



Chadron State College · Peru State College · Wayne State College

BOARD OF TRUSTEES

Meeting Notice

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at Hillcrest Country Club, 8901 E "O" Street, Lincoln, Nebraska, on June 10, 2004.

Executive Session	June 10 –	8:00 a.m.
Joint Committee Meeting	June 10 -	8:30 a.m.
Committee Meetings	June 10 -	9:30 a.m.
Business Meeting	June 10 –	11:00 p.m.

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

BOARD OF TRUSTEES MEETING

**JUNE 10, 2004
HILLCREST COUNTRY CLUB – 8901 “O” Street
LINCOLN, NEBRASKA**

THURSDAY, JUNE 10 – Meetings will be held in the Ballroom – Hillcrest Country Club

8:00 – 8:30	Executive Session Personnel Issues	Ballroom A
8:30 – 9:30	JOINT COMMITTEE MEETINGS Jeff Papa – Branding & Marketing Presentation & Discussion	Ballroom A
9:30 – 11:00	BOARD COMMITTEE MEETINGS Academic, Personnel & Student Affairs Committee Enrollment & Marketing Committee Fiscal & Facilities Committee	Coffee Shop Ballroom A Ballroom B
11:00 – 12:15	BOARD OF TRUSTEES BUSINESS MEETING Executive Session Distinguished Service Award – CSC Honorary Doctorate – WSC	Ballroom A
12:15 – 1:15	LUNCH	Ballroom B
1:15 – 3:30	Council of Academic Officers	Ballroom B
1:15 – 5:00	Council of Business Officers	Ballroom A
1:15 – 4:00	Council of Admissions & College Relations Officers	Coffee Shop

**JUNE 10, 2004
Coffee Shop
9:30 – 11:00 A.M.**

ACADEMIC, PERSONNEL & STUDENT AFFAIRS COMMITTEE MEETING

- 2.1 Approve CEO Contract Extensions and Salaries
- 2.2 Approve Employee Salary Recommendations
- 2.3 Approve Distinguished Service Award – CSC
- 2.4 Approve Honorary Doctorate – WSC
- 2.5 Approve Revisions to Policies 4160, 4170, and 4180
- 2.6 Final Approval of Changes to Policy 2015 Executive Selection Process
- 2.7 Final Approval of Changes to Policy 5111 Tenure Recommendations Procedure; Faculty
- 2.8 Final Approval of Changes to Policy 5112 Granting of Tenure; Faculty
- 2.9 Final Approval of Changes to Policy 5113 Promotion Criteria and Process; Faculty
- 2.10 First Round Approval of Changes to Policy Manual By-Laws – Articles 13; Article 14
- 2.11 First Round Approval of Changes to Policy 2001
- 2.12 First Round Approval of Changes to Policy 2010
- 2.13 First Round Approval of Changes to Policy 2550
- 2.14 First Round Approval of Changes to Policy 3401
- 2.15 First Round Approval of Changes to Policy 5007
- 2.16 First Round Approval of Changes to Policy 5401
- 2.17 Accept Report on Personnel Actions

- 5.1 Progress on Benchmarks – PSC
- 5.2 Report on Experimental Class Schedule – PSC
- 5.3 Update on Athletic Gender Equity – CSC

JUNE 10, 2004
Ballroom A
9:30 – 11:00 A.M.

ENROLLMENT & MARKETING COMMITTEE MEETING

- 3.1 Accept Phase One of Brand and Competitive Positioning Assessment
- 3.2 Approve Carnegie Communications Continuing to Phase Two of Brand Marketing Campaign Planning
- 6.1 Committee Charge
- 6.2 Membership

Dr. Jeff Papa, Carnegie Communications, LLC, will be present at the committee meeting to discuss research from Phase One and continuing to Phase Two.

JUNE 10, 2004

**Ballroom B
9:30 – 11:00 A.M.**

FISCAL & FACILITIES COMMITTEE MEETING

- 4.1 Approve Operating Budget Request
- 4.2 Approve Capital Construction and LB 309 Budget Requests
- 4.3 Approve Prioritization of Capital Construction Projects
- 4.4 Approve Final Project Cost for LB 1 Projects
- 4.5 Approve Preliminary Operating Budgets
- 4.6 Approve Preliminary Revenue Bond Operating Budgets
- 4.7 Approve Revised Operating Budgets
- 4.8 Approve Revised Revenue Bond Operating Budgets
- 4.9 Approve Carhart Science Building Renovation/Addition Program Statement – WSC
- 4.10 Approve Commons and Street Improvements Program Statement – WSC
- 4.11 Approve Financing Plan for Sparks Hall Renovation/Addition – CSC
- 4.12 Approve Use of Capital Improvement Fee Funds – CSC & PSC
- 4.13 Approve Use of LB 1100 Depreciation Funds - CSC
- 4.14 Accept 2003 Operating Audit
- 4.15 Approve Recommended Depositories
- 4.16 Contracts and Change Orders
- 4.17 Grant Applications and Awards (requiring approval)
- 4.18 LB 309 Allocations and Retrievals

- 7.1 Modification Budgets
- 7.2 Spring Occupancy and Income Reports
- 7.3 Grant Applications and Awards
- 7.4 Contracts and Change Orders
- 7.5 Physical Plant Status Reports (January-March)
- 7.6 Capital Construction Quarterly Reports (January-March)

JUNE 10, 2004
BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the April 15 – 16 meeting

PUBLIC COMMENT

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC, PERSONNEL & STUDENT AFFAIRS

- 2.1 Approve CEO Contract Extensions and Salaries
- 2.2 Approve Employee Salary Recommendations
- 2.3 Approve Distinguished Service Award – CSC Executive Session
- 2.4 Approve Honorary Doctorate – WSC
- 2.5 Approve Revisions to Policies 4160, 4170, and 4180
- 2.6 Final Approval of Changes to Policy 2015 Executive Selection Process
- 2.7 Final Approval of Changes to Policy 5111 Tenure Recommendations Procedure; Faculty
- 2.8 Final Approval of Changes to Policy 5112 Granting of Tenure; Faculty
- 2.9 Final Approval of Changes to Policy 5113 Promotion Criteria and Process; Faculty
- 2.10 First Round Approval of Changes to Policy Manual By-Laws – Articles 13; Article 14
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- 2.15 First Round Approval of Changes to Policy 5007
- 2.16 First Round Approval of Changes to Policy 5401
- 2.17 Accept Report on Personnel Actions

3. ENROLLMENT AND MARKETING

- 3.1 Accept Phase One of Brand and Competitive Positioning Assessment
- 3.2 Approve Carnegie Communications Continuing to Phase Two of Brand Marketing Campaign Planning

4. FISCAL AND FACILITIES

- 4.1 Approve Operating Budget Request
- 4.2 Approve Capital Construction & LB 309 Budget Requests
- 4.3 Approve Prioritization of Capital Construction Projects
- 4.4 Approve Final Project Cost for LB 1 Projects
- 4.5 Approve Preliminary Operating Budgets
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- 4.18 LB 309 Allocations and Retrievals

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC, PERSONNEL & STUDENT AFFAIRS

- 5.1 Progress on Benchmarks – PSC
- 5.2 Report on Experimental Class Schedule – PSC
- 5.3 Update on Athletic Gender Equity – CSC

6. ENROLLMENT AND MARKETING

- 6.1 Committee Charge
- 6.2 Membership

7. FISCAL AND FACILITIES

- 7.1 Modification Budgets
- 7.2 Spring Occupancy and Income Reports
- 7.3 Grant Applications and Awards
- 7.4 Contracts and Change Orders
- 7.5 Physical Plant Status Reports (January-March)
- 7.6 Capital Construction Quarterly Reports (January-March)

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

- 8.1 Executive Director's Report
 - 8.1.1 Resolution of Appreciation
 - 8.1.2 Tuition Task Force
 - 8.1.3 Report on Collaboration/Connection/Consolidation Recommendation Progress
- 8.2 Presidents' Reports
- 8.3 Student Trustees' Reports
- 8.4 Election of Board Officers
- 8.5 Appointment of System Lobbyist
- 8.6 Strategic Planning Follow-up
- 8.7 2004-05 Board Meeting Calendar

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held September 16-17, 2004, at Chadron.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF APRIL 15-16, 2004 MEETING

A meeting of the Board of Trustees of the Nebraska State College System was held at Peru State College, Peru, Nebraska on Thursday and Friday, April 15 and 16, 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
Richard Halbert, Falls City
Willa Kosman, Scottsbluff
Steve Lewis, Lexington
Sheryl Lindau, Wayne
Bill Roskens, Omaha
Larry Teahon, Chadron

Student Board Members present:

Sara Beth Ramsey, Chadron State College
Hilary Koso, Peru State College
Rachel Arterburn, Wayne State College

NSC Staff, present:

Stan Carpenter, Executive Director
Jean Dale, Associate Executive Director for Administration & Finance
Bruce, Donelson, Facilities Management & Planning Director
Curt Frye, Interim 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
Sheri Irwin, Public Relations Director
Linda Jacobsen, Vice President for Administration and Finance, Peru State College
Ben Johnson, President, Peru State College
Derby Johnson, Director of Facility Services, Wayne State College
Thomas Krepel, President, Chadron State College
Bob McCue, Dean, School of Natural and Social Sciences
Carolyn Murphy, Vice President for Administration and Finance, Wayne State College
Lynne Olson, Administrative Assistant
Korinne Tande, Interim Vice President for Academic Affairs & Student Services, Peru State College

Others present

Wendy Alexander, 2004-2005 Student Trustee, Peru State College
John Dale
JoAnne Kissel, The Clark Enersen Partners
Greg Lattig, The Clark Enersen Partners
Ryan Morgan, Chadron State College Student Body President Elect
Aaron Rutt, Chadron State College Student Body President
Norman Small, 2004-2005 Student Trustee, Wayne State College

Thursday, April 15, 2004

CALL TO ORDER

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

EXECUTIVE SESSION

Motion was made by Trustee Christensen and seconded by Trustee Halbert to move into executive session at 9:05 a.m. to discuss the Executive Director's performance evaluations of the College Presidents. No action was taken. Motion was made by Trustee Halbert and seconded by Trustee Christensen to move out of Executive Session at 10:05 a.m.

Ted Harshbarger from the PSC Academic Resource Center (ARC) presented an overview of the ARC programs to the Board of Trustees at 10:15 a.m. Korinne Tande, Interim Vice President for Academic and Student Affairs, presented the Peru State College assessment plan at 11:00 a.m. Larry Schultz, NSC Associate Executive Director for Academic Affairs/General Council discussed assessment with the Board of Trustees. Sheri Irwin, Public Relations Director, NSC System Office and Alex Greenwood, Director of Media and Marketing Services, Peru State presented an update on the Branding/Marketing/Enrollment initiative.

The Academic and Personnel Committee met in executive session from 12:30 – 1:00 p.m. to discuss the Teaching Excellence Award nominees.

The Academic and Personnel Committee and the Fiscal and Facilities Committees met separately to discuss agenda items. No action was taken. The committee meetings adjourned at 3:00 p.m.

The Board of Trustees and the Executive Director held an open forum beginning at 3:00 p.m. for campus and community members to share thoughts, concerns and ideas.

Friday, April 16, 2004

CALL TO ORDER—BUSINESS MEETING

Board Chair Lindau called the business meeting to order at 9:15 a.m.

Representatives from The Clark Enersen Partners architect firm presented information regarding the Carhart Science Renovation/Addition and Central Campus Commons program statements for Wayne State College.

APPROVAL OF MEETING AGENDA

The meeting agenda for April 16, 2004 was approved.

APPROVAL OF MINUTES

Minutes of the January 28 and February 12 meetings were unanimously approved.

ITEMS FOR DISCUSSION AND ACTION

Academic and Personnel Committee

Teaching Excellence Award Nomination

A motion to approve the recommendation of the Academic and Personnel Committee for the 2004 Teaching Excellence Award recipient and submission of that recommendation to the Lincoln Foundation

for final approval was recommended by the committee to the full Board, which unanimously approved the motion.

Promotion and Tenure

A motion to accept the reports on promotion and tenure awards in the Nebraska State Colleges System (with the addition of tenure awarded to Judy Grotrian, Peru State) was recommended by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

Water Resource Minor - Chadron

A motion to approve a water resources minor at Chadron State was recommended by the committee to the full Board, which unanimously approved the motion.

Wildlife Management Minor – Chadron

A motion to approve a wildlife management minor at Chadron State was recommended by the committee to the full Board, which unanimously approved the motion.

2004-05 Salary Policy

A motion to approve the 2004-05 salary policy as follows was recommended by the committee to the full Board, which unanimously approved the motion.

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

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

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

Non-unionized Professional Staff: Each college and the System Office is authorized to provide a salary increase of 2.0% over the existing 2003-04 salary base to each non-union professional staff employee with satisfactory performance.

Non-unionized Support Staff: Each college and the System Office is authorized to provide a salary increase of 2.0% over the existing 2003-04 salary base to each non-union support staff employee with satisfactory performance.

Program Review

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

Chadron State College:

Agribusiness – discontinue the major; retain as Business Administration option

Art – continue the program

English – continue the program

Music– continue the program

Spanish – continue the program

Theatre – continue the program; convert to comprehensive major

Speech Communication – discontinue the program; retain as option within new Communication Arts comprehensive major

Technical Occupations – continue the program

Peru State College:

Art – continue the program

English – continue the program

Music – continue the program

Lincoln Center – continue the center

Wayne State College:

Art – continue the program

English – continue the program

Modern Language & Culture – continue the program

Music – continue the program

Theatre – continue the program

Changes to Board Policy 2015 Executive Selection Process-First Round Approval

A motion for first round approval of the changes to Board Policy 2015 with modifications to the first paragraph was recommended by the committee to the full Board, which unanimously approved the motion.

Changes to Board Policy 5111 Tenure Recommendations Procedure; Faculty-First Round Approval

A motion for first round approval of the changes to Board Policy 5111 was recommended by the committee to the full Board, which unanimously approved the motion.

Changes to Board Policy 5112 Granting of Tenure; Faculty-First Round Approval

A motion for first round approval of the changes to Board Policy 5112 was recommended by the committee to the full Board, which unanimously approved the motion.

Changes to Board Policy 5113 Promotion Criteria and Process; Faculty-First Round Approval

A motion for first round approval of the changes to Board Policy 5113 was recommended by the committee to the full Board, which unanimously approved the motion.

Insurance Renewals

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

Approve Personnel Actions

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

Comprehensive Theatre Major – Chadron

A motion to approve the conversion of the Theatre major to a comprehensive major in theatre with performing/directing and technical/design options was recommended by the committee to the full Board, which unanimously approved the motion.

Communication Arts Comprehensive Major - Chadron

A motion to approve the creation of a new Communication Arts comprehensive major with communication, journalism and public relations options and elimination of the existing speech communications major and endorsement, field endorsement in speech and theatre, and journalism major at Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion.

Fiscal and Facilities Committee

2004-2005 Tuition Rates

A motion to approve the following tuition rates per credit hour for 2004-2005 was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

Undergraduate, resident	\$ 95.00
Graduate, resident	\$ 120.25
Undergraduate, non-resident	\$190.00
Graduate, non-resident	\$240.50

Trustee Christensen asked about researching need-based aid in relation to tuition increases. It was decided to establish a Tuition Task Force to look into Trustee Christensen's question and to study the broader issues around tuition and scholarships within the NSC.

Distribution of Operating Appropriations

A motion to approve the distribution of operating appropriations as allowed by Legislative Bills 407 and 1089 and recommended by the Council of Presidents was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

DISTRIBUTION OF FUNDS 2004-05
Assuming a 1/2% Cut

	CSC	PSC	WSC	SO	TOTAL	% Change
2003-04						
General Funds	12,235,491	6,656,856	14,641,183	883,026	34,416,556	
Cash Funds	6,234,524	3,678,060	9,039,957	0	18,952,541	
Subtotal	18,470,015	10,334,916	23,681,140	883,026	53,369,097	
Federal Funds	7,548,000	4,866,090	3,188,000	0	15,602,090	
Revolving Funds	2,375,601	901,509	2,886,500	0	6,163,610	
All Funds Total	28,393,616	16,102,515	29,755,640	883,026	75,134,797	
Gen./Cash Fund Adjustments						
Gen. Fund - LB 407 additions	395,905	293,699	473,983	3,347	1,166,934	
Gen. Fund - LB 1089 reductions	(129,704)	(110,068)	(190,493)	6,574	(423,691)	
Total Gen. Fund adjustments	266,201	183,631	283,490	9,921	743,243	2.16%
Cash Fund - 9.2% tuition incr.*	522,768	270,599	631,929	0	1,425,296	7.52%
Total Gen./Cash Adjustments	788,969	454,230	915,419	9,921	2,168,539	4.06%
2004-05						
General Funds	12,501,692	6,840,487	14,924,673	892,947	35,159,799	
Cash Funds	6,757,292	3,948,659	9,671,886	0	20,377,837	
Subtotal	19,258,984	10,789,146	24,596,559	892,947	55,537,636	
Federal Funds	7,548,000	4,866,090	3,188,000	0	15,602,090	
Revolving Funds	2,375,601	901,509	2,886,500	0	6,163,610	
All Funds Total	29,182,585	16,556,745	30,671,059	892,947	77,303,336	

*Tuition income net of remissions and refunds

On-Line Tuition Pilot Project – Peru

A motion to approve a pilot project at Peru State College which would establish the tuition rate of \$110 per credit hour for undergraduate on-line courses and \$138 per credit hour for graduate on-line courses was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

Room and Board Rates

A motion to approve the 2004-2005 room and board rate proposals as submitted by the colleges was unanimously passed. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey. (Copies attached to official minutes.)

2004-2005 Fee Schedules

A motion to approve the following proposed fee schedules for 2003-2004 as submitted by the colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

	Chadron	Peru	Wayne
Mandatory Fees:			
Admission/Matriculation Fee	\$15.00	\$10.00	\$30.00
Degree Fee	\$20.00	\$30.00/\$40.00	\$30.00/\$50.00
Health Fee	\$20.00	\$20.00	\$2.75/hr (\$33 max)
Late Registration Fee	-----	\$10.00	\$15.00
Placement Fee	\$30.00	\$5.00/\$10set-up	\$30.00
Transcript Fee	\$5.00	\$5.00	\$4.00
Capital Improvement Fee	\$5.00/hr	\$5.00/hr	\$5.00/hr
Late Payment Fee	-----	15% balance	5%-15%
Facilities Fee	\$8.50/hr-on \$6.45/hr-off	\$6.00/hr	\$11/hr (\$132 max)
Parking Permit	\$20.00	\$20.00	\$30.00
Parking Penalty	\$20.00	\$25.00	\$10-\$30
Student Activity Fee:	1-10 hrs. \$2.35/hr. 11+ hrs. \$28.40	\$3.00/hr	0-11 hrs. \$2.25/hr \$27.00 max
Event Fee:	1-6 hrs. \$15.95 7+ hrs. \$31.95	\$1.50/hour	0-11 hrs. \$6/hr \$72 max
Technology Fee	\$2.65/hr	\$3.50/hr	\$6.00/hr (\$72 max)
Other Fees:			
ARC Services Fee		\$5.00	
LEAP Fee		\$5.00	
Publications Fee		\$1.00/hr	
CLEP Test Fee		\$12.00	
Lab Fees	\$5.00-\$75.00	Vary	
Site Specific Fee		\$40.00	
Deferment Fee		\$35.00	
Off-Campus Service Fee		\$12.00/hr	\$20.00/hr
Student ID Card		\$2.00	
Replacement ID Card	\$5.00	\$3.00	\$15.00
Intrn'l Student Adm. Fee			\$20.00
Housing Deposit	\$100.00	\$100.00	\$100.00
New Student Regist. Fee		\$100.00	
Returned Check Charge		\$20.00	\$30.00
Library Penalty	\$.05/day	\$.10/day	\$0.25/day
Music, Private Lessons		\$90.00	=ug res tuit
Library User Fee			\$15.00
Material Fee			at cost

Food Service Contracts

A motion to approve the 2004-05 food service contract recommendations submitted by Chadron, Peru and Wayne State Colleges as follows was recommended by the committee to the full Board, which unanimously approved the motion.

Chadron – CHARTWELLS

Peru – CREATIVE DINING SERVICE

Wayne – CHARTWELLS

Bookstore Contracts

A motion to approve the 2004-05 bookstore contracts submitted by Chadron, Peru and Wayne State Colleges as follows was recommended by the committee to the full Board, which unanimously approved the motion.

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

Naming Baseball/Softball Complex – Wayne

A motion to approve the naming of the baseball/softball complex at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion.

Program Statement for Sparks Hall – Chadron

A motion to approve the program statement for Sparks Hall at Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion.

Library Automation Software Contract Negotiated

A motion to authorize the Executive Director to negotiate a contract for the upgrade of the NSC library automation software was recommended by the committee to the full Board, which unanimously approved the motion.

Program Statement for Carhart Science – Wayne

A motion to accept the program statement for Carhart Science renovation/addition at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion.

Program Statement for Central Campus Commons – Wayne

A motion to accept the program statement for the Central Campus Commons at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion.

Capital Construction Requests

A motion to approve the following list of capital construction requests to be submitted to the Coordinating Commission for Postsecondary Education was recommended by the committee to the full Board, which unanimously approved the motion.

Chadron – Academic/Administration Building
Sparks Hall
Armstrong (Physical Education) Building – funding for program statement

Peru – Emergency Power Generator
Replace Bleachers in Al Wheeler Activity Center
Health and Fitness Complex – planning funds

Wayne – Facilities Services Maintenance Building
Campus Commons
Carhart Science

Use of Surplus Funds

A motion to approve the use of surplus funds from roof design and repair on Neal Hall for residence hall furniture and carpet replacement at Peru State College was recommended by the committee to the full Board, which unanimously approved the motion.

Contingency Maintenance Requests

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

Chadron-\$135,000
 Peru-\$75,500
 Wayne-\$550,000

Approve Use of Capital Improvement Fee Funds

A motion to approve the use of \$16,390 in capital improvement fees for match funds for the following LB 309 projects at Peru State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

Project	LB 309 Funds	PSC Match
AI Wheeler Activity Center Design Foundation Stab Change Order	\$20,000	\$3,000
Boiler Replacement & Steam System Upgrade Line Change Orders	\$5,610	\$4,390
Administration Building Remodel for ADA Accessible Restroom Facility	\$45,000	\$6,750
Auditorium Theater Parapet Protection	\$15,000	\$2,250
TOTAL		\$16,390

Reallocation of Contingency Maintenance Funds and Renaming Allocation

A motion to authorize the following reallocation of contingency maintenance funds and the renaming of the Edna Work Hall/Wing Furnishings Allocation to the Edna Work Hall/Wing Renovation Allocation for Chadron State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

From Resolution '02 \$ 4,000.00 Andrews Hall Doors

 To be used for
 Resolution '02 \$ 4,000.00 Edna Work Security

From Resolution '02	\$ 300.00	Campus Basketball Court
To be used for Resolution '02	\$ 300.00	Edna Work Security
From Resolution '02	\$ 700.00	Kent Hall Doors
To be used for Resolution '02	\$11,907.31	Edna Work Security
From Resolution '01	\$ 61.98	West Court Furnishings Replacement
To be used for Resolution '03	\$ 61.98	Edna Work Hall/Wing Renovation
From Resolution '02	\$24,000.00	Kent Hall Windows
To be used for Resolution '03	\$24,000.00	Edna Work Hall/Wing Renovation
From Resolution '03	\$ 3,756.08	Andrews Hall Furnishings
To be used for Resolution '03	\$ 3,756.08	Edna Work Hall/Wing Renovation
From Resolution '03	\$ 37.78	Student Center Sign
To be used for Resolution '03	\$ 37.78	Edna Work Hall/Wing Renovation
From Resolution '03	\$25,000.00	Kent Hall Windows
To be used for Resolution '03	\$25,000.00	Edna Work Hall/Wing Renovation

Selection of Revenue Bond Audit Firm

A motion to approve the selection of KPMG LLP to perform the 2003-04 revenue bond audit at a cost of \$20,300 was recommended by the committee to the full Board, which unanimously approved the motion.

Grant Applications and Awards

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

Chadron Application

- Development of the Nebraska AHEC Network, Phase II (Department of Health and Human Services through the University of Nebraska) -- \$12,601,980

Wayne Applications

- Industrially Viable Polymer and Coatings Technologies from Catalytically Modified Soybean Oil (Nebraska Soybean Board) -- \$100,000
- Strengthening the Institution by Becoming an Engaged College (U.S. Department of Education Title III Strengthening Institutions Program) -- \$1,825,000
- Wildcat Choices (National Collegiate Athletic Association (NCAA) CHOICES Alcohol Education Program) -- \$29,996.21

Wayne Awards

- Nebraska Business Development Center (U.S. Small Business Administration through the University of Nebraska at Omaha) -- \$55,000
- Science Content Organized & Redesigned to Educate Students (SCORES) (Nebraska Department of Education Mathematics & Science Partnership Program through Winnebago Public Schools) -- \$67,709

LB 309 Allocations and Retrievals

A motion to approve the allocations and retrievals of LB 309 funding was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

Chadron State College:

Retrieval of \$8,150.80 for roof replacement on Burkhiser Complex
Retrieval of \$265.45 for toilet partitions in Nelson Physical Activities Center
Acceptance of \$14,450.00 for design of chilled water extension on campus

Peru State College:

Acceptance of an additional \$20,000.00 for design structural/foundation stabilization on Wheeler Center

Wayne State College

Acceptance of \$46,7500.00 for fire alarm system installation in Benthack Hall
Acceptance of \$51,000.00 for fire alarm system installation in Rice Auditorium
Acceptance of \$51,000.00 for fire alarm system installation in U.S. Conn Library
Acceptance of \$14,450.00 for roof replacement design on Brandenburg Education

Contracts and Change Orders

A motion to approve the following contracts and change orders submitted by the colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Christensen, Halbert, Kosman, Lewis, Lindau, Roskens and Teahon. Voting nay: None. Student Opinion aye: Arterburn, Koso and Ramsey.

Chadron State College Change Order

- Edna Work Hall/Wing – (Renovation) – (98,237) deduct

Wayne State College Contracts

- Pile Hall – (Window/door replacement) - \$178,000
- Benthack Hall, Library, Rice, Berry, Pile, Fine Arts – (fire alarm upgrades) - \$327,117

ITEMS FOR INFORMATION AND DISCUSSION

Academic and Personnel

Non-Resident Scholars Reports

A summary of the 2003-04 non-resident scholars and student opportunity award reports were presented to the Board. (Summaries are attached to the official minutes.)

Board of Trustees Scholarship Report

The 2004 Board of Trustees scholarship report was presented to the Board.

Fiscal and Facilities

Review of Preliminary Operating Budget Requests

Budget preparation continues in the System Office and at the colleges. Budget requests will be presented to the Board for approval at the June meeting.

Potential Occupancy and Income Reports

The colleges provided potential 2004-05 occupancy and income projections. (Copies are attached to the official minutes.)

Peru, Majors Hall Lease Renewal

Peru's request to renew the A.D. Majors Hall lease agreement for July 1, 2004 through June 30, 2005 at a rate of \$1.13 per square foot for 26,514 square feet (for a total of \$29,960.82) has been approved by the Executive Director. The college is also authorized to use general funds to pay annual utility costs, with the cost not to exceed \$7,423.92.

Grant Applications and Award

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

Peru State College Application

- Environmental Monitoring Research Proposal (University of Nebraska – Lincoln) -- \$5,975

Wayne State College Applications

- Communicate Open Source Development to K-12 Educational Institutions (Corporation for National Service through the Midwest Consortium for Service-Learning in Higher Education) -- \$2,000
- Developing Learning Communities with High School Teachers (Corporation for National Service through the Midwest Consortium for Service-Learning in Higher Education) -- \$1,100
- Earth Week Project 2004 (U.S. Environmental Protection Agency, Region 7) -- \$5,000
- PC Hardware Needs Analysis, Construction, and Implementation (Corporation for National Service through the Midwest Consortium for Service-Learning in Higher Education) -- \$2,000

Wayne State College Awards

- Alternative Spring Break (Corporation for National Service through the Midwest Consortium for Service-Learning in Higher Education) -- \$2,000
- Cultivating the Arts in Nebraska (Nebraska Arts Council through the Nebraska Alliance for Arts Education (NAAE)) -- \$500
- Northeast Nebraska P-16 Council Meeting (Nebraska Department of Education) -- \$5,000
- Sculpture Residency (Nebraska Arts Council) -- \$500

Contracts and Change Orders

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

Chadron State College Contracts

- Reta King Library – (professional services—tie-in Library to the chilled water system) -- \$14,977
- Edna Work Hall – (asbestos abatement) -- \$14,900

Peru State College Contracts

- Campus Steam Line near Jindra Fine Arts – (emergency repair of condensate line) -- \$5,000
- Al Wheeler Activity Center – (refinish and paint portable wood floor) -- \$18,500
- Centennial Complex and Hoyt Science – (door replacement) -- \$17,596
- Al Wheeler Activity Center – (structural augmentation design work) -- \$9,880 plus reimbursables not to exceed \$1,200
- Al Wheeler Activity Center – (site work modifications design work) -- \$13,400 plus reimbursables not to exceed \$1,200
- Campus Quad Area – (provide and install and automatic sprinkler system) -- \$9,880 plus reimbursables not to exceed \$1,200
- Main Campus Area – (prepare, plant and maintain flower beds) -- \$21,000
- Parking Area – (lease of area) -- \$600

Wayne State College Contracts

- Hahn Administration – (remodel business services area) -- \$20,552
- Education Building – (convert storage area to offices) -- \$7,140
- Track/Stadium – (press box improvements, repairs) -- \$39,579

Peru State College Change Orders

- Boiler – (#1A steam piping add, steam drip repair, replace leaking flanges, 2 valves) - - \$0.00 (\$7,466.84 from Discovery Allowance)
- Boiler – (#2A change 6" and 8" threaded pipe to welding pipe w/drip stations) -- \$15,400.08 (\$2,533.16 from Discovery Allowance)
- Campus Quad Area – (#1 grading and installation of sod) -- \$11,561 (plus \$800 if re-grading is needed due to heavy rain)

Wayne State College Change Orders

- Track/Stadium – (#6 additional soil testing costs) -- \$10,496.50
- Bowen Hall – (#1 change fire sprinklers to recessed heads) -- \$8,320

Final Completion of Eliza Morgan Residence Hall Renovation-Phase I – Peru

The final completion inspection of the Eliza Morgan Residence Hall Renovation-Phase I project was held on March 10, 2004.

MISCELLANEOUS INFORMATION ITEMS

Executive Director's Report

Executive Director Carpenter was pleased to announce the one-half percent reduction to the NSC appropriation had held through the legislative process. Carpenter asked that all trustees provide reimbursement requests to the System Office by May 28. He thanked Sheri Irwin for her role in putting together the CASE workshop held April 6. The next meeting of the Board of Trustees will be held June 10 at Hillcrest Country Club in Lincoln. Jeff Pappa will be at the meeting to provide a report on the Branding/Marketing Initiative. Chair Lindau and Carpenter will discuss the establishment of the Tuition Task Force and the new Branding/Marketing/Enrollment standing committee.

Executive Director Carpenter noted the NSC would make its budget presentation to the Coordinating Commission July 27. He also asked the Board members to review the proposed schedule of meeting dates provided in the Board materials.

The following will provide greetings from the Board of Trustees at the NSC institution commencement ceremonies:

Willa Kosman – Chadron
Bill Roskens – Peru
Sheryl Lindau – Wayne

Presidents' Reports

President Johnson announced that Zoon Wood, PSC Director of Diversity Programs, had been asked to be the keynote speaker at a national diversity conference in Oakland, California. Members of the ARC staff presented Dr. Korinne Tande with an award for her dedication to completing the successful NCATE accreditation process.

President Krepel reported that Jim Krotz would be the speaker at May commencement, approximately 1900 students attended Scholastic Day recently, the CSC wrestling coach had been named president-elect of the NCAA Division II wrestling association and several meetings were being held to discuss the upcoming NCATE accreditation visit. Dr. Krepel distributed the schedule for the Post Playhouse, which CSC helps sponsor.

Interim President Frye noted that Dr. Richard Collings, WSC President designate, is anxious to begin his tenure at Wayne. Mr. Frye further noted the college would need to have an interim Vice President for Academic Affairs, as the current VPAA, Dr. David Fuller, had accepted the presidency at Minot State.

Chair Lindau thanked Curt Frye for his work as the Interim President at Wayne.

Student Trustees' Reports

PSC Student Trustee Koso reported that 'Spring Fling' activities would be beginning next week at PSC. She thanked the Board for the opportunity to serve as the student trustee from Peru.

CSC Student Trustee Ramsey announced many activities were occurring on campus. Additionally, she reported that the Student Senate had conducted a smoking survey and certain dorms had since been designated as 'non-smoking'. She also thanked the Board for the opportunity to serve as the student trustee from Chadron.

WSC Student Trustee Arterburn reported on the many activities occurring at WSC this semester. She too thanked the Board for the opportunity to serve as the WSC student trustee.

Appointment of Board Nominating Committee

Board Chair Lindau appointed Trustees Halbert, Roskens and Teahon to serve as the nominating committee for the 2004-2005 Board officers.

Motion was made by Trustee Teahon and seconded by Vice-Chair Lewis to move into executive session at 12:15 p.m. to discuss personnel issues. No action was taken.

Motion was made by Trustee Kosman and seconded by Vice-Chair Lewis to move out of executive session at 1:10 p.m.

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held at Lincoln, Nebraska on June 10, 2004.

ADJOURNMENT -- The meeting was adjourned at 1:20 p.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
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve the 2004-05 salary and contract extension until June 30, 2006 for the Executive Director:

Stan Carpenter, NSC Executive Director \$_____

Following is the 2003-04 Executive Director salary with contract through June 30, 2005:

Stan Carpenter NSC System Office \$158,940

2.1.-2

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve the 2004-05 salary and contract extension until June 30, 2006 for the following individual:

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

Following is the 2003-04 CEO salaries with contracts through June 30, 2005:

Ben Johnson	Peru State College	\$135,127 plus \$7,000 housing
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Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve the 2004-05 salary recommendations as submitted by the Executive Director and College Presidents

The Executive Director and each State College President have submitted salary recommendations for the 2004-05 fiscal year.

The Board of Trustees is asked to approve the salary recommendations which resulted from the salary policy approved at the April 16 Board meeting and repeated below:

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

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

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

Non-unionized Professional Staff: Each college and the System Office is authorized to provide a salary increase of 2.0% over the existing 2003-04 salary base to each non-union professional staff employee with satisfactory performance.

Non-unionized Support Staff: Each college and the System Office is authorized to provide a salary increase of 2.0% over the existing 2003-04 salary base to each non-union support staff employee with satisfactory performance.

In addition to the salary increases specified above, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 7.5%.

Employee Name	Position Title	FTE	Adjustment				2004-2005 Total Annual Salary	% Of Increase	Footnotes
			2003-2004 Salary Base	Salary Increase	Doctorate/ Promotion	Other			
FACULTY - State Supported Positions									
Anderson, Timothy	Professor	1.00	60,113.00	1,202.00			61,315.00	2.00%	
Bare, Charles	Professor	1.00	61,827.00	1,237.00			63,064.00	2.00%	
Bird, Richard	Professor	1.00	53,105.00	1,062.00			54,167.00	2.00%	
Burke, Ronald	Professor	1.00	61,187.00	1,224.00			62,411.00	2.00%	
Cartwright, Michael	Professor	1.00	65,479.00	1,310.00			66,789.00	2.00%	
Cressy, Charles	Professor	1.00	74,853.00	1,497.00			76,350.00	2.00%	
Crouse, Margaret	Professor	1.00	72,160.00	1,443.00			73,603.00	2.00%	
DeWitt, Dana	Professor	1.00	54,441.00	1,089.00			55,530.00	2.00%	
Doxtator, Robert	Professor	1.00	72,247.00	1,445.00			73,692.00	2.00%	
Fickel, Monty	Professor	1.00	65,069.00	1,301.00			66,370.00	2.00%	
Gardener, Clark	Professor	1.00	53,706.00	1,074.00			54,780.00	2.00%	
Griffith, George	Professor	1.00	67,536.00	1,351.00			68,887.00	2.00%	
Keith, Tim	Professor	1.00	45,056.00	901.00	2,500.00	3,151.00	51,608.00	15.00%	promotion adjust to rank base
Lawson, Randy	Professor	1.00	67,305.00	1,346.00			68,651.00	2.00%	
Limbach, Barbara	Professor	1.00	48,280.00	966.00	2,500.00		51,746.00	7.00%	promotion
Lopez-Laval, Hilda	Professor	1.00	52,590.00	1,052.00			53,642.00	2.00%	
McEwen, Robert	Professor	1.00	53,624.00	1,072.00			54,696.00	2.00%	
Moeller, Leland	Professor	1.00	67,752.00	1,355.00			69,107.00	2.00%	
Nealeigh, Norma	Professor	1.00	51,092.00	1,022.00			52,114.00	2.00%	
Rankin, Samuel	Professor	1.00	79,050.00	1,581.00			80,631.00	2.00%	
Ritzen, Scott	Professor	1.00	51,598.00	1,032.00			52,630.00	2.00%	
Shepherd, Allen	Professor	1.00	72,127.00	1,443.00			73,570.00	2.00%	
Watson, George	Professor	1.00	62,097.00	1,242.00			63,339.00	2.00%	
Weedon, Ronald	Professor	1.00	72,348.00	1,447.00			73,795.00	2.00%	
Winkle, William	Professor	1.00	68,462.00	1,369.00			69,831.00	2.00%	
Wright, James	Professor	1.00	60,848.00	1,217.00			62,065.00	2.00%	
Sub-Total Professors		26.00	\$ 1,613,952.00	\$ 32,280.00	\$ 5,000.00	\$ 3,151.00	\$ 1,654,383.00		
Bahr, Katherine	Associate Professo	1.00	46,622.00	932.00			47,554.00	2.00%	
Blundell, Patricia	Associate Professo	1.00	43,479.00	870.00			44,349.00	2.00%	
Bogner, Michael	Associate Professo	1.00	45,288.00	906.00			46,194.00	2.00%	
Butterfield, Charles	Associate Professo	1.00	40,965.00	819.00	2,500.00		44,284.00	8.00%	promotion
Duron, Robert	Associate Professo	1.00	54,158.00	1,083.00			55,241.00	2.00%	
Gaudet, Laura	Associate Professo	1.00	42,644.00	853.00			43,497.00	2.00%	
Hazen, Vincent	Associate Professo	1.00	43,479.00	870.00			44,349.00	2.00%	
King, Donald	Associate Professo	1.00	45,762.00	915.00			46,677.00	2.00%	
Koza, Richard	Associate Professo	1.00	53,482.00	1,070.00			54,552.00	2.00%	
Leesch, Lisette	Associate Professo	1.00	43,066.00	861.00			43,927.00	2.00%	
Leite, Michael	Associate Professo	1.00	45,977.00	920.00			46,897.00	2.00%	
Lockwood, Catherine	Associate Professo	1.00	46,851.00	937.00			47,788.00	2.00%	
Madsen, Kim	Associate Professor/Director of CDC	1.00	44,272.00	885.00			45,157.00	2.00%	
Mays, Roger	Associate Professo	1.00	43,479.00	870.00			44,349.00	2.00%	
McDaniel, Larry	Associate Professo	1.00	44,291.00	886.00			45,177.00	2.00%	
Miller, Ronald	Associate Professo	1.00	58,204.00	1,164.00			59,368.00	2.00%	
Moody, Yvonne	Associate Professo	1.00	56,657.00	1,133.00			57,790.00	2.00%	
Pickett, Brent	Associate Professo	1.00	44,587.00	892.00			45,479.00	2.00%	
Schaefer, Sandy	Associate Professo	1.00	43,853.00	877.00			44,730.00	2.00%	

Employee Name	Position Title	FTE	Adjustment				2004-2005 Total Annual Salary	% Of Increase	Footnotes
			2003-2004 Salary Base	Salary Increase	Doctorate/ Promotion	Other			
Smith, Royce	Associate Professor	1.00	65,755.00	1,315.00			67,070.00	2.00%	
Stack, Robert	Associate Professor	1.00	47,439.00	949.00			48,388.00	2.00%	
Tucker, T. Deane	Associate Professor	1.00	43,039.00	861.00			43,900.00	2.00%	
Watt, Don	Associate Professor and Athletic Trainer	1.00	43,896.00	878.00			44,774.00	2.00%	
Waugh, Wendy	Associate Professor	1.00	49,928.00	999.00			50,927.00	2.00%	
Younglove, Georgia	Associate Professor	1.00	43,095.00	862.00			43,957.00	2.00%	
Sub-Total Associate Professors		25.00	\$ 1,180,268.00	\$ 23,607.00	\$ 2,500.00	\$ -	\$ 1,206,375.00		
Bateman, Mathew	Assistant Professor	1.00	36,500.00	730.00			37,230.00	2.00%	
Carnot, Mary Jo	Assistant Professor	1.00	35,000.00	700.00			35,700.00	2.00%	
Cary, Philip	Assistant Professor	1.00	47,348.00	947.00			48,295.00	2.00%	
Cavin, Scott	Assistant Professor	1.00	39,279.00	786.00			40,065.00	2.00%	
Dickinson, Zane	Assistant Professor	1.00	47,835.00	957.00			48,792.00	2.00%	
Doxtator, Brenda	Assistant Professor	1.00	42,330.00	847.00			43,177.00	2.00%	
Evertson, Matthew	Assistant Professor	1.00	36,500.00	730.00			37,230.00	2.00%	
Fillmore, Bradley	Assistant Professor	1.00	36,911.00	738.00			37,649.00	2.00%	
Hyer, Joel	Assistant Professor	1.00	36,911.00	738.00			37,649.00	2.00%	
Kirsch, Kathleen	Assistant Professor	1.00	36,549.00	731.00			37,280.00	2.00%	
Krejci, Ann	Assistant Professor	1.00	37,664.00	753.00			38,417.00	2.00%	
Miller, Kevin	Assistant Professor	1.00	42,006.00	840.00			42,846.00	2.00%	
Nobiling, Tracy	Assistant Professor	1.00	46,932.00	939.00			47,871.00	2.00%	
Petersen, Ann	Assistant Professor	1.00	37,265.00	745.00			38,010.00	2.00%	
Schaeffer, Susan	Assistant Professor	1.00	35,000.00	700.00			35,700.00	2.00%	
Schreuder, Joel	Assistant Professor	1.00	36,549.00	731.00			37,280.00	2.00%	
Swanke, Thomas	Assistant Professor	1.00	44,659.00	893.00			45,552.00	2.00%	
Vogl, Michael	Assistant Professor	1.00	36,911.00	0.00			36,911.00	0.00%	
Wright, Ottley	Assistant Professor	1.00	35,000.00	700.00			35,700.00	2.00%	
Sub-Total Assistant Professors		19.00	\$ 747,149.00	\$ 14,205.00	\$ -	\$ -	\$ 761,354.00		
Andersen, Tom	Instructor	1.00	36,834.00	0.00			36,834.00	0.00%	
Anderson, Don	Instructor	1.00	37,823.00	0.00			37,823.00	0.00%	
Carpenter, Deb	Instructor	1.00	31,620.00	632.00			32,252.00	2.00%	
Dickinson, LaVida	Instructor	1.00	33,867.00	677.00			34,544.00	2.00%	
Kendrick, Roger	Instructor	1.00	35,000.00	700.00			35,700.00	2.00%	
Lurvey, John	Instructor	1.00	48,354.00	967.00			49,321.00	2.00%	
Marshall, Peggy	Instructor	1.00	32,633.00	653.00			33,286.00	2.00%	
O'Boyle, William	Instructor/Assistant Football Coach	1.00	40,365.00	807.00			41,172.00	2.00%	
Squier, Cynthia	Instructor	1.00	36,587.00	732.00			37,319.00	2.00%	
Winkle, Carola	Instructor	1.00	33,000.00	660.00			33,660.00	2.00%	
Sub-Total Instructors		10.00	\$ 366,083.00	\$ 5,828.00	\$ -	\$ -	\$ 371,911.00		
TOTAL FACULTY		80.00	\$ 3,907,452.00	\$ 75,920.00	\$ 7,500.00	\$ 3,151.00	\$ 3,994,023.00		

