expended to Date | |
| Program Planning | | \$29,920.00 | \$29,920.00 |
| Professional Fees | | \$196,140.00 | \$196,140.00 |
| Life Cycle Cost Analysis | | \$0.00 | \$0.00 |
| Construction | | | |
| 1. General, Mech., Elec. | | \$1,197,900.00 | \$1,197,900.00 |
| 2. Fixed Equipment | | \$0.00 | \$0.00 |
| 3. Sitework/Utilities | | \$1,806.76 | \$1,806.76 |
| Furnishings/Moveable Equip. | | \$41,798.74 | \$41,793.24 |
| Contingency | | \$0.00 | \$0.00 |
| Artwork | | \$0.00 | \$0.00 |
| Other Items | | | |
| 1.Asbestos Abatement | | \$35,115.24 | \$35,115.24 |
| 2. Construction Administration | | \$51,608.81 | \$51,608.81 |
| 3. Relocation Costs | | \$760.80 | \$760.80 |
| Change Orders | | | |
| 1. Modifications to 3A walls | | -\$6,020.00 | -\$6,020.00 |
| 2. Remove "Dog House" | | \$385.00 | \$385.00 |
| 3. Remove 12' block wall | | \$2,394.00 | \$2,394.00 |
| 4. Leveling floor | | \$3,134.00 | \$3,134.00 |
| 5. Modification to partitions | | -\$380.00 | -\$380.00 |
| 6. HDPE pipe on hydronic | | -\$4,512.00 | -\$4,512.00 |
| 7.Revised scope | | \$8,406.00 | \$8,406.00 |
| 8. Labor to install framing | | \$153.00 | \$153.00 |
| 9. Switch electrical feeder | | \$9,554.00 | \$9,554.00 |
| 10. RFP #8 & 9, door mod | | \$14,330.00 | \$14,330.00 |
| 11. Addition of 3 heat pumps | | \$1,287.00 | \$1,287.00 |
| 12. CE #19, #20, #21 | | \$5,148.00 | \$5,148.00 |
| 13. CE #24 Additional carpet | | \$240.00 | \$240.00 |
| TOTALS | | \$1,589,169.35 | \$1,589,163.85 |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
July - September 2004

| | | | |
|----------------------------------|--------------------------------|--|--------------------|
| College:Peru | | Meeting Date: | December 2, 2004 |
| 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 | \$74,282.43 | \$6,717.57 |
| | \$0.00 | \$0.00 | \$0.00 |
| Cash Funds | \$30,000.00 | \$30,000.00 | \$0.00 |
| Capital Imp. Fee Commitment | \$100,449.00 | \$41,164.24 | \$59,284.76 |
| Other | \$0.00 | \$0.00 | \$0.00 |
| Total Available | \$4,410,580.12 | \$4,344,577.79 | \$66,002.33 |
| 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. Site work/Utilities | \$21,349.50 | \$21,273.50 | \$76.00 |
| Furnishings/Moveable Equip. | \$178,216.60 | \$152,290.27 | \$25,926.33 |
| 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 | \$4,344,577.79 | \$66,002.33 |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
July - September

| | | | |
|-------------------------------------|---|--------------------------------|------------------------------------|
| College:Peru | | Meeting Date: December 2, 2004 | |
| 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 | | 04/01/01 |
| | Construction Contract | | 12/14/2001 |
| | Substantial Completion | | 1/12/2004 |
| Final Completion | | 1/12/2004 | |
| 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 |
| Additional LB 1 funds allocated | \$233,365.27 | \$118,089.10 | \$115,276.17 |
| Capital Imp. Fee Commitment | \$0.00 | \$0.00 | \$0.00 |
| Other - Bond Funds LB 1 | \$6,497,755.00 | \$6,497,755.00 | \$0.00 |
| Total Available | \$7,057,439.27 | \$6,942,163.10 | \$115,276.17 |
| Expenditure Information | | | |
| | Proposed Budget | Expended to Date | Balance |
| Program Planning | \$49,680.00 | \$49,680.00 | \$0.00 |
| Professional Fees | \$483,593.63 | \$483,593.63 | \$0.00 |
| Life Cycle Cost Analysis | \$0.00 | \$0.00 | \$0.00 |
| Construction | | | |
| 1. General, Mech., Elec. | \$4,820,000.00 | \$4,762,994.40 | \$57,005.60 |
| 2. Fixed Equipment | \$0.00 | \$0.00 | \$0.00 |
| 3. Site work/Utilities | \$32,767.00 | \$32,767.00 | \$0.00 |
| Furnishings/Moveable Equip. | \$1,001,082.50 | \$1,001,082.50 | \$0.00 |
| Contingency | \$0.00 | \$0.00 | \$0.00 |
| Artwork | \$47,500.00 | \$0.00 | \$47,500.00 |
| Other Items | | | |
| 1.Construction Administration | \$6,248.83 | \$6,248.83 | \$0.00 |
| 2.Relocation | \$80,349.39 | \$80,349.39 | \$0.00 |
| 3.Asbestos Design/Abatement | \$70,733.70 | \$70,733.70 | \$0.00 |
| 4. Testing and surveys | \$6,181.25 | \$6,181.25 | \$0.00 |
| Change Orders and Directives | | | |
| CO 1.Replace on-grade concrete | \$42,764.00 | \$42,764.00 | \$0.00 |
| CO 2.Reinforce floor joist | \$17,453.40 | \$17,453.40 | \$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 |
| CO16.Heat pump supply/return | \$19,631.00 | \$19,631.00 | \$0.00 |
| CO17.Site lighting Library | \$18,026.00 | \$18,026.00 | \$0.00 |
| CO18.Data and Cable changes | \$17,785.00 | \$17,785.00 | \$0.00 |
| CO19.Add aluminum circle tops | \$18,130.00 | \$18,130.00 | \$0.00 |
| CO20.Drywalled data and electrical | \$16,902.00 | \$16,902.00 | \$0.00 |
| CO21.Replace walls w/beams | \$18,289.00 | \$18,289.00 | \$0.00 |
| CO22.Route conduits | \$14,805.00 | \$14,805.00 | \$0.00 |
| CO23.Outdoor seating w/rail | \$18,036.00 | \$18,036.00 | \$0.00 |
| CO24.Return air duct install | \$17,616.00 | \$17,616.00 | \$0.00 |
| CO25Fire Marshall Req | \$10,770.57 | \$0.00 | \$10,770.57 |
| TOTALS | \$7,057,439.27 | \$6,942,163.10 | \$115,276.17 |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of September 30, 2004

| | | | |
|----------------------------------|--------------------------------|------------------------------------|---------------------|
| College: Wayne State College | | Meeting Date: December 2, 2004 | |
| 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 | 10/03 | |
| 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 | November 13, 2003 | |
| 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 | | |
| | 3. Other (cont. maint. - roof) | \$90,000 | |
| | Total Available | \$3,240,000 | |
| Expenditure Information | Proposed Budget | Expended to Date | Balance |
| Program Planning | | | |
| Professional Fees | \$245,021.75 | \$245,021.75 | \$0.00 |
| Life Cycle Cost Analysis | | | |
| Construction | | | |
| 1. General, Mech., Elec. | \$2,810,628.00 | \$2,786,523.59 | \$24,104.41 |
| 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 | \$9,532.25 | \$0.00 | \$9,532.25 |
| Artwork | \$28,795.00 | \$0.00 | \$28,795.00 |
| Other Items | | | |
| 1. Roof | \$99,850.00 | \$82,509.00 | \$17,341.00 |
| 2. Cable,Sign,Key,Asb,Adv | \$30,973.00 | \$21,205.28 | \$9,767.72 |
| Change Orders | | | |
| 1. | \$ | \$ | |
| 2. | \$ | \$ | |
| TOTALS | \$3,240,000.00 | \$3,135,259.62 | \$104,740.38 |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of September 30, 2004

| | | | | |
|----------------------------------|--------------------------------|--------------------------------------|----------------|-------------|
| College: Wayne State College | | Meeting Date: December 2, 2004 | | |
| 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 | 1/7/2004 | | | |
| 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 | \$2,267,677.00 | \$2,323.00 |
| | 2. Fixed Equipment | \$470,000.00 | \$451,746.00 | \$18,254.00 |
| | 3. Sitework/Utilities | \$0.00 | \$0.00 | \$0.00 |
| | Furnishings/Moveable Equip. | \$40,000.00 | \$32,796.00 | \$7,204.00 |
| | Contingency | \$10,932.00 | \$0.00 | \$10,932.00 |
| | 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 | \$25,768.00 | \$7,232.00 |
| | Change Orders | | | |
| | 1. | \$ | \$ | |
| | 2. | \$ | \$ | |
| | TOTALS | \$3,346,820.00 | \$3,294,874.00 | \$51,946.00 |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of September 30, 2004

| | | | |
|----------------------------------|--|------------------------------------|--------------------|
| College: Wayne State College | | Meeting Date: December 2, 2004 | |
| 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 | | |
| Estimated Completion Date | 8/31/2003 | | |
| 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 | 9/25/2003 | | |
| Final Completion | | | |
| Report Information | Status | Initial Report: | |
| | | Interim Report: X Final Report: | |
| Financial Information | | | |
| State Buildings | State Funds--Crumb Rubber Grnt | \$34,500.00 | |
| | LB 1100 approved 6/03 | \$125,000.00 | |
| | LB 309 Funds | | |
| | Cash Funds | \$25,000.00 | |
| | Capital Imp. Fee Commitment | \$400,000.00 | |
| | Other - Wayne State Foundation | \$847,340.00 | |
| | Total Available | \$1,431,840.00 | |
| 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 | \$34,075.00 | \$34,075.00 | \$0.00 |
| Life Cycle Cost Analysis | \$0.00 | \$0.00 | \$0.00 |
| Construction | | | |
| 1. General, Mech., Elec. | \$1,176,345.00 | \$1,176,345.00 | \$0.00 |
| 2. Fixed Equipment | \$1,862.00 | \$0.00 | \$1,862.00 |
| 3. WSC Direct & Utilities | \$113,319.00 | \$113,319.00 | \$0.00 |
| Furnishings/Moveable Equip. | \$0.00 | \$0.00 | \$0.00 |
| Contingency | \$8,372.00 | \$0.00 | \$8,372.00 |
| Artwork | \$11,010.00 | \$0.00 | \$11,010.00 |
| Other Items | | | |
| 1. Adv. | \$1,393.00 | \$1,393.00 | \$0.00 |
| 2. Lighting | \$64,000.00 | \$64,000.00 | \$0.00 |
| 3. Retaining Wall | \$21,464.00 | \$21,464.00 | \$0.00 |
| Change Orders | | | |
| 1. | \$ | \$ | |
| 2. | \$ | \$ | |
| TOTALS | \$1,431,840.00 | \$1,410,596.00 | \$21,244.00 |

Fiscal and Facilities Committee

Larry Teahon, Chair
Doug Christensen
Norman Small

December 2, 2004

Remission Fund Awards Report
(By Category)

In accordance with revisions to the Board's Tuition Remissions Policy #3400 adopted in February of 2004, the colleges have provided the Executive Director with a summary of the remission funds awarded by category. Remissions are permitted by the state, allowing the NSCS to collect either no tuition or reduced tuition from students meeting specific criteria that are approved by the Board. The categories approved by the Board are spelled out in Board Policy #3400.