FACULTY - Phased Retirements

Froehlich, Loren (Year 2 of 3)	0.33	20,107.26	402.00			20,509.00	2.00%	3,076(supplemental)
Hall, Ernest (Year 2 of 3)	0.33	17,262.00	345.00			17,607.00	2.00%	2,641(supplemental)
Hulm, Lee (Year 3 of 3)	0.33	24,951.00	499.00			25,450.00	2.00%	3,817(supplemental)
MacNeill, Roger (Year 3 of 3)	0.33	20,220.00	404.00			20,624.00	2.00%	3,033(supplemental)
Smith, Ann (Year 3 of 3)	0.33	17,339.00	347.00			17,686.00	2.00%	2,653(supplemental)

Employee Name	Position Title	FTE	Adjustment				2004-2005 Total Annual Salary	% Of Increase	Footnotes
			2003-2004 Salary Base	Salary Increase	Doctorate/ Promotion	Other			
Total Phased Retirements		1.65	\$ 99,879.26	\$ 1,997.00	\$ -	\$ -	\$ 101,876.00		
<u>NSCPA/Professional Staff - State Supported Positions</u>									
Absalon, Cari	Assistant, Extended Campus Programs	1.00	25,417.00	508.00			25,925.00	2.00%	
Auer, Todd	Athletic Administrative Assistant	1.00	39,772.00	795.00			40,567.00	2.00%	
Becker, Stephen	Computer Support Sepcialist	1.00	34,928.00	699.00			35,627.00	2.00%	
Brennan, Blair	Coordinator, Physical Facilities	0.50	16,102.00	322.00			16,424.00	2.00%	
Broderick, Patricia	Academic Counselor/Program								
	Facilitator	1.00	39,984.00	800.00			40,784.00	2.00%	
Carey, Craig	Coordinator, Physical Activity Center &								
	Intramurals	1.00	27,000.00	540.00			27,540.00	2.00%	
Cassiday, Jerry	Counselor	0.75	26,500.00	530.00			27,030.00	2.00%	
Collins, Joby	Programmer/Analyst	1.00	35,139.00	703.00			35,842.00	2.00%	
Dockweiler, Ann	College Nurse	0.75	26,044.00	521.00			26,565.00	2.00%	
Gamby, Glenda	Public Services Librarian	1.00	45,419.00	908.00			46,327.00	2.00%	
Gimeson, DeWayne	Publications Specialist	1.00	38,588.00	772.00			39,360.00	2.00%	
Gonzalez, Frances	Tutorial Services Counselor	0.83	32,659.00	653.00			33,312.00	2.00%	
Gooder, Kellee	Admissions Representative	1.00	26,472.00	529.00			27,001.00	2.00%	
Haag, Justin	Communications Coordinator	1.00	32,424.00	648.00			33,072.00	2.00%	
Harris, Laurie	Assistant Director, Financial Aid	1.00	30,653.00	613.00			31,266.00	2.00%	
Heath, Linda	Administrative Coordinato	1.00	35,700.00	714.00			36,414.00	2.00%	
Huckfeldt, Bruce	Print Shop Supervisor	1.00	34,624.00	692.00			35,316.00	2.00%	
Johnson, Julie	Administrative Coordinato	1.00	33,660.00	673.00			34,333.00	2.00%	
Johnson, Luann	Catalog Librarian	1.00	35,511.00	710.00			36,221.00	2.00%	
Johnson, Roberta	Local Program Coordinato	1.00	33,423.00	668.00			34,091.00	2.00%	
Marshall, Con	Director, Information Services	1.00	58,342.00	1,167.00			59,509.00	2.00%	
	Coordinator, Internships & Career								
Meter, Deborah	Services	1.00	34,247.00	685.00			34,932.00	2.00%	
Mitchell, Melissa	Assistant Registrar	1.00	31,583.00	632.00			32,215.00	2.00%	
Mittleider, Damon	Webmaster	1.00	37,974.00	759.00			38,733.00	2.00%	
Patterson, Jereme	Telecommunications Service Specialist	1.00	31,788.00	636.00			32,424.00	2.00%	
	Director, Mari Sandoz High Plains								
Polak, Sarah	Heritage Center	1.00	45,000.00	900.00			45,900.00	2.00%	
Reece, Kathryn	Admissions Representative	1.00	25,450.00	509.00			25,959.00	2.00%	
Roberts, Katie	Admissions Representative	1.00	25,417.00	508.00			25,925.00	2.00%	
Sendel, Corey	Senior Programmer/Analyst	1.00	39,551.00	791.00			40,342.00	2.00%	
	Telecommunications & Mediated								
Shafer, John	Classroom Technician	0.83	22,500.00	450.00			22,950.00	2.00%	
Smith, Debra	Admissions Coordinator	1.00	25,450.00	509.00			25,959.00	2.00%	
Smith, G. Robin	Instructional Design Coordinato	1.00	47,000.00	940.00			47,940.00	2.00%	
Stephen, Mark	Network Specialist	0.50	20,051.00	401.00			20,452.00	2.00%	
Underwood, Chad	Programmer/Analyst	1.00	32,741.00	655.00			33,396.00	2.00%	
Wood, Bridget	Payroll/Benefits Manage	0.55	14,787.30	296.00			15,083.00	2.00%	
Zahn, Sally	Technical Services Librarian	1.00	51,478.00	1,030.00			52,508.00	2.00%	
Total		33.71	\$ 1,193,378.30	\$ 23,866.00	\$ -	\$ -	\$ 1,217,244.00		

Employee Name	Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustment		2004-2005 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
<u>NSCPA/Professional Staff - Non-State Supported Positions</u>									
<i>Federal</i>									
Hunter, Joann	Conselor - TRIO Assistant Director, Child Development Center	0.92	31,775.00	636.00			32,411.00	2.00%	
Lawson, Doralie	Center	0.75	20,992.00	420.00			21,412.00	2.00%	
Nipp, Amanda	Student Intervention Coordinato	1.00	27,000.00	540.00			27,540.00	2.00%	
Total		2.67	\$ 79,767.00	\$ 1,596.00	\$ -	\$ -	\$ 81,363.00		
<i>Revenue Bond</i>									
Brennan, Blair	Coordinator, Physical Facilities	0.50	16,102.00	322.00			16,424.00	2.00%	
Page, Rogine	Residence Hall Directo	1.00	19,625.00	393.00			20,018.00	2.00%	
Reading, Jill	Residence Hall Directo	1.00	19,819.00	396.00			20,215.00	2.00%	
Sinn, Laure	Coordinator, Student Activities	1.00	37,970.00	759.00			38,729.00	2.00%	
Stephen, Mark	Network Specialist	0.50	20,051.00	401.00			20,452.00	2.00%	
Wood, Bridget	Payroll/Benefits Manage	0.45	12,098.70	242.00			12,341.00	2.00%	
Total		4.45	\$ 125,665.70	\$ 2,513.00	\$ -	\$ -	\$ 128,179.00		
<u>Professional Staff (Non-Union) - State Supported Positions</u>									
Beebe, Dan	Head Basketball Coach	1.00	41,249.00	825.00			42,074.00	2.00%	
Brammer, Dawn	Head Volleyball Coach	1.00	33,463.00	669.00			34,132.00	2.00%	
Burk, Ann	Director, Computer Services	0.75	38,537.25	771.00			39,308.00	2.00%	
Dawson, Theresa	Assistant VP, Enrollment Management	1.00	64,626.00	1,293.00			65,919.00	2.00%	
Douglas, Sherry	Director, Financial Aid	1.00	48,607.00	972.00			49,579.00	2.00%	
Gould, Tena	Director, Admissions	1.00	38,600.00	772.00			39,372.00	2.00%	
Grant, Dale	Director, Business Svcs/Comptroller	0.75	46,266.00	925.00			47,191.00	2.00%	
Hardy, Joyce	SR VP Academic & Student Affairs	1.00	96,940.00	1,939.00			98,879.00	2.00%	
Hoffman, Edward	VP, Administration	1.00	83,870.00	1,677.00			85,547.00	2.00%	
Hoffman, Patricia	Interactive Distance Learning Coord	1.00	37,024.00	740.00			37,764.00	2.00%	
Kennell, Deena	Director, Internships & Career Services	1.00	37,740.00	755.00			38,495.00	2.00%	
Krepel, Thomas	President	1.00	139,828.00	2,797.00			142,625.00	2.00%	plus \$14,000 housing
Mack, Jill	Coordinator, Special Events	1.00	26,112.00	522.00			26,634.00	2.00%	
MacNeill, Loree	Director, Cultural Programs & College Relations	1.00	47,500.00	950.00			48,450.00	2.00%	
McDonald, Brenda	Local Program Coordinato	0.63	19,742.00	395.00			20,137.00	2.00%	
Pope, Karen	Director, Alumni & Annual Giving	1.00	35,700.00	714.00			36,414.00	2.00%	
Reid, Robert	Head Rodeo Coach	0.25	4,080.00	1,920.00			6,000.00	47.00%	market adjustment
Richards, Maycel	Local Program Coordinato	0.50	15,668.00	313.00			15,981.00	2.00%	

CHADRON STATE COLLEGE

05/07/04

Employee Name	Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustment		2004-2005 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
Rickenbach, Michele	Head Golf Coach	0.15	6,000.00	120.00			6,120.00	2.00%	
	Director, Student Academic Success Services	1.00	36,329.00	727.00			37,056.00	2.00%	
Roweton, William	Director, Institutional Research	1.00	74,251.00	1,485.00			75,736.00	2.00%	
Smith, Bradley	Director, Athletics/Head Football Coach	1.00	73,445.00	1,469.00			74,914.00	2.00%	
Stetson, Gayle	Business Manager Assistant VP, Extended Campus Programs	0.50	19,307.00	386.00			19,693.00	2.00%	
Taylor, Steve	Director, Extended Campus Sites	1.00	67,228.00	1,345.00			68,573.00	2.00%	
VanderFeen, Aimee	Dean	1.00	42,500.00	850.00			43,350.00	2.00%	
Veath, M. Lois	Director, Human Resources & Development	1.00	86,700.00	1,734.00			88,434.00	2.00%	
Vogt, Kara	Registrar	1.00	45,735.00	915.00			46,650.00	2.00%	
Williamson, Dale		1.00	58,079.00	1,162.00			59,241.00	2.00%	
Total		24.53	\$ 1,365,126.25	\$ 29,142.00	-	\$ -	\$ 1,394,268.00		

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

Federal

Gore, Barry	Student Support Services Project Director	1.00	40,892.00	818.00			41,710.00	2.00%	Contract on Hold due to Military Leave of Absence
Total		1.00	\$ 40,892.00	\$ 818.00	-	\$ -	\$ 41,710.00		

Employee Name	Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustment		2004-2005 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
<u>Revenue Bond</u>									
Burk, Ann	Director, Computer Services	0.25	12,845.75	257.00			13,103.00	2.00%	
Grant, Dale	Director, Business Svcs/Comptroller	0.25	15,422.00	308.00			15,730.00	2.00%	
Simons, Sherri	Director, Housing	1.00	40,729.00	815.00			41,544.00	2.00%	
Stetson, Gayle	Business Manager	0.50	19,307.00	386.00			19,693.00	2.00%	
Total		2.00	\$ 88,303.75	\$ 1,766.00	-	\$ -	\$ 90,070.00		
<u>NAPE/Support Staff - State Supported Positions</u>									
Adler, Nancy	Custodian	1.00	16,490.04	330.00			16,820.00	2.00%	
Anderson, Pamela B.	Office Assistant I	0.75	12,081.00	242.00			12,323.00	2.00%	
Atchison, Jim	Maintenance Repair Worker II	0.50	13,253.04	265.00			13,518.00	2.00%	
Barry, Brenda	Office Assistant IV	0.50	16,665.00	333.00			16,998.00	2.00%	
Baumann, Todd	Maintenance Repair Worker I	0.60	10,533.02	211.00			10,744.00	2.00%	
Blair, John	Maintenance Repair Worker II	0.50	11,667.00	233.00			11,900.00	2.00%	
Blundell, Janice	Office Assistant II	1.00	27,232.08	545.00			27,777.00	2.00%	
Bradley, Kimberly	Office Assistant I	1.00	16,340.04	327.00			16,667.00	2.00%	
Burke, Mary	Office Assistant II	1.00	24,397.08	488.00			24,885.00	2.00%	
Burke, Melissa	Office Assistant I	0.75	11,961.00	239.00			12,200.00	2.00%	
Burks, Terry	Accounting Clerk II	0.50	13,033.98	261.00			13,295.00	2.00%	
Butler, Greg	Maintenance Repair Worker IV	0.60	18,322.20	366.00			18,688.00	2.00%	
Callahan, Pam	Accounting Clerk II	0.50	9,678.00	194.00			9,872.00	2.00%	
Caswell, David	Maintenance Repair Worker IV	0.50	15,056.04	301.00			15,357.00	2.00%	
Caswell, John Jr.	Custodian	1.00	17,505.00	350.00			17,855.00	2.00%	
Conway, Craig	Audio/Visual Service Technician	1.00	20,443.08	409.00			20,852.00	2.00%	
Demaree, Kay	Office Assistant II	1.00	20,347.08	407.00			20,754.00	2.00%	
DeWitt, Jerry	Custodial Leader	0.50	10,592.04	212.00			10,804.00	2.00%	
Downs, Joanne	Office Assistant I	0.83	13,671.96	273.00			13,945.00	2.00%	
Eleson, Bonnie	Custodian	1.00	19,200.00	384.00			19,584.00	2.00%	
Encinas, Kimberley	Accounting Clerk II	0.50	9,361.02	187.00			9,548.00	2.00%	
Evans, Linda	Academic Records Clerk	1.00	21,371.04	427.00			21,798.00	2.00%	
Fonseca, Helen	Office Assistant II	1.00	18,642.00	373.00			19,015.00	2.00%	
Foral, Robyn	Office Assistant II	1.00	20,150.04	403.00			20,553.00	2.00%	
Frye, Dan	Custodian	1.00	15,948.00	319.00			16,267.00	2.00%	
Ginsbach, Harriet	Custodian	1.00	15,948.00	319.00			16,267.00	2.00%	
Groves, Maura	Office Assistant II	1.00	18,853.08	377.00			19,230.00	2.00%	
Gutierrez, Trina	Office Assistant I	1.00	16,108.08	322.00			16,430.00	2.00%	
Hartman, Janet	Office Assistant II	1.00	20,570.04	411.00			20,981.00	2.00%	
Hartman, Shawn	Office Assistant II	1.00	22,099.08	442.00			22,541.00	2.00%	
Howard, Mark	Computer Operator	1.00	20,016.00	400.00			20,416.00	2.00%	
Huckfeldt, Kim	Office Assistant II	1.00	21,708.00	434.00			22,142.00	2.00%	
Hughart, Karen	Office Assistant II	1.00	20,570.04	411.00			20,981.00	2.00%	

Employee Name	Position Title	FTE	Adjustment				2004-2005		Footnotes
			2003-2004 Salary Base	Salary Increase	Doctorate/ Promotion	Other	Total Annual Salary	% Of Increase	
Johns, Shellie	Accounting Clerk II	1.00	21,371.04	427.00			21,798.00	2.00%	
Kadlecek, Scott	Maintenance Repair Worker IV	0.50	13,545.00	271.00			13,816.00	2.00%	
Katen, Sally	Accounting Clerk III	0.50	11,711.04	234.00			11,945.00	2.00%	
Keim, Deb	Office Assistant IV	1.00	33,080.04	662.00			33,742.00	2.00%	
Kern, Silas	Maintenance Repair Worker II	0.60	15,240.02	305.00			15,545.00	2.00%	
Krejci, Lynda	Custodian	1.00	16,820.04	336.00			17,156.00	2.00%	
Kuhnel, Lorin	Maintenance Repair Worker I	0.60	14,832.00	297.00			15,129.00	2.00%	
LaFontsee, Craig	Maintenance Repair Worker	0.60	13,181.40	264.00			13,445.00	2.00%	
Langford, Annette	Office Assistant II	1.00	22,730.04	455.00			23,185.00	2.00%	
Laue, Tim	Maintenance Repair Worker II	0.70	22,486.80	450.00			22,937.00	2.00%	
Malone, Veliinda	Custodian	1.00	16,346.04	327.00			16,673.00	2.00%	
Mason, Kathy	Office Assistant III	0.50	14,471.04	289.00			14,760.00	2.00%	
McCormick, Cliff	Automotive Mechanic	1.00	30,342.00	607.00			30,949.00	2.00%	
Mintken, Beverly	Custodian	1.00	16,820.04	336.00			17,156.00	2.00%	
Moore, Jim	Maintenance Repair Worker II	0.50	13,577.04	272.00			13,849.00	2.00%	
Moravek, April	Office Assistant I	1.00	15,948.00	319.00			16,267.00	2.00%	
Morford, Brenda	Academic Records Clerk	1.00	17,795.04	356.00			18,151.00	2.00%	
Muenchau, Gary	Maintenance Repair Worker IV	1.00	31,718.04	634.00			32,352.00	2.00%	
Myers, Lewis	Maintenance Repair Worker II	0.50	11,770.02	235.00			12,005.00	2.00%	
Nemeth, Patti	Accounting Clerk II	0.50	9,678.00	194.00			9,872.00	2.00%	
Neuharth, Jeri	Office Assistant I	0.83	14,128.08	283.00			14,411.00	2.00%	
Noble, Bonnie	Library Assistant	1.00	24,885.00	498.00			25,383.00	2.00%	
Olivas, Johnnie	Maintenance Repair Worker II	0.50	12,700.02	254.00			12,954.00	2.00%	
Peters, Gene	Electrician Master	0.60	20,926.22	419.00			21,345.00	2.00%	
Pourier, Sheila	Office Assistant II	1.00	18,456.00	369.00			18,825.00	2.00%	
Retzlaff, Kathy	Custodian	1.00	16,346.04	327.00			16,673.00	2.00%	
Rickenbach, Michele	Academic Records Clerk	1.00	21,468.00	429.00			21,897.00	2.00%	
Rosane, Trish	Office Assistant II	1.00	18,456.00	369.00			18,825.00	2.00%	
Rutter, Judy	Office Assistant I	0.83	13,672.08	273.00			13,945.00	2.00%	
Schramm, Esther	Custodian	1.00	16,820.04	336.00			17,156.00	2.00%	
Schreuder, Ruth	Office Assistant I	0.75	12,081.00	242.00			12,323.00	2.00%	
Sterling, Cindy	Custodian	1.00	18,648.00	373.00			19,021.00	2.00%	
Strong, Neil	Electrician	0.60	15,508.80	310.00			15,819.00	2.00%	
Turman, Bridget	Custodian	1.00	23,361.00	467.00			23,828.00	2.00%	
VanVleet, Stefani	Office Assistant II	1.00	18,853.08	377.00			19,230.00	2.00%	
Waggener, Denise	Maintenance Repair Worker	0.60	13,588.85	272.00			13,861.00	2.00%	
Walgren, Cindi	Accounting Clerk II	1.00	19,355.04	387.00			19,742.00	2.00%	
Weber, Steve	Interim Custodial Leader	0.50	9,427.02	189.00			9,616.00	2.00%	
Wiese, Jim	Office Assistant II	1.00	20,347.08	407.00			20,754.00	2.00%	
Wineteer, Linda	Office Assistant II	1.00	20,150.04	403.00			20,553.00	2.00%	
Young, Allison	Office Assistant I	1.00	15,948.00	319.00			16,267.00	2.00%	
Zauha, Jennifer	Office Assistant I	0.75	11,961.00	239.00			12,200.00	2.00%	
Zillig, Robert	Maintenance Repair Worker I	0.60	12,342.60	247.00			12,590.00	2.00%	
Total		62.59	\$ 1,312,704.78	\$ 26,254.00	\$ -	\$ -	\$ 1,338,957.00		

Employee Name	Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustment		2004-2005 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
NAPE/Support Staff - Non-State Supported Positions									
<i>Federal</i>									
Caparoon, Marilyn	Office Assistant II	1.00	18,854.04	377.00			19,231.00	2.00%	
Frandsen, Connie	Office Assistant II	1.00	18,853.08	377.00			19,230.00	2.00%	
Total		2.00	\$ 37,707.12	\$ 754.00	-	\$ -	\$ 38,461.00		
<i>Revenue Bond</i>									
Abold, Stacie	Custodian	1.00	16,108.08	322.00			16,430.00	2.00%	
Ainslie, Melvin	Custodian	1.00	18,568.08	371.00			18,939.00	2.00%	
Applegarth, Maria	Custodian	1.00	16,108.08	322.00			16,430.00	2.00%	
Atchison, Jim	Maintenance Repair Worker II	0.50	13,253.04	265.00			13,518.00	2.00%	
Barry, Brenda	Office Assistant IV	0.50	16,665.00	333.00			16,998.00	2.00%	
Baumann, Todd	Maintenance Repair Worker I	0.40	7,022.02	140.00			7,162.00	2.00%	
Blair, John	Maintenance Repair Worker II	0.50	11,667.00	233.00			11,900.00	2.00%	
Burks, Terry	Accounting Clerk II	0.50	13,033.98	261.00			13,295.00	2.00%	
Butler, Greg	Maintenance Repair Worker IV	0.40	12,214.80	244.00			12,459.00	2.00%	
Callahan, Pam	Accounting Clerk II	0.50	9,678.00	194.00			9,872.00	2.00%	
Canaday, Leann	Custodian	1.00	19,378.08	388.00			19,766.00	2.00%	
Carnahan, Melody	Office Assistant II	1.00	20,570.04	411.00			20,981.00	2.00%	
Caswell, David	Maintenance Repair Worker IV	0.50	15,056.04	301.00			15,357.00	2.00%	
Coates, Amy	Custodian	1.00	17,513.04	350.00			17,863.00	2.00%	
Crawford, Carla	Custodian	1.00	19,183.08	384.00			19,567.00	2.00%	
DeWitt, Jerry	Custodial Leader	0.50	10,592.04	212.00			10,804.00	2.00%	
Donker, Dani	Office Assistant III	1.00	24,855.00	497.00			25,352.00	2.00%	
Encinas, Kimberly	Accounting Clerk II	0.50	9,361.02	187.00			9,548.00	2.00%	
Frane, Max	Interim Maintenance Repair Worker I	1.00	24,220.08	484.00			24,704.00	2.00%	
Hansen, Maruta	Custodian	1.00	16,108.08	322.00			16,430.00	2.00%	
Herr, Ken	Custodian	1.00	15,948.00	319.00			16,267.00	2.00%	
Holst, Beverly	Custodian	1.00	23,361.00	467.00			23,828.00	2.00%	
Kadlecek, Scott	Maintenance Repair Worker IV	0.50	13,545.00	271.00			13,816.00	2.00%	
Katen, Sally	Accounting Clerk III	0.50	11,711.04	234.00			11,945.00	2.00%	
Kern, Silas	Maintenance Repair Worker II	0.40	10,160.02	203.00			10,363.00	2.00%	
Kuhnel, Lorin	Maintenance Repair Worker I	0.40	9,888.00	198.00			10,086.00	2.00%	
LaFontsee, Craig	Maintenance Repair Worker	0.40	8,787.60	176.00			8,964.00	2.00%	
Laue, Tim	Maintenance Repair Worker II	0.30	9,637.20	193.00			9,830.00	2.00%	
Mason, Kathy	Office Assistant III	0.50	14,471.04	289.00			14,760.00	2.00%	
McKinnon, Kenny	Custodian	1.00	17,022.00	340.00			17,362.00	2.00%	
Moore, Jim	Maintenance Repair Worker II	0.50	13,577.04	272.00			13,849.00	2.00%	
Myers, Lewis	Maintenance Repair Worker II	0.50	11,770.02	235.00			12,005.00	2.00%	
Nemeth, Patti	Accounting Clerk II	0.50	9,678.00	194.00			9,872.00	2.00%	
O'Donnell, Audrey	Custodian	1.00	16,108.00	322.00			16,430.00	2.00%	
Olivas, Johnnie	Maintenance Repair Worker II	0.50	12,700.02	254.00			12,954.00	2.00%	
Peters, Gene	Electrician Master	0.40	13,950.82	279.00			14,230.00	2.00%	
Strong, Neil	Electrician	0.40	10,339.20	207.00			10,546.00	2.00%	
Waggener, Denise	Maintenance Repair Worker	0.40	9,059.23	181.00			9,240.00	2.00%	
Weber, Steve	Interim Custodial Leader	0.50	9,427.02	189.00			9,616.00	2.00%	
White, Audrey	Custodian	1.00	23,019.00	460.00			23,479.00	2.00%	

Employee Name	Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustment		2004-2005 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
Wood, Elaine	Custodian	1.00	18,923.04	378.00			19,301.00	2.00%	
Zillig, Robert	Maintenance Repair Worker I	0.40	8,228.40	165.00			8,393.00	2.00%	
Total		27.90 \$	602,465.26 \$	12,047.00 \$	- \$	- \$	614,511.00		

Support Staff (Non-Union) - State Supported Positions

Anderson, Pamela J.	Secretary to the Presiden	1.00	30,411.00	608.00			31,019.00	2.00%	
Banzhaf, Jodi	Office Assistant I	0.50	7,974.00	159.00			8,133.00	2.00%	
Cisneros, Alan	Maintenance Superviso	0.55	18,984.37	380.00			19,364.00	2.00%	
Kuhnel, Kristal	Office Assistant I	1.00	16,822.08	336.00			17,158.00	2.00%	
Marshall, Darrell	Maintenance Superviso	0.55	22,781.55	456.00			23,238.00	2.00%	
Stokey, Katherine	Office Assistant III	1.00	31,703.04	634.00			32,337.00	2.00%	
Total		4.60 \$	128,676.04 \$	2,573.00 \$	- \$	- \$	131,249.00		

Support Staff (Non-Union) - Non-State Supported Positions

Revenue Bond

Cisneros, Alan	Maintenance Superviso	0.45	15,532.67	311.00			15,844.00	2.00%	
Lehman, David	Security Supervisor	1.00	27,540.00	551.00			28,091.00	2.00%	
Marshall, Darrell	Maintenance Superviso	0.45	18,639.45	373.00			19,012.00	2.00%	
Total		1.90 \$	61,712.12 \$	1,235.00 \$	- \$	- \$	62,947.00		

Vacant Positions

**CHADRON STATE COLLEGE
VACANT POSITIONS**

Employee Name	Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustment		2004-2005 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
<u>ADMINISTRATIVE</u>									
Vacant	Director, Reta E King Library						60,000.00		
Vacant	Interim Dean of Students						65,000.00		
Vacant	Interim Dean of Prof. & Grad. Studies						85,000.00		
Vacant	Interim Project Dir, Student Support Serv.						38,000.00		
<u>FACULTY - SCEA</u>									
<i>State-Supported Positions</i>									
Vacant	Accounting (Tenure)	1.00					39,000.00		
Vacant	Coordinator of Educational Outreach (Non-Tenure)	1.00					55,000.00		
Vacant	Counseling & Psychology (Tenure)	1.00					39,000.00		
Vacant	Educational Administration (Tenure)	1.00					47,000.00		
Vacant	Elementary Education (Tenure)	1.00					39,000.00		
Vacant	Industrial Technology (Tenure)	1.00					39,000.00		
Vacant	Marketing (Tenure)	1.00					39,000.00		
Vacant	Microbiology (Tenure)	1.00					39,000.00		
Vacant	Middle School & Education Technology (Tenure)	1.00					39,000.00		
Vacant	Special Education (Tenure)	1.00					39,000.00		
Vacant	Vocal Music (Tenure)	1.00					39,000.00		
<u>PROFESSIONAL - NSCPA</u>									
<i>State-Supported Positions</i>									
Vacant	Exhibit Design & Display Specialist	1.00					39,000.00		
Vacant	Multicultural Student Services Counselor	1.00					38,399.00		
Vacant	Public Services Librarian	1.00					43,178.00		
<i>Non-State Supported Positions</i>									
Vacant	Coordinator of Conferencing	1.00					35,985.00		
<u>SUPPORT STAFF - NAPE</u>									
<i>State-Supported Positions</i>									
Vacant	Mail Clerk	1.00					17,334.00		
Vacant	Office Assistant II - Admissions	1.00					18,643.00		
Vacant	Office Assistant II - Physical Facilities	1.00					18,643.00		
Vacant	Custodian	1.00					16,109.00		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2003-04 Salary Base	Salary Increase	Adjustment		2004-05 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
FACULTY - State Supported Positions									
Anderson, Ken	Professor	1.00	\$56,519	\$1,130			\$57,650	2.00%	
Asmussen, Kelly	Professor	1.00	\$44,358	\$887	\$6,363		\$51,608	16.34%	promotion
Beischel, Mark	Professor	1.00	\$43,116	\$862	\$7,630		\$51,608	19.70%	promotion
Citrin, Anthony	Professor	1.00	\$62,894	\$1,258			\$64,152	2.00%	
Clemente, William	Professor	1.00	\$52,590	\$1,052			\$53,642	2.00%	
Clopton, Richard	Professor	1.00	\$50,521	\$1,010	\$2,500		\$54,031	6.95%	promotion
Crook, Sara	Professor	1.00	\$51,598	\$1,032			\$52,630	2.00%	
Davis, Spencer	Professor	1.00	\$63,576	\$1,272			\$64,847	2.00%	
Ediger, Thomas	Professor	1.00	\$64,908	\$1,298			\$66,206	2.00%	
Edris, David	Professor	1.00	\$70,972	\$1,419			\$72,391	2.00%	
Holtz, Dan	Professor	1.00	\$56,540	\$1,131			\$57,670	2.00%	
Long, Daryl	Professor	1.00	\$78,631	\$1,573			\$80,203	2.00%	
Lundak, Joel	Professor	1.00	\$52,590	\$1,052			\$53,642	2.00%	
McCann, Anthony	Professor	1.00	\$53,105	\$1,062			\$54,167	2.00%	
Snyder, William	Professor	1.00	\$68,270	\$1,365			\$69,635	2.00%	
Thomas, James	Professor	1.00	\$66,587	\$1,332			\$67,918	2.00%	
Waln, Randy	Professor	1.00	\$48,042	\$961			\$49,003	2.00%	
Sub-Total Professors		17.00	\$984,817	\$19,696	\$16,493	\$0	\$1,021,004		
Batterson, Bruce	Associate Professor	1.00	\$39,735	\$795	\$2,545		\$43,075	8.40%	promotion
Grotrian, Judy	Associate Professor	1.00	\$41,879	\$838	\$2,500		\$45,217	7.97%	promotion
Hnida, John	Associate Professor	1.00	\$45,028	\$901			\$45,929	2.00%	
Vokolek, Dennis	Associate Professor	1.00	\$40,766	\$815			\$41,582	2.00%	
Sub-Total Associate Professors		4.00	\$167,408	\$3,348	\$5,045	\$5,045	\$175,802		
Barger, Michael	Assistant Professor	1.00	\$37,126	\$743			\$37,868	2.00%	
Durbin, Druann	Assistant Professor	1.00	\$38,740	\$775			\$39,515	2.00%	
Gatewood, Kelly	Assistant Professor	1.00	\$45,798	\$916			\$46,714	2.00%	
Hinrichs, Paul	Assistant Professor	1.00	\$42,802	\$856	\$2,500		\$46,158	7.84%	doctorate
Johnson, Rhonda	Assistant Professor	1.00	\$36,720	\$734			\$37,454	2.00%	
Kearney, Elizabeth	Assistant Professor	1.00	\$0	\$0			\$38,500	n/a	
Kunkel, Margaret (Ellie)	Assistant Professor	1.00	\$36,500	\$730			\$37,230	2.00%	
Murray, Johann	Assistant Professor	1.00	\$38,500	\$770			\$39,270	2.00%	
Nevitt, James	Assistant Professor	1.00	\$38,760	\$775			\$39,535	2.00%	
Newman, William	Assistant Professor	1.00	\$39,168	\$783			\$39,951	2.00%	
Rippe, Patricia	Assistant Professor	1.00	\$39,003	\$780			\$39,783	2.00%	
Ruskamp, Judith	Assistant Professor	1.00	\$36,720	\$734			\$37,454	2.00%	
Urbach, Beverly	Assistant Professor	1.00	\$38,500	\$770			\$39,270	2.00%	
Welsh, Dennis	Assistant Professor	1.00	\$44,120	\$882			\$45,003	2.00%	
Wiederhold, Dick	Assistant Professor	1.00	\$45,798	\$916			\$46,714	2.00%	
Sub- Total Assistant Professors		15.00	\$558,255	\$11,165	\$2,500	\$0	\$610,420		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2003-04 Salary Base	Salary Increase	Adjustment		2004-05 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
FACULTY - State Supported Positions									
Hertzel, Erik	Instructor	1.00	\$40,000	\$800			\$40,800	2.00%	
Wray, Patrick	Instructor	1.00	\$38,760	\$775			\$39,535	2.00%	
Sub-Total Instructors		2.00	\$78,760	\$1,575	\$0	\$0	\$80,335		
Total		38.00			\$24,038	\$5,045	\$1,887,562		
FACULTY - State Supported Positions - Retirement Contract									
Evans, Rob- (through 8/04)		0.00					\$2,530		
Harper, Charles		0.25					\$15,224		
NSCPA Professional Staff - State Supported Positions									
Bender, Barbara	Ass't to the Dir of Records & Institutional Research	1.00	\$30,332	\$607			\$30,939	2.00%	
Newcomb, Jennifer	Learning Center Coordinator - Omaha	1.00	\$31,981	\$640			\$32,621	2.00%	
Clifton, Delyn	Network Specialist	1.00	\$41,192	\$824			\$42,016	2.00%	
Glathar, Sara	Admissions/Financial Aid Counselor	1.00	\$25,661	\$513			\$26,174	2.00%	
Grotrian, Sheri	Learning Center Coord - Linc	1.00	\$32,000	\$640			\$32,640	2.00%	
Johnson, Stephanie	Distance Learning Coordinator - Offutt	1.00	\$28,560	\$571			\$29,131	2.00%	
Lasley, Paul	Assistant Football Coach	0.92	\$28,785	\$576			\$29,361	2.00%	
Meland, Marie	Tutorial Services/ADA Coordinator	1.00	\$31,500	\$630			\$32,130	2.00%	
Otto, Mike	Systems Analyst	1.00	\$45,411	\$908			\$46,320	2.00%	
Peery, Scott	Athletic Trainer	0.84	\$31,110	\$622			\$31,732	2.00%	
Volker, Janice	Ass't Dir of Financial Aid	1.00	\$27,050	\$541		\$2,164	\$29,755	10.00%	per NSCPA Agmt
Willis, Michaela	Coordinator of Admission Services	1.00	\$28,785	\$576		\$750	\$30,111	4.61%	masters
Total		11.76	\$382,367	\$7,647	\$0	\$2,914	\$392,929		
NSCPA Professional Staff - Non State Supported Positions (Federal)									
Groff, Peggy (9/1/03-8/31/04)	Learning Skills Specialist	0.84	\$26,489	\$530			\$27,019	2.00%	
Nies, Kristi	Tutorial Skills Specialist	0.84	\$26,960	\$539			\$27,499	2.00%	
Total		1.68	\$53,449	\$1,069	\$0	\$0	\$54,518		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2003-04 Salary Base	Salary Increase	Adjustment		2004-05 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
Professional Staff (Non-Union) - State Supported Positions									
Bayliss, Mark	Head Baseball Coach/Ath. Admin. Asst.	0.92	\$30,718	\$614			\$31,333	2.00%	
Becker, Roger	Director of the Library	1.00	\$55,080	\$1,102			\$56,182	2.00%	
Clark, Terry	Head Football Coach	0.92	\$40,354	\$807			\$41,161	2.00%	
Cole, Jerre	Head (M) Basketball Coach/SID	0.92	\$32,283	\$646			\$32,929	2.00%	
Drew, Todd	Dean of Professional Studies	1.00	\$77,520	\$1,550			\$79,070	2.00%	
Greenwood, J. Alex	Dir. of Marketing & Media Services	1.00	\$50,000	\$1,000			\$51,000	2.00%	
Harshbarger, Ted	Director of ARC/Dir of Athletics	1.00	\$68,118	\$0			\$68,118	n/a	
Holtz, Alice	Temp. Testing Coord/Acad Advisor	0.84	\$28,788	\$576			\$29,364	2.00%	
Hopp, Julie	Ass't to VP for Administration & Finance	1.00	\$31,348	\$627		\$750	\$32,725	4.39%	masters
Jacobsen, Jay	Ass't to the President for Technology	1.00	\$58,482	\$1,170			\$59,652	2.00%	
Jacobsen, Linda	VP for Admin & Finance	1.00	\$90,000	\$1,800			\$91,800	2.00%	
Lee, Brian	Head (W) Cross Cntry Coach/ Coord Stud Prog	0.92					\$25,319	n/a	
Lind, Diana	Director of Financial Aid	1.00	\$45,826	\$917			\$46,743	2.00%	
Loy, DiAnna	Dir. of Records & Institutional Research	1.00	\$57,899	\$1,158			\$59,057	2.00%	
Mathews, Mark	Head Sftbl Coach/Intramurals	0.92	\$32,250	\$645			\$32,895	2.00%	
Moran, Janelle	Director of Admissions & Recruitment	1.00	\$39,816	\$796			\$40,612	2.00%	
Pate, Paul	Director of Campus Services	1.00	\$57,445	\$1,149			\$58,594	2.00%	
Prichard, Dennis	Head (W) Basketball/Golf Coach	1.00	\$32,640	\$653			\$33,293	2.00%	
Reeves, Nancy	Dir. of Budget/Human Resources	1.00	\$40,846	\$817			\$41,663	2.00%	
Roberts, Laura	Dir. of Online Services & Offutt Operations	1.00	\$50,490	\$1,010			\$51,500	2.00%	
Stonebarger, William	Dir. of Campus Housing & Security	0.50	\$18,954	\$379			\$19,333	2.00%	
Sylvester, Stephen	Dean of Arts & Sciences	1.00	\$73,794	\$1,476			\$75,270	2.00%	
Tande, Korrine	VP for Academic & Student Affairs	1.00	\$90,000	\$1,800			\$91,800	2.00%	
Tynon, Kathy	Business Office Manager	1.00	\$32,500	\$650			\$33,150	2.00%	
Unruh, Susan	Accounting Manager	1.00	\$38,500	\$770			\$39,270	2.00%	
Wood, Zoon	Temp Developmental Studies/Dir of Diversity Progi	0.84	\$32,822	\$656			\$33,478	2.00%	
Total		20.02	\$1,206,473	\$22,767	\$0	\$750	\$1,255,310		
Professional Staff (Non-Union) - Non State Supported Positions (Revenue Bond)									
Brettmann, Jennifer	Interim Res Halls Dir/Conferencing Assistant	1.00	\$0	\$0			\$22,600	n/a	
Stonebarger, William (Les)	Dir. of Campus Housing & Security	0.50	\$18,953	\$379			\$19,332	2.00%	
Total		1.50	\$18,953	\$379	\$0	\$0	\$41,932		
Professional Staff (Non-Union) - Non State Supported Positions (Federal)									
Beu, Pat (9/1/04-8/31/05)	Dir of Stu Sup Serv Grant	1.00	\$45,056	\$901			\$45,957	2.00%	
Total		1.00	\$45,056	\$901			\$45,957		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2003-04 Salary Base	Salary Increase	Adjustment		2004-05 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
NAPE/ Support Staff - State Supported Positions									
Alberts, Christine	Accounting Clerk III	1.00	\$22,269	\$445			\$22,714	2.00%	
Allgood, Carolyn	Office Assistant II	1.00	\$22,823	\$456			\$23,279	2.00%	
Anthony, Alma	Office Assistant II	1.00	\$21,155	\$423			\$21,578	2.00%	
Chandler, Yvonne	Computer Operator	1.00	\$28,414	\$568			\$28,982	2.00%	
Chapin, Ardie	Office Assistant III	1.00	\$29,837	\$597			\$30,434	2.00%	
Conz, Tracey	Mail Clerk/Office Assistant I	1.00	\$18,861	\$377			\$19,238	2.00%	
Davis, Phyllis	Acad Credentials Technician	1.00	\$23,727	\$475			\$24,202	2.00%	
Edris, Malinda	Office Assistant III	1.00	\$27,487	\$550			\$28,037	2.00%	
Ellner, Janice	Office Assistant III	1.00	\$28,558	\$571			\$29,129	2.00%	
George, Barb	Library Assistant	1.00	\$22,222	\$444			\$22,666	2.00%	
Hawley, Janet	Office Assistant II	1.00	\$21,844	\$437			\$22,281	2.00%	
Hawley, Nancy	Accounting Clerk III	1.00	\$25,694	\$514			\$26,208	2.00%	
Johnson, JoAnn	Library Technician	1.00	\$20,713	\$414			\$21,127	2.00%	
Kearney, Connie	Office Assistant IV	1.00	\$32,691	\$654			\$33,345	2.00%	
Pate, Kimberly	Computer Operator	1.00	\$21,542	\$431			\$21,973	2.00%	
Lager, Jill	Accounting Clerk II	1.00	\$18,642	\$373			\$19,015	2.00%	
Martin, Gayle	Computer Operator	1.00	\$21,639	\$433			\$22,072	2.00%	
McClellan, Wendy	Accounting Clerk II	1.00	\$18,456	\$369			\$18,825	2.00%	
Meece, Victoria	Office Assistant II	1.00	\$18,456	\$369			\$18,825	2.00%	
Moody, Connie	Audio/Visual Serv Technician	1.00	\$27,907	\$558			\$28,465	2.00%	
Parriott, Lisa	Office Assistant II	1.00	\$22,355	\$447			\$22,802	2.00%	
Staples, Linda	Office Assistant II	1.00	\$21,372	\$427			\$21,799	2.00%	
Teten, Dixie	Acad Credentials Technician	1.00	\$22,539	\$451			\$22,990	2.00%	
Williams, Krista	Accounting Clerk III	1.00	\$21,542	\$431			\$21,973	2.00%	
Allen, Jack	Maint Rep Worker II	1.00	\$20,447	\$409			\$20,856	2.00%	
Ballue, Don (\$22,616)	Security Officer II	0.50	\$11,086	\$222			\$11,308	2.00%	
Berry, Malcolm	Security Officer II	1.00	\$21,336	\$427			\$21,763	2.00%	
Coulter, William	Custodian	1.00	\$16,586	\$332			\$16,918	2.00%	
Cummins, Dana	Custodian	1.00	\$16,346	\$327			\$16,673	2.00%	
Dalbec, Rosaire	Maint Rep Worker II	1.00	\$20,843	\$417			\$21,260	2.00%	
Eltiste, Hal	Maint Rep Worker II	1.00	\$20,228	\$405			\$20,633	2.00%	
Furnas, Kelly	Custodian	1.00	\$18,562	\$371			\$18,933	2.00%	
Junkins, Christian	Maint. Repair Worker II	1.00	\$19,812	\$396			\$20,208	2.00%	
King, Micheal	Custodian	1.00	\$15,948	\$319			\$16,267	2.00%	
Kistner, Eldon	Maint Rep Worker IV	1.00	\$28,283	\$566			\$28,849	2.00%	
McMann, Clifford	Maint Rep Worker II	1.00	\$19,812	\$396			\$20,208	2.00%	
Morris, Debra	Custodian	1.00	\$17,675	\$354			\$18,029	2.00%	
Reeves, Darrin	Security Officer II	1.00	\$26,875	\$538			\$27,413	2.00%	
Robbins, James	Custodian	1.00	\$18,829	\$377			\$19,206	2.00%	
Spangler, Antonia	Custodian	1.00	\$17,512	\$350			\$17,862	2.00%	
Stutheit, Kurt	Custodian	1.00	\$20,751	\$415			\$21,166	2.00%	
Williams, Arlin	Maint Rep Worker II	1.00	\$19,812	\$396			\$20,208	2.00%	
Volkmer, Mark	Maint Rep Worker II	1.00	\$20,228	\$405			\$20,633	2.00%	
Total		41.50	\$931,716	\$18,634	\$0	\$0	\$950,350		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2003-04 Salary Base	Salary Increase	Adjustment		2004-05 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
NAPE/ Support Staff - Non State Supported Positions (Federal)									
Merz, Nancy	Office Assistant II	1.00	\$20,941	\$419			\$21,360	2.00%	
Total	Total	1.00	\$20,941	\$419	\$0	\$0	\$21,360		
NAPE/ Support Staff - Non State Supported Positions (Revenue Bond)									
Ballue, Don (\$22,616)	Security Officer II	0.50	\$11,086	\$222			\$11,308	2.00%	
Hager, Terry	Custodian /MRWI	1.00	\$17,937	\$359			\$18,296	2.00%	
Kopf, Roger	Maint Rep Worker II	1.00	\$20,447	\$409			\$20,856	2.00%	
Meyers, Jeffrey	Maint Rep Worker II	1.00	\$20,228	\$405			\$20,633	2.00%	
Shepherd, Donna	Custodian	1.00	\$20,770	\$415			\$21,185	2.00%	
Williams, Jackie	Office Assistant II	1.00	\$23,589	\$472			\$24,061	2.00%	
Watlington, Kimberly	Custodian	1.00	\$15,948	\$319			\$16,267	2.00%	
Total		6.50	\$130,005	\$2,600	\$0		\$132,605		
Support Staff (Non Union) - State Supported Positions									
Adams, Phyllis	Acad Records Clk	0.50	\$10,004	\$200			\$10,204	2.00%	
Horn, Elaine	Acad Credentials Tech	0.50	\$10,668	\$213			\$10,881	2.00%	
Jensen, Teresa	Office Assistant II	0.60	\$11,802	\$236			\$12,038	2.00%	
Breazile, Debra	Custodial Supervisor	1.00	\$23,928	\$479			\$24,407	2.00%	
Fisher, Sandra	Office Assistant III	1.00	\$25,280	\$506			\$25,786	2.00%	
Moody, Linda	Sec'y to the President	1.00	\$35,686	\$714			\$36,400	2.00%	
Reynolds, James	Maintenance Supervisor	1.00	\$31,966	\$639			\$32,605	2.00%	
Total		5.60	\$149,334	\$2,987	\$0	\$0	\$152,321		