In addition to remissions, the Board has also approved several programs allowing the colleges to collect tuitions at a specific rate that is less than full tuition for students who qualify. These include: Non-resident Scholars, allowed by Board Policies #3401 and #6021; Non-residents Working Full-time in Nebraska, Board Policy #3402; Student Opportunity Award, Policy #3403; and Midwest Compact, authorized in conjunction with member states and sanctioned by the Board in Policy #6021.

The following lists from the colleges detail the value of remissions and special tuition rates granted in 2003-04. According to our appropriations bill, LB 1089 (Spring, 2004), an estimated amount of \$3,238,168 is assumed to accommodate tuition waivers and discounts for FY2003-04 and \$3,199,784 for FY2004-05. The system-wide remissions total for FY2003-04 is \$2,875,850. Special tuition rates granted totaled \$1,133,981.

Chadron State College
Summary of Tuition Remissions Awarded
2003-2004

| Category | Number of Tuition Remissions Awarded | Dollar Value Awarded |
|--|--------------------------------------|----------------------|
| Board of Trustees Scholarships | 79 | \$212,632 |
| Cooperative Schools Scholarships | 71 | 94,014 |
| Student Teacher Supervisions Scholarships | 22 | 13,824 |
| State Tuition Waiver | 71 | 39,249 |
| Athletic Awards | | |
| Men | 130 | 154,090 |
| Women | 71 | 68,750 |
| Special Activity Awards | 37 | 41,977 |
| War Orphans | | |
| Graduate Assistant/Aide | | |
| Resident | 17 | 31,197 |
| Non-Resident | 13 | 31,872 |
| International Student Scholarships | 16 | 59,791 |
| Staff Waivers | | |
| Academic | 5 | 1,808 |
| Non-Academic | 26 | 9,811 |
| Staff Dependent Waivers | 52 | 45,404 |
| Survivors of Deceased Employees | | |
| Discretionary Waivers | | |
| Native American Waivers | 18 | 36,137 |
| Presidential Scholarships | 102 | 186,963 |
| Senior Citizen Waivers | 2 | 591 |
| Nebraska State Scholarship Waiver | 54 | 82,845 |
| Admissions Diplomat | 9 | 4,750 |
| Veterans Dependents | 3 | 5,188 |
| Community Colleges | 7 | 16,400 |
| Observations and Participation | 15 | 8,740 |
| Rural Health Opportunities Program (RHOP) Waivers | 18 | 48,285 |
| Phi Theta Kappa Community College Transfer Scholarship | 18 | 43,678 |
| TOTALS | 856 | \$1,237,996 |

Summary of Special Tuition Rates*
2003-2004

| Category | Number of Special Tuition Rates | Dollar Value Awarded |
|------------------------------------|---------------------------------|----------------------|
| Non-Resident Scholars | 316 | 304,941 |
| Midwest Student Exchange | | |
| Non-Residents Working in Nebraska | | |
| Student Opportunity Award | | |
| TOTAL SPECIAL TUITION RATES | 316 | \$304,941 |

*Note: Non-Resident Scholars, Midwest Student Exchange, Non-Residents Working in Nebraska, and Student Opportunity Award do not technically qualify as "Remissions." Rather, they are special tuition rates established by the Board or by reciprocal agreement.

**Peru State College
Summary of Tuition Remissions Awarded
2003-2004**

| Category | Number of Tuition Remissions Awarded | Dollar Value Awarded |
|--|--------------------------------------|----------------------|
| Board of Trustees Scholarships | 51 | \$133,053 |
| Cooperative Schools Scholarships | 63 | 76,825 |
| Student Teacher Supervisions Scholarship | | |
| State Tuition Waiver | 38 | 19,675 |
| Athletic Awards | | |
| Men | 110 | 101,842 |
| Women | 38 | 52,632 |
| Special Activity Awards | 52 | 19,188 |
| War Orphans | | |
| Graduate Assistant/Aide | | |
| Resident | | |
| Non-Resident | | |
| International Student Scholarships | 6 | 11,883 |
| Staff Waivers | 13 | 6,523 |
| Academic | | |
| Non-Academic | | |
| Staff Dependent Waivers | 19 | 10,750 |
| Survivors of Deceased Employees | | |
| Discretionary Waivers | | |
| Native American Waivers | | |
| Presidential Scholarships | 1 | 2,697 |
| Senior Citizen Waivers | | |
| Presidential Service Waiver | 19 | 14,800 |
| Deans Waivers | 9 | 11,614 |
| Admissions Ambassador | 12 | 5,874 |
| Veterans Waivers | 7 | 15,425 |
| Reserves | 2 | 1,743 |
| Offut Tuition Waiver Difference | 58 | 2,924 |
| Transfer Coop Scholarship | 20 | 26,352 |
| History Day | 1 | 500 |
| Open House | 1 | 250 |
| Special | 1 | 1,000 |
| Campus Leaders | 5 | 4,079 |
| Cheerleading | 10 | 2,574 |
| Rural Health Opportunities Program (RHOP) Waivers | | |
| Phi Theta Kappa Community College Transfer Scholarship | 17 | 22,522 |
| TOTAL TUITION REMISSIONS | 553 | \$544,725 |

**Summary of Special Tuition Rates*
2003-2004**

| Category | Number of Special Tuition Rates | Dollar Value Awarded |
|------------------------------------|---------------------------------|----------------------|
| Non-Resident Scholars | 88 | 231,495 |
| Midwest Student Exchange | 7 | 7,003 |
| Non-Residents Working in Nebraska | 11 | 24,564 |
| Student Opportunity Award | | |
| TOTAL SPECIAL TUITION RATES | 106 | \$263,062 |

*Note: Non-Resident Scholars, Midwest Student Exchange, Non-Residents Working in Nebraska, and Student Opportunity Award do not technically qualify as "Remissions." Rather, they are special tuition rates established by the Board or by reciprocal agreement.

Wayne State College
Summary of Tuition Remissions Awarded
2003-2004

| Category | Number of Tuition Remissions Awarded | Dollar Value Awarded |
|--|--------------------------------------|----------------------|
| Board of Trustees Scholarships | 91 | \$243,190 |
| Cooperative Schools Scholarships | 68 | 89,414 |
| Student Teacher Supervisions Scholarship | | |
| State Tuition Waiver | 126 | 35,950 |
| Athletic Awards | | |
| Men | 125 | 157,954 |
| Women | 72 | 82,262 |
| Special Activity Awards | 70 | 16,416 |
| War Orphans | 8 | 18,077 |
| Graduate Assistant/Aide | | |
| Resident | 22 | 30,561 |
| Non-Resident | 8 | 20,926 |
| International Student Scholarships | 18 | 12,652 |
| Staff Waivers | | |
| Academic | 16 | 7,450 |
| Non-Academic | 16 | 7,422 |
| Staff Dependent Waivers | 55 | 52,368 |
| Survivors of Deceased Employees | | |
| Discretionary Waivers | | |
| Native American Waivers | | |
| Presidential Scholarships | 124 | 228,561 |
| Senior Citizen Waivers | | |
| Reserves | 3 | 2,393 |
| ROTC | 5 | 522 |
| Rural Health Opportunities Program (RHOP) Waivers | 33 | 87,011 |
| Phi Theta Kappa Community College Transfer Scholarship | | |
| TOTAL TUITION REMISSIONS | 860 | \$1,093,129 |

Summary of Special Tuition Rates*
2003-2004

| Category | Number of Special Tuition Rates | Dollar Value Awarded |
|------------------------------------|---------------------------------|----------------------|
| Non-Resident Scholars | 165 | \$398,144 |
| Midwest Student Exchange | 6 | 23,360 |
| Non-Residents Working in Nebraska | 60 | 57,822 |
| Student Opportunity Award | 35 | 86,652 |
| TOTAL SPECIAL TUITION RATES | 231 | \$565,978 |

*Note: Non-Resident Scholars, Midwest Student Exchange, Non-Residents Working in Nebraska, and Student Opportunity Award do not technically qualify as "Remissions." Rather, they are special tuition rates established by the Board or by reciprocal agreement.

Fiscal & Facilities Committee

*Larry Teahon, Chair
Doug Christensen
Norman Small*

December 2, 2004

WSC/NECC Joint Collaboration

At the last Board meeting, WSC and Northeast Community College presented information concerning a potential collaborative project to construct a facility to house educational offerings ranging from vocational training through graduate programs in South Sioux City. The justification includes population projections, the number of high school graduates increasing, and the need for additional public higher education alternatives in the region.

To proceed with the project, WSC and NECC must obtain the prior approval of the Coordinating Commission. The proposal seems to fit CCPE's definition of a "Branch campus" (a new campus of a public institution...which houses a full range of instruction, research, and public service, as appropriate to institutional role and mission assignment, as well as administrative and support services). WSC and NECC will need to request approval from the Coordinating Commission in the next few months to keep the process moving forward.

While WSC requested \$133,400 in new and expanded funding in FY2005-06 and additional \$214,300 in FY2006-07 for operational support, we did not request any funding for capital construction of the facility. We have developed a request to continue the planning process for the new campus. We are working with our analysts to change the focus of the request currently submitted for WSC from a personnel request to a planning request.

- Executive Director Report –
December 2004

1. Son of LB 1100 (LB 1100-2)

On November 16, the NSCS joined the University in briefing Senators and Senators' staff on a proposed new Facilities Corporation bond issue for deferred maintenance. (A copy of the presentation is included in the Board materials.) Our proposal would request \$15,750,000 from the state over 14 years and would pledge \$14,000,000 in match, that would come from our capital improvement fee revenues and would require yearly increases in the fee for the first four years, until we finish paying off the current LB1100 bonds. Funding at that level would produce about \$21.7 million in project funds. The projects we listed as representing our most urgent needs within that amount include:

- CSC Sparks Hall Renovation
- CSC Academic/Administration Building Renovation
- PSC Emergency Power Generator
- PSC Al Wheeler Center Bleachers
- PSC Al Wheeler Center Addition/Renovation
- WSC Facilities Services Addition/Renovation
- WSC Street Improvements
- WSC U.S. Conn Library Basement Renovation
- WSC Memorial Stadium Improvements
- WSC Graywater Infrastructure Project

We were unable to incorporate the WSC Carhart project into this proposal, because of the price tag. Likewise, we did not request funding for the South Sioux City cooperative facility. That constitutes new construction and would not qualify as deferred repair.