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Employee Name	Position Title	FTE	2003-04 Salary Base	Salary Increase	Adjustment		2004-05 Total Annual Salary	% of Increase	Footnotes
					Doctorate/ Promotion	Other			
FACULTY - State Supported Positions - Vacancies									
Assist. Prof - Prof. Studies	Assistant Professor	1.00					\$38,418		
Assist. Prof - Educ	Assistant Professor	1.00					\$40,055		
Assist. Prof - Prof. Studies	Assistant Professor (Crim. Justice)	1.00					\$39,535		
Total Faculty Vacancies		3.00					\$118,008		
Professional Staff (Non-Union) - State Supported Positions - Vacancies									
Dean of Ed/Grad Studies	Dean of Ed/Grad Studies	1.00					\$75,270		
Head (M & W) Volleybl Coach	Head (M & W) Volleybl Coach	0.92					\$32,640		
Ass't Ftbl/Grad Asst.	Ass't Ftbl/Grad Asst.	0.20					\$4,632		
Ass't Ftbl Coach	Ass't Ftbl Coach	0.20					\$4,632		
Ass't Ftbl Coach	Ass't Ftbl Coach	0.20					\$4,632		
Ass't (W) Volleyball Coach	Ass't (W) Volleyball Coach	0.20					\$4,632		
Ass't Baseball Coach	Ass't Baseball Coach	0.20					\$4,632		
Asst' (M) Basketball Coach	Asst' (M) Basketball Coach	0.20					\$4,632		
Asst' (W) Basketball Coach	Asst' (W) Basketball Coach	0.20					\$4,541		
Ass't Softball Coach	Ass't Softball Coach	0.20					\$4,541		
Ass't (M) Volleyball Coach	Ass't (M) Volleyball Coach	0.20					\$4,080		
Total		1.80					\$148,864		
NSCPA Professional Staff - State Supported Positions - Vacancies									
None									
Support Staff (Non Union) - State Supported Positions - Vacancies									
None									

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Faculty -- State Supported Positions									
Adams, Franklin	Professor	1.00	54,900	1,098			55,998	2.00%	(f)
Alexander, Andrew	Professor	1.00	51,598	1,032			52,630	2.00%	
Anderson, Wayne	Professor	1.00	59,252	1,186			60,438	2.00%	
Arneson, Patricia	Professor	1.00	59,228	1,185			60,413	2.00%	
Bertolas, Randy	Professor	1.00	46,689	934	2,500 (2)	1,485	51,608	10.54%	(m)
Black, Barbara	Professor	1.00	49,445	989	2,500 (2)		52,934	7.06%	
Blaser, Kent	Professor	1.00	66,154	1,324			67,478	2.00%	
Blayney, Michael	Professor	1.00	66,154	1,324			67,478	2.00%	
Bondhus, Joann	Professor	1.00	66,154	1,324			67,478	2.00%	
Bonds, Christopher	Professor	1.00	62,558	1,252			63,810	2.00%	
Borgmann, Marian	Professor	1.00	47,658	954	2,500 (2)	496	51,608	8.29%	(m)
Bruflatt, Alan	Professor	1.00	55,501	1,111			56,612	2.00%	
Butler, Katherine	Professor	1.00	77,332	1,547			78,879	2.00%	
Campbell, Paul	Professor	1.00	63,878	1,278			65,156	2.00%	
Claussen, Larry	Professor	1.00	58,352	1,168			59,520	2.00%	
Conley, Donovan	Professor	1.00	61,040	1,221			62,261	2.00%	
Conway, Kathleen	Professor	1.00	64,996	1,300			66,296	2.00%	
Dalal, Meenakshi	Professor	1.00	64,561	1,292			65,853	2.00%	
Dinsmore, Steven	Professor	1.00	66,154	1,324			67,478	2.00%	
Ettel, Mary	Professor	1.00	52,093	1,042			53,135	2.00%	
Filter, William	Professor	1.00	69,078	1,382			70,460	2.00%	
Fuelberth, John	Professor	1.00	56,756	1,136			57,892	2.00%	
Garvin, Timothy	Professor	1.00	52,134	1,043			53,177	2.00%	
Gilligan, Janet	Professor	1.00	59,322	1,187			60,509	2.00%	
Hallgren, Kenneth	Professor	1.00	65,339	1,307			66,646	2.00%	
Hamilton, Terry	Professor	1.00	53,250	1,065			54,315	2.00%	
Hansen, Pearl	Professor	1.00	62,821	1,257			64,078	2.00%	(f)
Hickey, Donald	Professor	1.00	66,154	1,324			67,478	2.00%	
Imdieke, Jack	Professor	1.00	62,262	1,246			63,508	2.00%	
Karlen, Jean	Professor	1.00	65,439	1,309			66,748	2.00%	
Karr, Paul	Professor	1.00	51,092	1,022			52,114	2.00%	
Kelly, Siobhan	Professor	1.00	52,093	1,042			53,135	2.00%	
Kietzmann, Glenn	Professor	1.00	54,075	1,082			55,157	2.00%	
Lawrence, Gloria	Professor	1.00	57,125	1,143			58,268	2.00%	
Lindberg, Judith	Professor	1.00	57,565	1,152			58,717	2.00%	
Linster, Carolyn	Professor	1.00	61,799	1,236			63,035	2.00%	
Mudge, Marilyn	Professor	1.00	52,591	1,052			53,643	2.00%	
Mueller, Marlene	Professor	1.00	61,666	1,234			62,900	2.00%	
O'Leary, Jay	Professor	1.00	76,387	1,528			77,915	2.00%	
Paxton, John	Professor	1.00	68,213	1,365			69,578	2.00%	
Renzelman, John	Professor	1.00	61,991	1,240			63,231	2.00%	
Reynolds, Vic	Professor	1.00	58,315	1,167			59,482	2.00%	
Roney, Janet	Professor	1.00	58,808	1,177			59,985	2.00%	
Ronnow, Gretchen	Professor	1.00	52,592	1,052			53,644	2.00%	
Rudin, Catherine	Professor	1.00	59,557	1,192			60,749	2.00%	
Slaymaker, William	Professor	1.00	59,040	1,181			60,221	2.00%	(f)
Sweeney, Karen	Professor	1.00	58,455	1,170			59,625	2.00%	
Sweetland, Robert	Professor	1.00	60,267	1,206			61,473	2.00%	
Taber, Douglass	Professor	1.00	61,283	1,226			62,509	2.00%	
Whitt, Deborah	Professor	1.00	53,138	1,063			54,201	2.00%	

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Whitt, Ronald	Professor	1.00	61,999	1,240			63,239	2.00%	
Wilcox, Daryl	Professor	1.00	66,154	1,324			67,478	2.00%	
Sub-Total Professors		52.00	3,110,457	62,235	7,500	1,981	3,182,173		
Bauer, Jeffrey	Assoc. Prof.	1.00	44,506	891			45,397	2.00%	
Blankenau, Joe	Assoc. Prof.	1.00	44,030	881			44,911	2.00%	
Blomenkamp, Jean	Assoc. Prof.	1.00	55,523	1,111			56,634	2.00%	
Brummels, James	Assoc. Prof.	1.00	58,741	1,175			59,916	2.00%	
Cacheiro, Adolfo	Assoc. Prof.	1.00	40,892	818	2,500 (2)		44,210	8.11%	
Carrigg, Maureen	Assoc. Prof.	1.00	48,111	963			49,074	2.00%	
Christensen, Douglas	Assoc. Prof.	1.00	42,644	853			43,497	2.00%	
Conway, Gerald	Assoc. Prof.	1.00	62,590	1,252			63,842	2.00%	
Curtiss, James	Assoc. Prof.	1.00	49,898	998			50,896	2.00%	
Ellis, Susan	Assoc. Prof.	1.00	43,371	868			44,239	2.00%	
Engebreetsen, Barbara	Assoc. Prof.	1.00	43,112	863	2,500 (2)		46,475	7.80%	
Evetovich, Tammy	Assoc. Prof.	1.00	45,641	913			46,554	2.00%	
Hammer, Mark F.	Assoc. Prof.	1.00	44,268	886			45,154	2.00%	
Hill, Kevin	Assoc. Prof.	1.00	46,772	936			47,708	2.00%	
Jackson, Fay	Assoc. Prof.	1.00	52,008	1,041			53,049	2.00%	
Karsky, Jason	Assoc. Prof.	1.00	40,179	804	2,500 (2)		43,483	8.22%	
Keenan, Richard	Assoc. Prof.	1.00	50,014	1,001			51,015	2.00%	
Leeper, Mark	Assoc. Prof.	1.00	45,880	918			46,798	2.00%	
Lichty, Dennis	Assoc. Prof.	1.00	49,034	981			50,015	2.00%	
Lofgren, Ronald	Assoc. Prof.	1.00	44,506	891			45,397	2.00%	
Metz, Sandra	Assoc. Prof.	1.00	48,052	962			49,014	2.00%	
Miller, Daniel	Assoc. Prof.	1.00	45,912	919			46,831	2.00%	
Nelson, Jeryl	Assoc. Prof.	1.00	51,428	1,029			52,457	2.00%	
Parker, Chuck	Assoc. Prof.	1.00	47,355	948			48,303	2.00%	
Pearcy, Shawn	Assoc. Prof.	1.00	44,121	883			45,004	2.00%	
Peitz, David	Assoc. Prof.	1.00	44,241	885			45,126	2.00%	
Rump, Carl	Assoc. Prof.	1.00	65,287	1,306			66,593	2.00%	
Sandlin, Lisa	Assoc. Prof.	1.00	45,862	918			46,780	2.00%	(g)
Schmitz, Janet	Assoc. Prof.	1.00	60,872	1,218			62,090	2.00%	
Sharer, Timothy	Assoc. Prof.	1.00	53,700	1,074			54,774	2.00%	
Snowden, Monica	Assoc. Prof.	1.00	43,150	863			44,013	2.00%	
Taber, Linda	Assoc. Prof.	1.00	50,113	1,003			51,116	2.00%	(f)
Volk, Gary	Assoc. Prof.	1.00	65,543	1,311			66,854	2.00%	
Waddington, Cheryl	Assoc. Prof.	1.00	47,597	952			48,549	2.00%	
Walker, Karen	Assoc. Prof.	1.00	44,746	895			45,641	2.00%	
Willis, Keith	Assoc. Prof.	1.00	47,429	949			48,378	2.00%	
Worner, Tamara	Assoc. Prof.	1.00	42,644	853			43,497	2.00%	
Young, Todd	Assoc. Prof.	1.00	42,733	855			43,588	2.00%	
Sub-Total Associate Professors		38.00	1,842,505	36,867	7,500	0	1,886,872		
Bareلمان, Laura	Asst. Prof.	1.00	45,412	909			46,321	2.00%	
Bohnert, David	Asst. Prof.	1.00	36,549	731	2,500 (1)		39,780	8.84%	
Buryanek, Donald	Asst. Prof.	1.00	47,456	950			48,406	2.00%	
Christensen, Linda	Asst. Prof.	1.00	40,355	808			41,163	2.00%	
Dinsmore, Janice	Asst. Prof.	1.00	47,365	948			48,313	2.00%	
Elliott, Steven	Asst. Prof.	1.00					38,750	n/a	(i)
Hamada, Yahia	Asst. Prof.	1.00	40,355	808			41,163	2.00%	

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Harms, Sally	Asst. Prof.	1.00	40,871	818			41,689	2.00%	
Hawlotschka, Katja	Asst. Prof.	1.00	39,736	795			40,531	2.00%	
Hayford, Barbara	Asst. Prof.	1.00	39,736	795			40,531	2.00%	
Holloway, Peggy	Asst. Prof.	1.00	40,800	816			41,616	2.00%	
Howlett, Jeff	Asst. Prof.	1.00	39,736	795			40,531	2.00%	(n)
Jensen, Gwen	Asst. Prof.	1.00	37,740	755	5,000 (1,2)		43,495	15.25%	
Knotwell, James	Asst. Prof.	1.00	39,736	795			40,531	2.00%	
Lutt, Pat	Asst. Prof.	1.00	40,650	813			41,463	2.00%	
McElwain, David	Asst. Prof.	1.00	42,840	857			43,697	2.00%	
Thomas, Sharon	Asst. Prof.	1.00	46,188	924			47,112	2.00%	
Vander Weil, Gregory	Asst. Prof.	1.00	44,958	900			45,858	2.00%	
Sub-Total Assistant Professors		18.00	710,483	14,217	7,500	0	770,950		
Cusmano-Reans, Susan	Instructor (Int.)	1.00	27,400	548			27,948	2.00%	(h)
Garvin, Sharon	Instructor	1.00	36,720	735			37,455	2.00%	
Geisert, Cameron	Instructor	1.00	30,600	612			31,212	2.00%	
Herling, Lourdes	Instructor (Int.)	1.00	27,259	546			27,805	2.00%	(h)
Irlmeier, Joni	Instructor (Int.)	1.00	28,000	560			28,560	2.00%	(h)
Lutt, Jean	Instructor	1.00	45,461	910			46,371	2.00%	(l)
Meyer, Jeffrey	Instructor	1.00	37,664	754			38,418	2.00%	(l)
Nicholson, Lori	Instructor	1.00	38,740	775			39,515	2.00%	
Sebade, Mary	Instructor (Int.)	1.00	27,520	551			28,071	2.00%	(h)
Todd, Jay	Instructor	1.00	33,492	670			34,162	2.00%	
Sub-Total Instructors		10.00	332,856	6,661	0	0	339,517		
Berry, Judith	Lecturer	1.00					31,350	n/a	(i)
Sub-Total Lecturers		1.00	0	0	0	0	31,350		
TOTAL FACULTY		119.00	5,996,301	119,980	22,500	1,981	6,210,862		
Faculty Phased Retirements									
Tom Cook	Professor	0.33					21,787	n/a	1st year of 3 years
TOTAL PHASED RETIREMENTS		0.33	0	0	0	0	21,787		

NOTES:

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

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			

(m) additional adjustment to bring to rank base salary

(n) employee on unpaid leave of absence for one year

Vacant Faculty Positions for 2004-05

VACANT (Goewardene)	Asst. Prof.	1.00	40,000					
VACANT (Khan)	Asst. Prof.	1.00	40,000					
VACANT (Ogden)	Asst. Prof.	1.00	40,000					
VACANT (Gillan)	Asst. Prof.	1.00	40,000					
VACANT (Paige)	Asst. Prof.	1.00	40,000					
VACANT (Vergara)	Asst. Prof.	1.00	40,000					
VACANT (Cook)	Asst. Prof.	1.00	40,000					
VACANT (Putnam EI Ed)	Lecturer	1.00	33,500					
VACANT (Counselor Ed)	Instructor (Int.)	1.00	28,560					
VACANT (Elem Ed)	Instructor (Int.)	1.00	28,560					
VACANT (Adams leave)	Instructor (Int.)	0.50	13,000					
VACANT (Hansen leave)	Instructor (Int.)	0.50	13,000					
VACANT (Slaymaker leave)	Instructor (Int.)	0.50	13,000					
VACANT (Taber leave)	Instructor (Int.)	0.50	13,000					

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	2% Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	NOTES
					Degree	Other			
<u>NSCPA Professional Staff -- State Supported Positions</u>									
Bargstadt, Connie	Nurse	0.88	33,848	677			34,525	2.00%	(d)
Brumm, Janet	Public Services Librarian	0.75	33,683	674			34,357	2.00%	(d)
Carstens, Mary	Learning Skills Specialist	0.75	26,015	521		290	26,826	3.12%	(d) (l)
Dunning, John	Asst. Dir./Network Services	1.00	58,469	1,170			59,639	2.00%	
Eckmann, Brandon	Computer Support Specialist	1.00	30,131	603			30,734	2.00%	
Ensz, Deborah	Learning Skills Specialist	0.75	27,341	547			27,888	2.00%	(d)
Grabber, David	Reference Librarian	0.92	36,533	731			37,264	2.00%	(d)
Granberg, Karen	Counselor	0.80	35,343	707			36,050	2.00%	(d)
Halle, Kevin	Admissions Specialist	1.00	25,420	509			25,929	2.00%	
Heggemeyer, Terri	Career Services Specialist	1.00	33,752	676		120	34,548	2.36%	(l)
Hix, Karla	Assistant Registrar	1.00					27,811	n/a	(i)
Hoffman, LeAnn	Asst. Dir./Financial Aid	1.00	30,000	600			30,600	2.00%	
Johnson, Maria	Reference Librarian	0.92	35,991	720			36,711	2.00%	(d)
Johnson, Rebecca	Admissions Specialist	1.00	25,419	509			25,928	2.00%	
Kniefl, Scott	Asst Vlybll/Track/Cheerleaders	1.00					28,080	n/a	(i)
Kucera, Loren	Director, NBDC	0.09					3,886	n/a	(c) (m)
Liedorff, Marilyn	Technical Services Librarian	1.00	41,626	833			42,459	2.00%	
Majeski, Robert	Asst. Football Coach/HHPS Instr	1.00					31,200	n/a	(i)
Meyer, Barbara	Budget Manager	1.00	49,330	987			50,317	2.00%	
Mohlfeld, Kathy	Counselor	1.00	38,925	779			39,704	2.00%	
Moore, Mimi	Director, Field Experience	1.00	49,501	991			50,492	2.00%	
Muir, Trudy	Graphic Design Artist	1.00	32,283	646			32,929	2.00%	
Nelson, Jeremy	Computer Support Specialist	1.00	29,682	594			30,276	2.00%	
Nitzke, Joseph	Research Coordinator, SSRC	1.00					26,000	n/a	(i)
Nuernberger, Lois	Instructional Resource Coord	1.00	26,500	530			27,030	2.00%	
Pick, Karla	Payroll/Benefits Mgr.	1.00	34,059	682			34,741	2.00%	
Piper, Jeff	Graphic Design Artist (Digital)	1.00	31,789	636			32,425	2.00%	
Poirier, Gayle	Reference Librarian	1.00	38,946	779			39,725	2.00%	
Polenske, Cheri	Programmer Analyst	1.00	32,924	659			33,583	2.00%	
Reynolds, Lisa	Asst. Dir./Continuing Education	1.00	25,424	509			25,933	2.00%	
Roe, Monty	Asst. FB Coach	1.00	33,621	673			34,294	2.00%	
Samuelson, Josh	Network Specialist-UNIX Support	1.00	36,899	738			37,637	2.00%	
Schlichter, Marcus	Acquisitions Librarian	1.00	42,181	844			43,025	2.00%	
Smith, Ruth	Facilities Technician	1.00	27,248	545	750		28,543	4.75%	
Vick, Ronald Sr.	Counselor	1.00	38,997	780			39,777	2.00%	
Wilson, Marilyn	Asst. Dir. Admin. Systems	1.00	44,893	898			45,791	2.00%	
	TOTAL	33.86	1,086,773	21,747	750	410	1,226,657		
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>									
Burris, Patricia	Learning Skills Specialist STRIDE	0.88	30,987	620			31,607	2.00%	(d)
Hasenkamp, Karina	Coordinator, SSRC	0.75	23,338	467			23,805	2.00%	(d)
Kucera, Loren	Director, NBDC	0.91					39,292	n/a	(c) (m)
Reifenrath, Lisa	Retention Specialist STRIDE	0.80	25,246	505			25,751	2.00%	(d)
Santos, Odell	Language Delivery Instructor	0.79					30,000	n/a	(d) (i)
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.80	26,261	526			26,787	2.00%	(d)
	TOTAL	4.93	105,832	2,118	0	0	177,242		

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	2% Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	NOTES
					Degree	Other			
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>									
Muir, Nick	Computer Support Specialist	1.00	29,360	588			29,948	2.00%	
Osnes, Thomas	Asst. Dir. Residence Life	1.00	27,248	545			27,793	2.00%	
Smith, Chad	Computer Support Specialist	1.00	35,666	714			36,380	2.00%	
Tyson, Tammy	Residence Life Asst. Director	0.88	26,500	530			27,030	2.00%	(d)
Woldt, Deanna	Residence Life Asst. Director	0.88	26,500	530			27,030	2.00%	(d)
	TOTAL	4.75	145,274	2,907	0	0	148,181		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>									
Barelman, Jason	Director/Career Services	1.00	45,499	910			46,409	2.00%	
Barry, Jeannette	Institutional Research Analyst	1.00	36,720	735			37,455	2.00%	
Bauman, Gretchen	Director/Human Resources	1.00	58,000	1,160			59,160	2.00%	
Benson, Vaughn	Dean Business/Technology	1.00	88,241	1,765			90,006	2.00%	
Brink, Marlon	Head M/W Track/Cross Country	1.00	32,929	659			33,588	2.00%	
Brummels, Linda	Director/Counseling	0.94	48,737	975			49,712	2.00%	(d)
Bullock, Rollie	Head Wmn's Soccer/Asst. Event Crd.	1.00	31,746	635			32,381	2.00%	
Burkett, Rico	Head Men's Basketball Coach	0.92	51,089	1,022			52,111	2.00%	(d)
Burmood, Vickie	Mgr. Of Custodial Services	1.00	26,000	520			26,520	2.00%	
Carmichael, Richard	Asst. Physical Plant Dir.	1.00	48,425	969			49,394	2.00%	
DeBoer, Mitchell	Director/Business Services	1.00	43,500	870			44,370	2.00%	
Elfers, Eddie	Dir./Tchnlg/Lmng Technologies	1.00	55,958	1,120			57,078	2.00%	
Feuerbacher, Roger	Dir./Continuing Education	1.00	51,653	1,034			52,687	2.00%	
Frye, Curt	VP and Dean of Students	1.00	86,987	1,740			88,727	2.00%	
Gardner, Stanley	Director/Library	1.00	70,794	1,416			72,210	2.00%	
Hoffman, Scott	Head Football Coach	0.92	59,928	1,199			61,127	2.00%	(d)
Johnson, Dwayne	Director/Facility Services	1.00	61,500	1,230			62,730	2.00%	
Johnson, Judith	Director/College Relations	1.00	57,901	1,159			59,060	2.00%	
Lentz, Brian	Accountant	0.70	22,848	457			23,305	2.00%	(c)
Lentz, Lynette	Registrar	1.00	49,501	991			50,492	2.00%	
Linster, Dennis	Chief Information Officer	1.00	82,309	1,647			83,956	2.00%	
Manganaro, John	Bsball Cch&Event/Fields Mgr.	1.00	35,512	711			36,223	2.00%	
Martin, Dodie	Asst. WBB/Event Mgr (Interim)	0.75	19,125	383			19,508	2.00%	(c) (h)
McCue, Robert	Dean Natural/Social Sciences	1.00	85,551	1,712			87,263	2.00%	
Misfeldt, Jon	Hd Softbl/W Golf/Equip	1.00	32,283	646			32,929	2.00%	
Morris, Lincoln	Dean Admissions/Recruitment	1.00	63,240	1,265			64,505	2.00%	
Murken, Matthew	Asst. MBB/Men's Golf/Asst. Dir.	0.66	17,820	357			18,177	2.00%	(c)
Murphy, Carolyn	VP for Administration/Finance	1.00	94,230	1,885			96,115	2.00%	
Murphy, Kenneth	Director/Administrative Systems	1.00	54,480	1,090			55,570	2.00%	
O'Donnell, James	Dean Arts/Humanities	1.00	84,255	1,686			85,941	2.00%	

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	2% Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	NOTES
					Degree	Other			
Rose, Kyle	Director/Financial Aid	1.00	43,044	861			43,905	2.00%	
Theobald, Paul	Dean Education/Counseling	1.00	93,419	1,869			95,288	2.00%	
Vanis, Sharon	Head Volleyball Cch & Asst. AD	0.92	51,089	1,022		1,889	54,000	5.70%	(d) (k)
Weber, Dorothy	Director/Learning Center	0.92	43,078	862			43,940	2.00%	(d)
Williams, Ryun	Head Wmn's Bsktball Coach	0.92	56,766	1,136			57,902	2.00%	(d)
TOTAL		33.65	1,884,157	37,698	0	1,889	1,923,744		

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

Conner, Phyllis	VP Development	1.00	88,000	1,760			89,760	2.00%	
Lentz, Brian	Asst. Director	0.30	12,852	258			13,110	2.01%	(c)
Lundahl, Deborah	Director, Development/Alumni Rel	1.00	35,700	715			36,415	2.00%	
Meyer, Michelle	VAW Counselor (Interim)	1.00	39,000	780			39,780	2.00%	(h)
Paulson, Jaime	VAW Counselor (Interim)	0.50	15,000	300			15,300	2.00%	(d) (h)
TOTAL		3.80	190,552	3,813	0	0	194,365		

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

Anderson, Derek	Student Center Manager	1.00	30,553	612			31,165	2.00%	
Barry, Michael	Sprts/Rec Fac Dir/Assoc. Dir. Ath	1.00	51,089	1,022			52,111	2.00%	(n)
Buhrman, Beverly	Accounting Manager	1.00	47,314	947			48,261	2.00%	
Carstens, Jeffrey	Dir. Hsng/Asst. Dean of Stdts	1.00	49,932	999			50,931	2.00%	
Martin, Dodie	Asst WBB/Event Mgr. (Interim)	0.25	6,375	128			6,503	2.01%	(c) (h)
Meehan, Patrick	Landscape/Arboretum Mgr.	1.00	37,000	740			37,740	2.00%	
Murken, Matthew	Asst. MBB/Men's Golf/Asst. Dir.	0.34	9,180	184			9,364	2.00%	(c)
Teach, Frank	Dir./Std. Activ.&Std. Ctr.	1.00	48,483	970			49,453	2.00%	
TOTAL		6.59	279,926	5,602	0	0	285,528		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence without pay
- (g) employee on leave of absence with pay
- (h) interim appointment
- (i) new appointment
- (j) market adjustment
- (k) gender equity adjustment
- (l) in accordance with NSCPA salary guide 2004-05
- (m) reflects change in responsibilities due to loss of FIPSE grant funding
- (n) temporarily serving as interim Athletic Director

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	2% Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	NOTES
					Degree	Other			

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

VACANT	Assoc. Director Admissions	1.00	25,453					
VACANT	Admissions Specialist Omaha	0.75	18,885					
VACANT	SID	0.50	12,486					
VACANT	Director Multicultural Student Affairs	1.00	35,000					
VACANT	Athletic Trainer	1.00	29,950					
VACANT	Theatre Technician	0.88	31,200					

NSCPA Professional Staff -- Non-State Supported Positions (Federal/Restricted) -- VACANT POSITIONS**NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS**

VACANT	Residence Life Asst. Director	0.88	23,385					
VACANT	Residence Life Asst. Director	0.88	23,385					

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

VACANT	VP Academic Affairs	1.00	95,000					
VACANT	Athletic Director	1.00	65,000					
VACANT	Asst. Dir Adm/Intl Recruit Coord. (Int.)	1.00	24,000					
VACANT	Compliance Coordinator	0.70	18,500					

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

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

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

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	2.00% Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	Notes
						Other			
NAPE/Support Staff -- State Supported Positions									
Ahmann, Nancy	Academic Records Clerk	1.00	17,796	356			18,152	2.00%	
Backstrom, Virginia	Office Assistant II	1.00	24,078	482			24,560	2.00%	
Bebee, Lori	Custodian	1.00	18,955	380			19,335	2.00%	
Bruggeman, Diane	Office Assistant I	1.00	20,662	414			21,076	2.00%	
Carroll, Dennis	Maintenance Repair Worker II	1.00	23,290	466			23,756	2.00%	
Casey, Gene	Maintenance Repair Worker II	1.00	24,623	493			25,116	2.00%	
Clarkson, Robert	Maintenance Repair Worker III	1.00	23,878	478			24,356	2.00%	
Daehnke, Deborah	Office Assistant II	1.00	22,832	457			23,289	2.00%	
Dempster, Robert	Maintenance Repair Worker III	1.00	35,253	706			35,959	2.00%	
Donner, Colette	Custodian	1.00	16,745	335			17,080	2.00%	
Echtenkamp, Cathleen	Library Assistant	1.00	37,206	745			37,951	2.00%	
Ewing, Donna	Office Assistant I	1.00	18,961	380			19,341	2.00%	
Fleer, Sharon	Accounting Clerk II	1.00	25,436	509			25,945	2.00%	
Gathje, Richard	Custodian	1.00	20,745	415			21,160	2.00%	
Gray, Sage	Electrician Master	1.00	34,676	694			35,370	2.00%	
Gross, Steve	Storekeeper	1.00	21,384	428			21,812	2.00%	
Hank, Amanda	Office Assistant II	1.00	18,854	378			19,232	2.00%	
Hansen, Cathleen	Office Assistant II	1.00	19,081	382			19,463	2.00%	
Headley, Terri	Library Assistant	1.00	18,253	366			18,619	2.01%	
Hintz, John	Maintenance Repair Worker III	1.00	28,204	565			28,769	2.00%	
Hirschman, Dawn	Office Assistant II	1.00	19,741	395			20,136	2.00%	
Hobza, Cathy	Office Assistant II	1.00	19,948	399			20,347	2.00%	
Hoffman, Lisa	Office Assistant II	0.50	9,679	194			9,873	2.00%	(c) (d)
Janke, Kathy	Office Assistant II	1.00	21,340	427			21,767	2.00%	
Jensen, Lesa	Office Assistant III	1.00	26,213	525			26,738	2.00%	
Kamrath, Vern	Custodian	1.00	20,745	415			21,160	2.00%	
Kardell, Jeanne Ann	Office Assistant II	1.00	23,465	470			23,935	2.00%	
Keller, Jennifer	Office Assistant II	1.00	19,538	391			19,929	2.00%	
Kennedy, Gerald	Maintenance Repair Worker III	1.00	23,879	478			24,357	2.00%	
Kosch, Kristine	Office Assistant I	1.00	16,346	327			16,673	2.00%	
Leise, Heather	Academic Credentials Technic	1.00	21,766	436			22,202	2.00%	
Long, William	Custodian	1.00	19,235	385			19,620	2.00%	
Loofe, Vickie	Office Assistant III	1.00	28,018	561			28,579	2.00%	
Lubberstedt, Marcella	Custodian	1.00	20,745	415			21,160	2.00%	
Maly, Jim	Audio-Visual Service Technici	1.00	27,629	553			28,182	2.00%	
Marr, Daniel	Electrician	1.00	27,738	555			28,293	2.00%	
Marsh, Carol	Office Assistant III	1.00	21,966	440			22,406	2.00%	
Meehan, Sherrie	Office Assistant IV	1.00	26,108	523			26,631	2.00%	
Meier, Tammy	Office Assistant III	1.00	26,997	540			27,537	2.00%	
Meyer, Nancy	Accounting Clerk II	1.00	22,443	449			22,892	2.00%	
Milliken, Ann	Academic Credentials Technic	1.00	23,054	462			23,516	2.00%	
Monahan, Pamela	Accounting Clerk II	1.00	19,081	382			19,463	2.00%	
Morlok, Deb	Office Assistant I	1.00	16,690	334			17,024	2.00%	
Morris, Robert	Maintenance Repair Worker IV	1.00	40,016	801			40,817	2.00%	
Mosley, Greg	Maintenance Repair Worker III	1.00	27,582	552			28,134	2.00%	
Mostek, Denise	Office Assistant III	1.00	23,055	462			23,517	2.00%	
Nordhues, Angela	Office Assistant III	1.00	24,875	498			25,373	2.00%	
Pehrson, Amber	Office Assistant I	1.00	16,000	321			16,321	2.01%	
Penn, Suzanne	Office Assistant II	1.00	21,114	423			21,537	2.00%	
Peterson, Ricky	Maintenance Repair Worker III	1.00	23,641	473			24,114	2.00%	
Rasmussen, Richard	Electrician	1.00	25,608	513			26,121	2.00%	
Raveling, Linda	Office Assistant II	1.00	23,377	468			23,845	2.00%	
Reinhardt, Heather	Office Assistant II	1.00	19,081	382			19,463	2.00%	

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	2.00% Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	Notes
						Other			
Ritze, David	Maintenance Repair Worker II	1.00	21,732	435			22,167	2.00%	
Roeber, Merle	Custodian	1.00	18,581	372			18,953	2.00%	
Roland, Charles	Maintenance Repair Worker II	1.00	24,498	490			24,988	2.00%	
Schmidt, Wendy	Custodian	1.00	17,036	341			17,377	2.00%	
Schmitz, Cynthia	Custodian	1.00	17,676	354			18,030	2.00%	
Schmitz, Thomas	Broadcast Engineer	1.00	29,248	585			29,833	2.00%	
Schroeder, Molly	Accounting Clerk II	1.00	19,357	388			19,745	2.00%	
Sebade, Rhonda	Office Assistant III	1.00	23,866	478			24,344	2.00%	
Seier, Carolyn	Custodian	1.00	20,947	419			21,366	2.00%	
Sinniger, Carolyn	Office Assistant II	0.88	17,804	356			18,160	2.00%	(d)
Spahr, Connie	Accounting Clerk III	1.00	22,837	457			23,294	2.00%	
Swinney, William	Maintenance Repair Worker III	1.00	32,773	656			33,429	2.00%	
Teach, Linda	Office Assistant III	1.00	23,251	465			23,716	2.00%	
Thompson, Patricia	Library Technician	1.00	22,718	455			23,173	2.00%	
Trevett, Joyce	Office Assistant III	1.00	24,302	487			24,789	2.00%	
Vrtiska, Kenneth	Custodian	1.00	20,947	419			21,366	2.00%	
Weber, Deborah	Office Assistant II	1.00	24,078	482			24,560	2.00%	
Webster, Lacey	Office Assistant II	1.00	19,080	382			19,462	2.00%	
Weed, Ronald	Maintenance Repair Worker III	1.00	27,580	552			28,132	2.00%	
Woehler, Mary	Library Assistant	1.00	18,656	374			19,030	2.00%	
Wurdinger, Marlin	Custodian	1.00	16,821	337			17,158	2.00%	
Young, Kaye	Accounting Clerk III	1.00	21,336	427			21,763	2.00%	
	TOTALS	74.38	1,702,748	34,089	0	0	1,736,837		

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

Chase, Deb	Office Assistant II	1.00	21,550	432			21,982	2.00%	
Denklau, Sue	Accounting Clerk III	1.00	23,536	471			24,007	2.00%	
Doring, Sheryl	Custodian	1.00	22,396	448			22,844	2.00%	
Elsberry, Ronald	Custodian	1.00	18,581	372			18,953	2.00%	
Erleben, Radelle	Maintenance Repair Worker II	1.00	24,748	495			25,243	2.00%	
Granberg, Gordon	Custodian	1.00	18,581	372			18,953	2.00%	
Gray, Bradley	Custodian	1.00	16,821	337			17,158	2.00%	
Harm, Debra	Office Assistant II	1.00	22,010	441			22,451	2.00%	
Henderson, Kathy	Custodian	1.00	18,581	372			18,953	2.00%	
Hurlbert, Glenda	Custodian	1.00	16,591	332			16,923	2.00%	
McCoy, Charles	Custodian Leader	1.00	19,347	387			19,734	2.00%	
Mehrens, Dena	Custodian	1.00	16,272	326			16,598	2.00%	
Metzler, Darrel	Custodian	1.00	16,346	327			16,673	2.00%	
Mrsny, Jason	Security Officer II	1.00	28,922	579			29,501	2.00%	
Olson, Arden	Custodian	1.00	20,745	415			21,160	2.00%	
Paysen, William	Maintenance Repair Worker II	1.00	22,692	454			23,146	2.00%	
Penlerick, Norma	Custodian	1.00	17,676	354			18,030	2.00%	
Reklaitis, Joe	Custodian	1.00	16,426	329			16,755	2.00%	
Ritze, Randy	Maintenance Repair Worker III	1.00	27,967	560			28,527	2.00%	
Schroeder, LeAnn	Custodian	1.00	17,515	351			17,866	2.00%	
Schulz, Karen	Custodian	1.00	16,346	327			16,673	2.00%	
Sherry, George	Custodian	1.00	21,055	422			21,477	2.00%	
Stalling, Mary	Custodian	1.00	18,581	372			18,953	2.00%	
Sutton, Robert	Custodian	1.00	18,955	380			19,335	2.00%	
Thies, Cynthia	Custodian	1.00	17,514	351			17,865	2.00%	
Vick, Ron Jr.	Custodian	1.00	16,821	337			17,158	2.00%	
	TOTALS	26.00	516,575	10,343	0	0	526,918		

Employee Name	Rank or Position Title	FTE	2003-2004 Salary Base	2.00% Salary Increase	Adjustments		2004-2005 Total Annual Salary	% Increase	Notes
						Other			
<u>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>									
Hoffman, Lisa	Office Assistant II	0.25	4,840	97			4,937	2.00%	(c) (d)
Kastrup, Tama	Office Assistant II	1.00	22,163	444			22,607	2.00%	
	TOTALS	1.25	27,003	541	0	0	27,544		
<u>Support Staff (Non-Union) -- State Supported Positions</u>									
Backer, Joni	Office Assistant IV	1.00	30,150	603			30,753	2.00%	
Gardner, Janice	Secretary to the President	0.80	30,132	603			30,735	2.00%	(d)
Riley, Delpha	Office Assistant IV	1.00	27,301	546			27,847	2.00%	
Tietsort, Donna	Office Assistant I	0.61	11,206	224			11,430	2.00%	(d)
	TOTALS	3.41	98,788	1,976	0	0	100,764		
<u>Support Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>									
Hochstein, Roger	Security Supervisor	1.00	35,255	706			35,961	2.00%	
	TOTALS	1.00	35,255	706	0	0	35,961		

NOTES:

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

Support Staff Vacant Positions**Vacant Positions (NAPE/State Funded)**

VACANT (Bldg Maint)	Maintenance Repair Worker IV	1.00	26,723
VACANT (Bldg Maint)	Maintenance Repair Worker III	1.00	23,136
VACANT (Phys Plant)	Custodian	1.00	16,109
VACANT (Records)	Office Assistant II	1.00	18,643

Vacant Positions (NAPE/Non-State Funded (Revenue Bond))**Vacant Positions (NAPE/Non-State Funded (Federal/Restricted))****Vacant Positions (Non-Union/State Funded)****Vacant Positions (Non-Union/Non-State Funded (Revenue Bond))**

SYSTEM OFFICE

June 10, 2004

RECOMMENDED SALARIES FOR 2004-05

Employee Name	Rank or Position Title	FTE	2003-04 Annual Salary	Salary Increase	2003-04 Annual Salary
PROFESSIONAL STAFF					
Dr. Larry Schultz	Associate Executive Director, Academic Affairs and General Counsel	1.0	\$96,849	\$1,937	\$98,786
Ms. Jean Dale	Associate Executive Director, Administration and Finance	1.0	\$86,088	\$1,722	\$87,810
Mr. Bruce Donelson	Director, Facilities Management and Planning (Changed from .15 during 2003-04 to .10 during 2004-05.)	.65 .10*	\$35,250 \$8,813	\$5,200 (\$4,319)	\$40,450 \$4,494
Ms. Sheri Irwin	Director of Public Relations	1.0	\$46,057	\$ 921	\$46,978
Ms. Becky Kohrs	Network Specialist/Accountant	1.0	\$43,122	\$ 862	\$43,984
TOTAL PROFESSIONAL		4.75	\$316,179	\$6,323	\$322,502
SUPPORT STAFF					
Ms. Lynne Olson	Administrative Assistant to the Executive Director	1.0	\$32,444	\$ 649	\$33,093
Ms. Lori Glass	Staff Assistant	1.0	\$24,750	\$ 495	\$25,245
TOTAL SUPPORT STAFF		2.0	\$57,195	\$1,144	\$58,339

*Revolving Fund

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

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

Board Policy 4500 allows College Presidents to make recommendations to the Board for Distinguished Service Awards. A recommendation for a Distinguished Service Award has been received from Chadron State and will be provided to Board members in a separate mailing. Questions may be asked during the Executive Session.