Senators Don Pedersen and Ronald Raikes expressed appreciation for the briefing and for the update on the current LB1100 projects as well as the needs that remain. The other people attending were either staff people or University folks. The senators didn't hold out much hope for a great deal of new funding in the upcoming biennium, but they acknowledged that the proposed funding mechanism was one that made sense.

We will continue to pursue discussions with the appropriate legislative committees, the University, the analysts, and other interested persons.

2. Dr. Richard Collings' inauguration has been scheduled for April 14 and 15, 2005. No program details have been finalized at this time. We will keep you posted. I hope that as many trustees as possible can participate.
3. We continue to receive additional information from those candidates who remain under consideration for the CSC presidency. The search committees will meet December 13 to review the responses and to select a small number of candidates to invite for airport interviews on January 8 and 9, 2005 in Omaha. Plans call for the finalists to visit Chadron January 25 and 26 and be interviewed by the full Board on January 27 in Scottsbluff.

8.1.-2

4. Holidays

The System Office will be closed the following days: November 26 (Friday after Thanksgiving), December 24 and December 31, a skeleton staff will be in the office from December 27 through December 30.

CHADRON STATE COLLEGE
- President's Report –
December 2004

Foundations of Excellence

The Foundations of Excellence™ project, launched in 2003, seeks to transform current higher education practice for the freshmen year. Through a series of candid discussions, honest evaluations, and creative reflection, the project developed an aspirational model consisting of a template or intentional strategy for excellence in the first college year. The model would be adaptable to ALL institutions, allowing institutions to be able to confirm what they are doing well and to develop plans for improvement.

Funded by The Atlantic Philanthropies and the Lumina Foundation for Education, The Policy Center on the First Year of College and the National Resource Center for the First-Year Experience and Students in Transition provided opportunities for focused discussion, theory-based application, and guidance in the two-year national conversation. Two hundred nineteen American Association for State Colleges and Universities (AASCU) institutions were involved in the initial year's discussion. A national competition for acceptance as a Founding Institution in the project required the submission of a proposal for second year discussions and integration. Through a double-blind analysis and selection process, an external review board selected Chadron State College as one of twelve AASCU institutions to collaborate in the identification and development of exemplary programs to facilitate first year student success.

The Foundations of Excellence™ project facilitated a national conversation regarding the importance of and exemplary characteristics within the first year experience. The resulting nine Foundational Dimensions™ are defining characteristics of institutional effectiveness in promoting the first year experience as a coherent chapter that establishes knowledge, skills, behaviors, and attitudes conducive for success in College and life. Institutions that achieve excellence in first year programming exhibit the following characteristic Foundational Dimensions™:

- 1) *Approach the first year in ways that are intentional and based on a philosophy/rationale of the first year that informs relevant institutional policies and practices.*
- 2) *Create organizational structures and policies that provide a comprehensive, integrated, and coordinated approach to the first year.*
- 3) *Facilitate appropriate recruitment, admissions, and students transitions through policies and practices that are intentional and aligned with institutional mission.*
- 4) *Elevate the first college year to a high priority for the faculty.*
- 5) *Serve all first-year students according to their varied needs.*
- 6) *Engage students, both in and out of the classroom, in order to develop attitudes, behaviors, and skills consistent with the desired outcomes of higher education and the institution's philosophy and mission.*
- 7) *Ensure that all first-year students experience diverse ideas, worldviews, and peoples as a means of enhancing their learning and preparing them to become members of pluralistic communities.*
- 8) *Promote student understanding of the various roles and purposes of higher education, both for the individual and for society, and support the development of relevant personal goals.*

8.2.-2

- 9) *Conduct assessment and maintain associations with other institutions and relevant professional organizations in order to achieve ongoing first-year improvement.*

Participation in the Foundations project has been a key catalyst in Chadron State's continued development toward excellence. We started these discussions in the midst of economically-driven budget reductions, a time when personnel and budgetary resources were at a premium. Five key objectives were identified for the campus' engagement in this project:

1. The resulting campus conversations provided the impetus to focus on what it is we do and want to do, rather than what was being done to us.
2. The demographics of our region as well as the importance of education in maintaining regional viability and vitality underscore the necessity of continually improving our effectiveness in meeting the educational needs of our region.
3. The 'honest mirror' approach revealed many strengths of Chadron State College, as well as highlighting areas where improvements could be made.
4. The discussions of this project coincided with the College's revision of its Strategic Plan (Vision 2011); many of the fundamental beliefs and values discussed within the Foundations of Excellence™ project are reflected in the College's Vision 2011 document.
5. Finally, the key objectives and defining characteristics of exemplary first year programs are in complete accord with The Higher Learning Commission institutional accreditation process; beginning this discussion two years ago has facilitated the self-study process we are just entering.

An overview committee was appointed to spearhead the Foundations of Excellence™ project comprised of individuals from professional staff, faculty, administration, and students. Honest and probing discussions identified current strengths and weaknesses. The following noteworthy *existing strengths* of the first year experience were identified:

- 1) a permeating and deep-seated commitment to and pride in student success,
- 2) the College's organization of combined student and academic affairs,
- 3) strong support for student academic success, and
- 4) strong integration between the athletic and the academic programs.

In spite of significant support and actions for first year success, the following four dominant *areas of focus* were identified:

- 1) improve campus communication and coordination about the first-year experiences;
- 2) enhance student engagement in their academic career;
- 3) strengthen student success services to support success; and
- 4) strengthen the curricular – co-curricular assessment plan for the first year student experience.

Significant intentional and strategic actions have been implemented:

- 1) incoming student orientation program revamped to provide increased support for transition to collegiate experience
- 2) integration of student and academic affairs has been extremely beneficial in providing a base from which to build
- 3) enhanced articulation of student learning outcomes permeates entire College catalog
- 4) implementation of additional support for non-traditional students transitioning

- 5) advisory board of regional guidance counselors established to work closely with Admissions
- 6) sharing of student characteristics learning patterns with faculty and staff
- 7) request for an advising center and multicultural center were included in biennial budget
- 8) supplemental instruction to complement peer-tutoring center implemented in specific courses
- 9) Honors Program revamped to encourage more action learning, with the theme of “A Scholarly Life” philosophy
- 10) discussions regarding enhancement of service learning, internship, and citizenship have begun
- 11) enhanced professional development in articulating and assessing program, curriculum, and individual student learning outcomes has been provided, through institutionally-sponsored workshops, on-campus presentations, and development of a library

Most significantly, a philosophy statement for the first year program was developed:

Chadron State College’s first year experience provides quality academic and co-curricular experiences for first year students, facilitating the development of skills, attitudes, behaviors, and knowledge needed for success in College and in life. Our First Year Program promotes:

- 1) development of a learning environment facilitating first year student success;
- 2) enhancement of Chadron State’s campus culture to support exemplary learning experiences appreciative of individual uniqueness;
- 3) student and faculty engagement;
- 4) personal and professional development of skills, knowledge, attitudes, and behaviors conducive to success in College and life; and
- 5) deliberate and informative assessment strategies.

Of course, attainment and improvement of these standards requires continued determination and specific strategies, which include:

- 1) model-driven data collection and interpretation;
- 2) active support of the nine Foundational Dimensions™ of Excellence;
- 3) extensive, free-flowing communications; and
- 4) institutional structure and process to achieve our goals.

Future Actions

Although the Foundations of Excellence™ project is officially completed, with a national teleconference and presentations scheduled at the AASCU Academic Resource Council annual meeting, First Year Experience conferences, and The Higher Learning Commission Annual Conference, Chadron State College considers this project as still in the launching stage.

Following the development of the Foundational Dimensions™, specific and measurable “performance indicators” were developed and appropriate data were collected. The Steering Committee and key academic administrators, spent a two-day retreat discussing the data. The Director of Institutional Research at Chadron State College has been reviewing the student information system for information on various populations of first year students to develop patterns of evidence that indicate student success. This information will provide validation for continuation of specific projects, is anticipated to provide support for cessation of other actions, and will provide benchmarks from which the institution can measure success and our commitment to continuous improvement.

PERU STATE COLLEGE
- President's Report -
December 2004

High School to College Success Strategy

Three Nebraska high schools received what many might call the gift of a lifetime when Peru State College offered an 18-month-long variety of academic enhancements, cultural and social enrichment topped with four-year scholarships upon high school graduation for all current members of the schools' junior classes.

Our "High School to College Success Strategy" Partnership Initiative will provide the unique opportunity for students at Shickley, Rising City, and Prague High Schools. These are all small rural schools in our service area.

This initiative, which we believe is probably the only one of its kind in the nation, will focus attention on the efforts of Peru State and its Academic Resource Center in helping students to become focused on attending college and being academically and socially prepared for success when they get there. For many, the most important part of this program is that it will guarantee access to a college education through a full, four-year tuition scholarship at Peru State College.

Funding for the program expenses and scholarships has been provided through a combination of commitments from private sources, the PSC Foundation, and tuition remission programs.

Later this month, we will kick off the initiative with host banquets for students, their parents, their teachers and administrators, along with local elected officials in the three high schools.

We see this program as a way to partner with educators facing a variety of challenges in rural communities in Southeast Nebraska.

All three members of the NSCS are constantly reminding the Legislature and other opinion leaders that it is our mission to provide an affordable, accessible, quality college education to our service area. This partnership between PSC and the three high schools is our proactive way of answering the challenges of our economy and responding to the needs of our citizens. We have a strategy that will move these students from being successful in high school to being successful in college ultimately to being successful in life.

The initiative is structured so that Peru State will "adopt" the three high schools for the next 18 months. All current members of the three high schools' junior classes will be the student participants. It is anticipated that all current juniors will continue for 18 months to graduation in May 2006.

All 2006 graduates (currently juniors of record as of January 2005) will receive full four-year tuition scholarships upon their graduation in May/June 2006 to be used beginning in Fall Semester 2006.

Starting in January 2005, Peru State and our Academic Resource Center (ARC) personnel will begin working with these high schools and junior class members on a regular basis to enrich and support the high school programs in ways that focus on developing college success strategies and skills.

ARC teams will assess and diagnose each student's strengths and weaknesses with individual action plans to enhance their potential for academic success. Peru will also host services, workshops and visits to the high schools.

“Adopted” students will also be made official Peru State College Bobcats with college email addresses, access to facilities and online library resources and season tickets provided for all events on campus for the next 18 months.

Other features of this program include summer learning cohorts, academic troubleshooting and some opportunities for parents to get the latest information on the college experience and what to expect.