BOARD POLICY

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

PROCEDURE

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

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

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

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

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

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

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

ACADEMICS, NEBRASKA STATE COLLEGES

POLICY: 4510 Honorary Degrees

Page 1 of 1

BOARD POLICY

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

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

PROCEDURE

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

Policy Adopted: 9/16/83
Policy Revised: 6/5/93

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

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

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

ACADEMICS, NEBRASKA STATE COLLEGES

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

BOARD POLICY

The following degree programs are authorized for Chadron State College:

1. **General Authorization:**

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

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

Bachelor

Master

- ~~Agri-Business~~
- Applied History
- Art
- Biology
- Business Administration
- English
- Family & Consumer Science
- General Business
- Health Sciences
- History
- Industrial Management
- Information Science & Technology
- Interdisciplinary Studies
- Justice Studies
- Library Media Specialist
- Mathematics
- Music
- Physical Sciences
- Psychology
- Range Management
- Recreation
- Social Work
- Spanish
- Speech Communication
- Technical Occupations
- Theatre

- Business Administration

ACADEMICS, NEBRASKA STATE COLLEGES

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

Page 2 of 2

3. Specific Authorization, Teacher Certification Programs

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

Policy Adopted: 1/28/77
Policy Revised: 6/5/93
Policy Revised: 11/12/94
Policy Revised: 11/11/95
Policy Revised: 8/29/97
Policy Revised: 4/13/00
Policy Revised: 6/13/03
[Policy Revised: 6/10/04](#)

2.5.-4

ACADEMICS, NEBRASKA STATE COLLEGES

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

Page 1 of 2

BOARD POLICY

The following degree programs are authorized for Peru State College:

1. **General Authorization:**

Bachelor of Arts
Bachelor of Science
Bachelor of Applied Science
Master of Science in Education

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

Bachelor

Art
Business Administration
Criminal Justice
[Education](#)
English
Liberal Arts
Mathematics
Music
Natural Science
Physical Education
Psychology
Social Science

ACADEMICS, NEBRASKA STATE COLLEGES

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

Page 2 of 2

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

Art Field Endorsement
 Basic Business Subject Endorsement
 Biology Subject Endorsement
 Chemistry Subject Endorsement
 Coaching Endorsement
 Driver Education Supplemental Endorsement
 Early Childhood Education Subject Endorsement
 Elementary Education Field Endorsement
 English Subject Endorsement
 History Subject Endorsement
 Language Arts Field Endorsement
 Mathematics Field Endorsement
 Middle Grades Education Field Endorsement
 Music Field/Subject Endorsements
 Natural Science Field Endorsement
 Physical Education Subject Endorsement
 Physical Science Field Endorsement
[Preschool Disabilities Subject Endorsement](#)
 Social Science Field Endorsement
 Special Education Field Endorsement
[Vocal Music K-6 Subject Endorsement](#)

Master

Curriculum & Instruction

Policy Adopted: 1/28/77
 Policy Revised: 6/5/93
 Policy Revised: 11/12/94
 Policy Revised: 11/11/95
 Policy Revised: 8/29/97
 Policy Revised: 4/13/00
 Policy Revised: 6/13/03
[Policy Revised: 6/10/04](#)

ACADEMICS, NEBRASKA STATE COLLEGES

POLICY: 4180 Degree Programs;
Wayne State College

BOARD POLICY

The following degree programs are authorized for Wayne State College:

1. **General Authorization:**

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

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

Bachelor

Master

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

- Business Administration

ACADEMICS, NEBRASKA STATE COLLEGES

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

Page 2 of 2

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

Bachelor	Master	Specialist
Art Education Field/Subject Endorsements	Art Education	School Admin. /Ed. Leadership-
Basic Business Education Subject Endorsement Business Education Field Endorsement	Communication Arts Education	
Chemistry Education Subject Endorsement	Counselor Education	
Coaching Special Endorsement	Curriculum & Instruction	
Computer Science Special Endorsement	English Education	
Diversified Occupations Special Endorsement	History/Social Sciences Education	
Driver Education Special Endorsement	High Ability Education K-12 Special Endorsement	
Early Childhood Education Subject Endorsement	Mathematics Education	
Elementary Education Field Endorsement	School Administration	
English Education Subject Endorsement	Science Education	
English as a Second Language Special Endorsement	Special Education	
Family & Consumer Sciences Field Endorsement	Sport Management/Exercise Science	
F&CS/Related Occupations Supplemental Endorse. French Subject Endorsement		
Geography Subject Endorsement		
German Subject Endorsement		
Health & PE K-12 Field Endorsement		
History Subject Endorsement		
Industrial Technology Education Field Endorsement Industrial Technology/Trades & Industrial Education Field Endorsement		
Journalism & Mass Communication Subject Endorsement		
Language Arts Field Endorsement		
Life Sciences/Biology Subject Endorsement		
Marketing Education Field Endorsement		
Mathematics Field Endorsement		
Middle Level 4-9 Education Field Endorsement		
Music Field/Subject Endorsements		
Natural Science Field Endorsement		
Physical Education Subject Endorsements		
Physical Sciences Field Endorsement		
Political Science Subject Endorsement		
Psychology Subject Endorsement		
Social Sciences Field Endorsement		
Sociology Subject Endorsement		
Spanish Subject Endorsement		
Special Education/MMH K-12 Field Endorsement		
Speech Communication Subject Endorsement		
Theatre Subject Endorsement		
Trade & Industrial Education Field Endorsement		
Vocational Business Education Field Endorsement		
Vocational Marketing Education Field Endorsement		

Policy Adopted: 1/28/77
Policy Revised: 6/5/93
Policy Revised: 11/12/94
Policy Revised: 11/11/95
Policy Revised: 8/29/97
Policy Revised: 4/13/00
Policy Revised: 6/13/03
[Policy Revised: 6/10/04](#)

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Final Approval of Proposed Changes to Board Policy 2015 Executive Selection Process

The following changes in the executive search and selection process are recommended.

- The Executive Director, in consultation with the Board chair, will appoint and chair the search committee.
- As a result of previous action by the Board to delegate authority to hire Vice Presidents to the Presidents, the Vice President clause should be eliminated in the current policy.

Attached is a copy of Policy 2015 with the proposed changes.

Academic, Personnel & Student Life Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Final Approval of Proposed Changes to Board Policy 5111 Tenure Recommendations Procedure; Faculty

Policy 5111 requires updating to be consistent with existing requirements for making tenure recommendations as recently negotiated with the faculty union and outlined in the Board of Trustees' current Agreement with the SCEA.

Attached is a copy of Policy 5111 with the proposed changes.

PERSONNEL, NEBRASKA STATE COLLEGES

**POLICY: 5111 Tenure Recommendations Procedure;
Faculty**

Page 1 of 1

BOARD POLICY

The Board shall receive the list of those individuals awarded ~~recommended for~~ tenure appointments ~~at least one Board meeting prior to the meeting at which time action is to be taken.~~

The President shall inform the Executive Director if the recommendations of the President and the Academic Vice President differ from the recommendations of the College Promotion and Tenure Committee and dean, ~~division head or director.~~

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

**ACTION: Final Approval of Proposed Changes to Board Policy 5112 Granting of Tenure;
Faculty**

Policy 5112 requires updating to be consistent with granting of tenure requirements recently negotiated with the faculty union and outlined in the Board of Trustee's current Agreement with the SCEA.

The College Presidents are charged with making the final decision regarding tenure. The Presidents shall make the decision based upon the standards and criterion contained in the collective bargaining Agreement and/or any other pertinent documents. The Presidents shall submit to the Executive Director a list of his/her decisions each year. The Presidents shall inform the Executive Director if his/her decision differs from the recommendation of the Vice President for Academic Affairs and/or if the decision differs from the recommendation of the Dean and/or from the College Promotion and Tenure Committee.

Attached is a copy of Policy 5112 with the proposed changes.

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5112 Granting of Tenure; Faculty

Page 1 of 3

BOARD POLICY

The Award of Tenure

Tenure is the right to reappointment from appointment term to appointment term until such time as the faculty member resigns, retires, is discharged for adequate cause, or is terminated for reasons of financial exigency or program reduction, curtailment or discontinuance. Such reappointment shall be subject to the terms and conditions of employment which exists at the commencement of each contract term. Those terms and conditions of employment are as expressly set forth in the policies adopted or authorized by the Board, and the terms and provisions of this collective bargaining agreement.

Tenure is with the institution and resides within a specific academic unit in which the faculty member is employed and not with the Nebraska State College System.

Tenure to an academic unit is awarded by the ~~college President~~Board following peer review and recommendations submitted on March 15th by the appropriate Dean and the Academic Vice President. Tenure review will include a provision for peer review, appropriate administrative review and recommendations, and the opportunity for a faculty member to provide appropriate material to support the application. ~~by the President and the Executive Director, and in accordance with Board policies and procedures established by each institution.~~

Tenure will not be awarded to a specific academic unit without appropriate review and recommendation by peers and supervisors. Tenure is awarded for quality of current professional performance and promise of such future performance, not merely for completing a certain length of service. In the case of academic unit tenure, it is equally incumbent on the faculty member and the administration to ensure that a tenure review occurs at the proper time. In no event shall the failure to give any notice constitute an award of continuous tenure by default. None of the provisions stated herein shall diminish any substantive rights for the acquisition of tenure which the faculty member may have acquired prior to the adoption of this Agreement.

~~Faculty members denied tenure at the end of seven years may grieve such denial in accordance with Board Policy 5110 and this collective bargaining Agreement.~~

The terms and conditions of every faculty "Probationary/Tenure Track Appointment" shall be stated or confirmed in writing and a copy will be supplied to the faculty member. Any subsequent extensions or modifications of a faculty "Probationary/ Tenure Track Appointment," and any special understandings, or any notices incumbent upon either party to provide, will be stated or confirmed in writing and a copy will be given to the faculty member.

Only faculty members who have the rank of Assistant Professor or higher are eligible for tenure status. No one shall be hired into a rank who does not meet the promotion criteria for that rank. Special appointees are not eligible for tenure.

The contract term for all faculty "Probationary/Tenure Track" appointees shall be the academic year. Regardless of the term of any individual contract, no such person has, or shall acquire, a right to reappointment for a term in excess of the academic year.

~~Unless an individual contract expressly provides to the contrary, the contract term for all faculty "Probationary/Tenure Track" appointees shall be the academic year. Regardless of the term of any individual contract, no such person has, or shall acquire, a right to reappointment for a term in excess of the academic year.~~

Reappointment of faculty "Probationary/Tenure Track" appointees shall be at the discretion of the college President~~employer~~. Written notice of non-renewal of a "Probationary/Tenure Track" appointee shall be in accordance with applicable Board Policy ~~5014~~.

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5112 Granting of Tenure; Faculty

Page 2 of 3

The college President, following peer review and recommendations by the Dean and Academic Vice President, shall decide whether a faculty member's current professional performance and promise of such future performance, as outlined in the current SCEA Agreement, warrant the award of tenure.

The President shall notify the faculty member in writing by April 1st whether or not he or she has been awarded tenure. Should the President decide not to award tenure to a faculty member, the President's written notification shall contain the reasons for this decision and shall inform the faculty member that a terminal contract will be issued for the next academic year.

A faculty member may grieve the decision to deny tenure on the basis of discrimination, violation of academic freedom, failure to follow procedures outlined in the current SCEA Agreement, or if such action is challenged as arbitrary, partial, or prejudicial.

A decision to grieve the denial of tenure shall be processed in accordance with procedures outlined in the current SCEA Agreement.

Service Requirements for Tenure Eligibility

The maximum amount of full-time probationary service to the College prior to the acquisition of a "Tenured Appointment" shall not exceed seven academic years. Only in exceptional circumstances, such as, but not limited to, maternity or parental leave, family emergencies, or as an accommodation for faculty members with disabilities, may the seven-year academic probationary period be extended.

- a) The normal time a faculty member with no prior service credit may apply for tenure is in the sixth year of full-time service to the institution. Following campus review procedures and favorable campus recommendations, tenure ~~shall~~ **may** be awarded with the seventh contract.

~~Probationary faculty members with exceptional performance evaluations at the institution may apply for early tenure in their fifth year of service to the institution, excluding any prior service credit, provided other criteria for tenure are met. Campus review procedures will be the same as for normal tenure review. Unsuccessful early candidates may reapply under the normal tenure time frame.~~

- b) Newly-hired faculty members who have served in an untenured rank position of Assistant Professor or above at regionally accredited institutions of higher education may be given up to three years of prior service credit toward the probationary period of six years. The prior service credit must be agreed to in writing at the time of employment. Such faculty will be reviewed for tenure when the combined prior service credit and the years of continuous service to the institution equals six years. Eligibility for a tenured appointment will be with the issuance of the seventh contract including the years of credit for prior service.
- c) Newly-hired faculty members who have previously attained tenure at another regionally accredited institution of higher education may be granted up to four years of full-time credit for the prior tenured service. Prior credit for tenured service at the rank of Assistant Professor or higher may be granted toward acquiring continuous tenure status by agreement among the faculty member, the academic unit chairperson, the dean ~~or division head~~, the academic vice president and the campus President. Probationary credit for prior tenured service must be agreed to in writing between the faculty member and the President prior to the initial appointment at the institution.

When credit is given for prior tenured service, such credit will apply toward the six-year probationary period service requirement. In the event that four years of credit for prior tenured service are granted, ~~the earliest time that~~ the faculty member ~~shall~~ **may** apply for tenure consideration ~~will be~~ during the second year of probationary service to the institution with tenure to be awarded in this instance no sooner than the third year of employment with the institution, if the decision is made to approve the tenure application.

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5112 Granting of Tenure; Faculty

Page 3 of 3

Terminal Contract for Failure to Achieve Tenure

~~Except for early tenure review,~~ When a faculty member fails to achieve tenure after undergoing the campus review, that individual will be issued a terminal contract for the following academic year.

Tenure Recommendations

~~The Board shall receive the list of those individuals recommended for tenure appointments at least one Board meeting prior to the meeting at which time action is to be taken.~~

~~The President shall inform the Executive Director if the recommendations of the President and the Academic Vice President differ from the recommendations of the College Promotion and Tenure Committee, dean, division head or director.~~

~~For an individual faculty member whose employment is continuous there shall be no substantive modification in the standards and procedures for granting of tenure from those outlined in written form at initial employment.~~

~~Initial employment contracts for faculty members will specify if the appointment is tenure track or non-tenure track.~~

~~Tenured faculty reassigned to another academic unit shall retain their tenure in the new unit.~~

The college President shall inform the Executive Director of his or her decisions regarding tenure applications and awards, and if the recommendations of the President and the Academic Vice President differ from the recommendations of the College Promotion and Tenure Committee and dean, the Executive Director shall be so informed.

For an individual faculty member serving with a probationary/tenure track appointment, there shall be no substantive modification in the standards and procedures for granting of tenure from those outlined in written form at the time of initial employment.

Initial employment contracts for faculty members will specify if the appointment is tenure track or non-tenure track, and if the appointment is tenure track, any special or unique requirements for the award of tenure that are not specified in the current SCEA Agreement.

Tenured faculty reassigned to another academic school on the same college campus shall retain their tenure in the new school.

Academic, Personnel & Student Affairs Committee

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

June 10, 2004

ACTION: Final Approval of Proposed Changes to Board Policy 5113 Promotion Criteria and Process; Faculty

Policy 5113 requires updating to be consistent with promotion and process requirements recently negotiated with the faculty union and outlined in the Board of Trustee's current Agreement with the SCEA.

The College Presidents are charged with making the final decision regarding promotion. The Presidents shall make the decision based upon the standards and criterion contained in the collective bargaining Agreement and/or any other pertinent documents. The Presidents shall submit to the Executive Director a list of his/her decisions each year. The Presidents shall inform the Executive Director if his/her decision differs from the recommendation of the Vice President for Academic Affairs and/or if the decision differs from the recommendation of the Dean and/or from the College Promotion and Tenure Committee.

Attached is a copy of Policy 5113 with the proposed changes.

PERSONNEL, NEBRASKA STATE COLLEGES

BOARD POLICY

Procedure for Promotions

Faculty rank at the time of initial hire shall be determined by ~~recommendation of~~ the President in accordance with negotiated principles outlined in the collectively bargained faculty contract. ~~with Board approval.~~ The criteria that shall be used to make promotion decisions are divided into two categories, Educational Criteria and Performance Criteria. Candidates for promotion in rank must qualify under both the Educational and Performance Criteria to be promoted. In order to be eligible for promotion, a faculty member must first meet the minimum Educational Criteria as listed below. Each State College, through its President, shall consider them as only minimums for promotion. After a candidate has qualified under the minimum Educational Criteria, each candidate should provide evidence of achievement in the Performance Criteria as listed below. Once the minimum Educational Criteria have been met, promotion shall be based on ~~the principles of demonstrated~~ consistent performance and high substantial achievement as outlined in the Performance Criteria.

Educational and Service Criteria for Promotions

The Criteria to be used are as follows:

- a) Professor
 - 1) An earned Doctorate, or other appropriate terminal degree.
 - 2) Ten years of experience at the college level with a minimum of five continuous years of service to the college at rank of Associate Professor is required. For example, an applicant may apply for promotion to the professor rank in his or her tenth year of experience at the college level, and be awarded the promotion, if granted, at the beginning of the eleventh year, assuming five continuous years of service to the college has been completed prior to the award. (Continuous service includes periods of leave paid by the institution and temporary non-teaching assignments that a faculty member may be requested to perform.)
- b) Associate Professor
 - 1) An earned Doctorate, or other appropriate terminal degree.
 - 2) Five years of experience at the college level including credit for prior service which was agreed to in writing prior to initial appointment and a minimum of three years of continuous service to the college at rank of Assistant Professor is required. For example, the earliest an eligible faculty member may apply for promotion to the Associate Professor rank is in the third year of service to the college provided two years of credit for prior service was agreed to in writing prior to the initial appointment. In this instance, the promotion award would be granted at the beginning of the faculty member's fourth year of service to the college and sixth year of experience at the college level.

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5113 Promotion Criteria and Process; Faculty

Page 2 of 3

- c) Assistant Professor
- 1) A terminal degree, or in academic disciplines where significant work experiences are essential for classroom performance, such as education, computer science, and business accounting, and earned Master's degree followed by thirty (30) semester hours of study applicable toward an advanced degree, or equivalent outstanding achievement in the appropriate field. ~~An earned Master's degree followed by 30 semester hours of study applicable toward an advanced degree, or equivalent outstanding achievement in the appropriate field.~~
 - 2) A minimum of three years of continuous service to the college at rank of instructor is required.
- d) Instructor
- 1) An earned Master's degree, or equivalent outstanding achievement in the appropriate field.
 - e) 2) In rare and unusual circumstances, individuals with outstanding achievement and eminence, but without the required educational and service requirements, may be considered for appointment to an academic rank ~~upon approval of the Board.~~

Criteria for Calculating Credit for Prior Experience

For purposes of determining eligibility for promotion in rank in the State College System, a year of experience at the college level may be credited for each full-time academic year teaching or research assignment completed at a regionally accredited institution of higher education. Such credit is to be granted at the discretion of the college in writing at the time of initial employment. Up to three years of credit for prior experience may be granted for purposes of promotion.

Part-time, adjunct, graduate assistant, summer, and high school teaching experience shall not count toward promotion in rank. Nor shall the candidate be allowed to aggregate any prior part-time college experiences to equal one academic year.

Post doctoral studies involving either teaching or research assignments at a regionally accredited institution of higher education will constitute relevant experience for purposes of promotion. Up to three years of credit for prior experience may be granted for purposes of promotion.

In those academic disciplines where significant work experiences are essential for classroom performance, such as education, computer science, and business accounting, credit for prior experience may be negotiated at the time of initial appointment. Up to three years of credit for prior experience may be granted for purposes of promotion.

Performance Criteria for Promotions

Once the minimum Educational Criteria have been met, promotion shall be based on the principles of demonstrated consistent performance and high achievement in the Performance Criteria.

The Performance Criteria to be used are as follows:

- a) Demonstrated ability to teach and contribute to students' academic growth and development. ~~effectively.~~
- b) Continual preparation and study through scholarly and creative activity, which may include but not be limited to professional peer-reviewed achievements and projects. ~~Contribution to student growth and development.~~
- e) ~~Scholarly and creative activity relevant to the teaching field of the faculty member.~~

PERSONNEL, NEBRASKA STATE COLLEGES

~~c~~d) Service to college, ~~the~~ institution, community, and profession.

~~d~~e) Professional growth.

~~e~~f) Collegial relationships.

Promotion Process

Each College shall have its own internal process for recommending tenure and promotion for ~~Board~~ approval to the college President. This process shall:

- a) Include provision for peer review.
- b) Include provisions for student evaluation of faculty.
- c) Include the opportunity for faculty members to provide appropriate material to support the application.
- d) Include the appropriate administrative review and recommendations.
- e) State clearly that the Educational Criteria for rank promotion are minimums only, and in addition to meeting the Educational Criteria, faculty members must provide evidence of achievement that meets the Performance Criteria.

~~The rank promotion procedures at each College will be organized so that recommendations for tenure and promotion will be sent to the Board in the spring in time for it to act prudently on the recommendations before the end of the academic year. In practice, the Board will act on tenure and promotion recommendations at the March or April meeting each year.~~

The rank promotion procedures at each College will be organized so that recommendations for tenure and promotion will be sent to the college President no later than March 15th of each academic year. The President shall decide whether the faculty member’s performance meets the standards set forth in the current SCEA Agreement.

The college President shall inform the faculty member in writing by April 1st whether he or she has been promoted. Should the President not promote a faculty member, the President shall give the faculty member written reasons for his or her decision.

A copy of the rank promotion procedures for each College will be placed on file with ~~at~~ the Executive Director~~Board Office~~.

Effective Date of Promotions

All promotions shall take effect the fall semester for the academic year immediately following the promotion~~Board's approval~~.

- Policy Adopted: 1/28/77
- Policy Revised: 4/28/78
- Policy Revised: 3/3/89
- Policy Revised: 6/5/93
- Policy Revised: 4/1/99
- Policy Revised: 6/10/04

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve Proposed Changes to Board By-Law Article X ; Committees and the Addition of Article XIV; Revisor of Board By-Laws and Policies

Article X lists the standing committees of the Board of Trustees. The Board now seeks to create a new Enrollment and Marketing Committee to be chaired by a Board member and to eliminate the Legislative Affairs/Public Relations Committee as a standing committee.

The proposed new article of the by-laws recommends designation of the Executive Director as Revisor of the Board's By-Laws and Policies. The language prepared in a new Article XIV is largely derived from Section 49-705 of the Revised Statutes of Nebraska, which prescribes the powers of the Nebraska Revisor of Statutes. The language prepared in Article XIV would delegate to the Executive Director, with respect to the Board's By-Laws and Policies, powers similar to the powers delegated by the Legislature to the Revisor of Statutes.

If Article XIV is adopted by the Board, the Executive Director will have authority to make (a) non-substantive editorial changes to the By-Laws and Board Policies in the process of preparing corrections and clarifications of these regulations for publication and distribution and (b) changes by the removal of obsolete matter from within a section, and removal of provisions that have been rendered unlawful by state or federal statutes and regulations, or as a result of controlling court decisions.

Attached is a copy of the proposed changes.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

BY-LAWS

ARTICLE X -- COMMITTEES

All committees of the Board shall be appointed by the Chair. Committees shall serve one year commencing July 1, and thereafter until the committees are reconstituted or discharged.

Academic, Personnel & Student Affairs

~~Business Affairs~~ Fiscal & Facilities

~~Legislative Affairs/Public Relations~~ Enrollment and Marketing

Committees shall have at least three members, and the Board Chair shall be an ex-officio member of all committees. Other regular committees may be created as the Board directs. The first named member of each committee shall act as Chair, call the meeting and direct the proceedings, but shall not otherwise have greater power or authority than other members.

Special committees may be created to take charge of subjects specifically referred to them. Such committees shall be appointed as ordered by the Board at the time they are created, and shall cease to exist when their work has been completed or when discharged by Board action.

ARTICLE XIV – REVISOR OF BOARD BY-LAWS AND POLICIES

The Executive Director is hereby designated as the Revisor of Bylaws and Policies adopted by the Board of Trustees. The Executive Director shall, from time to time as he or she shall deem necessary, prepare amendments, corrections or clarifications to Board bylaws and policies for publication and distribution. Publication and distribution is to be accomplished in such manner as the Executive Director determines to be most appropriate. In preparing any amendment, correction or clarification for publication and distribution, the Executive Director shall not alter the sense, meaning or effect of any act of the Board of Trustees, but may:

- 1) renumber sections and parts of sections;
- 2) rearrange sections;
- 3) change reference numbers to agree with renumbered sections or subsections;
- 4) change capitalization for the purpose of uniformity;
- 5) correct manifest clerical or typographical errors;
- 6) remove obsolete matter within any section;
- 7) remove within any section language that conflicts with any lawful and controlling statute or regulation of the State of Nebraska or of the United States, or that has been determined to be unlawful as a result of a controlling decision of a court of the State of Nebraska or of the United States, when the same can be accomplished without impairing the sense or legality of the remainder of the section;
- 8) omit any section or sections that conflict with any lawful and controlling statute or regulation of the State of Nebraska or of the United States, or that have been determined to be unlawful as a result of a controlling decision of a court of the State of Nebraska or of the United States;
- 9) correct faulty internal references, and
- 10) harmonize provisions with former acts of the Board of Trustees in these By-laws or former policies adopted by the Board.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES**BY-LAWS****Page 2 of 2**

Changes under the authority of this section shall be effective only upon publication by the Executive Director. No change made under authority of this section shall effect any change in the substantive meaning of any section of these By-laws. If the Executive Director is in doubt whether or not a specific change is authorized by this Article, he or she shall not make the change, but shall propose the same as an agenda item for consideration by the Board of Trustees as required in Article XII of these Bylaws.

Changes made under this authority are to be reported to the Board on the information agenda.

Legal Reference:	Article VII, Section 13	Constitution
	RRS 49-1106	Disclosure; contracts; filing; fines or incomplete filing penalty
	RRS 83-306	Director of administrative services; claims against the state; limitations
	RRS 84-302	Board of Trustees; officers
	RRS 84-306.1	Claims against the state; claim; content; automobile; airplane; statement required; receipts; personal maintenance expense
	RRS 85-301	State Colleges; official names; board of trustees; appointment; no compensation; traveling expenses
	RRS 85-303	Board of Trustees; secretary; duties
	RRS 85-304	Board of Trustees; rules and regulations
	RRS 85-304	Board of Trustees; powers; enumerated
	RRS 85-314	Board of Trustees; utilities, service, sale or lease

By-Laws Adopted: 1/28/77

By-Laws Revised: 6/5/93

By-Laws Revised: 12/3/98

[By-Laws Revised:](#)

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve Proposed Changes to Board Policy 2001 Committees; Board of Trustees

Attached is a copy of Policy 2001 with the proposed changes to eliminate the existing Legislative Affairs/Public Relations Committee and add a new Enrollment and Marketing standing committee.

2.11.-2

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

POLICY: 2001 Committees; Board of Trustees

Page 1 of 2

BOARD POLICY

All committees of the Board shall be appointed by the Chair. Such committees serve for one year commencing on July 1, and thereafter until the committees are reconstituted or discharged. The standing committees of the Board are:

Academic, Personnel & Student Affairs

~~Business Affairs~~ [Fiscal and Facilities](#)

~~Legislative Affairs/Public Relations~~ [Enrollment and Marketing](#)

Special committees may be created to take charge of subjects specifically referred to them. Such committees shall be appointed as ordered by the Board and shall cease to exist when their work is completed or when discharged by Board action.

Academic, Personnel and Student Affairs

This subcommittee is responsible for recommending action to the Board in such areas as:

1. Admission guidelines
2. Institutional role and mission
3. Academic program changes
4. Effectiveness of institutional programs
5. Scholarships
6. Teaching Excellence Awards
7. Personnel appointments
8. Employee compensation and benefits
9. Collective bargaining
10. Student policy issues

~~Business Affairs~~ [Fiscal and Facilities](#)

This committee has responsibility for recommending decisions and courses of action related to budgeting, finance, physical plant construction and facilities management:

1. Physical planning policies for buildings and equipment
2. Priorities for construction, renovation and maintenance
3. Management of Revenue Bond programs
4. Budgeting and financial policy for Board consideration
5. Financial reports and audits to assure effective and efficient use of resources

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

POLICY: 2001 Committees; Board of Trustees

Page 2 of 2

~~Legislative Affairs/Public Relations~~ Enrollment and Marketing

This committee develops and recommends to the Board strategies to:

- ~~1. Communicate the needs and concerns of the State College System to the Legislature and Governor's Office.~~
- ~~2. Create a positive image of the State College System to the public at large through media interaction and direct communication~~
- ~~3. Foster a sense of belonging to the System among faculty and staff of the State Colleges~~
1. Broaden the general awareness of our Colleges and the entire System.
2. Strengthen enrollment, retention and graduation rates at the Colleges.
3. Create a positive image of the System to the public through media interaction and direct communication.
4. Communicate needs and concerns of the System to the media, legislature, and Governor's Office.
5. Foster a sense of belonging to the System among all employees and students.

Legal Reference: RRS 85-302
RRS 85-304

Board of Trustees; officers; body corporate
Board of Trustees; rules and regulations

Policy Adopted: 6/5/93
Policy Revised:

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

**ACTION: Approve Proposed Changes to Board Policy 2010 Executive
 Director/Secretary of the Board**

Attached is a copy of Policy 2010 that has proposed changes to accommodate the Board's recent revisions of 2100 (Presidents Duties) and 5020 (Search and Selection Procedures), as well as a change to include the duty of revisor of Board by-laws and policies, and a change to permit the Executive Director to establish programs and otherwise adjust the terms and conditions of employment for employees not covered by collective bargaining agreements when appropriate.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

POLICY: 2010

Executive Director/Secretary of the Board

Page 1 of 2

BOARD POLICY

The Board shall appoint an Executive Director/Secretary of the Board of the Nebraska State Colleges and prescribe his or her terms and duties in accordance with Board policy. The Executive Director/Secretary shall report directly to the Board on matters of policy and administration in academics and operational areas for the System.

The Executive Director is responsible for policy implementation and System administration by providing vision, leadership, planning, advocacy, coordination and management for the System with a commitment to quality management and with particular attention to maintaining and strengthening the colleges' services to Nebraska citizens. The Executive Director:

- * functions as the Chief Administrative Officer for the Board and Board Staff, and as the Chief Executive Officer of the Nebraska State College System;
- * assists the Board in policy making and ~~to~~ oversees, directs, and leads policy implementation through planning, fiscal management, educational program development and overall operations of the System;

The Executive Director shall have broad delegated authority to carry out the duties and responsibilities enumerated herein, including the authority to interpret and secure implementation of Board Policy and to establish administrative regulations and policy for the proper governance of the System. The Executive Director:

- * Chairs the Executive Council which is responsible for providing leadership for the general direction and operation of the System;
- * Maintains and distributes, as appropriate, minutes and records of Board proceedings and operations; makes reports as required by law; arranges Board meetings in accordance with the law; and signs contracts on behalf of the Board in accordance with Board Policy;
- * [Acts with certain powers and duties in regard to publication and distribution of amendments, corrections or clarifications of the Board's adopted by-laws and policies in accordance with Article XIV of the Board's By-Laws;](#)
- * Executes and administers the policies, decisions and rules of the Board;
- * Prepares and presents Board meeting agenda items and recommendations to the Board in a meaningful, manageable way for decision-making; acts as the person through whom matters are presented to the Board and committees of the Board, including reports, recommendations and suggestions from the colleges, their faculty members, employees and students, and agents of the executive and legislative branches of state government.
- * ~~Makes recommendations to the Board, in which final authority resides, concerning the selection, appointment, promotion, salary, transfer, suspension, and termination of appointments of all full-time faculty and professional staff in accordance with Policy 5021;~~ [Reviews and approves prior to the effective date all personnel appointments made by College Presidents that represents a new full-time position, a previously unfunded position, or an increase in budgeted FTE, and reports such changes to the Board on a regular basis.](#)
- * Advises the Board on the recommendations of the campus presidents regarding appointments, transfers, resignations, leaves of absence, changes in tenure status, promotions, establishment of emeritus status, fixing of salaries, or termination of faculty members and other employees of the colleges and other entities governed by the Board;

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

POLICY: 2010

Executive Director/Secretary of the Board

Page 2 of 2

- ~~* Coordinates Collective Bargaining within the System and implements the approved contracts;~~
- * ~~Coordinates~~ Conducts Collective bargaining within the System and implements the approved contracts.
- * Establishes programs and otherwise adjusts the terms and conditions of employment for employees not covered by collective bargaining agreements or otherwise addresses changes in policies or procedures necessary to correspond to changes provided to employees covered by collective bargaining agreements if, in the judgment of the Executive Director, the further or uniform application of such policy or benefits is appropriate.
- * Serves as the official representative of the Board and the colleges and entities it governs to the general public, the Legislature, the Office of the Governor, the Executive Branch, and to other state and federal governmental entities;
- * Acts on behalf of the Board during the interim between meetings consistent with Board Policy;
- * Takes immediate action on behalf of the Board when necessary to preserve state property or to continue operations and programs of a college;
- * Organizes and executes, under the direction of the Board, inter-institutional studies and activities between and among the State Colleges of Nebraska;
- * Reviews and analyzes the academic program recommendations and plans of the State Colleges, and submits recommendations to the Board on such programs and plans;
- * Reviews and analyzes the budget recommendations of the State Colleges, and submits recommendations on the budgets to the Board;
- * Prepares the fiscal year and biennial budget requests of the State Colleges which are submitted to the Governor and the Legislature;
- * Acts on behalf of the Board as the sole authority authorized to request opinions from the Attorney General's Office, the Department of Administrative Services, the Legislative Fiscal Office, and coordinate legal services and proceedings of the colleges and entities governed by the Board;
- * Acts as the official designee of the Board to perform any duty or hold any office required by state or federal law not otherwise assigned by the Board; and
- * Exercises such other authority and performs such other responsibilities as may be assigned directly by the Board or is implied to be necessary to carry out the above noted tasks.

Legal Reference: RRS 85-302 Board of Trustees; officers
 RRS 85-303 Board of Trustees; secretary; duties

Policy Adopted: 6/5/93
 Policy Revised: 11/6/93
 Policy Revised: 11/11/95
 Policy Revised: 8/29/97
[Policy Revised:](#)

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

**ACTION: Approve Proposed Changes to Board Policy 2550 Nebraska State College
System Organizational Chart**

Attached is a copy of Policy 2550 with the proposed changes to reflect current reporting authorities in the System and the creation of a new Council of Admissions and College Relations officers.

Board of Trustees

Executive Director\System Office

College Presidents

Council of Presidents
Executive Director, Chair
President, Chadron State College
President, Peru State College
President, Wayne State College

Council of Academic Officers
Associate Director, Academic Affairs/Legal Services, Chair
VP for Academic Affairs, Chadron State College
VP for Academic Affairs, Peru State College
VP for Academic Affairs, Wayne State College

Council of Business Officers
Associate Director, Fiscal & Facilities Management, Chair
VP for Administration, Chadron State College
VP for Administration & Finance, Peru State College
VP for Administration & Finance, Wayne State College

Council of Admissions & College Relations Officers
Public Relations Director, Chair
Director of Cultural Programs/College Relations, Chadron State College
Director of Media & Marketing Services, Peru State College
Director of College Relations, Wayne State College
Asst. VP, Enrollment Management, Chadron State College
Coordinator of Admissions Services, Peru State College
Dean of Admissions and Recruitment, Wayne State College

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve Proposed Changes to Board Policy 3401 Non-Resident Scholars

Attached is a copy of Policy 3401 with proposed changes to remove the full-time enrollment requirement to allow qualified part-time undergraduate and graduate students, as well as student soldiers, to participate in the program on a part-time basis.

2.14.-2

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3401 Non-resident Scholars

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BOARD POLICY

The Board has authorized a special tuition rate for nonresident scholars enrolled full [or part-time](#). Entering freshmen must have ranked in the upper quartile of their high school class, or have a cumulative 3.25 GPA, or have a 25 ACT or 1130 cumulative SAT. Transfer students are required to hold a 3.0 cumulative GPA from previous college work.

To continue in the program, [undergraduate](#) students are required to maintain a cumulative 3.0 GPA.

Entering graduate students must have a cumulative GPA of 3.5 for all previous work attempted at all colleges attended prior to their enrollment at a Nebraska State College. To continue in the program, graduate students are required to maintain a 3.5 cumulative GPA.

[Students who are called to active military duty while enrolled in the Non-Resident Scholars program may continue in the program either on-line or by the correspondence program.](#)

History: The Chadron State College nonresident scholars program was implemented during the 1988-89 academic year. The Peru State and Wayne State College programs were initiated in 1990-91.

Legal Reference: RRS 85-504 State education institutions; fees; waiver
Public Law 85-501 Non-Resident Fees

Policy Adopted: 1/28/77
Policy Revised: 2/7/83
Policy Revised: 10/16/86
Policy Revised: 6/5/93
Policy Revised: 3/11/94
Policy Revised: 11/13/01
Policy Revised: 4/9/02
[Policy Revised:](#)

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve Proposed Changes to Board Policy 5007 Anti-Harassment Policy

Attached is a copy of Policy 5007 with proposed changes to develop a better focus on the prohibition of unlawful conduct in the work and learning environment. The proposed changes will also accommodate recommendations by the Boards' liability underwriter for renewal purposes.

2.15.-2

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5007 Anti-Harassment Policy

Page 1 of 1

BOARD POLICY

It is the policy of the Nebraska State College Board of Trustees to provide a workplace free of tensions involving matters which do not relate to the System's business. In particular, an atmosphere of tension created by [unlawful](#) non-work-related conduct, including ethnic, racial, sexual, age, disability, or religious remarks, animosity, unwelcome sexual advances, or requests for sexual favors and such other conduct does not belong in the State College workplace [or learning environment](#).

[Unlawful](#) harassment of students, employees, job applicants, or any visitors to a campus by other employees or students is prohibited. [Unlawful](#) harassment includes, without limitation, verbal harassment (derogatory comments and/or slurs, negative stereotyping, intimidating behavior), physical harassment (assault or physical interference), visual harassment (posters, cartoons, drawings, or improper written or graphic material), and innuendo.

Sexual harassment is a violation of state and federal law. It includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct, or visual forms of harassment of a sexual nature when submission to that conduct is either explicitly or implicitly made a term or condition of employment or is used as a basis for employment decision. Further, other forms of [unlawful](#) harassment include actions that have the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

The purpose of this policy is to establish clearly and unequivocally that the Nebraska State College System prohibits [unlawful](#) harassment in any form by and of its employees and students and requires the Colleges and System Office to set forth explicit criteria and procedures by which allegations of [such](#) harassment may be filed, investigated, and adjudicated. Such criteria and procedures are to be consistent with federal regulations pertaining to employees and students as well as the principles stated in this policy.

Such campus procedures shall provide that if any employee or student has reason to believe that they or another employee or student has been [unlawfully](#) harassed, that person should report the violation to a supervisor or any administrative employee. If the reporting person feels that the supervisor does not give satisfactory results or if the supervisor is considered to be part of the problem, any other administrative employee should be contacted.

Any complaints reported will be kept confidential to the extent possible and the reporting person shall be assured that no negative consequences will be suffered as a result of bringing concerns to management attention [in good faith](#). All complaints are to be promptly and thoroughly investigated. If the investigation reveals that [unlawful](#) harassment at work or on campus has taken place, disciplinary action is to be immediately taken against the appropriate person or persons.

In addition to having an explicit policy prohibiting [unlawful](#) harassment of any type and clearly and regularly communicating this policy to employees and students, the colleges should train and sensitize their employees and students on the issues of [unlawful](#) harassment, [sexual abuse, and child molestation](#) as well as their rights and the procedure to use to raise these issues. The Colleges should also develop and implement an effective complaint procedure by which employees and students can make their complaints known.

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

ACTION: Approve Proposed Changes to Board Policy 5401 Early Retirement Incentive Program; Tenured Faculty

Attached is a copy of Policy 5401 with the proposed changes which extend the program from June 30, 2005 to June 30, 2007 (through the next biennium) to provide additional opportunities for tenured faculty to retire prior to age 65 and retain their health insurance benefit until Medicare eligible.

2.16.-2

PERSONNEL, NEBRASKA STATE COLLEGES

**POLICY: 5401 Early Retirement Incentive Program;
Tenured Faculty**

Page 1 of 2

BOARD POLICY

A voluntary early retirement incentive program is available to eligible tenured faculty as hereafter provided. This program shall exist separate and apart from, and as a supplement to, all other employee benefit programs provided in the Nebraska State College System. The goals of the program are to provide flexibility for tenured faculty to consider new or alternative career opportunities and for the State Colleges regarding their academic staffing needs and associated costs for academic programs.

In order to encourage the early retirement of tenured faculty members, the Board will provide an incentive in the form of paid premiums in the appropriate Board's group preferred provider medical and/or dental health insurance programs until the retired faculty member becomes eligible for coverage under the federal Medicare program, at which time the paid premiums shall cease.

This program will become effective July 1, 1999 and shall remain in effect for a temporary period of ~~six~~ fiscal years ending on June 30, 2005⁷. This program is to remain operative through the time period indicated, with no assurances that the program will be extended or reopened beyond June 30, 2005⁷. For the first year of this program, eligible faculty must indicate their intention to participate by May 1, 1999 for an early retirement to take effect on July 1, 1999. For retirement dates thereafter, eligible faculty must have at least 180 days from the time of the faculty member's election to retire before the retirement can take effect unless the faculty member waives that period.

Terms and Conditions of Tenured Early Retirees Program

- 1. Eligibility.** Beginning with the effective date of this Policy, a tenured faculty member who (1) has completed at least ten (10) years of continuous service within the State College System, and (2) is sixty (60) years of age or older, will be eligible for this benefit program. Periods of approved paid leave shall not constitute an interruption of continuous service.
- 2. Request for and Approval of Early Retirement Benefit.** Any full-time member of the faculty who is eligible for the early retirement benefit may, with the approval of the appropriate dean and academic vice president, request approval for early retirement. Faculty members wishing to apply for this benefit must provide a notice of intention to retire at least one semester ahead of time. The decision to request such a benefit is voluntary and at the sole discretion of the faculty member. No faculty member shall, in any manner, be coerced by any College officer or employee to request or accept an early retirement. Approval of a request for an early retirement is not automatic, but shall be approved or denied as the campus president in the reasonable exercise or his or her discretion shall determine is in the best interest of the College. Early retirement requests approved by the campus president must also be approved by the Board.
- 3. Incentive Benefit.** Eligible faculty members who request and are approved for the early retirement benefit program after adoption of this policy shall retire and surrender tenure on an agreed upon date which shall not be less than 180 days after the faculty member's request, unless the faculty member elects an earlier date, in exchange for the opportunity to continue thereafter to enroll in the appropriate Board-sponsored preferred provider health and dental plan available for retired faculty members with the Board paying the full amount of the retiree's annual medical and/or dental insurance, including the portion previously paid by the faculty member, until the retiree is eligible for coverage under Medicare, at which time payments will cease.

PERSONNEL, NEBRASKA STATE COLLEGES**POLICY: 5401 Early Retirement Incentive Program;
Tenured Faculty****Page 2 of 2**

In the event of the faculty member's death prior to becoming eligible for coverage for Medicare, the Board's obligation to pay the cost of health coverage shall cease on the first day of the month following the date of death. The faculty member's surviving spouse may elect under the Plan's continuation of coverage provisions to continue his or her health insurance coverage by paying the cost for such coverage normally paid by the spouse of a deceased retired employee.

4. **Early Retirement Incentive Agreement.** The specific terms and conditions of each early retirement must be approved in accordance with this Policy by the responsible campus president and shall be reduced to writing in an Early Retirement Incentive Agreement. Each Early Retirement Incentive Agreement shall include a waiver of rights and claims by the faculty member under the Federal Age Discrimination in Employment Act (29 U.S.C. Sec 621 et seq.), as amended by the Older Workers Benefit Protection Act (Oct. 26, 1990, P. L. 101-433). Such waiver shall comply with the requirements for knowing and voluntary waivers provided in 29 U.S.C. Sec. 626 (f) (1).
5. **Amendment and Termination.** The Board may amend or terminate this program effective as of a date specified by the Board which shall not be less than one year after notice of the amendment or termination is provided to faculty members who have met the eligibility requirements as of the date of such notice. Notwithstanding the foregoing, the Board may amend or terminate the program at any time to the extent required by applicable law.

Policy Adopted: 4/1/99
Policy Revised: 4/11/03
[Policy Revised](#)

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 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 information is provided to the Board for review and acceptance to establish a record of such action.

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2004

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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
Benson, Gary	Professional & Graduate Studies; Business & Economics	Assistant Professor	44,381 AY	State	8/25/88 to 5/8/04	1.00	Resignation	Specific Term - Tenured
Cruzeiro, Patricia	Professional & Graduate Studies; Education	Professor	51,598 AY	State	8/21/92 to 5/8/04	1.00	Resignation	Specific Term - Tenured
Donahue, Mary	Arts & Sciences; Visual & Performing Arts	Assistant Professor	42,000 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced Alan Schoer	Specific Term - Probationary Tenure Track
Hanson, Clifford	Professional & Graduate Studies; Business & Economics	Assistant Professor	66,901 AY	State	8/15/69 to 8/31/04	1.00	Early Retirement	Specific Term - Tenured
Hunn, Lorie	Professional & Graduate Studies; Education	Instructor	35,000 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced Steve Fisher	Specific Term - Probationary Tenure Track
Hytrek, Anthony "Jack"	Professional & Graduate Studies; Education	Professor	61,929 AY	State	8/23/96 to 6/1/04	1.00	Retirement	Specific Term - Tenured
Margetts, James	Arts & Sciences; Visual & Performing Arts	Assistant Professor	39,000 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced Will Baily	Specific Term - Probationary Tenure Track
Ritzen, Donna	Professional & Graduate Studies; HPER	Instructor	33000 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced John Reiners	Specific Term - Probationary Tenure Track
Rotherham, Terrance	Arts & Sciences; Physical & Life Sciences	Instructor	34,500 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Previously held a Non-Tenure Track Appointment	Specific Term - Probationary Tenure Track
Serra, Jon	Arts & Sciences; Physical & Life Sciences	Assistant Professor	38,500 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced Gary Corson	Specific Term - Probationary Tenure Track

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 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
Stevens, Wes	Professional & Graduate Studies; Counseling, Psychology, & Social Work	Assistant Professor/Program Director	46,000 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced Chet Dilday	Specific Term - Probationary Tenure Track
Stewart, Deborah	Professional & Graduate Studies; Counseling, Psychology, & Social Work	Assistant Professor	42,000 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced Chukwuyem Odiah	Specific Term - Probationary Tenure Track
Warren, Debra	Professional & Graduate Studies; Business & Economics	Instructor	37,664 AY	State	8/17/01 to 5/8/04	1.00	Resignation	Specific Term - Probationary Tenure Track
Wentworth, Beth	Arts & Sciences; Mathematical Sciences	Assistant Professor	37,000 AY	State	8/19/04 to 5/7/05	1.00	New Appointment Replaced Jenni Rodin	Specific Term - Probationary Tenure Track
Wess, Roger	Professional & Graduate Studies; Education	Professor	73,836 AY	State	8/28/70 to 5/8/04	1.00	Retirement	Specific Term - Tenured
Yeager, Noranne	Professional & Graduate Studies; Education	Associate Professor	48,045 AY	State	8/19/94 to 5/8/04	1.00	Resignation	Specific Term - Tenured

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR
COLLEGE: Chadron State College
MEETING DATE: June 10, 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
Conroy, Calvin	Student Academic Success Services; Multicultural Student Services Counselor	N/A	30,500 FY	State (.75) Revenue Bond (.25)	1/15/04 to 4/19/04	1.00	Resignation	Specific Term - Probationary
Nipp, Amanda	Student Support Services; Student Intervention Coordinator	N/A	7,892 (27,000) FY	Grant	5/17/04 to 8/31/04	1.00	New Appointment Replaced David Sheets	Specific Term - Probationary
Reece, Kathryn	Admissions; Admissions Representative	N/A	25,450 FY	State	7/9/01 to 6/30/04	1.00	Resignation	Specific Term - Non-Probationary
Simpson, Theresa	Student Services; Housing & Residence Life; Residence Hall Director	N/A	20,018 FY	Revenue Bond	7/1/04 to 6/30/05	1.00	New Appointment Previously Interim Residence Hall Director	Specific Term - Probationary

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2004

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
Cogdill, Rex	Student Services; Dean of Students	N/A	68,728 FY	State	7/1/90 to 6/30/04	1.00	Resignation	Specific Term
Gore, Barry	Student Support Services; Student Support Services Project Director	N/A	40,090 FY	Grant	4/12/04 to unknown	1.00	Military Leave of Absence	Specific Term
Krepel, Thomas	President	N/A	\$139,828 plus \$14,000 housing FY	State	8/18/97 to 6/30/05	1.00	Resignation effective 6/30/05	Specific Term
Reece, Kathryn	Housing & Residence Life; Assistant Director Residence Life	N/A	27,000 FY	Revenue Bond	7/1/04 to 6/30/05	1.00	New Appointment Replaced JoAnn Hunter	Specific Term - Probationary
Reiners, John	Athletics; Head Track & Field Coach	N/A	36,000 FY	State	7/1/04 to 6/30/05	0.83	New Appointment	Specific Term
Welch, I. David	Professional & Graduate Studies; Dean	N/A	86,700 FY	State	7/1/02 to 6/30/04	1.00	Resignation	Specific Term

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2004

2.17.-

RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Tim	Professional & Graduate Studies; Business & Economics	Professor	9,016 AY	State	5/10/04 to 6/4/04	0.20	Summer Appointment	Special
Bogner, Michael	Arts & Sciences; Social Sciences & Justice Studies	Associate Professor	3,397 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Burke, Ronald	Professional & Graduate Studies; Business & Economics	Professor	696 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Bynum, Michael	Arts & Sciences; Physical & Life Sciences	Instructor	783 AY	State	5/10/04 to 6/4/04	0.05	Summer Appointment	Special
Cary, Philip	Arts & Sciences; Mathematical Sciences	Assistant Professor	3,551 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Cressy, Charles	Professional & Graduate Studies; Business & Economics	Professor	52.20 AY	State	1/12/04 to 5/8/04	N/A	Appointment; Portfolio Assessment	Special
Cressy, Charles	Professional & Graduate Studies; Business & Economics	Professor	5,614 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Doxtator, Brenda	Arts & Sciences; Language, Literature, & Communication Arts	Assistant Professor	3,175 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Doxtator, Robert	Extended Campus Programs	Professor	250 AY	State	5/10/04 to 6/4/04	N/A	Appointment; IDL Course, HUM 333-01	Special
Doxtator, Robert	Arts & Sciences; Language, Literature, & Communication Arts	Professor	1,044 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Duron, Robert	Extended Campus Programs	Associate Professor	500 AY	State	5/10/04 to 06/04/04	N/A	Appointment; IDL Course, BA 460/560-01	Special
Duron, Robert	Professional & Graduate Studies; Business & Economics	Associate Professor	1,182 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR
COLLEGE: Chadron State College
MEETING DATE: June 10, 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
Fickel, Monty	Arts & Sciences; Mathematical Sciences	Professor	4,880 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Fillmore, Brad	Arts & Sciences; Physical & Life Sciences	Assistant Professor	1,392 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Gardener, Clark	Professional & Graduate Studies; Education	Professor	2,685 AY	State	5/10/04 to 6/4/04	0.07	Summer Appointment	Special
Hanson, Clifford	Professional & Graduate Studies; Business & Economics	Assistant Professor	1,000 AY	NBDC	10/1/03 to 12/31/03	N/A	Appointment; Consulting Fees	Special
Hyer, Joel	Arts & Sciences; Social Sciences & Justice Studies	Assistant Professor	5,536 AY	State	5/10/04 to 6/4/04	0.20	Summer Appointment	Special
Hytrek, Anthony "Jack"	Extended Campus Programs	Professor	83.33 AY	State	5/10/04 to 6/4/04	N/A	Appointment; IDL Course, EDUC 414S-01	Special
Hytrek, Anthony "Jack"	Professional & Graduate Studies; Education	Professor	1,548 AY	State	5/10/04 to 6/4/04	0.03	Summer Appointment	Special
King, Don	Extended Campus Programs	Associate Professor	166.66 AY	State	5/10/04 to 6/4/04	N/A	Appointment; IDL Course, EDUC 412S-01 & EDUC 418S-01	Special
King, Don	Professional & Graduate Studies; Education	Associate Professor	2,288 AY	State	5/10/04 to 6/4/04	0.07	Summer Appointment	Special
Kirsch, Kathleen	Arts & Sciences; Language, Literature, & Communication Arts	Assistant Professor	1,740 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Leite, Michael	Arts & Sciences; Physical & Life Sciences	Associate Professor	783 AY	State	5/10/04 to 6/4/04	0.05	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2004

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RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Limbach, Barbara	Professional & Graduate Studies; Business & Economics	Associate Professor	1,740 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Lockwood, Catherine	Arts & Sciences; Social Sciences & Justice Studies	Associate Professor	5,654.57	Grant	12/20/03 to 1/9/04	N/A	Appointment, Administration of Rio Tempisque, Costa Rica Grant	Special
Lockwood, Catherine	Arts & Sciences; Social Sciences & Justice Studies	Associate Professor	1,825 AY	Grant	4/1/04 to 4/30/04	N/A	Appointment; Administration of Manatee River, Tampa Bay II Grant	Special
Lopez-Laval, Hilda	Arts & Sciences; Language, Literature, & Communication Arts	Professor	373.90 AY	Grant	3/1/04 to 3/31/04	N/A	Appointment; Additional Duties	Special
Marshall, Peggy	Professional & Graduate Studies; Education	Instructor	1,632 AY	State	5/10/04 to 6/4/04	0.07	Summer Appointment	Special
O'Boyle, Bill	Professional & Graduate Studies; Health, Physical Education, & Recreation	Instructor	2295 AY	State	5/10/04 to 6/4/04	0.13	Summer Appointment	Special
Petersen, Ann	Professional & Graduate Studies; Education	Assistant Professor	1,863 AY	State	5/10/04 to 6/4/04	0.07	Summer Appointment	Special
Pickett, Brent	Extended Campus Programs	Associate Professor	300 AY	State	1/12/04 to 5/8/04	N/A	Appointment; Rewrite Fee	Special
Ritzen, Scott	Professional & Graduate Studies; Health, Physical Education, & Recreation	Professor	2,580 AY	State	5/10/04 to 6/4/04	0.07	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 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
Swanke, Thomas	Professional & Graduate Studies; Business & Economics	Assistant Professor	3,349 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special
Watson, George	Arts & Sciences; Social Sciences & Justice Studies	Professor	9,315 AY	State	5/10/04 to 6/4/04	0.20	Summer Appointment	Special
Watt, Don	Professional & Graduate Studies; Health, Physical Education & Recreation	Associate Professor	3,292 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2004

2.17-10

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
Counce, Sharilee	Extended Campus Programs	N/A	3,600 AY	State	1/12/04 to 5/7/04	0.20	Appointment; COLG 430 79A	Special - Part-Time
Dietrich, Connie	Extended Campus Programs	N/A	600 AY	State	1/13/04 to 2/5/04	0.03	Appointment; EDCI 436/536 40D	Special - Part-Time
Dietrich, Connie	Extended Campus Programs	N/A	600 AY	State	2/10/04 to 3/5/04	0.03	Appointment; EDCI 436/536 60E	Special - Part-Time
Gatobu, Anne	Extended Campus Programs	N/A	1,200 AY	State	9/27/03 to 11/1/03	0.07	Appointment; HUM 430/530 47	Special - Part-Time
Graves, Dorset	Arts & Sciences; Language, Literature, & Communication Arts	N/A	2,025 AY	State	5/10/04 to 6/4/04	0.10	Summer Appointment	Special - Part-Time
Kreman, Marie	Extended Campus Programs	N/A	600 AY	State	4/7/04 to 5/5/04	0.03	Appointment; EDCI 436/536 40B	Special - Part-Time
Lange, Frieda	Extended Campus Programs	N/A	1800 AY	State	1/13/04 to 4/27/04	0.10	Appointment; EDCI 536 67C	Special - Part-Time
Miller, Melvin	Extended Campus Programs	N/A	600 AY	State	1/6/04 to 2/5/04	0.03	Appointment; SPED 437-537 62A	Special - Part-Time
Miller, Melvin	Extended Campus Programs	N/A	600 AY	State	2/10/04 to 3/11/04	0.03	Appointment; SPED 437-537 62B	Special - Part-Time
Miller, Melvin	Extended Campus Programs	N/A	600 AY	State	3/16/04 to 4/15/04	0.03	Appointment; SPED 437-537 62C	Special - Part-Time
Randolph, Patricia	Extended Campus Programs	N/A	2,025 AY	State	1/12/04 to 5/7/04	0.10	Appointment; EDUC 431	Special - Part-Time

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 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
Huerta, Pascual	Admissions; Interim Admissions Representative	N/A	1,127.00 (7,728.00) FY	State	05/09/04 to 06/30/04	0.31	New Appointment Replaced Heather Salmon	Special

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
Courtaway, Jordan	Physical Facilities, Custodian	N/A	1,329.00 MO	State	03/16/04	1.00	New Appointment Replaced Marilyn Caparoon	Probationary
Courtaway, Jordan	Physical Facilities, Custodian	N/A	1,329.00 MO	State	03/16/04 to 04/19/04	1.00	Resignation	Probationary
Frye, Daniel	Physical Facilities, Custodian	N/A	1,329.00 MO	State	04/13/04	1.00	New Appointment Replaced Audrey O'Donnell	Probationary
Herr, Ken	Physical Facilities, Custodian	N/A	1329.00 MO	Revenue Bond	05/12/04	1.00	New Appointment Replaced Kevin Kephart	Probationary
Kephart, Kevin	Physical Facilities, Custodian	N/A	1,329.00 MO	State	11/03/03 to 03/25/04	1.00	Termination	Probationary

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2004

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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
Nipp, Amanda	Admissions; Office Assistant II	N/A	1,538 MO	State	8/18/03 to 5/14/04	1.00	Resignation	Non-Probationary
Rickenbach, Michele	Registrar's Office; Academic Records Clerk	N/A	1,789 MO (165.12)	State	3/1/04 to 3/31/04	1.00	Salary Adjustment Leave Without Pay	Non-Probationary
Rickenbach, Michele	Registrar's Office; Academic Records Clerk	N/A	1,789 MO (412.80)	State	4/1/04 to 4/30/04	1.00	Salary Adjustment Leave Without Pay	Non-Probationary
Zauha, Jennifer	Professional & Graduate Studies; Counseling, Psychology, & Social Work; Office Assistant I	N/A	1,329 MO	State	3/29/04	0.75	New Appointment Replaced Dorrene Brown Butterfield	Probationary

NON-UNIONIZED SUPPORT STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Banzhaf, Jodi	Extended Campus Programs; Office Assistant I	N/A	664.50 MO	State	4/13/2004	0.50	New Position	Probationary

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 10, 2004

RANKED FACULTY (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Tenured -- Specific Term -- * Non-Tenure Track * Probationary Tenure Track Special -- * Interim * Temporary * Grant/Federally Funded
Asmussen, Kelly	School of Professional Studies	Associate Professor	\$750	State	05/17/04-08/06/04	N/A	Stipend for extra Administrative Duties	Special
Batterson, Bruce	School of Professional Studies	Assistant Professor	\$750	State	05/17/04-08/06/04	N/A	Stipend for extra Administrative Duties	Special
Haney, John	School of Education and Graduate Studies	Assistant Professor	\$39,270	State	07/30/04	1 AY	Resignation	N/A
Hinrichs, Paul	School of Arts and Sciences	Assistant Professor	\$650	State	01/01/03-12/31/03	N/A	Stipend for Evaluation Duties	Special

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
Meland, Marie	Tutorial Services/ADA Coordinator	N/A	\$31,500 pro-rated	State	05/01/04	1 FY	Temporary to Permanent	Special
Brettmann, Jennifer	Interim Resident Hall Director/Conferencing Assistant	N/A	\$22,600	Revenue Bond	07/01/04-06/30/05	1 FY	Temporary	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 10, 2004

2.17.-14

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
Roberts, Laura	School of Professional Studies	N/A	\$150/ student to 10; \$102/ student above 10	State	05/17/04- 07/09/04	.10 AY	BUS 414 49X	Special
Martin, Jerome	Special Assignment	N/A	\$88,126	State	06/14/04	1 FY	Resignation	N/A
Tande, Korinne	Vice President for Academic and Student Affairs	N/A	\$90,000 pro-rated	State	05/01/04	1 FY	Temporary to Permanent	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 10, 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
Albert, Allan	School of Education and Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	05/17/04-07/09/04	.10 AY	PSYC 121 49X	Special
Blue, Cheryl	School of Education and Graduate Studies	N/A	\$1,500	State	05/17/04-07/09/04	.10 AY	EDUC 400 02A	Special
Bose, Renee	School of Education and Graduate Studies	N/A	\$60/student / cr.hr. up to 13 students	State	07/25/04-07/27/04	.03 AY	EDUC 590 29A	Special
Knopik, Margareta	School of Professional Studies	N/A	\$150/student to 10; \$102/student above 10	State	05/17/04-07/09/04	.10 AY	BUS 380 49X	Special
Kostner, William	School of Professional Studies	N/A	\$1,500	State	05/17/04-07/09/04	.10 AY	BUS 380 36A	Special
Laughlin, Eileen	School of Education and Graduate Studies	N/A	\$1,000	State	05/17/04-06/18/04	.07 AY	EDUC 317 02A	Special
Maddux-Leffingwell, Karla	School of Professional Studies	N/A	\$1,500	State	05/17/04-07/09/04	.10 AY	BUS 381 36A	Special
Maddux-Leffingwell, Karla	School of Professional Studies	N/A	\$1,500	State	01/12/04-05/07/04	.10 AY	BUS 373 36A	Special
Mitchell, Carol	School of Education and Graduate Studies	N/A	\$710	State	03/06-20/04	.03 AY	INS 500 45A	Special
Moss, Louise	School of Arts and Science	N/A	\$1,500	State	03/15/04-05/07/04	.10 AY	ENG 203 02B	Special
Roberts, J. Travis	School of Professional Studies	N/A	\$150/student to 10; \$102/student above 10	State	05/17/04-07/09/04	.10 AY	BUS 431 49X	Special
Titus, Jonathan	School of Professional Studies	N/A	\$150/student to 10; \$102/student above 10	State	01/12/04-03/05/04	.10 AY	CMIS 101 49X	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 10, 2004

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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
Trecek, Cathy	School of Professional Studies	N/A	\$150/ student to 10; \$102/ student above 10	State	05/17/04- 07/09/04	.10 AY	BUS 251 49X	Special
Waln, Ursula	School of Education and Graduate Studies	N/A	\$5,919.20	State	06/28/04- 07/15/04; 05/17/04- 07/09/04; 06/07/04- 07/30/04	.23 AY	INS 500 49A PSYC 255 49A PSYC 550 49A	Special
Waln, Ursula	Director of Field Experiences	N/A	\$2,538	State	05/10/04- 07/30/04	N/A	Appointment	Special
Bennett, Shelby	School of Education and Graduate Studies	N/A	\$1,800	State	01/12/04- 05/07/04	.13 AY	Student Teaching Supervision	Special
Janssen, Lynette	School of Education and Graduate Studies	N/A	\$475	State	01/12/04- 05/07/04	.03 AY	Student Teaching Supervision	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 10, 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
Asmussen, Kelly	School of Professional Studies	Associate Professor	\$174.87/ student to 10; \$3,326.85 if above 10	State	05/17/04- 08/06/04	.10 AY	CJUS and PSYC 441, 442 00A	Special
Batterson, Bruce	School of Professional Studies	Assistant Professor	\$174.87/ student to 10; \$2,980.13 if above 10	State	05/17/04- 08/06/04	.10 AY	BUS 441 and 442 00A	Special
Grotian, Judy	School of Professional Studies	Assistant Professor	\$209.04/ student to 10; \$3,140.93 if above 10	State	05/17/04- 07/09/04	.10 AY	BUS 301 49X	Special
Rippe, Patricia	School of Education and Graduate Studies	Assistant Professor	\$5,850.48	State	05/17/04- 06/18/04; 05/17/04- 07/09/04	.20 AY	EDUC 317 02B SPED 200 02A	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Peru State College

MEETING DATE: June 10, 2004

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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
McMann, Clifford	Maintenance Repair Worker II	N/A	\$1,651	State	05/10/04	1 FY	Appointment	Special
Meece, Victoria	Office Assistant II	N/A	\$1,538	State	05/05/04	1 FY	Appointment	Special

NON-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
Horn, Elaine	Academic Credentials Technician	N/A	\$889	State	05/17/04	.50 FY	Appointment	Special
Partin, Todd	Office Assistant I	N/A	\$963.67	State	04/30/04	.725 FY	Resignation	N/A
Meade, Joanne	Accounting Clerk II	N/A	\$8.87/hr.	State	04/01-30/04	N/A	Extended Temporary Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 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
Cusmano-Reans, Susan	Communication Arts	Interim Instructor	\$27,948	State	8/20/04 – 5/7/05	1.00	Reappointment	Tenured
Elliott, Steven	Art and Design	Assistant Professor	\$38,750	State	8/20/04 – 5/7/05	1.00	New Appointment, replaces Ray Replogle	

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
Hix, Karla	Assistant Registrar	N/A	\$27,811	State	7/1/04	1.00	Appointment, replaces Mary Jo Gross	Special
Kneifl, Scott	Assistant Volleyball Coach, Assistant Track Coach, and Cheerleading	N/A	\$28,080	State	7/1/04	1.00	New Appointment, replaces Shelly Lueders	Special
Majeski, Jr., Robert	Assistant Football Coach/Instructor	N/A	\$31,200	State	7/1/04	1.00	New Appointment, replaces Seth Replogle	
Murken, Matt	Assistant Men's Basketball Coach, Head Men's Golf Coach and Event Manager	N/A	\$27,000	State	5/10/04	1.00	New Appointment, replaces Eric Henderson	
Nitzke, Joseph	SSRC, Research Coordinator	N/A	\$26,000	State	6/1/04	1.00	New Position	
Santos, Odell	Language Delivery Instructor	N/A	\$30,000	State	7/1/04	.79	New Position	
Schmoldt, Kurt	Athletic Trainer	N/A	\$37,126	State	6/30/04	1.00	Resignation	

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2004

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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
Barry, Mike	Interim Athletic Director and Director of Sports and Recreation Facility	N/A	\$60,000	State	5/16/04	1.0	Salary/Workload Adjustment; interim replacement for Todd Barry	Specific
Barry, Todd	Director of Athletics	N/A	\$70,389	State	5/15/04	1.0	Resignation	Special
Fuller, David	Vice President of Academic Affairs	N/A	\$107,853	State	6/30/04	1.0	Resignation	Special, Interim
Henderson, Eric	Assistant Men's Basketball Coach, Head Men's Golf Coach & Assistant Director of Rec Center	N/A	\$27,177	State	6/30/04	1.00	Resignation	
Stearns, Sheila	President	N/A	\$141,003 plus \$14,000 housing FY	State	7/1/99 to 9/1/03	1.00	Resignation	Specific Term
Theobald, Paul	Dean, School of Education and Counseling	N/A	\$93,419	State	8/31/04	1.00	Resignation	

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 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
Adams, Frank	Educational Foundations and Leadership	Professor	\$5,147	State	July Session	.10	EDU 655-01	Special
Adams, Frank	Educational Foundations and Leadership	Professor	\$5,147	State	July Session	.10	EDU 696-01	Special
Anderson, Wayne	Art and Design	Professor	\$5,777	State	May Session	.10	ART 281/381/481	Special
Anderson, Wayne	Art and Design	Professor	\$1,481	State	July Session	.03	Summer department chair duties	Special
Alexander, Andrew	Educational Foundations and Leadership	Professor	\$1,290	State	July Session	.03	Preparation for Peace Studies block	Special
Bareman, Laura	Business and Economics	Assistant Professor	\$3,406	State	May Session	.10	BUS 308-WO	Special
Bertolas, Randy	History, Politics and Geography	Associate Professor	\$3,502	State	May Session	.10	GEO 325-01	Special
Black, Barbara	Continuing Education	Associate Professor	\$4,635.47	State	6/1/04 – 7/1/04	.10	EDU 674-WO	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Associate Professor	\$5,205	State	June Session	.10	EDU 657-01	Special
Blomenkamp, Jean	Continuing Education	Associate Professor	\$750	State	June Session	.10	EDU 657-T1/T2/T3	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Associate Professor	\$5,205	State	June Session	.10	EDU 666-01	Special
Bohnert, David	Music	Assistant Professor	\$2,741	State	May Session	.10	Interim Band Director Duties	Special
Bondhus, JoAnn	Business and Economics	Professor	\$4,962	State	May Session	.10	BUS 222-WO	Special
Bondhus, JoAnn	Continuing Education	Professor	\$4,961.55	State	5/10/04 – 7/1/04	.10	BUS 418/518-WO	Special
Bonds, Chris	Music	Professor	\$1,564	State	July Session	.03	Summer department chair duties	Special
Bruflat, Alan	Language and Literature	Professor	\$4,163	State	May Session	.10	SPA 110-01	Special
Bruflat, Alan	Language and Literature	Professor	\$4,163	State	July Session	.10	SPA 110-01	Special
Bruflat, Alan	Language and Literature	Professor	\$1,388	State	July Session	.03	Summer department chair duties	Special
Buryanek, Don	Technology and Applied Science	Assistant Professor	\$3,559	State	May/June Session	.10	ITE 320-WO	Special
Butler, Katherine	Language and Literature	Professor	\$5,800	State	June Session	.10	PHI 300-01	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2004

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Butler, Katherine	Language and Literature	Professor	\$5,800	State	July Session	.10	PHI 300-01	Special
Campbell, Paul	Continuing Education	Professor	\$2,193	State	5/10/04 – 7/1/04	.10	CJA 444/596-80	Special
Carrigg, Maureen	Communication Arts	Associate Professor	\$3,608	State	May Session	.10	CNA 426/526-01	Special
Christensen, Doug	Life Sciences	Associate Professor	\$10,661	Grant	5/15/04 – 8/15/04	.33	BRIN Grant	Special
Claussen, Larry	Technology and Applied Sciences	Professor	\$4,376	State	May Session	.10	ITE 320-01	Special
Claussen, Larry	Technology and Applied Science	Professor	\$1,459	State	July Session	.03	Department Chair	Special
Conway, Gerald	Continuing Education	Associate Professor	\$4,694.25	State	5/10/04 – 7/1/04	.10	BUS 322-WO	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$1,625	State	May Session	.033	CSL 497-01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$6,093	State	June Session	.10	CSL 600-01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$1,625	State	July Session	.033	CSL 497-01	Special
Cook, Thomas	Sociology, Psychology and Criminal Justice	Professor	\$4,179	State	July Session	.10	CJA 365-01	Special
Curtiss, James	Educational Foundations and Leadership	Associate Professor	\$4,678	State	July Session	.10	EDU 626-01	Special
Curtiss, James	Educational Foundations and Leadership	Associate Professor	\$4,678	State	July Session	.10	EDU 650-01	Special
Dinsmore, Jan	Educational Foundations and Leadership	Interim Assistant Professor	\$1,184	State	July Session	.03	Preparation for Peace Studies block	Special
Ellis, Susan	Continuing Education	Associate Professor	\$4,066.03	State	5/8/04 – 8/5/04	.10	ENG 610-WO	Special
Engebretsen, Barb	Life Sciences	Assistant Professor	\$5,389	Grant	5/15/04 – 8/15/04	.33	BRIN Grant	Special
Ettel, Mary	Physical Science and Mathematics	Professor	\$6,512	State	May Session	.10	CHE 305-01 & 02	Special
Evetovich, Tammy	Health, Human Performance and Sport	Associate Professor	\$3,423	State	May Session	.10	PED 487/587	Special
Evetovich, Tammy	Health, Human Performance and Sport	Associate Professor	\$4,279	State	June Session	.10	PED 671-01	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Garvin, Sharon	Business and Economics	Instructor	\$918	State	July Session	.03	Learning Community Course Preparation	Special
Garvin, Tim	Business and Economics	Professor	\$4,888	State	July Session	.10	BUS 696-WO	Special
Garvin, Tim	Business and Economics	Professor	\$1,303	State	July Session	.03	Department Chair	Special
Hamada, Yahia	Physical Sciences and Mathematics	Assistant Professor	\$3,360	State	July Session	.10	CHE 102-01 & 02	Special
Hamilton, Terry	Counseling and Special Education	Professor	\$4,992	State	July Session	.10	CSL 685-01	Special
Hamilton, Terry	Counseling and Special Education	Professor	\$4,992	State	July Session	.10	CSL 685-02	Special
Hamilton, Terry	Counseling and Special Education	Professor	\$1,664	State	July Session	.03	Facilitator Preparation/Training for Learning Community	Special
Hammer, Mark	Life Sciences	Associate Professor	\$1,107	State	5/15/04 – 8/15/04	.03	Course prep for Fall 2004 linked courses	Special
Harms, Sally	Physical Sciences and Mathematics	Assistant Professor	\$1,022	State	5/15/04 – 8/15/04	.03	Course prep for Fall 2004 linked courses	Special
Hayford, Barbara	Life Sciences	Assistant Professor	\$993	State	5/15/04 – 8/15/04	.03	Course prep for Fall 2004 linked courses	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$2,339	State	May Session	.067	PED 381, PED 489/589 & PED 493/593	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$2,339	State	June Session	.067	PED 381, PED 489/589 & PED 493/593	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$2,339	State	July Session	.067	PED 381, PED 489/589 & PED 493/593	Special
Holloway, Peggy	Language and Literature	Assistant Professor	\$1,020	State	Summer 2004	.03	Course prep for Spring 2005 linked courses	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Assistant Professor	\$2,088	State	May Session	.10	SOC 101-01	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Assistant Professor	\$3,013	State	June Session	.10	SOC 320-01	Special
Keitzmann, Glenn	Life Sciences	Professor	\$4,502	State	May Session	.10	BIO 102/01-02	Special
Keitzmann, Glenn	Life Sciences	Professor	\$6,759	State	June Session	.17	BIO 220-01 & 02	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Knotwell, James	History, Politics and Geography	Assistant Professor	\$2,980	State	5/15/04 – 8/15/04	.10	Literature Review of the Socioeconomic Impact of WalMart	Special
Lawrence, Gloria	Sociology, Psychology and Criminal Justice	Professor	\$4,824	State	May Session	.10	PSY 444/596	Special
Lichty, Dennis	Continuing Education	Associate Professor	\$3,677.55	State	7/6/04 – 7/16/04	.10	EDU 367/567-80	Special
Linster, Carolyn	Educational Foundations and Leadership	Professor	\$5,794	State	June Session	.10	EDU 658-01	Special
Linster, Carolyn	Educational Foundations and Leadership	Professor	\$1,931	State	July Session	.03	Facilitator Preparation/Training for Learning Community	Special
Lutt, Patricia	Business and Economics	Assistant Professor	\$1,016	State	July Session	.03	Learning Community Course Preparation	Special
Meyer, Jeff	Health, Human Performance and Sport	Instructor	\$3,531	State	June Session	.10	PED 596-01	Special
Miller, Dan	Sociology, Psychology and Criminal Justice	Associate Professor	\$3,443	State	July Session	.10	PSY 316-01	Special
Nelson, Jeryl	Continuing Education	Associate Professor	\$3,857.10	State	5/10/04 – 7/1/04	.10	BUS 420-WO	Special
Parker, Charles	Business and Economics	Associate Professor	\$3,552	State	5/15/04 – 8/15/04	.10	Literature Review of the Socioeconomic Impact of WalMart	Special
Parker, Charles	Continuing Education	Associate Professor	\$3,551.63	State	6/1/04 – 8/5/04	.10	ECO 203-WO	Special
Parker, Charles	Business and Economics	Associate Professor	\$1,184	State	July Session	.03	Learning Community Course Preparation	Special
Pearcy, Shawn	Life Sciences	Associate Professor	\$11,030	Grant	5/15/04 – 8/15/04	.33	BRIN Grant	Special
Peitz, David	Physical Sciences and Mathematics	Associate Professor	\$3,683	State	May Session	.10	CHE 102-01/02	Special
Reynolds, Vic	Art and Design	Professor	\$1,508	State	May Session	.10	ART 100-01	Special
Ronnow, Gretchen	Language and Literature	Professor	\$3,944	State	June Session	.10	ENG 150-01	Special
Ronnow, Gretchen	Educational Foundations and Leadership	Professor	\$1,315	State	July Session	.03	Preparation for Peace Studies block	Special
Ronnow, Gretchen	Language and Literature	Professor	\$1,315	State	5/15/04 – 8/15/04	.01	Course prep for Fall 2004 linked courses	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 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
Sebade, Mary	Technology and Applied Sciences	Interim Instructor	\$2,262	State	May/June Sessions	.10	FCS 120-WO	Special
Sharer, Tim	Educational Foundations and Leadership	Associate Professor	\$4,531	State	June Session	.10	EDU 367/567-01	Special
Slymaker, William	Language and Literature	Professor	\$4,428	State	May Session	.10	PHI 300-01	Special
Sweeney, Karen	Continuing Education	Professor	\$5,480.16	State	June Session	.10	EDU 750-HO	Special
Taber, Doug	History, Politics and Geography	Professor	\$4,596	State	June Session	.10	HIS 120-01	Special
Thomas, Sharon	History, Politics and Geography	Assistant Professor	\$3,464	State	May Session	.10	HIS 150-01	Special
Vander Weil, Greg	Technology and Applied Science	Assistant Professor	\$3,372	State	May Session	.10	ITE 320-02	Special
Volk, Gary	Business and Economics	Associate Professor	\$4,916	State	May/June Sessions	.10	BUS 343-WO	Special
Waddington, Cheryl	Business and Economics	Associate Professor	\$3,570	State	May/June Session	.10	BUS 360-WO	Special
Waddington, Cheryl	Business and Economics	Associate Professor	\$1,190	State	July Session	.03	Department Chair	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Associate Professor	\$3,356	State	June Session	.10	PSY 444/596-01	Special
Whitt, Deborah	Communication Arts	Professor	\$1,328	State	July Session	.03	Summer department chair duties	Special
Willis, Keith	Counseling and Special Education	Associate Professor	\$1,186	State	June Session	.03	CSL 497-01	Special
Willis, Keith	Educational Foundations and Leadership	Associate Professor	\$4,446	State	June Session	.10	CSL 615-01	Special
Willis, Keith	Educational Foundations and Leadership	Associate Professor	\$4,446	State	June Session	.10	CSL 625-01	Special
Worner, Tamara	Physical Sciences and Mathematics	Associate Professor	\$3,198	State	May Session	.10	MAT 110-01	Special
Young, Todd	Physical Science and Mathematics	Associate Professor	\$5,342	State	May Session	.13	PHY 201/321-01	Special

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2004

2.17-26

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
Albrecht, Richard	Continuing Education	Part-time	\$612	State	7/13/04	.033	Appointment, EDU 568-93	Special, part-time
Balaski, Mary	Counseling and Special Education	Part-time	\$1,836	State	June Session	.10	Appointment	Special, part-time
Beckman, Patricia	Continuing Education	Part-time	\$612	State	6/28/04 – 6/29/04	.033	Appointment, EDU 568-80	Special, part-time
Brown, Rae	Continuing Education	Part-time	\$1,836	State	7/6/04 – 7/9/04	.10	Appointment, HIS 468/568-90	Special, part-time
Carstens, Mary	Continuing Education	Part-time	\$1,836	State	6/7/04 – 6/17/04	.10	Appointment, EDU 415/515-82	Special, part-time
Clark, Tegan	Language and Literature	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Daehnke, Hailey	Health, Human Performance and Sport	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Drey, Nicholas	Athletics	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	4/9/04	.25	Resignation	Special, part-time
Ellerton, Kathy	Continuing Education	Part-time	\$1,224	State	6/1/04 – 7/1/04	.067	Appointment, IDS 368-WO	Special, part-time
Gillis, Nancy	Continuing Education	Part-time	\$1,989	State	1/12/04 – 5/3/04	.10	Appointment, HIS 665-80	Special, part-time
Gillis, Nancy	Continuing Education	Part-time	\$1,989	State	7/17/04 – 7/29/04	.10	Appointment, HIS 444/665-90	Special, part-time
Goeden, Erin	Health, Human Performance and Sport	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Goeller, Sharon	Educational Foundations and Leadership	Part-time	\$306	State	1/12/04 – 5/8/04	.017	Appointment	Special, part-time
Habrock, Christa	Language and Literature	Graduate Assistant	\$2,000 + 9 hrs. tuition	State	8/20/04 – 12/17/04	.125	Appointment	Special, part-time
Haley, Brittany	Athletics	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/2/04 – 5/7/05	.25	Appointment	Special, part time
Hall, Archie	Technology and Applied Science	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Hall, Jr., Ted	Athletics	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/2/04 – 5/7/05	.25	Appointment	Special, part-time
Hassler, Francine	Counseling and Special Education	Part-time	\$612	State	7/6/04 – 8/5/04	.033	Appointment, CSL 644-01	Special, part-time
Heese, Tiffany	Educational Foundations and Leadership	Part-time	\$153	State	May Session	.01	Appointment, EDU 435	Special, part-time
Herling, Lourdes	Continuing Education	Part-time	\$1,836	State	6/1/04 – 8/5/04	.10	Appointment, CIS 130-WO	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 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
Hoffman, Jacob	Athletics	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Jackson, Tara	Counseling and Special Education	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Kucera, Loren	Continuing Education	Part-time	\$1,836	State	5/10/04 – 7/1/04	.10	Appointment, BUS 370-WO	Special, part-time
Little, Tami	Continuing Education	Part-time	\$300	State	4/3/04 – 5/3/04	.033	Appointment, EDU 568-WD	Special, part-time
Magnuson, Grant	Continuing Education	Part-time	\$2,307	State	6/1/04 – 8/5/04	.10	Appointment, VED 463/563-WO	Special, part-time
Menken, Lesley	Communication Arts	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Nelsen, Rayna	Health, Human Performance and Sport	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Ottmann, Judith	Continuing Education	Part-time	\$1,836	State	7/26/04 – 8/6/04	.10	Appointment, EDU 568-94	Special, part-time
Ottmann, Judith	Continuing Education	Part-time	\$1,836	State	7/26/04 – 8/6/04	.10	Appointment, EDU 568-95	Special, part-time
Person, Kathy	Continuing Education	Part-time	\$1,836	State	6/21/04 – 7/1/04	.10	Appointment, EDU 416/516-80	Special, part-time
Person, Kathy	Continuing Education	Part-time	\$1,836	State	6/7/04 – 6/17/04	.10	Appointment, EDU 416/516-81	Special, part-time
Poirier, Gayle	Continuing Education	Part-time	\$612	State	6/1/04 – 7/1/04	.033	Appointment, IDS 196-WO	Special, part-time
Priebe, Carolyn	Continuing Education	Part-time	\$1,989	State	7/19/04 – 7/29/04	.10	Appointment, EDU 416/516-91	Special, part-time
Reinhardt, Scott	Business and Economics	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Schlapfer, Gary	Continuing Education	Part-time	\$1,836	State	7/12/04 – 7/23/04	.10	Appointment, EDU 568-90	Special, part-time
Schoenfelder, Mark	Athletics	Part-time	\$4,000 + 18 hrs. tuition	State	8/2/04 – 5/7/05	.25	Appointment	Special, part-time
Stahr, Peggy	Continuing Education	Part-time	\$1,836	State	6/7/04 – 6/25/04	.10	Appointment, EDU 568-84	Special, part-time
Shanahan, Leslie	Continuing Education	Part-time	\$918	State	6/7/04 – 6/18/04	.05	Appointment, EDU 568-8B	Special, part-time
Shanahan, Leslie	Continuing Education	Part-time	\$918	State	6/7/04 – 6/18/04	.05	Appointment, EDU 568-8C	Special, part-time
Stark, Carmen	Continuing Education	Part-time	\$1,836	State	6/21/04 – 7/1/04	.10	Appointment, EDU 415/515-81	Special, part-time
Stearns, Hal	Continuing Education	Part-time	\$615	State	6/7/04 – 6/8/04	.03	Appointment, EDU 568-8D	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 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
Stearns, Hal	Continuing Education	Part-time	\$615	State	6/10/04 – 6/11/04	.03	Appointment, EDU 568-8E	Special, part-time
Strasheim, Dwayne	Continuing Education	Part-time	\$1,998	State	7/19/04 – 7/29/04	.10	Appointment, ENG 610-90	Special, part-time
Tosaya, Jeremy	Athletics	Part-time	\$4,000 + 18 hrs. tuition	State	8/2/04 – 5/7/05	.25	Appointment	Special, part-time
Wagner, Nancy	Continuing Education	Part-time	\$918	State	6/7/04 – 6/18/04	.05	Appointment, EDU 568-8B	Special, part-time
Wagner, Nancy	Continuing Education	Part-time	\$918	State	6/7/04 – 6/18/04	.05	Appointment, EDU 568-8C	Special, part-time
Wingett, Wesley	Continuing Education	Part-time	\$2,769	State	6/28/04 – 7/9/04	.10	Appointment, EDU 568-8A	Special, part-time
Wingett, Wesley	Continuing Education	Part-time	\$1,846	State	7/9/04 – 7/19/04	.067	Appointment, CSL 568-90	Special, part-time
Worner, Gregory	Technology and Applied Science	Graduate Assistant	\$4,000 + 18 hrs. tuition	State	8/20/04 – 5/7/05	.25	Appointment	Special, part-time
Young, Clark	Counseling and Special Education	Part-time	\$1,224	State	July Session	.067	Appointment	Special, part-time

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
Schafer, Steve	Interim Sports Information Director	N/A	\$14,000	State	5/17/04	.50	Resignation	Special; Interim

REPORT OF PERSONNEL ACTIONS TO THE EXECUTIVE DIRECTOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 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
Allen, Lisa	Custodian	N/A	\$1,692.31	State	7/31/03	1.00	Resignation	Non-probationary
Hix, Karla	Office Assistant II	N/A	\$1,803.12	State	6/30/04	1.00	Resignation	Non-probationary
Hobza, Cathy	Office Assistant I	N/A	\$1,453.26	State	3/26/04	1.0	Resignation	Non-probationary
Hobza, Cathy	Office Assistant II	N/A	\$1,662.26	State	3/29/04	1.0	Recall to Office Assistant II position	Probationary
Kastrup, Tama	Office Assistant II	N/A	\$0/month	State	5/19/04	0.0	Appointment, Temporary Workload Adjustment	Non-probationary
Pehrson, Amber	Office Assistant I	N/A	\$1,333.33	State	5/11/04	1.0	New Appointment, replaces Cathy Hobza	Probationary
Sinniger, Carolyn	Office Assistant II	N/A	\$847.77	State	5/17/04	.50	Appointment, Temporary Workload Adjustment	Non-probationary

NON-UNIONIZED SUPPORT STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Teitsort, Donna	Office Assistant I	N/A	\$385.09	State	5/15/04	.25	Salary adjustment from .725 FTE to .25 FTE	Part-time

Enrollment and Marketing Committee

*Bill Roskens, Chair
Sheryl Lindau
Wendy Alexander*

June 10, 2004

ACTION: Accept Phase One of Brand and Competitive Positioning Assessment

At its November meeting, the Board decided to hire a marketing consultant to conduct a two-phase program of brand research and planning for the system. At the February meeting, the Board approved hiring Carnegie Communications, LLC of Boston.

Dr. Jeff Papa of Carnegie Communications, LLC will present the survey research he and his staff have been compiling since February. This research was collected in several ways including:

- 1) Face-to-face discussions with current students
- 2) On-line surveys to all current students
- 3) Face-to-face discussions with prospective students
- 4) On-line surveys to all prospective students
- 5) Phone surveys with Nebraska guidance counselors
- 6) Phone surveys with community members
- 7) On-line surveys to college-bound students in contiguous states

Since this is the first part of two phases, the Board is asked to accept Dr. Papa's report and research at Phase I.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Sheryl Lindau
Wendy Alexander*

June 10, 2004

ACTION: Approve Carnegie Communications Continuing to Phase Two of Brand Marketing Campaign Planning

The Board agreed that Carnegie Communications would first present the findings of Phase I: Brand and Competitive Positioning Assessment before approving the consulting firm to continue with Phase 2.

In Phase 2: Brand Marketing Campaign Planning, Carnegie Communications will create a written marketing campaign plan for the system. When developing the plan, Carnegie will utilize the research and conduct workshops for faculty and staff at each college.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve the NSC Operating Budget Request for the 2005/06 – 2006/07 Biennium

The Colleges and the System Office have prepared their operating budget requests for the 2005-2007 biennium as indicated below. The requests will be submitted to the Coordinating Commission in July and to the Governor and the Legislature in September.