Students can also get a jump on their college education in the form of scholarships for participants interested in taking Peru State College Early Entry courses. Interested students could potentially earn 12 to 15 hours of Early Entry college course credit by the time they graduate high school and begin college.

Response to this program has been overwhelmingly positive from each of the three schools.

Besides the obvious PR and marketing advantages and opportunities this will create, we believe this is an excellent way for our staff to gain valuable field experiences and develop closer ties to the communities we serve. We think that the citizens of Nebraska will appreciate this kind of innovation and value for their tax dollar.

WAYNE STATE COLLEGE
- President's Report -
December 2004

Focus on the School of Arts and Humanities at Wayne State College

The School of Arts and Humanities is dedicated to developing and expanding students' intellectual, aesthetic and creative thought and performance through quality programs in Art, Music, Communication, English, and Modern Languages. The School promotes cultural awareness and diversity for students and community members through local, regional and global collaborations and interchange.

Studio facilities, performance and production facilities, exhibition facilities, student-managed newspaper, television station, and radio station complement the school's academic programs, housed in the Departments of Art and Design, Communication Arts, Language and Literature, and Music. Student and community life is enriched through a wide variety of events, guest lectures, and presentation of visual and performing works by students, faculty, and guests throughout the academic year.

Recent honors and activities of faculty and students in the School of Arts and Humanities include:

- Dr. Jeffrey Howlett, assistant professor of English in the Department of Language and Literature, has been awarded a Fulbright Scholar grant to lecture in American literature at Azerbaijan State Pedagogical University in Baku, Azerbaijan in central Asia during the 2004-05 academic year. In addition to teaching American literature, Howlett is also teaching English composition at the university.
- The National Communication Association and its honorary student society, Lambda Pi Eta, have named the Mu Gamma chapter at Wayne State as national 'Chapter of the Year' for 2004. Dr. Deborah Whitt, WSC chapter advisor, was also selected as the Lambda Pi Eta 'Advisor of the Year.' Nominations for both honors were received from among the 420 Lambda Pi Eta chapters located at colleges and universities worldwide. The awards were presented at the association's national convention in Chicago on November 12. Whitt, who was also the recipient of the George Rebensdorf Teaching Excellence Award from the Nebraska State College System in 2001, is a professor of communication arts and chair of the department of communication arts at Wayne State College. WSC student Lila Preston was elected national president of Lambda Pi Eta in 2003.
- Wayne State College radio station, KWSC-FM, was recently selected to participate in a national cybercast during the National College Media/College Broadcasters Convention in Nashville, Tenn. on Nov. 4. The station staff and its faculty advisor, WSC faculty member Maureen Carrigg, also attended the convention, which drew over 3,000 students, advisors, and media professionals from throughout the U.S. KWSC-FM received the invitation to participate in the cybercast in recognition of its designation as "Radio Station of the Year" in the Nebraska Collegiate Media Awards in 2004, an honor it has won for six of the last eight

years. Other college and university radio stations invited to participate in the cybercast in Nashville were Loyola College (Baltimore, MD), Ithaca College (Ithaca, NY), Illinois State University (Normal, IL), and Saddleback College (Mission Viejo, CA).

- Wayne State College theater students Kate Heimann and Dylan Rohde will go to St. Louis, Mo. in January for the Irene Ryan Acting Scholarship audition, a component of KCACTF (Kennedy Center American College Theatre Festival) - a weeklong convention highlighting theatre. Students are nominated for the Irene Ryan by adjudicators who visit shows in their respective regions; these adjudicators choose students they feel demonstrate acting talent and ability. The overall winner from the region advances to the Kennedy Center to compete with other regional winners for a substantial acting scholarship. The Irene Ryan Acting Scholarship is of national prestige.
- “Holiday Harmonies,” a program on which the Wayne State College Concert Choir and Madrigal Singers performed in November 2003, was nominated for a regional Emmy award. The program of traditional Christmas carols and other holiday tunes, was telecast on the statewide Nebraska Educational Television Network (NETV). Also featured were choral groups from Hastings College, Nebraska Wesleyan University, and the University of Nebraska-Lincoln.
- WSC student Laura Neidhardt won an “honorable mention” award in an annual fiction contest sponsored by the University of Northern Colorado. UNC is a doctoral-granting university with several well known Ph.D. and Ed.D. programs.
- A book signing for the recently published “The Only Dance in Iowa, A History of Six-Player Girls’ Basketball,” written by Wayne State College assistant professor David ‘Max’ McElwain, was held on Nov. 22. Published by the University of Nebraska Press, “The Only Dance in Iowa” chronicles six-player girls’ basketball, described by McElwain as the most successful sporting activity for girls in American history. McElwain grew up in Woodbine, Iowa, and received BA (English and communication studies) and MA (journalism) degrees from the University of Iowa and a Ph.D. from the University of Kansas.
- Associate professor Lisa Sandlin has written “In the River Province,” her third story collection. The book was published by the Southern Methodist University Press. Sandlin joined the Wayne State College faculty in 1997. She earned a B.A. at Rice University in Houston, and an M.F.A. at Vermont College. Winner of a Pushcart Prize and a Dobie Paisano fellowship, her collections of short stories have won the Violet Crown Award from the Austin Writers’ League, and the Jesse H. Jones Award from the Texas Institute of Letters.
- The Nordstrand Visual Arts Gallery and the Student Center at Wayne State College jointly exhibited a traveling art show, “Art Across Borders,” this fall. The show, featuring artwork of Palestinian and Iraqi artists, has been exhibited internationally since 2002. Featuring over 70 contemporary artworks from Palestine and Iraq, the exhibit has become known as a very effective introduction to modern art in those countries. Partial support for this project has been provided by the U.S. Department of State through a grant from the Cooperative Grants

8.2.-8

Program of NAFSA: Association of International Educators. After exhibiting at Wayne State College, the show traveled to Ithaca, New York.