2004-05 Base	2005-06 Request	2006-07 Request
\$35,159,799	\$37,990,672	\$40,514,942

The requests were prepared using the guidelines approved by the Board in February and include Core Needs and Areas of Emphasis.

Core Needs include:

	2005-06	2006-07
Health insurance rate increase	14%	14%
Utilities increases	10%	10%
Property, liability, and other insurance increases	10%	10%
LB1100 depreciation assessments - 1% of cost of renovations and new building since 1999	1%	1%
Other operating cost increases	3%	3%

The Areas of Emphasis include:

Strengthen recruitment and retention efforts
 Meet the changing needs of our students and the state
 Provide a stimulating, caring and enriching learning experience.

The level guiding areas of emphasis requests was 3.5% in FY 06 and 3% in FY 07.

The total increase is \$2,830,873 in 2005-06, and an additional \$2,524,270 in 2005-06.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve Capital Construction and LB 309 Budget Requests for the 2005/06 and 2006/07 Biennium

With guidance from the Board, the Colleges have prepared capital construction requests for the 2005-2007 biennium. The capital request formally includes two parts: the capital projects being requested through the appropriations process and projects that are being requested through the Task Force for Building Renewal (LB 309 Task Force). The projects being requested through the appropriations process include:

	FY2005-06	FY2006-07	Future
CSC - Academic(Administration Bldg.)/ Sparks Hall renovation	\$2,680,450	\$4,375,100	\$
WSC - Facilities Services Building renovation/addition	1,070,000	978,108	
PSC - Fire/Life Safety Issues Emergency Power Generator/ replace Bleachers	750,000	157,000	
WSC - Carhart Science Building renovation/addition	1,458,393	7,244,441	6,454,317
PSC - Health & Fitness Complex planning money		100,000	4,799,044
WSC - Campus Commons (street repair portion)			1,513,922
CSC - Armstrong P.E. Building program statement			20,000
Total - Requests through appropriations process	\$5,958,843	\$14,388,571	\$11,153,361

4.2.-2

The listing of Building Renewal requests is divided into four categories and further divided into three classes based on the immediacy of the need. The NSC request is shown below, broken out by the defined categories and classes.

	FY2005-06	FY2006-07
Fire/Life Safety - Class 1	\$2,261,000	
Deferred Repair - Class 1	3,398,750	
ADA - Class 1	1,627,000	
Energy Conservation - Class 1	2,631,000	
Fire/Life Safety - Class 2		1,332,600
Deferred Repair - Class 2		827,000
ADA - Class 2		330,000
Energy Conservation - Class 2		575,000
Fire/Life Safety - Class 3		135,000
Deferred Repair - Class 3		752,500
ADA - Class 3		1,552,270
Total - Building Renewal Requests	\$9,917,750	\$5,504,370

Not included in the discussion above information, but very much a part of the NSC capital requests are what are called "reaffirmations." These include requesting new biennium funding for on-going projects; in our case, these are the payback of the LB 1100 deferred maintenance bonds (at \$400,000 each year), and the LB 1 bonds for the PSC – Library/ARC and WSC Power Plant (at \$2,009,360 each year).

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve the 2005-2007 Biennium NSC Capital Construction Budget Request Priority Listing to Include the LB309 Categories and Other General Fund Requests as Shown

**Nebraska State Colleges
 2005-2007 Biennium Capital Construction
 Request Prioritization**

The budget request process requires a prioritization of capital projects, including Building Renewal requests. The System Office and the Council of Presidents recommend the following prioritization:

Priority

- | | |
|----|---|
| 1 | Fire/Life Safety - Class 1 |
| 2 | Deferred Repair - Class 1 |
| 3 | ADA - Class 1 |
| 4 | CSC - Sparks Hall/Academic (Administration) Bldg. renovation |
| 5 | WSC - Facilities Services renovation/addition |
| 6 | PSC - Fire/Life Safety issues (emergency power generator/bleachers) |
| 7 | WSC - Carhart Science Bldg. renovation/addition |
| 8 | PSC - Health & Fitness Complex planning money |
| 9 | WSC - Campus Commons (street repair portion) |
| 10 | CSC - Armstrong P.E. Building program statement |
| 11 | Fire/Life Safety - Class 2 |
| 12 | Deferred Repair - Class 2 |
| 13 | ADA - Class 2 |
| 14 | Energy Conservation - Class 1 |
| 15 | Fire/Life Safety - Class 3 |
| 16 | Deferred Repair - Class 3 |
| 17 | ADA - Class 3 |
| 18 | Energy Conservation - Class 2 |
| 19 | Energy Conservation - Class 3 |

The reaffirmation requests are separate and are assumed to be a top priority.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve Final Project Cost for LB 1 Projects

The PSC Library/ARC project and the Wayne Power Plant project were both funded to completion using bond funds issued in response to LB 1. We are at the point where the final amounts for the bonded portion of these projects can be approved. Due to the low interest rates we obtained, interest earnings on construction funds, and prompt completion of the projects avoiding the costs of arbitrage, it was not necessary to use the \$84,335 capital improvement fee approved at both PSC and WSC by the Board to use if needed to finish out these projects.

The final costs funded through the bond issue are as follows:

PSC Library/ARC	\$6,723,600
WSC Power Plant	\$4,124,885.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve the Preliminary 2004-05 Operating Budgets as Submitted by the System Office and the Colleges

The System Office, Chadron, Peru and Wayne have prepared recommended operating budgets for FY 04-05. The General Fund distribution was approved by the Board in April. The cash fund amount includes the net increase from the tuition rate set by the Board. The federal and revolving funds are estimates included in the appropriations bill that can be adjusted at a later date with Board approval to reflect a more accurate level of anticipated spending.

**CHADRON STATE COLLEGE
2004-05 PRELIMINARY OPERATING BUDGET**

June 10, 2004

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	100.00								100.00
Professional Staff FTE	8.13		1.00	20.25	9.82	25.80			65.00
Support Staff FTE	9.00			8.75	7.50	17.00	26.75		69.00
Salaries	6,500,000	0	50,000	1,000,000	780,000	2,150,000	700,000	0	11,180,000
Benefits	2,015,000	0	15,500	310,000	241,800	666,500	217,000	0	3,465,800
Total Permanent Salaries & Benefits	8,515,000	0	65,500	1,310,000	1,021,800	2,816,500	917,000	0	14,645,800
<u>Temporary Staff:</u>									
Part-time Faculty FTE	25.00								25.00
Graduate Assistant FTE	7.50								7.50
Federal Work-study FTE	18.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	28.50
Other Student FTE						2.08			2.08
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	950,000	4,800	4,000	50,000	50,000	115,000	9,500		1,183,300
Benefits									0
Total Temporary Salaries & Benefits	950,000	4,800	4,000	50,000	50,000	115,000	9,500	0	1,183,300
Total Personal Services	\$9,465,000	\$4,800	\$69,500	\$1,360,000	\$1,071,800	\$2,931,500	\$926,500	\$0	\$15,829,100
Total Operating Expenses	400,000	5,000	7,000	25,000	260,000	750,000	600,000	0	2,047,000
Total Supplies	150,000	3,000	4,000	15,000	50,000	300,000	138,500	0	660,500
Total Travel	55,000	2,200	1,000	15,000	18,224	127,960	5,000	0	224,384
Total Capital Outlay	100,000	2,000	1,000	200,000	20,000	100,000	75,000	0	498,000
Tuition Remissions and Exemptions	0								0
Total General/Cash Budget	\$10,170,000	\$17,000	\$82,500	\$1,615,000	\$1,420,024	\$4,209,460	\$1,745,000	\$0	\$19,258,984
Federal FTE	0.00	0.00	2.00	0.00	0.00	0.00	0.00	3.58	5.58
Total Federal Funds	90,000	160,000	275,000	0	0	65,000	0	6,958,000	7,548,000
Total Expenditures	\$10,260,000	\$177,000	\$357,500	\$1,615,000	\$1,420,024	\$4,274,460	\$1,745,000	\$6,958,000	\$26,806,984
<u>Fund Sources</u>									
General Funds	\$7,050,000	\$0	\$75,000	\$1,290,000	\$935,000	\$2,211,692	\$940,000	\$0	12,501,692
Cash Funds	3,120,000	17,000	7,500	325,000	485,024	1,997,768	805,000	0	6,757,292
Federal Funds	90,000	160,000	275,000	0	0	65,000	0	6,958,000	7,548,000
Total Funds	\$10,260,000	\$177,000	\$357,500	\$1,615,000	\$1,420,024	\$4,274,460	\$1,745,000	\$6,958,000	\$26,806,984

**PERU STATE COLLEGE
2004-05 PRELIMINARY OPERATING BUDGET**

June 10, 2004

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	41.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41.25
Professional Staff FTE	4.00	0.00	0.00	9.68	12.00	14.50	1.00	0.00	41.18
Support Staff FTE	6.00	0.00	0.00	6.00	2.10	15.00	19.00	0.00	48.10
Salaries	2,349,197	0	0	756,816	477,448	1,228,423	480,580	0	5,292,464
Benefits	623,630	0	0	196,385	150,821	352,623	235,770	0	1,559,229
Total Permanent Salaries & Benefits	2,972,827	0	0	953,201	628,269	1,581,046	716,350	0	6,851,693
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	2.00	0.05	0.50	0.00	0.00	3.15
Other Straight-time FTE	0.00	0.00	0.00	0.50	0.30	0.40	0.00	0.00	1.20
Salaries	612,266	0	13,984	32,618	37,316	14,194	0	0	710,378
Benefits	46,838	0	1,070	264	390	377	0	0	48,939
Total Temporary Salaries & Benefits	659,104	0	15,054	32,882	37,706	14,571	0	0	759,317
Total Personal Services	\$3,631,931	\$0	\$15,054	\$986,083	\$665,975	\$1,595,617	\$716,350	\$0	\$7,611,010
Total Operating Expenses	289,298	0	0	334,990	373,901	1,115,942	715,126	0	2,829,257
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	30,000	0	0	10,000	10,000	30,000	1,000	0	81,000
Total Capital Outlay	127,000	0	0	5,010	16,099	24,058	127,000	0	299,167
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	11,838	11,838
Total General/Cash Budget	\$4,078,229	\$0	\$15,054	\$1,336,083	\$1,065,975	\$2,765,617	\$1,516,350	\$11,838	\$10,789,146
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
Total Federal Funds	50,000	0	0	0	450,000	450,000	0	3,916,090	4,866,090
Total Expenditures	\$4,128,229	\$0	\$15,054	\$1,336,083	\$1,515,975	\$3,215,617	\$1,516,350	\$3,927,928	\$15,655,236
<u>Fund Sources</u>									
General Funds	\$2,849,570	\$0	\$15,054	\$986,083	\$665,975	\$1,595,617	\$716,350	\$11,838	\$6,840,487
Cash Funds	1,228,659	0	0	350,000	400,000	1,170,000	800,000	0	3,948,659
Federal Funds	50,000	0	0	0	450,000	450,000	0	3,916,090	4,866,090
Total Funds	\$4,128,229	\$0	\$15,054	\$1,336,083	\$1,515,975	\$3,215,617	\$1,516,350	\$3,927,928	\$15,655,236

WAYNE STATE COLLEGE
2004-05 PRELIMINARY OPERATING BUDGET

June 10, 2004

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	131.33								131.33
Professional Staff FTE	5.07		1.00	20.50	26.63	19.20	4.00		76.40
Support Staff FTE	13.50			7.00	9.50	21.30	31.50		82.80
Salaries	7,750,000	0	26,000	1,266,150	1,305,705	1,517,700	1,037,550	0	12,903,105
Benefits	2,277,800	0	8,000	401,000	470,400	559,700	413,400	0	4,130,300
Total Permanent Salaries & Benefits	10,027,800	0	34,000	1,667,150	1,776,105	2,077,400	1,450,950	0	17,033,405
<u>Temporary Staff:</u>									
Part-time Faculty FTE	32.00	1.00			1.00				34.00
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	0.40			0.70	0.10	0.30	0.10		1.60
Other Student FTE									0.00
Other Straight-time FTE	1.20		6.00	9.30	7.90	4.80	4.80		34.00
Other FTE									0.00
Salaries	738,500	18,000	75,000	125,000	135,000	60,000	60,000	0	1,211,500
Benefits	56,500	1,300	5,000	8,000	6,000	4,000	4,000	0	84,800
Total Temporary Salaries & Benefits	795,000	19,300	80,000	133,000	141,000	64,000	64,000	0	1,296,300
Total Personal Services	\$10,822,800	\$19,300	\$114,000	\$1,800,150	\$1,917,105	\$2,141,400	\$1,514,950	\$0	\$18,329,705
Total Operating Expenses	450,000	3,000	125,000	465,000	475,000	860,000	1,500,000	0	3,878,000
Total Supplies	200,000	7,000	35,000	195,000	200,000	414,000	90,000	0	1,141,000
Total Travel	100,000	5,000	5,000	20,000	40,000	75,000	5,000	0	250,000
Total Capital Outlay	160,000	5,000	5,000	530,000	17,000	50,000	230,854	0	997,854
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
Total General/Cash Budget	\$11,732,800	\$39,300	\$284,000	\$3,010,150	\$2,649,105	\$3,540,400	\$3,340,804	\$0	\$24,596,559
Federal FTE	2.60	0.00	0.00	1.00	5.13	4.00	0.00	15.22	27.95
Total Federal Funds	265,000	0	0	45,000	250,000	250,000	0	2,378,000	3,188,000
Total Expenditures	\$11,997,800	\$39,300	\$284,000	\$3,055,150	\$2,899,105	\$3,790,400	\$3,340,804	\$2,378,000	\$27,784,559
<u>Fund Sources</u>									
General Funds	\$8,815,373	\$19,300	\$0	\$1,490,000	\$1,575,000	\$1,775,000	\$1,250,000	\$0	14,924,673
Cash Funds	2,917,427	20,000	284,000	1,520,150	1,074,105	1,765,400	2,090,804	0	9,671,886
Federal Funds	265,000	0	0	45,000	250,000	250,000	0	2,378,000	3,188,000
Total Funds	\$11,997,800	\$39,300	\$284,000	\$3,055,150	\$2,899,105	\$3,790,400	\$3,340,804	\$2,378,000	\$27,784,559

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2004-05 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	REVOLVING FUNDS	TOTAL
Professional FTE	5.65	0.1	5.75
Salaries	483,181	4,494	487,675
Benefits	115,325	1,562	116,887
Sub-Total	598,506	6,056	604,562
Support Staff FTE	2	0	2
Salaries	59,610	0	59,610
Benefits	26,352	0	26,352
Sub-Total	85,962	0	85,962
Total Personal Serv	684,468	6,056	690,524
Total Operating Exp	65,989	0	65,989
Total Travel	22,158	0	22,158
Total Capital Outlay	0	0	
SUBTOTAL	772,615	6,056	778,671
Tri-State Graduate Center	42,388	0	42,388
Library Automation	14,625	0	14,625
Property Insurance	63,319	0	63,319
TOTAL	892,947	6,056	899,003

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve the preliminary 2004-05 revenue bond operating budgets as submitted by the colleges

The colleges have submitted their preliminary revenue bond operating budgets for the 2004-05 fiscal year.

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

Chadron State College	1.27%
Peru State College	1.35%
Wayne State College	1.63%

June 10, 2004

**NEBRASKA STATE COLLEGE SYSTEM
2004-05 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY 2005
Residence Hall/Dormitory Rentals	1,650,000
Apartment/House Rentals	220,000
Facilities Rentals	35,000
Food Service Contracts	1,505,000
Food Service Commissions	26,000
Facilities Fees	407,000
Bookstore Commissions/Income	75,000
Trustee Investment/Interest Income	70,000
Parking Fees/Fines	52,000
Other	85,000
TOTAL REVENUE	4,125,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,560,000
Utilities	500,000
Insurance	35,000
Equipment & Furnishings	5,000
Capital Outlay	5,000
Telephone/Cable Television/Internet	180,000
Supplies	130,000
Repairs and Maintenance	100,000
Other Operating Expenses	50,000
Operations/Maintenance Total	2,565,000
Food Service Payments	770,000
Debt Service	621,428
TOTAL EXPENSES	3,956,428
Available for Distribution to Subsidiary Funds	168,572

DEBT SERVICE COVERAGE RATIO 127.13%

**NEBRASKA STATE COLLEGE SYSTEM
REVENUE BOND OPERATION BUDGET
PRELIMINARY 2004-2005 BUDGET**

PERU STATE COLLEGE

June 10, 2004

REVENUE SOURCE	BUDGET
Dormitory Rentals	\$723,503
Apartments	67,851
Food Service	653,350
Student Fees	115,000
Facilities Rentals	55,000
Interest Income	10,000
Other	<u>34,000</u>
Total Revenue	<u>\$1,658,704</u>

EXPENDITURES	BUDGET
Salaries and Benefits	\$226,602
Utilities	210,000
Equipment	0
Cable TV	45,000
Phone & Internet Service	70,000
Other	<u>141,525</u>
Total O & M	\$693,127
Food Service	<u>\$621,240</u>
Total Expenditures	<u>\$1,314,367</u>

AVAILABLE FOR DEBT	\$344,337
DEBT SERVICE	<u>\$254,773</u>
DEBT SERVICE COVERAGE	<u>135.15%</u>

June 10, 2004

**NEBRASKA STATE COLLEGE SYSTEM
2004-05 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY04
Residence Hall/Dormitory Rentals	2,052,295
Apartment/House Rentals	8,400
Facilities Rentals	2,000
Food Service Contracts	2,214,500
Food Service Commissions	49,440
Facilities Fees	700,000
Bookstore Commissions/Income	106,605
Trustee Investment/Interest Income	117,600
Parking Fees/Fines	81,600
Other	177,900
TOTAL REVENUE	5,510,340

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,734,837
Utilities	648,960
Insurance	72,000
Equipment & Furnishings	51,000
Capital Outlay	30,600
Telephone/Cable Television/Internet	234,600
Supplies	188,700
Repairs and Maintenance	46,475
Other Operating Expenses	122,000
Operations/Maintenance Total	3,129,172
Food Service Payments	1,184,500
Debt Service	735,503
TOTAL EXPENSES	5,049,175
Available for Distribution to Subsidiary Funds	461,165
DEBT SERVICE COVERAGE RATIO	162.70%

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve the Revised Operating Budgets 2003-04

The colleges have provided revised 2003-04 operating budgets. Each has revised its cash fund allocations to reflect cash fund adjustments approved by the Board of Trustees during the fiscal year. The budgets have also been revised to reflect additional federal funds received during 2003-04 in the form of grants and encumbrances carried over from FY 2002-03.

The auditors will be examining the 2003-04 expenditures against the Board-approved fiscal year budgets. A table comparing the preliminary budgets along with the revised budgets follows.

2003-04 OPERATING BUDGETS

	CHADRON STATE COLLEGE		PERU STATE COLLEGE		WAYNE STATE COLLEGE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$12,235,491	\$12,254,181	\$6,656,856	\$7,060,937	\$14,641,183	\$15,241,183
Cash Fund	6,234,524	7,736,471	3,678,060	3,843,283	9,039,957	11,759,487
Federal Funds	7,548,000	8,189,611	4,866,090	4,876,027	3,188,000	5,152,174
TOTAL	\$26,018,015	\$28,180,263	\$15,201,006	\$15,780,247	\$26,869,140	\$32,152,844

CHADRON STATE COLLEGE
2003-04 REVISED OPERATING BUDGET

June 10, 2004

EXPENDITURE OBJECT	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
PERSONAL SERVICES									
Faculty FTE	100.00								100.00
Prof. Staff/Non Acad FTE	8.13		1.00	20.25	8.99	24.80			63.17
Support Staff FTE	11.00			9.25	7.50	18.00	26.75		72.50
Salaries	6,600,000	0	50,000	980,000	800,000	2,100,000	675,000	0	11,205,000
Benefits	1,848,000	0	10,000	294,000	240,000	630,000	202,500	0	3,224,500
Subtotal	8,448,000	0	60,000	1,274,000	1,040,000	2,730,000	877,500	0	14,429,500
Part-time Faculty FTE	25.00								25.00
Graduate Assistant FTE	7.50								7.50
Federal Work Study FTE	18.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	28.50
Other Straight-time FTE						2.08			2.08
Other Student FTE									0.00
Other FTE									0.00
Salaries	991,110	4,800	2,500	50,000	50,000	115,000	9,500		1,222,910
Benefits									0
Subtotal	991,110	4,800	2,500	50,000	50,000	115,000	9,500	0	1,222,910
Total Personal Serv.	9,439,110	4,800	62,500	1,324,000	1,090,000	2,845,000	887,000	0	15,652,410
Total Operating Exp.	400,000	8,000	15,000	63,501	280,000	750,000	790,000		2,306,501
Total Supplies	100,000	3,000	4,500	15,000	65,000	324,551	150,000		662,051
Total Travel	85,000	2,200	1,000	10,000	50,000	150,000	10,000		308,200
Total Capital Outlay	220,000	2,000	1,000	260,000	30,000	300,000	83,490		896,490
Tuition Remissions/Exempt.	165,000								165,000
TOTAL--GENERAL/CASH	10,409,110	20,000	84,000	1,672,501	1,515,000	4,369,551	1,920,490	0	19,990,652
FEDERAL FUNDS									
FTE	0.00	0.00	2.00	0.00	0.00	0.00	0.00	3.58	5.58
Funds	100,000	180,000	300,000	2,000	0	65,000	100,000	7,442,611	8,189,611
TOTAL EXPENDITURES	10,509,110	200,000	384,000	1,674,501	1,515,000	4,434,551	2,020,490	7,442,611	28,180,263
FUND SOURCES									
General Fund	6,909,110	0	75,000	1,265,030	915,000	2,169,551	920,490	0	12,254,181
Cash Fund	3,500,000	20,000	9,000	407,471	600,000	2,200,000	1,000,000	0	7,736,471
Federal Funds	100,000	180,000	300,000	2,000	0	65,000	100,000	7,442,611	8,189,611
TOTAL -- ALL FUNDS	10,509,110	200,000	384,000	1,674,501	1,515,000	4,434,551	2,020,490	7,442,611	28,180,263

Funds include general fund appropriation of \$12,235,491 and general fund encumbrances and carryforward of \$18,690. Cash funds include new appropriation of 6,234,639, remission amount of \$198,115, encumbrance and carryforward of \$1,268,717, and enrollment initiative appropriation of \$35,000.

PERU STATE COLLEGE
2003-04 REVISED OPERATING BUDGET

June 10, 2004

EXPENDITURE OBJECT	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
PERSONAL SERVICES									
Faculty FTE	41.25								41.25
Prof. Staff/Non Acad FTE	4.00			9.68	12.00	15.50	1.00		42.18
Support Staff FTE	6.00			6.00	1.60	15.00	19.00		47.60
Salaries	2,459,248	0	0	588,393	529,398	1,383,843	425,573	0	5,386,455
Benefits	736,856	0	0	174,803	187,667	391,295	166,194	0	1,656,815
Subtotal	3,196,104	0	0	763,196	717,065	1,775,138	591,767	0	7,043,270
Part-time Faculty FTE	40.00								40.00
Graduate Assistant FTE									0.00
Federal Work Study FTE					3.21				3.21
Other Straight-time FTE				0.40	0.30	0.40			1.10
Other Student FTE			0.60	1.30	0.10	0.50			2.50
Other FTE									0.00
Salaries	635,641	0	14,574	45,525	37,316	31,942	0	0	764,998
Benefits	48,625	0	480	263	581	1,241	0	0	51,190
Subtotal	684,266	0	15,054	45,788	37,897	33,183	0	0	816,188
Total Personal Serv.	3,880,370	0	15,054	808,984	754,962	1,808,321	591,767	0	7,859,458
Total Operating Exp.	742,326	0	0	380,088	257,449	540,102	795,327	0	2,715,292
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	15,210	0	0	10,000	10,000	30,000	1,000	0	66,210
Total Capital Outlay	10,500	0	0	50,000	40,000	24,058	13,680	0	138,238
Tuition Remissions/Exempt.	0	0	0	0	0	0	0	125,022	125,022
TOTAL--GENERAL/CASH	4,648,406	0	15,054	1,249,072	1,062,411	2,402,481	1,401,774	125,022	10,904,220
FEDERAL FUNDS									
FTE	0.00	0.00	0.00	0.00	3.68	4.00	0.00	0.00	7.68
Funds	50,000	0	0	0	400,251	372,000	0	4,053,776	4,876,027
TOTAL EXPENDITURES	4,698,406	0	15,054	1,249,072	1,462,662	2,774,481	1,401,774	4,178,798	15,780,247
FUND SOURCES									
General Fund (1)	3,516,780	0	0	800,367	584,375	1,486,133	621,042	52,240	7,060,937
Cash Fund (2)	1,131,626	0	15,054	448,706	478,037	916,347	780,732	72,782	3,843,284
Federal Funds	50,000	0	0	0	400,251	372,000	0	4,053,776	4,876,027
TOTAL -- ALL FUNDS	4,698,406	0	15,054	1,249,073	1,462,663	2,774,480	1,401,774	4,178,798	15,780,248

(1) LB 407 GF Approp. 6,656,856; encumbrances \$496,931.87=\$7,060,937.15.

(2) LB 407 Cash Approp. \$3,268,499; tuition increase of \$409,561;; Nebr State Grant of \$72,782; encumbrances \$73,441.16; enrollment initiative \$19,000.

WAYNE STATE COLLEGE
2003-04 REVISED OPERATING BUDGET

June 10, 2004

EXPENDITURE OBJECT	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
PERSONAL SERVICES									
Faculty FTE	132.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.67
Prof. Staff/Non-Acad FTE	5.07	0.00	0.00	20.50	25.05	19.20	4.00	0.00	73.82
Support Staff FTE	13.50	0.00	0.00	7.50	8.30	21.30	36.50	0.00	87.10
Salaries	7,848,284	0	0	1,217,962	1,280,289	1,493,419	1,017,208	0	12,857,162
Benefits	2,168,000	0	0	395,000	430,000	600,000	390,000	0	3,983,000
Subtotal	10,016,284	0	0	1,612,962	1,710,289	2,093,419	1,407,208	0	16,840,162
Part-time Faculty FTE	32.00	1.00	0.00	0.00	1.00	0.00	0.00	0.00	34.00
Graduate Assistant FTE	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.00
Federal Work Study FTE	0.40	0.00	0.00	0.70	0.10	0.30	0.10	0.00	1.60
Other Straight-time FTE	1.20	0.00	4.00	9.30	3.80	1.90	3.50	0.00	23.70
Other Student FTE									0.00
Other FTE									0.00
Salaries	950,000	3,672	90,000	130,000	85,000	60,000	60,000	0	1,378,672
Benefits	72,500	281	7,000	8,000	6,000	4,000	4,000	0	101,781
Subtotal	1,022,500	3,953	97,000	138,000	91,000	64,000	64,000	0	1,480,453
Total Personal Serv.	11,038,784	3,953	97,000	1,750,962	1,801,289	2,157,419	1,471,208	0	18,320,615
Total Operating Exp.	990,489	2,990	225,000	557,128	495,000	851,427	1,741,034	0	4,863,068
Total Supplies	625,700	7,000	153,634	335,000	286,216	400,000	90,000	0	1,897,550
Total Travel	295,000	5,000	5,000	35,000	45,000	90,000	5,000	0	480,000
Total Capital Outlay	350,500	1,200	5,000	580,000	20,000	45,000	155,678	0	1,157,378
Tuition Remissions/Exempt.	0	0	0	0	0	0	0	282,059	282,059
TOTAL--GENERAL/CASH	13,300,473	20,143	485,634	3,258,090	2,647,505	3,543,846	3,462,920	282,059	27,000,670
FEDERAL FUNDS									
FTE	2.60	0.00	0.00	1.00	5.13	4.00	0.00	15.22	27.95
Funds	710,917	0	0	71,885	537,197	250,304	0	3,581,871	5,152,174
TOTAL EXPENDITURES	14,011,390	20,143	485,634	3,329,975	3,184,702	3,794,150	3,462,920	3,863,930	32,152,844
FUND SOURCES									
General Fund**	9,159,762	3,953	0	1,399,660	1,408,552	2,052,191	1,217,065	0	15,241,183
Cash Fund**	4,140,711	16,190	485,634	1,858,430	1,238,953	1,491,655	2,245,855	282,059	11,759,487
Federal Funds	710,917	0	0	71,885	537,197	250,304	0	3,581,871	5,152,174
TOTAL -- ALL FUNDS	14,011,390	20,143	485,634	3,329,975	3,184,702	3,794,150	3,462,920	3,863,930	32,152,844

** Includes \$22,835,978 in new appropriation; \$2,350,471 in encumbrance carryforward, \$1,025,162 adjustment for tuition/fee increases, \$507,000 in balance carryforward, and \$282,059 (277,754 plus 4,305 carryforward) in NSG funds.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve Revised Revenue Bond Operating Budgets 2003-04

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

The budgets indicate the colleges will exceed required 1.10% debt service coverage as follows:

Chadron	2.19%
Peru	1.47%
Wayne	1.62%

June 10, 2004

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

CHADRON STATE COLLEGE

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

REVENUE SOURCE	BUDGET FY 2004
Residence Hall/Dormitory Rentals	1,550,000
Apartment/House Rentals	215,000
Facilities Rentals	35,000
Food Service Contracts	1,470,000
Food Service Commissions	25,000
Facilities Fees	407,000
Bookstore Commissions/Income	75,000
Trustee Investment/Interest Income	40,000
Parking Fees/Fines	52,000
Other	75,000
TOTAL REVENUE	3,944,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,525,000
Utilities	495,000
Insurance	30,500
Equipment & Furnishings	5,000
Capital Outlay	5,000
Telephone/Cable Television/Internet	175,000
Supplies	140,000
Repairs and Maintenance	90,000
Other Operating Expenses	50,000
Operations/Maintenance Total	2,515,500
Food Service Payments	750,000
Debt Service	309,185
TOTAL EXPENSES	3,574,685
Available for Distribution to Subsidiary Funds	369,315
DEBT SERVICE COVERAGE RATIO	219.45%

June 10, 2004

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

PERU STATE COLLEGE

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

REVENUE SOURCE	REVISED BUDGET FY 2003-04
Residence Hall/Dormitory Rentals	678,465
Apartment/House Rentals	113,039
Facilities Rentals	61,723
Food Service Contracts	623,290
Food Service Commissions	
Facilities Fees	115,000
Bookstore Commissions/Income	
Trustee Investment/Interest Income	15,113
Parking Fees/Fines	9,000
Other	37,118
TOTAL REVENUE	1,652,748

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	226,691
Utilities	210,200
Insurance	31,778
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	117,938
Supplies	
Repairs and Maintenance	90,308
Other Operating Expenses	
Operations/Maintenance Total	676,915
Food Service Payments	598,713
Debt Service	256,623
TOTAL EXPENSES	1,532,251
Available for Distribution to Subsidiary Funds	120,497
DEBT SERVICE COVERAGE RATIO	146.95%

June 10, 2004

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

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY04
Residence Hall/Dormitory Rentals	1,910,000
Apartment/House Rentals	8,000
Facilities Rentals	2,000
Food Service Contracts	2,150,000
Food Service Commissions	48,000
Facilities Fees	700,000
Bookstore Commissions/Income	103,500
Trustee Investment/Interest Income	115,000
Parking Fees/Fines	87,500
Other	243,000
TOTAL REVENUE	5,367,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,684,308
Utilities	624,000
Insurance	70,000
Equipment & Furnishings	50,000
Capital Outlay	30,000
Telephone/Cable Television/Internet	230,000
Supplies	185,000
Repairs and Maintenance	45,760
Other Operating Expenses	120,000
Operations/Maintenance Total	3,039,068
Food Service Payments	1,150,000
Debt Service	725,323
TOTAL EXPENSES	4,914,391
Available for Distribution to Subsidiary Funds	452,609
DEBT SERVICE COVERAGE RATIO	162.40%

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve the Program Statement for Carhart Science Renovation/Addition at Wayne State College

On December 4, 2003, the Board approved hiring The Clark Enersen Partners to provide professional services for the development of a Program Statement for the Carhart Science Building Renovation and Addition project at Wayne State College. The Clark Enersen Partners were at the Board meeting on April 16, 2004 to present the Program Statement to the Board of Trustees. The program statement was accepted at that meeting. Since the acceptance of the report by the Board, the College has worked closely with state reviewers, the LB309 task force, and the system office to respond to questions regarding the program statement. Approval of the Program Statement is requested.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve the Program Statement for Central Campus Commons at Wayne State College

On December 4, 2003, the Board approved hiring The Clark Enersen Partners to provide professional services for the development of a Program Statement for the Central Campus Commons and Street Improvements project at Wayne State College. The Clark Enersen Partners were at the Board meeting on April 16, 2004 to present the Program Statement to the Board of Trustees. The program statement was accepted at that meeting. Approval of the program statement is now being requested.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

**ACTION: Approve Financing Plan for Sparks Hall Renovation/Addition at
 Chadron State College**

At its April meeting, the Board discussed allowing Chadron to request funding for Sparks Hall both through the Capital Construction request and also using the Facilities Corporation for a bonding proposal. The Legislature passed LB 1071 in the 2004 session, stating that if the Board of Regents or the Board of Trustees intended to use any state funding to repay a bond issue through the Facilities Corporation, it would be necessary to have the financing plans approved by the Coordinating Commission and the Legislature or the Executive Board of the Legislative Council. The Board has authorized CSC to request State General Fund for the purposes of repaying a bond issue. CSC has provided its Financial Feasibility Plan for Board approval so that the project can move forward for the next reviews.

Sparks Hall Renovation FINANCIAL FEASIBILITY PLAN

Sparks Hall has been a significant structure on the Chadron State College campus since its construction in 1914 and has served primarily as a housing facility. Structurally the building is sound and the historic architecture remains an asset to the campus. It is the intent of the College to develop the historic Sparks Hall as the new location for central campus administrative functions. This project will completely renovate the interior of the existing building and construct an adjacent building addition. The renovations will provide efficient office facilities to serve the college and extend the useful life of this building. The Board of Trustees accepted the Program Statement for the renovation of Sparks Hall at the November 15, 2002 meeting and approved same at the April 2004 meeting.

Estimated project cost is \$2,680,450. The renovation will include mechanical and electrical upgrades, data/communications wiring, ADA improvements, lighting improvements, an elevator tower, and the addition of air conditioning.

Construction costs will be provided by bond funds. Furnishings and movable equipment costs will be provided by State Funds. Debt service funds for this space renovation will result from utility savings from the closure of Hildreth Hall, existing operating dollars, and requested base funding adjustment beginning in the 05-07 biennial budget.

TOTAL ESTIMATED PROJECT BUDGET FOR NEW FUNDS

SCHEDULE A

Schedule A provides a proposed breakout of assigned costs. This schedule assumes \$2,680,450 in total project costs. \$674,992 are moved from bond consideration to be paid by first year requested revenues, one time operation costs, one-time capital improvement fund dollars, and previously paid planning expenses. This funding combination leaves a bonding balance of \$2,023,484.

SCHEDULE B

Schedule B is a presentation of a projected debt service schedule provided to the System Office by Ameritas Investment of Omaha. The 20-year amortization provides construction dollars of \$2,050,000, adequately covering construction needs as identified on Schedule A and requiring an annual debt service payment of approximately \$153,000.

Additional funding consideration in the form of energy conservation and building preservation grants will be pursued for the purpose of minimizing the required construction bond and ultimately reducing debt service load.

SCHEDULE C

Schedule C illustrates revenue sources identified to provide required debt service based on a \$153,000 annual expense.

SCHEDULE C

Revenue Sources

Revenue Request	\$120,000
Adjustment to base beginning 05-06 FY	
Building Closure (Hildreth Hall)	\$ 26,000
Operations	<u>\$ 7,000</u>
TOTAL	\$153,000

SCHEDULE A
Proposed Breakout of Assigned Costs

Costs	1	2	3	4	5
	Bonded Costs	First Year Revenue Request	Operations	*CIF Match 14% of Total Costs	Previously Paid
Program Planning					\$ 10,000.00
Professional Fees					
a. Architectural/Engineering Basic Services		\$ 164,500.00			
Reimbursable Costs		\$ 10,000.00			
b. In-house Consultants		\$ -			
c. Other Consultants		\$ -			
<i>Subtotal</i>		\$ 174,500.00			
Construction Costs					
a. General -- Including:					
General Construction	\$ 1,210,040.00				
Mechanical/Electrical	\$ 613,900.00				
Elevator	\$ 70,000.00				
<i>Subtotal</i>	\$ 1,893,940.00				
b. Fixed Equipment	\$ 30,000.00				
c. Site Improvements	\$ 26,060.00				
<i>Subtotal</i>	\$ 56,060.00				
Total for Construction Cost in 2003	\$ 1,950,000.00				
Total for Escalation to 2006 (4%/Yr)	\$ 2,193,500.00				
Movable Equipment			\$ 95,000.00		
Special/Technical Equipment			\$ 49,000.00		
Land Acquisition	\$ -				
Artwork Allowance	\$ 18,000.00				
Other Costs					
a. Insurance	\$ 15,000.00				
b. State Fire Marshall Plan Review	\$ 500.00				
c. Handicap Accessibility Review	\$ 250.00				
d. Moving and Relocation Costs	\$ 5,000.00				
e. Testing/Surveying/Special Inspections	\$ 8,000.00				
f. Hazardous Materials Abatement			\$ 20,000.00		
<i>Subtotal</i>	\$ 28,750.00				
Project Contingency	\$ 109,700.00				
Total Construction & Other Costs in 2006	\$ 2,349,950.00	\$ 174,500.00	\$ 164,000.00	\$ 326,466.00	\$ 10,000.00
Capital Improvement Fees	\$ (326,466.00)				
Bond Request	\$ 2,023,484.00				

Proposed Breakout of Assigned Costs (page 2)

1. Bonded Costs/Debt Service Schedule

CSC recommends a 20-year amortization (Schedule B) of \$2,050,000. Debt service for this bond is proposed to be a combination of funds illustrated on Schedule C of this plan. Components of this debt service plan include a \$120,000 annual revenue request, utility savings from the closure of Hildreth Hall, and the investment of operating funds.

2. Revenue Request, Building Closure, State Savings

CSC has requested \$120,000 allocation beginning in the 2005-06 fiscal year to be earmarked to service debt and for first year project costs. Balance of first year costs, estimated to be \$54,500, will be provided through institutional cash funds.

Utility savings from the closure of Hildreth Hall will make \$26,000 available per year for debt service and first year project costs.

3. Operations

Costs reflected in the operations column are shown as total project costs but will be the responsibility of individual offices scheduled to occupy the building. The exception is an estimated \$20,000 expenditure for materials abatement, which will be contracted directly by the institution and handled as a facilities expense.

4. CIF Match

CIF to provide \$110,000 per year for three years if full amount of request is necessary.

5. Previously Paid

Program planning for this project is complete and has been paid in the previous fiscal year.

6. Revenue Bond Loss

Assigning the Sparks Hall structure from Revenue Bond to the State building inventory will interrupt the traditional revenue flow realized by the Revenue Bond program from this apartment building.

Annual rental income from this unit has averaged \$34,000 per year for the past four years.

Utility/Grounds costs for this structure were approximately \$20,000 last year.

Replacement income for Revenue Bond of approximately \$14,000 will be realized from the reopening of Edna Work Hall.

Schedule B
CHADRON STATE COLLEGE
20 Year Amortization

Debt Service Schedule					
Date	Principal	Coupon %	Interest	Total P + I	Fiscal Total
7/1/2004	-	-	-	-	-
1/1/2005	-	-	38,857.50	38,857.50	-
7/1/2005	75,000.00	1.200	38,857.50	113,857.50	152,715.00
1/1/2006	-	-	38,407.50	38,407.50	-
7/1/2006	75,000.00	1.750	38,407.50	113,407.50	151,815.00
1/1/2007	-	-	37,751.25	37,751.25	-
7/1/2007	80,000.00	2.100	37,751.25	117,751.25	155,502.50
1/1/2008	-	-	36,911.25	36,911.25	-
7/1/2008	80,000.00	2.500	36,911.25	116,911.25	153,822.50
1/1/2009	-	-	35,911.25	35,911.25	-
7/1/2009	80,000.00	2.750	35,911.25	115,911.25	151,822.50
1/1/2010	-	-	34,811.25	34,811.25	-
7/1/2010	85,000.00	3.050	34,811.25	119,811.25	154,622.50
1/1/2011	-	-	33,515.00	33,515.00	-
7/1/2011	85,000.00	3.300	33,515.00	118,515.00	152,030.00
1/1/2012	-	-	32,112.50	32,112.50	-
7/1/2012	90,000.00	3.550	32,112.50	122,112.50	154,225.00
1/1/2013	-	-	30,515.00	30,515.00	-
7/1/2013	95,000.00	3.700	30,515.00	125,515.00	156,030.00
1/1/2014	-	-	28,757.50	28,757.50	-
7/1/2014	95,000.00	3.850	28,757.50	123,757.50	152,515.00
1/1/2015	-	-	26,928.75	26,928.75	-
7/1/2015	100,000.00	4.000	26,928.75	126,928.75	153,857.50
1/1/2016	-	-	24,928.75	24,928.75	-
7/1/2016	105,000.00	4.100	24,928.75	129,928.75	154,857.50
1/1/2017	-	-	22,776.25	22,776.25	-
7/1/2017	110,000.00	4.200	22,776.25	132,776.25	155,552.50
1/1/2018	-	-	20,466.25	20,466.25	-
7/1/2018	110,000.00	4.300	20,466.25	130,466.25	150,932.50
1/1/2019	-	-	18,101.25	18,101.25	-
7/1/2019	115,000.00	4.400	18,101.25	133,101.25	151,202.50
1/1/2020	-	-	15,571.25	15,571.25	-
7/1/2020	120,000.00	4.450	15,571.25	135,571.25	151,142.50
1/1/2021	-	-	12,901.25	12,901.25	-
7/1/2021	130,000.00	4.550	12,901.25	142,901.25	155,802.50
1/1/2022	-	-	9,943.75	9,943.75	-
7/1/2022	135,000.00	4.650	9,943.75	144,943.75	154,887.50
1/1/2023	-	-	6,805.00	6,805.00	-
7/1/2023	140,000.00	4.750	6,805.00	146,805.00	153,610.00
1/1/2024	-	-	3,480.00	3,480.00	-
7/1/2024	145,000.00	4.800	3,480.00	148,480.00	151,950.00
Total	2,050,000.00	-	1,018,905.00	3,068,905.00	-

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve Use of \$13,800 in Capital Improvement Fee Funds for the Following LB 309 Project at Chadron State College and \$240,000 for the Following LB 309 Projects at Peru State College

LB309 funds have been awarded to Chadron State College to extend the chilled water lines to the Library. This project will allow the Library to tap into the chilled water system and bypass the existing chiller which is becoming a maintenance concern. 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.

CSC Project	Capital Improvement Fee
Library Chilled Water Tie-In (\$78,200 LB 309 Funds)	\$13,800

The LB 309 Task Force for Building Renewal has funded the AI Wheeler Activity Center structural augmentation and roof replacement. The college is required to match these projects with \$90,000.

In 2003 the Task Force funded the design of a new HVAC system for the Administration Building at Peru. That design is almost complete and we expect to go to bid soon. Early estimates are that this project will cost approximately \$600,000, including a \$90,000 match. The college hopes the Task Force will fund the project. PSC is requesting Capital Improvement Funds to match the anticipated LB309 allocation for this project.

Since the work for this project involves extensive demolition in the building, it will require that the building be completely vacated. This would be the best time to do some limited remodeling on the second and third floors in conjunction with the project. PSC requests authorization to spend an additional new amount of \$60,000 Capital Improvement fees, along with the reallocated \$84,335 not used for the Library/ARC project for the Administration Building renovation. The PSC Foundation and some cash will be used to complete the approximate \$400,000 project.