- Members of the Wayne State College Concert Choir, Madrigal Singers and Wind Ensemble, accompanied by Linda Christensen, music department chair; Ron Lofgren, director of choral music; and David Bohnert, interim director of bands; gave six performances during their eight-day trip to Ireland in May. The groups toured and performed in the cities of Dublin, Killarney and Galway, including a wind ensemble performance at Christ Church Cathedral. The choir and madrigal singers performed in the Galway Cathedral as well as in a church in Killarney.
- More than 80 scholarly projects were completed by faculty members in the School of Arts and Humanities in the past year. These include state, regional and national presentations; articles and publications; refereed exhibits; and musical performances.

CHADRON STATE COLLEGE
- Student Trustee Report –
December 2004

1. Time has flown since our last meeting and the campus is getting ready for the holiday season. The shopping days are counting down and the campus is looking festive with decorations already up in Memorial Hall and the Mari Sandoz Center.
2. Fall sports teams are winding down their season and the winter sports are beginning. The wrestling team had its scrimmage on November 10th and the basketball season started for the men November 16th and the women November 17th.
3. Classes are heading into the home stretch and everyone is looking forward to a nice long Christmas break. The tutoring center is encouraging anyone who is worried about finals or their grades to come in and get some help before the final couple weeks are over.
4. Native American Month was celebrated on campus November 13th with a powwow in the student center sponsored by the White Buffalo Club. People celebrated the singing and dancing with Indian tacos as refreshments.
5. The Spring Days theme has been chosen and work is already starting on preparation for the Roaring Twenties to hit Chadron once again. Most of the large events for this semester are over but there are many clubs doing smaller holiday and end of semester events.
6. Preparations are in the final stages for the Lighting of Dean's Green and the Parade of Lights which both the campus and community enjoy greatly to kick off the Christmas season.

PERU STATE COLLEGE
- Student Trustee Report -
December 2004

1. Due to the weather turning colder, leaves cover the ground at The Campus of a Thousand Oaks. The holiday season has officially begun. Each building is decorated for the winter season, the madrigal singers are performing and students are ready to wrap up the semester before Christmas.
2. The Campus Activity Board has many festivities planned for November and December including a drug and alcohol speaker, FREE bowling night in Nebraska City, and a Winter Ball. As a bonus, there are will be free ballroom dance classes for all interested.
3. The Bloodmobile is scheduled to be on campus December 7th and we are hoping for a record number of 80 donors. Come on down to PSC and donate blood!
4. Fall sports have begun with the men and women's basketball team opening their seasons. We are looking for a successful season from both teams.
5. The new Academic Resource Center has been bustling with students this semester. It has been open evenings to make tutoring sessions more convenient for all students. The services are being well-utilized, especially at this point when the semester is coming to a close.

WAYNE STATE COLLEGE
- Student Trustee Report -
December 2004

1. The "Tie One On For The Holidays" project contract signing began November 15-19 and November 29-December 3rd. The campus kickoff ceremony was held November 23rd at 12:00 PM in the upper level of the Student Center. Campus and area media provided coverage of the event. The event included President Collings, President Schwochow, Mayor Shelton, and other city and campus dignitaries participating in the signing of the contracts and tying a red ribbon on President Collings' car.
2. Student Senate leadership met with Rector Yilmaz, of Kadir Has University, Istanbul, Turkey, for lunch on November 10th. Rector Yilmaz shared basic information and history of his country and the University. Rector Yilmaz asked the students present if their parents would object to them coming to Turkey to study. To his surprise, all the students answered in the affirmative to their parents allowing them to study in Turkey. At the conclusion of lunch President Schwochow pinned the Wayne State College Wildcat pin on his lapel and informed him he was now an honorary Wildcat of Wayne State College. Later in the day Rector Yilmaz presented a lecture in Connell Hall on "Role of Natural Forces on the Demise of Antique Cities of Western Anatolia."
3. The Student Senate hosted the annual Casino Night on November 11th with over 500 students participating in games such as Texas Hold'em, Blackjack, Roulette, Craps, and other games of chance. Students won tickets through the evening and then placed them into containers for the drawings later in the evening. A total of \$4,000 dollars in prizes were distributed at the conclusion of the evening.
4. Dr. Hal Stearns, spouse of former President of Wayne State College, returned to present the final lecture on the Lewis and Clark Expedition. Dr. Stearns was the ninth lecturer in a series of lectures on the Corp of Exploration. The title of his lecture was "Technology, the Corps to the Northwest, and the Indians."
5. Career Services hosted their annual "Mocktails and Etiquette dinner" with over 100 students in attendance. The program is co-sponsored by Wells Fargo Bank and a guest presenter from the University of Nebraska-Lincoln, Career Services Department.
6. Gamma Theta Upsilon in cooperation with the Geography Department of WSC hosted the annual Geography Awareness Week 2004 GEO-Challenge November 15-19, 2004. The contest is printed in the Wayne Stater and consists of 5 geography questions. The contest is open to all students, faculty and staff and the winner will receive the 21st edition of Goode's World Atlas.