PSC Project	Capital Improvement Fee
AI Wheeler Activity Center Structural Augmentation and Roof Replacement	\$90,000
Administration Building HVAC LB 309 Match	\$90,000
Administration Building Remodeling	\$60,000
Release of Funds for Library Project and reallocate to Administration Bldg Remodeling	\$84,335
TOTAL	\$324,335

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Approve Use of \$14,750 of LB 1100 Depreciation Funds

Since 1999, the NSC has been assessed and has been paying into a depreciation reserve fund originally established in LB1100. An amount equal to (at first) 2%, now 1% of the cost of any major renovation or new building project is set aside annually to help with repair and renovation of all state buildings.

By law, 2004-05 is the first year that we are allowed to access funds in this reserve (which is under the supervision of the LB 309 Task Force). At the end of 2003-04, the NSC has \$726,588 in its fund; however, in 2004-05, we are restricted to using no more than half of the amount paid in during 2002-03 (half of \$294,492, or \$147,246). Each college has its own "kitty," based on amounts contributed. CSC will be allowed to spend up to \$65,234 in 2004-05; PSC may spend up to \$23,074; and WSC has \$58,938.

This is a new process; and the possibility of using depreciation funds for matching LB 309 projects had not yet been considered. At our request, the Department of Administrative Services researched the possibility, and we have received permission to make such a request.

In response to an urgent need to proceed, CSC is requesting permission to use \$14,750 to match an LB 309 allocation of \$280,250 to replace the roof on the Nelson Physical Activity Center. The match established in this case is 5%. To expedite the project, CSC has begun negotiations to provide design services for the roof at the institution's cost.

The Council of Business Officers will continue to review this source of funding and prepare a coordinated plan for use of the available amounts for the Council of Presidents' review and Board action in the fall.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

ACTION: Accept 2003 Operating Audit

The Auditor of Public Accounts' office has released the NSC operating audit for the year ending June 30, 2003. This is the first time we have done a system-wide audit. The results are an unqualified audit. The audit document and the management letter are included for the Board's review.

The Auditor of Public Accounts will also be conducting the 2004 NSC audit and has already held its entrance conference with system staff.

Peru State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Wayne State College

[REDACTED]

[REDACTED]

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[REDACTED]

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Norman Small

June 10, 2004

ACTION: Approve the Following Contracts and Change Orders Submitted by the Colleges:

Chadron Contract

- Administration Building, Memorial Hall, Nelson Physical Activity Center, Armstrong Gym, Math/Science Building, and Burkhiser Technology Complex (tuckpointing) -- \$318,000

Peru Contracts

- Al Wheeler Activity Center (roof structural upgrade) -- \$262,900
- Al Wheeler Activity Center (roof replacement) -- \$299,650

Chadron Change Orders

- Edna Work Hall/Wing Renovation (data/phone cabling/distribution equipment, replace floor in restrooms) -- \$33,169
- Chilled Water and Distribution System (additional 10" piping in tunnel; add cross-brace; add isolation & control valves) -- \$62,132
- Edna Work Hall/Wing (additional chases, masonry restoration, soffit piping) -- \$33,938
- Andrews Hall (suite renovation) -- \$76,550

Wayne Change Orders

- Bowen Hall (add locks to stairwell doors that release when fire alarm is activated) -- \$TBD
- Bowen Hall (add back-up generator to project) -- \$TBD

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

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

College: Chadron State College		Meeting Date: June 10, 2004
Location on Campus:	Administration Building, Memorial Hall, Nelson Physical Activity Center, Armstrong Gym, Math/Science Building, and Burkhiser Tech. Complex	
Contracted Work:	Tuckpointing	
Contract Amount:	\$318,000	
Fund Source:	LB 309/Capital Improvement Fees	
Contractor:	Mid-Continental Restoration Company	

College: Peru State College		Meeting Date: June 10, 2004
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Roof structural upgrade \$262,900 LB 309 Lueder Construction	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Roof replacement \$299,650 LB 309 Vincent Roofing, Inc.	

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

Chadron State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Edna Work Hall/Wing Renovation #2 Data/phone cabling/distribution equip., replace floor in restrooms \$33,169 Allocation Fuller Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Central Utilities-Chilled Water Plant and Distribution System #3 Add. 10" piping in tunnel; add cross-brace; add isolation & control valves \$62,132 LB 309 and Capital Improvement Funds Snell Services
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Edna Work Hall/Wing #4 Additional chases, masonry restoration, soffit piping \$33,938 Allocation Fuller Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Andrews Hall Suite renovation \$76,550 Contingency Maintenance Mac Construction

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Bowen Hall #3 Add locks to stairwell doors that release when fire alarm is activated \$TBD Revenue Bond 2003 Construction Fund RaDec Construction, Hartington, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Bowen Hall #4 Add back-up generator to project \$TBD Revenue Bond 2003 Construction Fund RaDec Construction, Hartington, NE

Fiscal and Facilities Committee

*Steve Lewis, Chair
Larry Teahon
Norman Small*

June 10, 2004

ACTION: Approve the Following Contracts Submitted by Peru State:

- Peru Contracts
- Al Wheeler Activity Center (roof structural upgrade) -- \$262,900
 - Al Wheeler Activity Center (roof replacement) -- \$299,650

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: June 10, 2004
Location on Campus:	Al Wheeler Activity Center	
Contracted Work:	Roof structural upgrade	
Contract Amount:	\$262,900	
Fund Source:	LB 309	
Contractor:	Lueder Construction	
Location on Campus:	Al Wheeler Activity Center	
Contracted Work:	Roof replacement	
Contract Amount:	\$299,650	
Fund Source:	LB 309	
Contractor:	Vincent Roofing, Inc.	

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

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

Chadron Application

- Title III Planning Grant: Strengthening Institutions Program (U.S. Department of Education) -- \$29,744

Peru Application

- CAREER (National Science Foundation) -- \$500,000

Peru Award

- National Science Foundation: Biotic Surveys & Inventories (National Science Foundation (Federal)) -- \$200,000

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

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

College: Chadron State College		Date: May 13, 2004
Notice of Intent	Application: X	Accept Award:
Name of Program: Title III Planning Grant: Strengthening Institutions Program		
Funding Source: U.S. Department of Education		
Amount Requested: \$29,744	Amount Awarded:	Funding Period:
Closing Date for Application Submission: February 27, 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: 50% salary for project director (\$37,125; fringe benefits-\$11,138); travel (\$889); office space (\$1,050); supplies and publications (\$762); campus sponsored events (\$3,600); website development (\$494); professional memberships (\$1,923). Total in-kind = \$56,981.		
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: Through Planning Grant support, CSC task groups will identify institutional strategies to increase enrollment of Latino and Native American students. Furthermore, Grant activities will reveal pedagogical methodologies to facilitate Latino and National American education achievement. Ultimately, the goal of the Planning Grant is to draft and submit a successful Title III Comprehensive Development Plan application in spring, 2005.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences 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: William E. Roweton, Ph.D.		
Administrator responsible for approving the application: Thomas L. Krepel, Ph.D.		

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

College: Peru State College		Date: May 3, 2004
Notice of Intent	Application: May 3, 2004	Accept Award:
Name of Program: CAREER		
Funding Source: National Science Foundation		
Amount Requested: ~\$500,000	Amount Awarded:	Funding Period: 02/01/05-01/31/10
Closing Date for Application Submission: July 20, 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: X	No:
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): Use of existing office and laboratory facilities; faculty reassign time.		
Is State Maintenance of Effort required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes: X	No:
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award: see attached project summary		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: M.A. Barger		
Administrator responsible for approving the application: Ben Johnson		

CAREER: TAXONOMY AND EVOLUTION OF THE NEARCTIC NEOECHINORHYNCHUS

Project Summary

This project integrates taxonomic, evolutionary and biogeographical research on a widely-distributed, abundant, but poorly understood group of parasitic organisms (acanthocephalans) and their hosts (turtles, fishes and ostracods) with mentored undergraduate research, greatly expanded regional, national, and international collaboration, and substantial enhancement of the infrastructure for science education at Peru State College, a small liberal arts college. The project will survey the acanthocephalans (Acanthocephala: Ecoacanthocephala: *Neoechinorhynchus*) of freshwater turtles and fishes in North America, utilizing existing and new collections for the description of new species (estimated 4-6 new species), redescription of the known species in the group (32 species in the Nearctic), phylogenetic analysis of the North American species of *Neoechinorhynchus*, and testing of 4 hypotheses of evolutionary diversification within the genus in the Nearctic. The project will produce a comprehensive specimen base (for both morphological and molecular uses) that integrates taxonomic information with geographical distributions, host use, and tests of evolutionary theory.

The project will train up to 15 undergraduate students as full participants in the proposed research. The project produces technically and conceptually well-rounded graduates by integrating diverse research activities (such as biodiversity inventory, species description/redescription, and traditional and modern phylogenetics) around the target organisms with curriculum enhancement, national and international collaboration, and student-led dissemination of the results of the project and their significance to local, regional and national communities. The project supports the departmental mission by emphasizing hands-on, student-led discovery, and it enhances the research and teaching capabilities of the Department of Natural Science and Peru State College by providing the physical resources required for the use of modern molecular methods in answering ecological and evolutionary questions and the implementation of a new field course in the Department of Natural Sciences.

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

College: Peru State College		Date: May 27, 2004
Notice of Intent to accept award	Application:	Accept Award: X
Name of Program: National Science Foundation: Biotic Surveys & Inventories		
Funding Source: National Science Foundation (Federal)		
Amount Requested: \$285, 852	Amount Awarded: \$200,000	Funding Period: 07/15/2004-07/14/2007
Closing Date for Application Submission: July 10, 2003		
When reporting Grant Award Has Grant Application been approved by the Board? Yes		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: X No:
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?		Yes: X No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): Use of existing office space and laboratory facilities, faculty reassign time		
Is State Maintenance of Effort required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: X No:
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: See attached project summary		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: R. E. Clopton		
Administrator responsible for approving the application: Ben Johnson		

Microbiological Survey And Inventory Of Gregarines Parasitizing Aquatic And Riparian Insects Of The Texas Big Thicket

Program Summary

The fundamental questions of biology remain “What is it?”; and, “What does it do for a living?” These questions are answered by studies of biodiversity that survey the organisms of a region and try to understand how these organisms contribute to the stability and diversity of the system. This project is a study of biological diversity that targets an understudied group with profound scientific implications: the most common parasites (gregarine protozoans) of the planet’s most common animals (insects). Although scientists estimate that over 5 million species of gregarine parasites exist, less than 2,000 species are currently known, thus the project will discover a large number of new parasitic species that play an important ecological and evolutionary role in the stability and diversity of aquatic and riparian (shoreline) habitats in the Big Thicket of eastern Texas. The project focuses on the Big Thicket, sometimes called the “Biological Crossroads of America” because plants and animals from 3 distinct life zones all occur in the region, because no thorough survey of the insect life in the Big Thicket exists. The Big Thicket is a permanently endangered habitat whose biodiversity is preserved in a series of corridor parks forming the Big Thicket National Preserve. The project will provide a robust estimate of aquatic and riparian insect diversity in the Big Thicket predicated on a public specimen base yielding both ecosystem and community data for theoretical studies and management decisions in this fragile and broadly impacted federal preserve. The project will produce host and parasite specimen collections, preserved tissue specimens for future genetic analysis, and taxonomic descriptions and identification documents in both electronic and printed form. Electronic descriptions, digital images, and project databases are available through the project’s WWW site <http://science.peru.edu/gregarina>. This project will more than double the existing gregarine specimen base, providing data to support meta-analysis of gregarine diversity patterns and provides a skeleton for future systematic revision of the Nearctic gregarines.

This project is important in a larger societal context for both scientific and infrastructural reasons. Scientifically, the project provides important information not only about insects and their parasites, but about the factors that create and maintain parasite diversity. Thus the scientific implications extend from the theoretical ecology of emerging disease to the design and evaluation of federal, state, and local biodiversity management strategies in America’s parks and reserves. Perhaps more importantly, the project places a premium on undergraduate training through all phases of the research. These training opportunities will increase diversity within science: historically over 50% of our undergraduate researchers are from underrepresented groups. The project is designed to train a new generation of scientists to meet the needs of American science in the new millennium while developing and providing new Internet resources for public education and the public at large. Biological indicator data is made available for download and use in formulating public policy and resource management strategies.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 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 \$10,000.00 for replacing steam coils/controllers and pressure reducing valve in Armstrong Gymnasium.
Allocation Date/Amount 2/25/04 \$10,000.00
College Contribution Amount Labor
Estimated Project Cost \$10,000.00

2. Acceptance of an additional \$9,350.00 for tuckpointing on Memorial Hall.
Allocation Date/Amount 5/12/04 \$9,350.00
College Contribution Amount 0.00
Estimated Project Cost \$9,350.00

3. Acceptance of an additional \$5,525.00 for tuckpointing on Nelson Physical Activities Center.
Allocation Date/Amount 5/12/04 \$5,525.00
College Contribution Amount 0.00
Estimated Project Cost \$5,525.00

4. Acceptance of an additional \$21,250.00 for tuckpointing on Armstrong Gym.
Allocation Date/Amount 5/12/04 \$21,250.00
College Contribution Amount 0.00
Estimated Project Cost \$21,250.00

5. Acceptance of an additional \$4,250.00 for tuckpointing on Math & Science Building.
Allocation Date/Amount 5/12/04 \$4,250.00
College Contribution Amount 0.00
Estimated Project Cost \$4,250.00

6. Acceptance of an additional \$7,650.00 for tuckpointing at Burkhiser.
Allocation Date/Amount 5/12/04 \$7,650.00
College Contribution Amount 0.00
Estimated Project Cost \$7,650.00

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Peru

1. Acceptance of \$40,000.00 for ADA accessible restroom in the Administration Building.
Allocation Date/Amount 3/29/04 \$40,800.00
College Contribution Amount 7,200.00
Estimated Project Cost \$48,000.00

2. Acceptance of an additional \$21,500.00 for envelope repair on T. J. Majors Hall.
Allocation Date/Amount 4/8/04 \$21,500.00
College Contribution Amount 00.00
Estimated Project Cost \$21,500.00

3. Retrieval of \$12,304.00 for emergency repair of condensate line.
Allocation Date/Amount 1/27/04 \$12,750.00
Retrieval Date/Amount 4/9/04 12,304.00
Estimated Project Cost \$ 446.00

4. Acceptance of \$3,000.00 for emergency replacement of 20 hp motor on the air handler in Wheeler Center.
Allocation Date/Amount 4/28/04 \$3,000.00
College Contribution Amount Labor
Estimated Project Cost \$3,000.00

5. Acceptance of \$2,000.00 for emergency repair of condensate return tank and pump assembly at AV Larson.
Allocation Date/Amount 2/25/04 \$2,000.00
College Contribution Amount Labor
Estimated Project Cost \$2,000.00

Wayne

1. Retrieval of \$36,937.81 for FLS – fire alarm system in Carhart Science.
Allocation Date/Amount 3/8/01 \$79,560.00
Retrieval Date/Amount 4/9/04 36,937.81
Estimated Project Cost \$42,622.19

2. Retrieval of \$18,530.21 for FLS – campus network/control and monitoring system.
Allocation Date/Amount 3/8/01 \$70,550.00
Retrieval Date/Amount 4/9/04 18,530.21
Estimated Project Cost \$52,019.79

3. Acceptance of \$600.00 for replacing electrical panel in Hahn Administration.
Allocation Date/Amount 2/25/04 \$600.00
College Contribution Amount Labor
Estimated Project Cost \$600.00

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

Peru Progress Report on Benchmarks

On December 1, 1998, the Coordinating Commission submitted its study entitled, "Postsecondary Education Needs in Southeast Nebraska" to the Governor. The report included a recommendation that would "keep an improved Peru State College campus in the town of Peru and add collaborative learning centers throughout southeast Nebraska."

One of the key elements of this recommendation was that the Board of Trustees, Peru State College administrators, faculty and staff would establish benchmarks and appropriate timelines for the accomplishments of needed improvements at Peru. The Commission determined that the success of this recommendation depended on the College making substantial progress toward various key objectives and benchmarks, including:

- ✓ Improvements to campus facilities
- ✓ Improved facility utilization
- ✓ Improved retention of students
- ✓ Improved academic programming and assessment processes
- ✓ Improved community amenities
- ✓ Improved faculty, staff and student diversity
- ✓ Improved support from the community and surrounding area
- ✓ Improved Foundation/alumni support
- ✓ Development of learning centers in other communities in Southeast Nebraska
- ✓ Improved recruitment of students, especially those students from urban areas who could benefit from Peru's admission policies and ability to provide more individualized attention to students; and transfer students, particularly students from the two community college systems in the Peru service area: Metropolitan Community College and Southeast Community College.

By April 1, 1999, a set of benchmarks to be achieved, the methods of measuring progress toward their accomplishment, and a reasonable timetable for their achievement within the next three biennia was to be submitted to the Commission for its consideration. Peru developed a strategic plan and presented it to the Board of Trustees at their April 1, 1999 meeting prior to submission to the Coordinating Commission.

Annual reports of progress toward these benchmarks are to be provided to the Board of Trustees by July 1 of each year through 2005. The report for year 2004 will be forwarded to the Coordinating Commission.

Peru State College Annual Report--May 2004

This is the fifth annual report in response to tasking from the Nebraska Coordinating Commission for Postsecondary Education established after the formal 1998 study of *Peru State College and the Educational Needs of Southeast Nebraska*. The College has continued the very positive trends that have been established since the completion of the study and the associated campus strategic plan.

The College continues to conduct strategic planning reviews to revise the existing strategic plan in consideration of the progress that has been made and in response to changes in the operating environment, especially budget pressures imposed by the economic situation in Nebraska and the surrounding states. The new Strategic Plan incorporates the broad Key Outcome Planning Areas (KOPAs) that were identified in the previous plan, and this report uses the same KOPA-oriented format as the previous reports. Specific details or expanded information on any portion of this summary report can be obtained by contacting the Office of the President of Peru State College.

KOPA 1 Educational Service to Southeast Nebraska:

Peru State College continues to provide courses at the main campus and at Offutt Air Force Base, the Graduate Center in LaVista, and the Lincoln Center. Enrollment at all locations remains strong.

Additionally, the College continues to expand the on-line course offerings, which makes classes easily available throughout the service area. The College continues to expand the number of on-line courses in all academic areas and in general education. The following table provides basic information regarding the growth of the on-line course schedule during the past several years.

Peru State College
Registrations for Internet Courses

	Number of Courses	Number of Sections	Number of Registrations	All Internet Number of Students	Mixed ¹ Number of Students	Number of SCHP
Fall 1999	16	28	84	58	73	564
Fall 2000	16	29	210	89	125	1107
Fall 2001	25	43	547	112	178	1641
Fall 2002	22	36	533	127	148	1619
Fall 2003	30	30	696	141	232	2043
Fall 2004	41	41	(Registration currently taking place)			

¹Mixed: taking both on-line courses and face-to-face courses

The campus initiatives related to on-line education include opportunities for professional development for faculty, combining low enrolled on campus courses with on-line courses, courses at both the graduate and undergraduate levels and increased use of the Blackboard system for instructional use.

The College has continued to refine its academic program to enhance the quality of the educational experience for our students. The College's newly implemented General Studies program has retained the commitment to a broad intellectual foundation, but has also added more flexibility for students. Additionally, adjustments to academic programs were developed to better meet student needs and to enhance the effectiveness of campus efforts. The former computer science program was merged into the Computer Management Information Systems Option within the Business program. This reflected the path that most of our students in this field were already following and it created a more efficient program. A faculty member was hired this past year to teach in the School

of Professional Studies in the area of computer management information systems and is busy recruiting students into the program. The College also developed an option within the existing Art program that responds to student demand and allows students to study the rapidly growing field of graphic design. Faculty and students continue efforts to increase the enrollment in that program and in the graphic design courses. A special internship course in graphic design will be offered during the summer 2004 to provide students an opportunity to apply their skills in developing a marketing plan for the College. This practical experience will be invaluable to the students and will benefit the College's marketing plans with a minimal investment of dollars.

Students have begun to enroll in the College's new Liberal Arts Major. The major is designed to provide a broad liberal arts education and a flexible degree structure for our students. Based on discussions with students and potential students (especially the transfer students that are a significant component of our student body), the College has identified a need and interest in this type of broad and flexible major. This major will also appeal to pre-professional students, such as those in Pre-Law. With no increase in resources required, this new major will add another education option for students at Peru State College.

KOPA 2 Student Enrollment and Retention:

Although facing the economic challenges common to all institutions of higher education, Peru State College has sustained, and in some cases strengthened, its existing recruitment and retention efforts, resulting in an on-campus enrollment increase of five percent. One of the challenges Peru faced this past year was the reduction in the number of high school students enrolling in the Early Entry Program. This decline in enrollment was due to the competition that came into the area from private institutions that were able to offer similar early entry courses at much lower tuition rates than Peru. Conversations with K-12 school personnel indicated a high degree of satisfaction with the Early Entry Program at PSC; however, their bottom line in making the courses available to the students rests with the cost to the students and their families. Peru State College cannot compete with an institution offering courses at \$50 per credit hour.

The construction projects at Peru State College have played an important role in reshaping the image of the campus and in drawing students to the campus and encouraging them to remain at the College. Student and potential student reaction to the Hoyt Science building continues to be very positive. This has been matched by excited reactions to the new Library and the Academic Resource Center (ARC). The dedication ceremony for the new Library and the ARC took place in April 2004 and was well attended by people committed to the success of the institution. The Academic Resource Center (ARC) continues to evolve as a centerpiece of recruiting and retention efforts – all geared for student success. Students have responded well to the upgrades in Morgan Hall and look forward to the additional work that will be completed in the future. The new water filtration system was installed and has made a dramatic difference in improving the quality of life issue for students and will help make the campus much more appealing for students.

The College has improved the student tracking processes, and has developed a better understanding of the nature of the student body. Interpretation of the data has helped clarify the extensive transfer dynamic at Peru State College. The initial assessment effort indicates that a number of trends—which are similar to national patterns, especially in terms of nontraditional students—are clearly present within Peru State College's student population. Key realities of the student body are:

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1. Peru State College attracts many students who enroll and fully intend to transfer. Because of convenience and cost, many students plan to attend Peru State College for only a year or two but also plan to transfer to another college or professional school that has the major or professional training they desire, e.g. nursing, physical therapy, or pharmacy. Traditionally, these students have been counted in the drop out numbers. These students are not dropouts and the College academic program includes a series of pre-professional programs specifically designed to support this transfer need. Far from failing to serve them, Peru State College provides a critical start to their educational career.
2. Additionally, many other students also seek a starter school, like Peru State College, because they lack initial confidence and want to strengthen their academic ability in a traditionally supportive environment. These students may also feel intimidated by a large university and they may be forced by family and financial circumstances to attend a less costly institution closer to home. Or, they may have an academic deficiency that brings them below admissions standards at other schools and that requires the type of assistance and personal attention that Peru State College can provide. A portion of these students will also eventually transfer to other schools to finish their degrees.
3. Approximately two-thirds of our graduates choose to transfer *from* other colleges—both two and four year institutions—so they can graduate from Peru State College.
4. A high proportion of Peru State College students are nontraditional students and often have limited options for higher education due to family and work responsibility and/or financial considerations. These students tend to “stop out” for periods of time and then return later, picking up where they left off. This may occur several times before they complete their degrees. The majority of these individuals are place-bound and time-limited and are unable to travel to the University campuses for coursework. When these students stop out, they are counted in the drop out (not retained) category.
5. As an open admissions institution with a mission of providing accessibility and affordable education, Peru State College is the only four-year institution in Southeast Nebraska that provides an opportunity to obtain a four-year degree for students who do not meet the eligibility requirements of the University or cannot afford expensive private colleges.

The important fact is that dynamic enrollment patterns—including many transfers *into* and *from* Peru State College each year—result in a highly successful graduation total each year, even with the loss or transfer of many original freshmen. The traditional freshman-to-sophomore *success* rate is over 70 percent at Peru State College. The *success* rate is the rate at which students either stay at Peru State College or transfer to another college. The basic freshman-to-sophomore *retention* rate (return rate) at Peru State College has historically held at 55 percent, with a 33 percent graduation rate of students who start as freshmen. This generally matches national averages for similar institutions. The freshman-to-sophomore retention rate this year increased to 60 percent, a jump that can be attributed to many of the initiatives included in this report.

A result of the student enrollment patterns is that graduating classes at PSC each year total approximately the same number (sometimes more) as the number of freshmen entering four years earlier. This reflects the transfer dynamic and the nontraditional nature of our student body. In the summer of 2002, Peru State College staff members conducted a survey of students who had not registered for the Fall Semester and were therefore potential non-returning students. The data collected from those students confirmed the general trends in the student body that were described above. Of those students responding who indicated that they were not planning to return to Peru

State College, 79 percent indicated that they were transferring to another college. Nineteen percent of the non-returning students indicated that they would be working—many of this group indicated that they had to work due to financial circumstances—and that they intended to return to school at some point in the future. Two percent of the respondents indicated that they would not be returning due to family issues.

In response to the large numbers of non-traditional students attending Peru State College, the College staff studied the existing academic schedule and developed a modified format that will provide more flexibility for students, especially those students who need to work while attending college. This modified schedule shifted courses from the existing Monday-Wednesday-Friday and Tuesday-Thursday format, to a schedule that will offer courses in a Monday-Wednesday, Tuesday-Thursday, and Friday (lab and longer sessions) format. Initial reaction to the plan by students has been generally positive, especially by those who indicated they would be working or commuting to campus. The new schedule provides options for students and faculty that were not available with the former schedule. For example, the courses offered on Friday that are in a 3-hour block. Many students have indicated that they prefer having a course on Friday as opposed to one evening per week. Academic and student support staff continue to evaluate the new schedule as we move into the second year of implementation.

Recruitment of minority students continues to be an area of emphasis for Peru State College. In a new initiative, the College has begun to designate transfer scholarships for minority students as part of our minority recruitment program. Foreign students continue to provide an important source of cultural diversity within the student body. Peru State College currently has students from Zimbabwe, Sudan, Ecuador, Macedonia, and Japan (as well as Canada). Several of the international students graduated and walked across the stage to receive their diplomas at the graduation ceremony conducted May 8, 2004.

KOPA 3 Efficient and Effective Operations:

The area of efficiency and effectiveness has been dominated by efforts of the Peru State College leadership team to develop courses of action in response to the budgetary realities in state funding. This has intensified the emphasis on program efficiencies. Support areas on the campus have been cut to a bare minimum as part of the response, and the core teaching functions have been sustained with limited reductions. The academic programs have significantly reduced the use of adjuncts and have revised scheduling patterns to improve the productivity of full time faculty. Improved efficiency was also a major consideration in the Strategic Planning effort during the year.

One indicator of improved operations for Peru State College is the average class enrollment number. For Fall Semester 2000, the average class size for on-campus courses was 19 (nineteen), with the average class size for on-campus courses for Fall Semester 2003 at 22 (twenty-two). Several efforts have contributed to the increase in the average over the past several years, including the reduction of sections offered for some courses, decisions to cancel courses with low enrollments, and the implementation of the new 2+2+1 schedule for Fall Semester 2003. PSC personnel will continue examining the wide variety of factors that contribute to increased productivity for the campus and academic programs in the months and years ahead. With changing demographics and delivery systems affecting delivery of educational programs, new initiatives are also essential to the continued vitality of Peru State College.

The administrative structure at Peru State College was modified this year with a reassignment of personnel. The Vice President for Academic Affairs (VPAA) position was combined with the Vice President for Student Affairs (VPSA) position to form a newly created Vice President for Academic

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and Student Affairs (VPASA) position. The former VPSA has been appointed as the Director of the Academic Resource Center in response to the completion of the new facilities and the centralization of services provided through the ARC. At the time of this writing, a search for an Academic Dean and three faculty are underway as it is vital that program integrity be maintained to ensure educational quality throughout the academic programs.

The pre-registration process for PSC has been modified to provide the “One-Stop Shop” opportunity for students. This process better serves the students, faculty, and staff who work during the pre-registration as the needed resources and contact people are in one location during the pre-registration sessions. Students may, of course, register any time following the pre-registration session; however, students are more likely to return for the following semester if they are pre-registered before the current term is finished. The following identifies a sampling of the services that are available in one location during the pre-registration sessions:

- Personnel from the Office of Student Records
Staff members are available to (1) verify addresses, phone numbers, e-mail addresses, and academic majors; (2) register students; and (3) work with students who have holds on registration, for example, Library holds, Academic Contract (Advising) holds, or parking tickets.
- VA Certification Officer
This staff member is available to collect forms and answer questions regarding VA benefits.
- Personnel from the Admissions Office
Staff members are available to work with students who have Admission holds as well as Health Center holds in addition to working with the Office of Student Records to verify addresses, phone numbers, e-mail addresses, and academic majors.
- Personnel from Residence Life/Housing
Staff members are now conducting the Room Draw at this time and developing housing contracts with the students.
- Personnel from the Business Office
Staff members are available to collect money for parking tickets, library fines, and past due balances resulting in the ability to clear holds on-the-spot.
- Academic Advisors
Academic advisors representing the various majors on campus are available to work with students to develop appropriate schedules and sign registration cards as necessary. Staff members assigned to advise students who have not yet declared an academic major are also available to work with students during pre-registration.

These efforts combine to encourage a registration process that prevents students from experiencing difficulties in contacting the appropriate personnel involved in the registration process.

Improving the registration system in order to better serve the students also leads to better planning for course sections, adjunct needs, and enrollment patterns.

KOPA 4 Faculty and Staff Development:

Although the budget reductions have limited the available resources, Peru State College has continued to provide opportunities for professional development for faculty and staff members. The focus of much of the formal funded efforts had been on preparation for upcoming accreditation visits, especially in the Teacher Education program. The NCATE accreditation review took place in October 2003 and PSC received continuing accreditation. Accreditation efforts continue as faculty and staff prepare for the Higher Learning Commission focus visit scheduled for February 2005. The college supported on-campus workshops and training opportunities in a variety of topics, including distance education methods and electronic portfolios.

The Honors Chair faculty recognition program, which is funded by the PSC Foundation, was implemented in 2002 and continues this year. The faculty award winners are recognized for their accomplishments and receive an annual stipend. Additionally, they are tasked to serve as mentors for less experienced faculty members. Peru State College continues to recognize excellence in teaching by awarding the annual Peru State College Teacher Excellence Award to a faculty member who is recognized at the spring graduation ceremony.

KOPA 5 Campus Governance:

The College leadership continues to emphasize broad involvement in the planning and decision making processes. The challenges of budget reductions have amplified the importance of this involvement and the various senates representing components of the campus community have been actively involved in providing input for the budgeting process. Additionally, the strategic planning process involved a committee composed of members from across the campus, and all members of the College community. All of the various constituent groups, including Faculty Senate, Student Senate, Professional and Classified Staff Senates, were invited to provide input to the planning process.

KOPA 6 Alumni and Foundation Support:

Alumni support for the College remains strongly positive. Although major donor giving has been affected by the national economic situation, financial donations remain strong and continue to provide an important element of enhanced quality for the campus. The Foundation continues to provide important scholarship support, including the expanded scholarships for transfer students that target minority students. Additionally, several programs and the new Library have benefited by equipment purchased with Foundation donations. The Honors Chair Program for faculty recognition—funded by the Foundation—has been a significant success and has resulted in recognition for excellence. The Honors Chair Faculty members also contribute by making a presentation on campus during the year. Campus and community members alike attend the presentation. The Foundation has also enjoyed continued success in establishing planned giving commitments from alumni and supporters. The Foundation is responding to alumni interest and is leading the creation of a national alumni association to enhance communications and to better focus alumni support for Peru State College.

KOPA 7 Community Relations:

Peru State College's relationships with the surrounding communities remain strong. The College-Community Coordinating Committee continues to provide a vital link between the College and the region. The College continues to host events that provide opportunities for cultural, economic, and academic growth in the area. Additionally, the College hosts many events that enhance the educational, musical, and athletic development of primary and secondary students in Southeast Nebraska and beyond. Peru State College continues to emphasize collaboration and partnership with K-12 schools and districts, especially in the area of Teacher Education. Many college personnel also serve as leaders and as key resources in local governments, community and state organizations, and special events. Examples include topics such as Lewis and Clark, Child Abuse, Literature, and Botany.

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

Report on Peru Experimental Class Schedule

For the 2003-2004 academic year, Peru State College modified its existing academic daily schedule for offering courses. The modified schedule provided for courses to be offered in three formats during the week (MW, TTH, and Friday), rather than the former two formats (MWF and TTH). Key components of the schedule included:

- Two seventy-five minutes course periods for a regular 3-credit course. Adjustments were made for varying credit courses. The adjustments maintained an equal time allotment as the former schedule.
- The courses offered during the day on Friday were offered in a 150-minute format as are the courses offered once per week in the evenings.
- The schedules were developed to avoid as much conflict within the majors as possible.
- Courses with multiple sections were offered at varying times, including during the evening hours, when possible, to provide alternatives for students.

The academic staff has examined the impact of the schedule change on a variety of factors, including students, faculty, campus life, program completion, and athletics. Examining the courses and the possibilities for scheduling has provided an impetus for additional program review among many of the campus programs. The new schedule provided a format in which fewer scheduling options were available on a daily basis, enabling a natural reduction in the number of course sections offered. This resulted in an increase in course enrollments for many courses, helping to increase the average class size from 19 (Fall 2002) to 22 (Fall 2003). The new schedule has resulted in faculty examining academic degree programs in terms of the number of credits required, and in some cases, faculty have made decisions to combine courses or eliminate others in order to ensure that students can complete their degree programs in a timely manner. The new schedule is now one of the factors taken into consideration in program and course review.

Key Points

- Reduced number of courses/sections offered resulting in decreasing the reliance on adjuncts
- Increased the number of work hours available for many students. In many cases, students are able to work in concentrated time periods.
- Decreased the number of days some students are required to commute
- Revealed opportunity for program and course review by faculty
- Reduced number of courses and course sections offered
- Provided concentrated course time on Fridays, which some students and faculty prefer
- Many students are enrolled in schedules that result in taking both on-line courses and on-campus courses. This combination often results in less traveling to campus for those students who can't get all their courses on-line and may desire to do so.

5.2.-2

- Adjustments will most likely continue in areas affected by the new schedule that are non-academic, for example, housing, food service, and campus activities.
- Course delivery methods will continue as faculty members adjust their presentations and class activities to meet the lengthened time frame.
- Absenteeism, particularly for student athletes, has been reduced due to the reduced number of courses offered on Fridays. In addition, it appears that students are skipping fewer classes since there is, perhaps, awareness that more material is covered in each class so that an absence for one class results in missing more of the material covered in class.
- As more new students arrive at Peru State College to enroll in courses offered by the 2+2+1 schedule, the element of “change” will eventually be eliminated since some students were skeptical of the new schedule primarily because it was a new way of doing things.

The above key points will be explored further in the months ahead as PSC continues offering courses in the new schedule format. A survey instrument will be developed during the next academic year to encourage feedback on the schedule from students, faculty, and staff members.

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Doug Christensen
Richard Halbert
Kari Daly

June 10, 2004

Chadron Update on Athletic Gender Equity

President Krepel will provide an update on this issue as requested at the December Board meeting.

Enrollment and Marketing Committee

Bill Roskens, Chair

Sheryl Lindau

Wendy Alexander

June 10, 2004

Enrollment and Marketing Committee Charge

This Enrollment and Marketing committee develops and recommends to the Board strategies to:

1. Broaden the general awareness of our colleges and the entire system
2. Strengthen enrollment, retention and graduation rates at the colleges
3. Create a positive image of the system to the public through media interaction and direct communication
4. Communicate needs and concerns of the system to the media, legislature, and Governor's Office.
5. Foster a sense of belonging to the system among all employees and students

Enrollment and Marketing Committee

Bill Roskens, Chair
Sheryl Lindau
Wendy Alexander

June 10, 2004

Enrollment and Marketing Committee Membership

The Enrollment and Marketing committee consists of the following:

Bill Roskens
Sheryl Lindau
Wendy Alexander, PSC Student Trustee

The committee will work very closely with the newly developed Council of Admissions and College Relations Officers to develop a marketing plan and to increase enrollments at the Nebraska State Colleges.

Fiscal and Facilities Committee*Steve Lewis, Chair**Larry Teahon**Norman Small*

June 10, 2004

Modification Budgets for Information

A requirement of the September 15 budget submittal is a priority list indicating how the NSC would choose to restore requested and reduced programs and funding if requests and current operating budgets cannot be fully funded. In 2002, the instructions asked us to determine priorities to add back from an assumed 10% reduction to the existing base. The budget instructions have not yet been received for the 2004 submittal to indicate the level of the reduction we will be asked to prepare.

In discussion with the Finance Officers and Council of Presidents, a system-wide prioritization approach was agreed upon. The colleges and the system office will list reductions to arrive at the reduced base applicable for each unit. Items to be added back will be in the following order:

- Priority 1 Health insurance increase request
- Priority 2 Reductions made from the existing base
- Priority 3 LB 1100 depreciation assessment request
- Priority 4 Continuation request items (Operations, utilities, insurance)
- Priority 5 Budget adjustment requests (areas of emphasis)

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

Occupancy/Income Reports for Spring 2004

As required by the master resolution, the colleges have provided information on occupancy and the income earned by their revenue bond facilities during Spring 2004. These figures show improvement at all three colleges in terms of percentage of residence hall income over spring 2003. CSC had 82% of potential income last year, PSC had 44%, and WSC had 57%. The room occupancy measure was not used in 2003, but a comparison of bed occupancy for Spring 2004 with last year shows stable occupancy at CSC and improved percentages at PSC and WSC. It is evident that students are finding our updated residence halls attractive and comfortable.

In summary, the following ratios are noted:

	% Residence Hall Occupancy Spring '04*	% Residence Hall Income Spring '04
Chadron State	86%	94%
Peru State	83%	61%
Wayne State	85%	66%

*Room Occupancy Percentage

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2004

REPORT DATE: 05-13-04
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2003	Beds Occupied Spring 2004	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2004	Percent Room Occupancy
Residence Hall									
ANDREWS	304	284	165	175	6.06%	61.62%	147	139	94.56%
BROOKS	110	84	55	42	-23.64%	50.00%	40	24	60.00%
EDNA WING**	92	90	27	0	0.00%	0.00%	47	0	0.00%
EDNA WORK	102	86	44	46	4.55%	53.49%	47	37	78.72%
HIGH RISE	400	422	278	258	-7.19%	61.14%	218	213	97.71%
KENT HALL	304	275	194	239	23.20%	86.91%	147	142	96.60%
SUBTOTALS	1,312	1,241	763	760	-0.39%	61.24%	646	555	85.91%

	Apartments Available	Apartments Occupied Spring 2003	Apartments Occupied Spring 2004	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING**	1	1	0	0	0.00%
SPARKS HALL	12	10	12	20.00%	100.00%
WEST COURT	41	34	35	2.94%	85.37%
SUBTOTALS	0	54	45	4.44%	87.04%
TOTALS	1,312	1,295	808		62.32%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,312	807	783-1373	\$823,000	\$776,802	94.39%
Student Apartments N/A						
Family Housing	54	47	235-375	\$89,000	76,102	85.51%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				\$10,000	805	8.05%
Other						
TOTALS				\$922,000	\$853,709	92.59%

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

**Edna Work Wing was off-line during the Spring 2004 semester for remodeling.

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2004

REPORT DATE: JUNE 10, 2004
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2003	Beds Occupied Spring 2004	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2004	Percent Room Occupancy
Residence Hall									
ELIZA MORGAN (1)	170	98	34	59	73.53%	60.20%	50	45	90.00%
DELZELL	146	144	91	72	-20.88%	50.00%	72	50	69.44%
CLAYBURN/MATHEWS	120	106	89	74	-16.85%	69.81%	58	53	91.38%
DAVIDSON/PALMER	116	106	76	68	-10.53%	64.15%	58	48	82.76%
PATE	12	28	21	12	-42.86%	42.86%	14	12	85.71%

SUBTOTALS	564	482	311	285	-8.36%	59.13%	252	208	82.54%
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	Apartments Available	Apartments Occupied Spring 2003	Apartments Occupied Spring 2004	Percent of Change	Percent Occupancy
Family Housing					
NICHOLAS	12	11	11	0	91.67%
OAK HILL	12	11	11	0	91.67%
FACULTY	8	7	6	0	75.00%

SUBTOTALS	0	32	29	28	0	87.50%
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TOTALS	564	514	340	313	0	60.89%
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ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	552	464	1048-1288	\$547,742	\$336,105	61.36%
Student Apartments	12	28	1680-2205	23,310	20,993	90.06%
Family Housing	24	24	330-478	\$43,632	17,289	39.62%
Faculty Apartments	8	8	360-452	\$14,616	6,371	43.59%
Summer, Guest Housing & Rentals						
Other					29,462	
TOTALS				\$629,300	\$410,220	65.19%

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

(1) 36 rooms in Morgan remain off-line until Phase II of the construction plan can be implemented.
Only 24 rooms were available in Morgan for Spring 2003.

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2004

REPORT DATE: 06/10/04
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2003	Beds Occupied Spring 2004	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2004	Percent Room Occupancy
Residence Hall	165	160	118	89	-24.58%	55.63%	66	57	86.36%
Anderson Hall	328	310	236	236	0.00%	76.13%	159	156	98.11%
Berry Hall	448	436	267	159	-40.45%	36.47%	208	101	48.56%
Morey Hall	240	231	194	188	-3.09%	81.39%	119	119	100.00%
Neihardt Hall	185	171	0	143	n/a	83.63%	91	91	100.00%
Pile Hall	150	136	96	109	13.54%	80.15%	72	71	98.61%
Terrace Hall	147	143	111	126	13.51%	88.11%	75	75	100.00%
SUBTOTALS	1,663	1,587	1,022	1,050	2.74%	66.16%	790	670	84.81%

	Apartment Available	Apartment Occupied Spring 2003	Apartment Occupied Spring 2004	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,663	1,587	1,022	1,050	2.74%	66.16%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,587	\$930-\$1265	\$1,481,940	\$978,167	66.01%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$3,080	3,080	100.00%
Other				\$53,493	53,493	100.00%
TOTALS				\$1,538,513	\$1,034,740	67.26%

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

**Due to renovation, half of rooms in Bowen not available for occupancy Spring 2004 semester.

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

Grant Applications and Awards for information only

Chadron State College Applications

- 2004/05 Chadron State College Service-Learning Program (Midwest Consortium for Service-Learning in Higher Education) -- \$10,000
- Mari Sandoz Festival (Nebraska Humanities Council) -- \$1,500
- Newblom Disability Grant (Newblom Foundation) -- \$2,117.67

Wayne State College Applications

- Siouland Unified Early Childhood Educator (Nebraska Children and Families Foundation Family Preservation & Support Funds Planning & Development Grants) -- \$10,000
- Wayne State College Fitness Trail Repairs (Lower Elkhorn Natural Resources District Recreation Area Development Program) -- \$3,250

Wayne State College Awards

- Around the World in 180 Days (U.S. Dept. of State through NAFSA: Association of International Educators) -- \$6,765
- Solid Phase Reactions (EPSCoR/Nebraska Academy of Sciences) -- \$1,100
- Synthesize Aluminum/Ligand Complexes and Measure Their Stability Constants (EPSCoR/Nebraska Academy of Sciences) -- \$1,150

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.

7.3.-2

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

College: Chadron State College		Date: May 14, 2004
Notice of Intent	Application: X	Accept Award:
Name of Program: 2004/05 Chadron State College Service-Learning Program		
Funding Source: Midwest Consortium for Service-Learning in Higher Education		
Amount Requested: \$10,000	Amount Awarded:	Funding Period: 5/15/04-5/1/05
Closing Date for Application Submission: May 17, 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: 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.): program staff salaries (dean of students, \$1100; Assist. Director Housing (\$814); Director of Internships (\$1777); faculty stipends (\$4800); student assistance (\$1339); fringe benefits (\$2370); travel (328).		
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: .25 GA
How many of these are new positions?		New FTE: No
Briefly describe the purpose(s) of this application/award: This program will help to imbed service-learning into the College's curricular and co-curricular areas by making available mini-grants to faculty and to students to conduct service-learning activities. The program will also identify community partners to assist in the identification of service-learning projects to address the needs of immigrant, refugees, or those individuals living in poverty.		
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. Rex Cogdill		
Administrator responsible for approving the application: President Thomas L, Krepel, Ph.D.		

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

College: Chadron State College		Date: May 13, 2004
Notice of Intent	Application: X	Accept Award:
Name of Program: Mari Sandoz Festival		
Funding Source: Nebraska Humanities Council		
Amount Requested: \$1,500	Amount Awarded:	Funding Period: 2004-05
Closing Date for Application Submission: May 1, 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: Staff, telephone, printing, postage, office supplies. Total in-kind = \$626.		
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: The First Annual Mari Sandoz festival will be held at Chadron State College on Friday, October 15, 2004. The purpose of the festival is to celebrate the life and work of Mari Sandoz and to introduce young authors to the art of creative writing, playwriting, living history, and oral history through a multidisciplinary approach.		
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: Professor Matt Evertson, Ph.D.		
Administrator responsible for approving the application: Thomas L. Krepel, Ph.D.		

7.3.-4

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

College: Chadron State College		Date: May 13, 2004
Notice of Intent	Application: X	Accept Award:
Name of Program: Newblom Disability Grant		
Funding Source: Newblom Foundation		
Amount Requested: \$2,117.67	Amount Awarded:	Funding Period:
Closing Date for Application Submission: March 31, 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:	No: X
If yes, describe briefly: n/a		
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:	
How many of these are new positions?	New FTE:	
Briefly describe the purpose(s) of this application/award: This application is a small grant request to procure equipment and assessment software to support adaptive physical education instruction. These items will serve CSC, especially pre-service teachers, and, eventually, regional K-12 schools. Experience gained will prepare participating faculty to present campus and regional workshops.		
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: Professor Larry W. McDaniel, Ed.D.		
Administrator responsible for approving the application: Thomas L. Krepel, Ph.D.		

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

College: Wayne State College		Date: June 10, 2004
Notice of Intent	Application: X	Accept Award:
Name of Program: Siouxland Unified Early Childhood Educator		
Funding Source: Nebraska Children and Families Foundation Family Preservation & Support Funds Planning & Development Grants		
Amount Requested: \$10,000	Amount Awarded:	Funding Period: 07/04-07/05
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:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-Kind support includes the time commitment of several faculty and staff as well as equipment and publicity provided by the College and consulting support from Nebraska Department of Education staff.		
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: 0.20	
How many of these are new positions?	New FTE: 0.20	
Briefly describe the purpose(s) of this application/award: This proposal requests funds for salaries/benefits, travel expenses and some communication expenses for a faculty member who will serve as coordinator of the project and travel expenses/honoraria for community council members. The objectives of this planning project are to develop and implement the Nebraska endorsement for "Unified Early Childhood Education", develop and enhance a family-focused partnership with currently disconnected service centers in this area, and develop a teaching model for pre and post-service educators that promotes best practices for those who work with young children.		
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		

7.3.-6

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

College: Wayne State College		Date: June 10, 2004
Notice of Intent	Application: X	Accept Award:
Name of Program: Wayne State College Fitness Trail Repairs		
Funding Source: Lower Elkhorn Natural Resources District Recreation Area Development Program		
Amount Requested: \$3,250	Amount Awarded:	Funding Period: 07/04-06/05
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 a portion of the contractual repair services.		
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 for a portion of the contractual services costs to repair approximately eleven locations on the asphalt fitness trail on the north half of the campus grounds. The fitness trail is used by the campus community and the citizens of Wayne and will be linked to the new City of Wayne trail system.		
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. Pat Meehan, Landscape Manager & Grounds Maintenance Supervisor		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

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

College: Wayne State College		Date: June 10, 2004
Notice of Intent	Application:	Accept Award: X
Name of Program: "Around the World in 180 Days"		
Funding Source: U.S. Department of State through NAFSA: Association of International Educators		
Amount Requested: \$8,788	Amount Awarded: \$6,765	Funding Period: 08/04 – 06/05
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 02/12/04
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 some supplies and advertising costs.		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-Kind support will include the time commitment of various College staff and the use of the College's facilities as well as private donations.		
Is State Maintenance of Effort required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0.00	
Briefly describe the purpose(s) of this application/award: This award provides funds for advertising costs, supplies/materials including refreshments and door prizes, and honoraria to implement a series of international programs on campus. The objectives of the project are to increase the opportunities for Wayne State College students and community members to learn about different countries, cultures, and international issues as well as increase the interaction between international students and campus and community members.		
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. Ron Vick, International Student Advisor and Counselor, Counseling Center		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

7.3.-8

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

College: Wayne State College		Date: June 10, 2004
Notice of Intent	Application:	Accept Award: X
Name of Program: Solid Phase Reactions		
Funding Source: EPSCoR/Nebraska Academy of Sciences		
Amount Requested: \$930	Amount Awarded: \$1,100	Funding Period: 12/03-06/04
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 12/04/03
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 chemicals and other lab supplies.		
Will this grant require In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0.00	
Briefly describe the purpose(s) of this application/award: This award is for funding for equipment used by undergraduate students and faculty in their research on solid phase reactions and travel expenses to present the results of their research.		
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		

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

College: Wayne State College		Date: June 10, 2004
Notice of Intent	Application:	Accept Award: X
Name of Program: Synthesize aluminum/ligand complexes and measure their stability constants.		
Funding Source: EPSCoR/Nebraska Academy of Sciences		
Amount Requested: \$1,000	Amount Awarded: \$1,150	Funding Period: 12/03-06/04
Closing Date for Application Submission: n/a		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 12/04/03
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 chemicals and other lab supplies.		
Will this grant require In-Kind Funds ?		Yes: No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0.00
How many of these are new positions?		New FTE: 0.00
Briefly describe the purpose(s) of this application/award: This award is for funding for equipment and travel expenses for undergraduate students and faculty to continue their research on aluminum toxicity with the objective to identify a new set of chelating agents and measure their stability constants with aluminum in aqueous solutions and to present the results of their research.		
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. Yahia Hamada, Asst. Professor, Physical Sciences and Mathematics Department		
Administrator responsible for approving the application: Carolyn Murphy, Administration and Finance		

Fiscal and Facilities Committee

Steve Lewis, Chair
 Larry Teahon
 Norman Small

June 10, 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: Contracted Work: Contract Amount: Fund Source: Contractor:	Nelson Physical Activity Center Design Roof Replacement \$17,000 Cash Davis Design
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Andrews Hall Dormitory Professional Fees Not to exceed \$2,000 Contingency Maintenance Rex Peterson
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Andrews Hall Dormitory Asbestos Abatement and Disposal \$10,760 Contingency Maintenance L & L Insulation

Peru State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Administration Building Asbestos consulting services \$1,200 Cash AMI Environmental
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Administration Building Asbestos Abatement Oversight \$2,770 (in 7 shifts) LB 309 AMI Environmental
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Administration Building Asbestos Abatement \$11,900 LB 309 McGill Asbestos Abatement Co., Inc.

7.4.-2

Peru State College (continued)	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Refinish and paint portable basketball floor \$18,500 Cash Greater Plains Athletics Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Administration Building ADA Unisex Restroom Remodel \$27,335 LB 309 Lueder Construction Company
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Residence Halls Clean residence hall drapes \$6,800 Contingency Maintenance The Cleaners

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Brandenburg Education Design Roof Replacement \$16,615 LB 309 BVH Architects, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Morey Hall Window Painting \$24,168 Contingency Maintenance Two Guys Painting, Beatrice, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Berry Hall Window Painting \$29,640 Contingency Maintenance Two Guys Painting, Beatrice, NE

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

Chadron State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Edna Work Hall/Wing Renovation #3 Trash room floor, corridor AC, additional wall repair \$13,080 Allocation Fuller Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Administration Building HVAC #2 Mechanical/electrical renovation \$11,580 LB 309 and Capital Improvement Fees Mac Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Administration Building HVAC #3 Safety/PRV replace., additional hallway lighting, upgrade fire rated chase \$4,849 LB 309 and Capital Improvement Fees Mac Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Administration Building HVAC #4 Add propylene glycol to chilled water piping system \$8,520 LB 309 and Capital Improvement Fees Mac Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Campus Trail #2 Pipe installation addition; delete bid item #2-clearing/grubbing area Does not change contract amount NA Fuller Construction

Peru State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	TJ Majors Building #1 Additional work per 309 Task Force request \$24,000 LB 309 Shive-Hattery
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Theater/Auditorium #1 Add additional 620 brick units for replacement \$11,780 LB 309 Senegal Specialities

7.4.-4

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rice Auditorium #1 Change type of floor and eliminate leveling costs \$8,000 LB 1100 Swanson Gentleman Hart
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Bowen Hall #2 Mortised electric strikes on two stairway doors \$804 Revenue Bond 2003 Issue RaDec Construction, Hartington, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rice Auditorium #2 Add basketball standards \$18,000 Cash Funds Swanson Gentleman Hart

Fiscal and Facilities Committee

Steve Lewis, Chair

Larry Teahon

Norman Small

June 10, 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: June 10, 2004

Project Description	Status	Fund Source
LB 309 Projects		
Admin. Bldg HVAC Improve.	In Progress	LB 309/CIF
Admin. Bldg Tuckpointing	In Progress	LB 309/CIF
Armstrong Gym Tuckpointing	In Progress	LB 309/CIF
Armstrong Gym Fire Sprinkler	In Progress	LB 309/CIF
Burkhiser Tech. Comp. Tuckpoint	In Progress	LB 309/CIF
Campus Fire Hydrant	In Progress	LB 309/CIF
Math/Science Bldg Fire Sprinkler	In Progress	LB 309/CIF
Math/Science Bldg Tuckpointing	In Progress	LB 309/CIF
Memorial Hall Tuckpointing	In Progress	LB 309/CIF
Nelson Act. Ctr. Tuckpointing	In Progress	LB 309/CIF
LB 1108 Projects (1998)		
LB 1138 Projects (PSC-1998)		
LB 1100 Projects (99-00)		
Edna Work Renovation	In Progress	LB1100 (match)/LB 309
LB 1 (2002)		
Revenue Bond Projects (including BANS)		
Edna Work Renovation	In Progress	Bond
Contingency Maintenance Projects		
Andrews Hall Furnishings	Complete	Contingency Maint.
Andrews Hall Rep/Repl Ext Doors	Complete	Contingency Maint.
Andrews Hall Rep/Repl Int Doors	Funded	Contingency Maint.
Andrews Hall Bath Flrs and Walls	In Progress	Contingency Maint.
Campus Pedestrian Infrastructure	In Progress	Contingency Maint.
Campus Chiller Match	In Progress	Contingency Maint.
Campus Replace. Furnishings	In Progress	Contingency Maint.
Crites Hall Tuck Pointing	In Progress	Contingency Maint.
Edna Work Security Electronics	Funded	Contingency Maint.
Edna Work Furnishings	Funded	Contingency Maint.
High Rise Equip/Comp Supp Lab	In Progress	Contingency Maint.
High Rise Floor Covering	In Progress	Contingency Maint.
Kent Hall Floor Covering	Complete	Contingency Maint.
Kent Hall Phased Wind Repl	Complete	Contingency Maint.
Student Center Elec Sign	Complete	Contingency Maint.
West Court Misc Room Needs	Complete	Contingency Maint.
West Court Replace Furnace	In Progress	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Hiking/Biking Trail Construction	In progress	Grant/Fees
Campus Absorp. Chiller Install.	In Progress	LB309/Cont Maint/LB1100/Forestry

PHYSICAL PLANT STATUS REPORT

College: **Peru State College**

Meeting Date: June 10, 2004

Project Description	Status	Fund Source
LB 309 Projects		
Admin Bldg ADA Restroom Modification	In Progress	LB 309
Admin Bldg Tuckpoint	In Progress	LB 309
Admin Bldg Roof Replacement	Design in Progress	LB 309
Admin Bldg HVAC/Window Replacement	Design in Progress	LB 309
Campus Services Steam Study and Boiler Replacement	Work Complete	LB 309
Theater Tuckpointing	In Progress	LB 309
Theater Wet Pipe Sprinkler System	Work Complete (replacement roof hatch has been ordered)	LB 309
TJ Majors Bldg Envelope	Design in Progress	LB 309
Wheeler Center Roof Replacement and Structural Augmentation	Bids Received and Funding Requested	LB 309
LB 1138 Projects (PSC-1998)		
Hoyt Science Building	Research Equipment being purchased	LB 1138/Foundation/Capital Imp Fee
LB 1 (2002)		
Library/ARC Renovation Remodel	Grand Opening April 15, 2004	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)		
Administration Bldg Fire Alarm Replacement	Complete	LB 1108

PHYSICAL PLANT STATUS REPORT

College: **Wayne State College**

Meeting Date: June 10, 2004

Project Description	Status	Fund Source
LB 309 Projects		
Rice HVAC	Substantial Completion	LB309/CIF
Carhart Elevator Tower	Design Under Consideration	LB309/CIF
Rice West Entry Improvement	Complete	LB309/LB1108
Rice Window Replacement	Bids received, contract pending	LB309/CIF
Tuckpointing Design (9 bldgs)	Design Under Contract	LB309/CIF
Library ADA Restroom Design	Design Under Contract	LB309/LB1108
Hahn ADA Restroom Design	Design Under Contract	LB309/LB1108
Carhart Sprinkler System	Design Under Contract	LB309/LB1108
LB 1108 Projects (1998)		
Match for LB309 projects		
LB 1138 Projects (PSC-1998)		
LB 1100 Projects (99-00)		
Rice Floor Replacement	Nearing Completion	LB1100
Track/Entry Plaza/Restroom	Substantial Completion	LB1100
Press Box Remodel	Under Construction	LB1100
LB 1 (2002)		
Energy Plant Renovation	Complete	LB 1
Revenue Bond Projects (including BANS)		
Niehardt Hall Renovation	Substantial Completion	Revenue Bonds
Bowen Hall Fire Sprinklers	Under Construction	Revenue Bonds
Pile & Terrace Re-Roof	Nearing Completion	Revenue Bonds
Pile Hall Window Replacement	Under Construction	Revenue Bonds
Bowen Hall Elevator Repl.	Under Construction	Revenue Bonds
Bowen Hall Fire Alarm Impr.	Under Construction	Revenue Bonds
Pile & Berry Fire Alarm Impr.	Under Contract	Revenue Bonds
Contingency Maintenance Projects		
Res. Hall Fire Alarm Impr.	Under Consideration	Cont. Maintenance
Res. Halls Window Painting	Under Contract	Cont. Maintenance
Res Halls Doors, Roof Repairs	In Process	Cont. Maintenance
Neihardt – Replace Furniture	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)		

Fiscal and Facilities Committee

Steve Lewis, Chair
Larry Teahon
Norman Small

June 10, 2004

Capital Construction Progress Reports for information only
(January - March)

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

Chadron

1. Burkhiser Technology Complex Renovation – Interim report
2. Memorial Hall Renovation – Interim report
3. Sandoz High Plains Heritage Center Renovation/Construction – Final report

Peru

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

Wayne

1. Energy Plant Purchase/Renovation – Interim report
2. Neihardt Hall Renovation – Interim report
3. Ramsey Theatre Renovation/Addition – Interim report
4. Rice HVAC Improvements – Interim report
5. Stadium Entry Plaza, Track and Restroom Project – 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
(January - March 2004)**

College: Chadron State College		Meeting Date: June 10, 2004	
Project Information	Project Title: Burkhiser Technology Complex Renovation		
	Program Number:		
	Professional Consultant: Bahr, Vermeer and Haecker		
	General Contractor: Ainsworth-Benning Construction		
	Net Square Footage: 58,081		Gross Square Footage: 61,000
	Bid Opening Date	4/20/1999	
	Notice of Proceed Date	5/4/1999	
Estimated Completion Date	12/31/1999		
Final Acceptance Date	7/23/2001		
Project Dates	Professional Consultants:	2/2/1998	
	Needs Statement		
	Program Statement	7/10/1989	
	Professional Services Contract		
	Bonds Sold	None	
	Preliminary Plans		
	Design Development	12/15/1998	
	Construction Contract	5/4/1999	
Substantial Completion	3/31/2000		
Final Completion	7/23/2001		
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:	\$0.00	
	Federal Funds	\$0.00	
	LB 309 Funds	\$1,045,240.00	
	Cash Funds	\$0.00	
	Capital Imp. Fee Commitment	\$455,000.00	
	Other	\$0.00	
Total Available	\$1,500,240.00		
Revenue Bond Buildings	Bonds Sold	\$0.00	
	Costs of Issuance/Reserves	\$0.00	
	Balances of Proceeds	\$0.00	
Revenue Sources for Construction	1. Bond Proceeds	\$0.00	
	2. Interest Earnings	\$0.00	
	3. Other	\$0.00	
	Total Available	\$0.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$101,930.00	\$111,927.40	-\$9,997.40
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,327,400.00	\$1,358,852.78	-\$31,452.78
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
Contingency	\$19,080.00		\$19,080.00
Artwork	\$12,920.00		\$12,920.00
Other Items			
1.	\$0.00	\$0.00	\$0.00
2.	\$0.00	\$0.00	\$0.00
Change Orders			
1. Ainsworth-Benning	\$3,145.75		\$3,145.75
2. Ainsworth-Benning	\$34,400.00		\$34,400.00
3. Ainsworth-Benning	-\$4,105.22		-\$4,105.22
4. Ainsworth-Benning	-\$2,209.25		-\$2,209.25
TOTALS	\$1,492,561.28	\$1,470,780.18	\$21,781.10

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
(January - March 2004)**

College: Chadron State College		Meeting Date: June 10, 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	\$2,000.00	\$16,103.00
Other Items			
1. Insurance	\$1,700.00	\$0.00	\$1,700.00
2. State Fire Marshall Review	\$500.00		\$500.00
3. Handicap Access. Review	\$500.00		\$500.00
4. Moving/Relocation Costs	\$2,000.00		\$2,000.00
5. Testing/Surveys/Inspections	\$1,500.00	\$312.50	\$1,187.50
6. Hazardous Mat. Abatement	\$38,300.00	\$24,990.95	\$13,309.05
Change Orders			
1. Fuller Construction	-\$125,452.00		-\$125,452.00
2. Fuller Construction	\$6,912.00		\$6,912.00
3. Fuller Construction	\$6,971.00		\$6,971.00
4. Fuller Construction	\$19,457.00		\$19,457.00
5 Fuller Construction	\$37,944.00		\$37,944.00
5 Fuller Construction	\$11,741.00		\$11,741.00
TOTALS	\$2,633,827.00	\$2,512,914.96	\$120,912.04

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
(January - March 2004)**

College: Chadron State College		Meeting Date: June 10, 2004	
Project Information	Project Title: Sandoz High Plains Heritage Center Renovation/Construction		
	Program Number:		
	Professional Consultant: Bahr, Vermeer and Haecker		
	General Contractor: Fuller Construction		
	Net Square Footage: 21,910		Gross Square Footage: 27,390
	Bid Opening Date	1/11/2001	
	Notice of Proceed Date	1/25/2001	
Estimated Completion Date	9/10/2002		
Final Acceptance Date	8/14/2003		
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement		
	Professional Services Contract		
	Bonds Sold	None	
	Preliminary Plans		
	Design Development		
	Construction Contract		
Substantial Completion	9/10/02		
Final Completion	8/14/03		
Report Information	Status	Initial Report:	
		Interim Report: Final Report: X	
Financial Information			
State Buildings	State Funds--LB No:		\$0.00
	Federal Funds		\$0.00
	LB 309 Funds		\$58,650.00
	Cash Funds		\$0.00
	Capital Imp. Fee Commitment		\$0.00
	IMLS Grant		\$426,958.00
	Save Amer. Treasures Grant		\$450,000.00
	Private Funds		\$1,108,327.40
	Environmental Trust Grant Funds		\$198,875.00
	Total Available		\$2,242,810.40
Revenue Bond Buildings	Bonds Sold		\$0.00
	Costs of Issuance/Reserves		\$0.00
	Balances of Proceeds		\$0.00
Revenue Sources for Construction	1. Bond Proceeds		\$0.00
	2. Interest Earnings		\$0.00
	3. Other		\$0.00
	Total Available		\$0.00
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$116,385.00	\$116,385.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,723,403.00	\$1,570,025.16	\$153,377.84
2. Fixed Equipment	\$0.00	\$16.00	-\$16.00
2. Technical Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$398,670.29	-\$398,670.29
Contingency	\$0.00	\$0.00	\$0.00
Artwork	\$0.00	\$0.00	\$0.00
Other Items			
1. Insurance	\$0.00	\$0.00	\$0.00
2. State Fire Marshall Review	\$0.00	\$0.00	\$0.00
3. Handicap Access. Review	\$0.00	\$0.00	\$0.00
4. Moving/Relocation Costs	\$0.00	\$0.00	\$0.00
5. Testing/Surveys/Inspections	\$0.00	\$27,106.00	-\$27,106.00
6. Reimbursable Expenses	\$0.00	\$6,087.09	-\$6,087.09
7. Interior Signage	\$0.00	\$4,828.96	-\$4,828.96
Change Orders			
1. Fuller Construction	-\$90,192.00		-\$90,192.00
2. Fuller Construction	\$8,076.16		\$8,076.16
TOTALS	\$1,757,672.16	\$2,123,118.50	-\$365,446.34

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2004

College: Peru State College		Meeting Date: June 10, 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	\$28,972.45	\$71,476.55
Other	\$0.00	\$0.00	\$0.00
Total Available	\$4,410,580.12	\$4,332,386.00	\$78,194.12
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$30,000.00	\$30,000.00	\$0.00
Professional Fees	\$250,537.99	\$250,537.99	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$3,599,930.00	\$3,599,930.00	\$0.00
2. Fixed Equipment	\$43,959.33	\$43,959.33	\$0.00
3. Sitework/Utilities	\$16,349.50	\$16,349.50	\$0.00
Furnishings/Moveable Equip.	\$183,216.60	\$145,022.48	\$38,194.12
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	\$4,332,386.00	\$78,194.12

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2004

College: Peru State College		Meeting Date: June 10, 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			
	Proposed Budget	Expended to Date	Balance
State Buildings			
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	\$175,094.21	\$99,208.72	\$75,885.49
Capital Imp. Fee Commitment	\$84,335.00	\$0.00	\$84,335.00
Other - Bond Funds LB 1	\$6,497,755.00	\$6,497,755.00	\$0.00
Total Available	\$7,083,503.21	\$6,923,282.72	\$160,220.49
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$49,680.00	\$49,680.00	\$0.00
Professional Fees	\$486,280.00	\$483,593.63	\$2,686.37
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. Sitework/Utilities	\$32,767.00	\$30,209.00	\$2,558.00
Furnishings/Moveable Equip.	\$1,001,082.01	\$985,189.50	\$15,892.51
Contingency	\$34,578.01	\$0.00	\$34,578.01
Artwork	\$47,500.00	\$0.00	\$47,500.00
Other Items			
1. Construction Administration	\$6,248.83	\$6,248.83	\$0.00
2. Relocation	\$79,920.01	\$79,920.01	\$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
TOTALS	\$7,083,503.21	\$6,923,282.72	\$160,220.49

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2004

College: Peru State College		Meeting Date: June 10, 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		
Estimated Completion Date	5/1/2003		
Final Acceptance Date			
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement		
	Professional Services Contract	2/13/2002	
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract		
Substantial Completion	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	\$0.00
2. Interest Earnings as of 12/31/03	\$7,272.03	\$3,227.72	\$4,044.31
3. Other Surplus Fund Request	\$31,720.00	\$31,720.00	\$0.00
4. Other PSC Foundation	\$20,040.00	\$0.00	\$20,040.00
Total Available	\$1,561,199.81	\$1,537,115.50	\$24,084.31
Expenditure Information	Proposed Budget	Expended to Date	Balance
	Program Planning	\$29,920.00	\$29,920.00
Professional Fees	\$196,140.00	\$196,140.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,197,900.00	\$1,185,579.81	\$12,320.19
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$1,806.76	\$1,806.76	\$0.00
Furnishings/Moveable Equip.	\$2,380.40	\$2,380.40	\$0.00
Contingency	\$49.34	\$0.00	\$49.34
Artwork	\$0.00	\$0.00	\$0.00
Other Items			
1.Asbestos Abatement	\$35,785.28	\$35,115.24	\$670.04
2. Construction Administration	\$62,099.03	\$51,293.49	\$10,805.54
3. Relocation Costs	\$1,000.00	\$760.80	\$239.20
Change Orders			
1. Modifications to 3A walls	-\$6,020.00	-\$6,020.00	\$0.00
2. Remove "Dog House"	\$385.00	\$385.00	\$0.00
3. Remove 12' block wall	\$2,394.00	\$2,394.00	\$0.00
4. Leveling floor	\$3,134.00	\$3,134.00	\$0.00
5. Modification to partitions	-\$380.00	-\$380.00	\$0.00
6. HDPE pipe on hydronic	-\$4,512.00	-\$4,512.00	\$0.00
7.Revised scope	\$8,406.00	\$8,406.00	\$0.00
8. Labor to install framing	\$153.00	\$153.00	\$0.00
9. Switch electrical feeder	\$9,554.00	\$9,554.00	\$0.00
10. RFP #8 & 9, door mod	\$14,330.00	\$14,330.00	\$0.00
11. Addition of 3 heat pumps	\$1,287.00	\$1,287.00	\$0.00
12. CE #19, #20, #21	\$5,148.00	\$5,148.00	\$0.00
13. CE #24 Additional carpet	\$240.00	\$240.00	\$0.00
TOTALS	\$1,561,199.81	\$1,537,115.50	\$24,084.31

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2004

College: Wayne State College		Meeting Date: June 10, 2004		
Project Information	Project Title: Energy Plant Purchase/Renovation			
	Program Number: 906			
	Professional Consultant: Leo A Daly			
	General Contractor: Ryan & Associates			
	Net Square Footage: Gross Square Footage:			
	Bid Opening Date	2/14/2001		
	Notice of Proceed Date	2/25/2002		
	Estimated Completion Date	4/11/2003		
Final Acceptance Date				
Project Dates	Professional Consultants:	(enter dates)		
	Needs Statement			
	Program Statement	8/18/2000		
	Professional Services Contract	6/22/2001		
	Bonds Sold			
	Preliminary Plans	9/10/2001		
	Design Development			
	Construction Contract	2/25/2002		
Substantial Completion	4/11/2003			
Final Completion				
Report Information	Status	Initial Report:		
		Interim Report: X		
		Final Report:		
Financial Information				
State Buildings	State Funds--Capital Const	\$279,939.00		
	Federal Funds			
	LB 309 Funds			
	Cash Funds			
	Capital Imp. Fee Commitment			
	Other	\$4,124,884.75		
Total Available	\$4,404,823.75			
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 (final)	Expended to Date	Balance	
	Program Planning	\$0.00	\$0.00	\$0.00
	Professional Fees	\$467,287.28	\$467,287.28	\$0.00
	Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
	Construction			
	1. General, Mech., Elec.	\$3,016,372.00	\$2,985,993.64	\$30,378.36
	2. Fixed Equipment	\$0.00	\$0.00	\$0.00
	3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
	Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
	Contingency	\$0.00	\$0.00	\$0.00
	Legal Fees	\$27,839.23	\$27,839.23	\$0.00
	Other Items			
	1. Testing, Asb, Adv, Transf.	\$69,287.74	\$69,287.74	\$0.00
	2. Purchase Plant	\$824,037.50	\$824,037.50	\$0.00
	Change Orders			
	1.	\$	\$	
	2.	\$	\$	
	TOTALS	\$4,404,823.75	\$4,374,445.39	\$30,378.36

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2004

College: Wayne State College		Meeting Date: June 10, 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	\$239,662.24	\$243,086.24	-\$3,424.00
Life Cycle Cost Analysis			
Construction			
1. General, Mech., Elec.	\$2,810,628.00	\$2,662,979.50	\$147,648.50
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	\$14,891.76	\$0.00	\$14,891.76
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	\$3,009,780.02	\$230,219.98

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2004

College: Wayne State College		Meeting Date: June 10, 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	\$450,000.00	\$444,820.00	\$5,180.00	
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00	
Furnishings/Moveable Equip.	\$40,000.00	\$32,796.00	\$7,204.00	
Contingency	\$30,932.00	\$0.00	\$30,932.00	
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	\$3,287,948.00	\$58,872.00	

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2004

College: Wayne State College		Meeting Date: June 10, 2004		
Project Information	Project Title: Rice HVAC Improvements			
	Program Number:			
	Professional Consultant: Leo A Daly			
	General Contractor: Ryan & Associates			
	Net Square Footage: 39,819		Gross Square Footage: 58,664	
	Bid Opening Date		12/02	
	Notice of Proceed Date		1/03	
	Estimated Completion Date		7/03	
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement			
	Program Statement			
	Professional Services Contract		6/02	
	Bonds Sold			
	Preliminary Plans			
	Design Development		9/02	
	Construction Contract		1/03	
Substantial Completion		11/13/2003		
Final Completion				
Report Information	Status		Initial Report:	
			Interim Report: X Final Report:	
Financial Information				
State Buildings	State Funds--LB No: 878/1100			
	Federal Funds		\$	
	LB 309 Funds		\$1,445,000.00	
	Cash Funds		\$	
	Capital Imp. Fee Commitment		\$255,000.00	
	Other - Wayne State Foundation			
Total Available		\$1,700,000.00		
Revenue Bond Buildings	Bonds Sold		\$	
	Costs of Issuance/Reserves		\$	
	Balances of Proceeds		\$	
Revenue Sources for Construction	1. Bond Proceeds		\$	
	2. Interest Earnings		\$	
	3. Other		\$	
	Total Available		\$	
Expenditure Information	Proposed Budget		Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00	
Professional Fees	\$143,500.00	\$143,500.00	\$0.00	
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00	
Construction				
1. General, Mech., Elec.	\$1,267,639.50	\$1,259,639.50	\$8,000.00	
2. Fixed Equipment	\$0.00	\$0.00	\$0.00	
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00	
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00	
Contingency	\$238,842.89	\$0.00	\$238,842.89	
Artwork	\$0.00	\$0.00	\$0.00	
Other Items				
1. Advertising, Asb, Misc.	\$50,017.61	\$50,017.61	\$0.00	
2.	\$0.00	\$0.00	\$0.00	
Change Orders				
1.	\$	\$		
2.	\$	\$		
TOTALS	\$1,700,000.00	\$1,453,157.11	\$246,842.89	

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2004

College: Wayne State College		Meeting Date: June 10, 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.	\$1,173,792.00	\$1,151,663.00	\$22,129.00	
2. Fixed Equipment	\$0.00	\$0.00	\$0.00	
3. WSC Direct & Utilities	\$119,871.00	\$113,319.00	\$6,552.00	
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00	
Contingency	\$6,235.00	\$0.00	\$6,235.00	
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	\$1,385,914.00	\$45,926.00	

CHADRON STATE COLLEGE
- President's Report –
June 2004

1. The Eagle, Chadron State's student newspaper, claimed third place for general excellence and two first-place awards among colleges at the recent Nebraska Press Association's annual convention. The newspaper won first-place honors in the editorial and news series categories. The editorial, written by Eagle editor Amber Vrana of Linwood, encouraged area residents to keep their money at Chadron State while the University of Nebraska at Lincoln was conducting a statewide tour to raise funds for its new \$40 million athletic facility project. The winning news series was about civil rights activist Morris Dees, who spoke at Chadron State last fall. It included work by Vrana, Mari Olson of Mitchell, Josh Russo of Derby, Vt., and Shaun Evertson of Bayard. LaVida Dickinson, the Eagle's adviser, said the students are worthy of the recognition. "The students who volunteer for the Eagle put in a lot of long hours and deserve credit for their work," Dickinson said. "To be honored for general excellence is a testament to their commitment."
2. Chadron State's Children's Theatre Workshop class presented its touring production of the play "Stage Magic" for Chadron elementary and middle school students at Memorial Hall on Friday, April 30. The class has presented the production in elementary schools throughout northwest Nebraska each Friday in April, with showings in two communities per day. The group completed its traveling schedule Friday, April 23, with showings in Hemingford and Alliance. It also traveled to Hay Springs, Gordon, Crawford and Harrison this spring. At each of the locations, the students had to assemble and disassemble the set and lighting, as well as perform. The production's director, Roger Mays, said the rigorous schedule of two shows at different locations per day helps students learn what it takes to work for commercial touring theatres. "If a traveling theatre company can schedule two or three performances in a day to make more money, they'll do it," Mays said. Mays said "Stage Magic" is a highly educational and entertaining production that tells the story of five young actors and their struggle to cast, rehearse and finally perform their own "fractured fairy tale" version of Peter Rabbit. The play was written by Marie Mertzinger. Students involved in the course are Karin Baca, Pine Ridge, S.D.; Heath Draney, Omaha; Danny Giffie, Dawson; Brian Griffith, Chadron; Phil Lockwood, Chadron; Robert Maurer, Dix; Kalyn Mead, Wood River; Lars Monson, Benkelman; Crystal Neitzel, Gregory, S.D.; Brian Shafer, Ord; Pam Smith, Chadron; Elisabeth Saunders, Gillette, Wyo. The course is being sponsored in part by the Nebraska Arts Council and the Nebraska Alliance for Arts Education.
3. The Indian Child Welfare Act 2004 Workshop was held at Chadron State in April for those who work, or plan to practice, in the field of child welfare. Featured speakers were attorney Sherri Eveleth of Bancroft, Native American Program project director for Nebraska Legal Services, and Belva Morrison, Rosebud, S.D., an Indian Child Welfare Act specialist. Topics of the workshop included an overview of the Indian Child Welfare Act, practitioner dos and don'ts, legal implications of non-compliance, custody proceedings, and other federal and state laws. The Indian Child Welfare Act was adopted by Congress in 1978 and applies to child custody proceedings in state courts involving children of American Indian ancestry. Chadron State cosponsored the workshop with Nebraska Legal Services, Nebraska Health and Human Services and Chadron Youthbuild.
4. Twenty-two youths from ages three through 18 participated in the third annual Round Robin Showmanship Contest hosted by the agriculture program at Chadron State. In conjunction with the competition, eight Chadron State students were involved in a judging contest. Layne Sievers of Randolph won the livestock portion and Myra Hipke of Stuart won the plant identification contest.

8.2.-2

5. Forty-one Chadron State students have been accepted to attend professional schools in the health professions beginning this fall. Fifteen of the students have been participating in the Rural Health Opportunities Program that is a joint venture with the University of Nebraska Medical Center in Omaha. One student will begin studying occupational therapy at Creighton University in Omaha after finishing her pre-professional studies at CSC in the High Plains Health Opportunities Program. The remaining students have been in what Chadron State calls its “traditional program,” and have been accepted by several medical schools. Four of them will attend veterinary colleges. One of the first participants in RHOP at Chadron State, Dr. Jeff King, received the Nebraska Young Physician of the Year award in April. He is a native of Gordon and now practices in Grand Island.
6. A Chadron State geoscience student is changing the focus of her research this summer – from the tortoise to the hare. Amanda Dopheide of Alliance is returning to the Toadstool Park area north of Crawford, thanks to help from the Nebraska Geological Society. She is one of two winners of the 2004 Yatkola-Edwards Undergraduate Research Grant to support geological studies. Her work, part of a senior thesis under the supervision of geoscience professor Dr. Mike Leite, is on the fossil rabbits in the Toadstool Park area. Dopheide began work on her project in the summer of 2003 while helping Leite and Dr. Joe Corsini, CSC biology professor, collect data on fossil turtles in the Toadstool Park area of western Dawes and eastern Sioux counties. Dopheide said she is eager to continue researching the fossils, which derive from the Oligocene period 25-32 million years ago. This is the first time a student from Chadron State has won the Yatkola-Edwards grant.
7. Chadron State has received approval from the National Executive Council of Delta Mu Delta Honor Society for a chapter at CSC. Delta Mu Delta is an honor society for students in business administration. Chadron State business faculty, Dr. Barb Limbach and Dr. Wendy Waugh, will serve as advisors to the chapter.

PERU STATE COLLEGE
- President's Report -
June 2004

1. President Johnson received word recently that the National Council for Accreditation of Teacher Education (NCATE), following a review visitation in the fall of 2003, has approved continued accreditation for the professional education unit at Peru State.
2. Beginning in Fall 2004, Peru State will offer online certificate programs with courses in several key areas: Accounting, Retail Management, Criminal Justice, Office Management, Retail Management, Human Services, Writing for Publication and Human Resources Management. Advanced graduate courses aimed at professional teachers and trainers will include Classroom Behavior Management and Instructional Technology. The courses, and certificate program, are designed to enhance the skills or knowledge of participants, which can help them advance at work, improve personal satisfaction and increase productivity.
3. Dr. Stephen Sylvester accompanied a group of eight Peru State students to the Western Collegiate Model United Nations in Ventura, CA April 14-18th. The nations assigned to them for representation were China and Brazil. Issues discussed included world peace, health issues, international diplomacy, poverty, gender issues – a wide variety of issues currently under debate in the United Nations. Delegates write resolutions and debate these issues. This is the second year PSC students have participated in the conference.
4. The Music Department and student Music Educators National Conference (MENC) hosted the thirty-first annual Jazz Band Festival at PSC on March 24th. This year's clinician was internationally recognized trumpeter Bob Montgomery.
5. Professor of English Dr. Bill Clemente has been elected to serve a four-year term as secretary/treasurer of Alpha Chi, Region IV, the national college honor scholarship society.
6. The Nebraska Coordinating Commission on Postsecondary Education met on Peru State's campus May 13th. The meeting was held in the Academic Resource Center conference room. President Johnson gave members and attendees a brief update on campus activities, and a tour of the newly renovated Library and ARC.
7. The twenty-second annual Quiz Bowl was held on campus March 29-31. This competition was the largest yet, attracting more than 150 teams from 70 area schools over the three-day period. Assistant Professor Dr. Druann Durbin served as coordinator for the event.
8. Michelle Bonifas and Jennie Gooley have been elected to lead the Student Senate as president and vice president respectively during the 2004-2005 school year. Michelle, a junior from Juniata, is a Secondary Education major in Social Sciences. Jennie, a junior from Omaha, is majoring in Business Administration with Marketing and Management options.
9. Peru State Phi Beta Lambda chapter members earned the following awards at the State Leadership Conference: Chris Lindner-1st place in both Accounting for Professionals and Future Business Executive; Dustin Bents-1st place in both Networking Concepts and Quantitative Methods; Trevor Taylor-2nd place in Networking Concepts; Jennifer Arnold-3rd place in both Business Communications and Management; Emily Jantzen-3rd place in Future Business Executive. Chris, Dustin and Trevor qualify to compete in the National Leadership Conference in Denver, CO in July. Emily was elected State President for the coming year.

8.2.-4

10. The Peru State Commencement took place May 7-8 along with the 50-year class reunion activities. Three hundred twenty-three students received their masters or bachelor's degrees as part of the graduating Class of 2004. Mr. Ken Anderson, Professor of Art, has been named the recipient of the George and Lillian Schottenhamel Honors Chair in the Humanities, and received recognition for such during the Commencement ceremony. Also recognized was Associate Professor of Science Dr. Richard Clopton for receiving the Peru State College Teaching Excellence Award. PSC alumnus Fred Robertson was the featured speaker, and Mr. William Roskens delivered greetings from the Nebraska State College Board of Trustees.
11. District One legislative candidates were invited to attend a question and answer forum at Peru State on April 29th. Five accepted the invitation and participated. They were Joe Zager, Ron Zieger, Walt Hamilton, Mike Powers, and Lavon Heidemann. The purpose was to allow area residents an opportunity to get to know the candidates. Current Senator Floyd Vrtiska was on hand for the discussion, and was presented with a plaque of appreciation and recognition by Student Senate President Dustin Bents.
12. Twenty-five Peru State students earned Midlands Collegiate Athletic Conference Scholar Athlete recognition. To be a scholar athlete, students have achieved sophomore status, a 3.5 cumulative grade point average or higher, and have completed at least two semesters at their school. Two students were recognized for more than one sport: Anna Tennal, senior Biology major from Morrill, KS and Rochelle Davitt, junior Pre-med major from Gallatin, MO.
13. Peru State hosted the 11th Annual Greater Southeast Nebraska Mathematics Challenge on April 21st. High school students from twelve area high schools competed. The Peru State chapter of the mathematics society Alpha Mu Omega prepared the testing materials.
14. The Lincoln Capitols arena football game on April 16th was designated "Peru State College Night." President Johnson performed the coin toss, and the Bobcat Kickers Dance Team and Peru State pep band were guest performers at halftime. Students, alums, faculty and staff all received VIP treatment that evening.

WAYNE STATE COLLEGE
- President's Report -
June 2004

1. A total of 427 undergraduate and graduate students received degrees on May 8 at Wayne State spring commencement ceremonies. Congressman Doug Bereuter, who has represented the First District since 1978, was presented with the Wayne State College Distinguished Service Award. He also gave the commencement address. Gordon Godfrey, a 1973 WSC graduate who is a superior court judge in Washington, received the Alumni Achievement Award. Dr. James Paige, mathematics professor at Wayne State since 1968, was recognized upon his retirement. Sarah Bates, graduating Magna cum Laude in Speech Communication/Corporate and Community Relations, gave the invocation.
2. While commencement was going on, the Wayne State baseball team was winning the Northern Sun Intercollegiate Conference baseball tournament championship being held on the Wayne State campus. The Wildcats defeated Winona State twice in the double-elimination tournament to capture both the conference regular season and tournament titles. They advanced to regional competition at Warrensburg, Missouri where they finished second to nationally ranked number one team, Central Missouri State, who went on to the NCAA Division II College World Series.
3. Dr. Robert McCue has been named interim vice president for academic affairs, effective June 1. He replaces Dr. David Fuller, who has accepted the presidency of Minot State University in Minot, North Dakota. McCue, who had been dean of the School of Natural and Social Sciences for the past year, has been at Wayne State since 1978, serving as professor of biology, graduate dean, assistant vice president for academic affairs/graduate dean, associate vice president for academic affairs/graduate dean, and interim vice president for academic affairs in 1999-2000.
4. The Wayne State madrigal singers, concert choir and wind ensemble traveled to Ireland in May for an eight-day tour and concert schedule. While in Ireland, the groups performed six times in Dublin, Killarney and Galway, including a performance in Christ Church Cathedral. They also participated in a choral workshop.
5. Vietnam veteran and Purple Heart recipient Dr. Marty Ramirez of Lincoln was the speaker at the "Tearing Down the Wall" concluding activity on campus on May 3. The project, sponsored by the Wayne State office of residence life, called attention to eliminating the discrimination and shame caused by oppressive stereotypes. Students, faculty and staff knocked down a cinder block wall that had been decorated by students to represent moments in history or terms that oppress people.
6. Mike Barry, associate athletic director/director of sports and recreation facilities, was named interim director of athletics effective May 15. Barry, who has been at Wayne State since 1989, replaces Todd Barry, who has been named the head men's basketball coach at Briar Cliff University in Sioux City.
7. An apricot tree was planted in front of Connell Hall as part of the campus Arbor Day celebration on April 30. The ceremonial tree planting capped off a week-long landscape renovation project south of Connell that included other plantings where several aging trees had been removed. The Arbor Day program included speakers, live music and entertainment. Dr. Charles Maier, retired Wayne State arboretum director, introduced the updated Willow Bowl Trail and gave a tour of the campus arboretum. Pat Meehan, Wayne State arboretum/landscape manager, coordinated the activities and program.

8.2.-6

8. A six-foot by six-foot sculpture, "Time Sails," was delivered to Wayne State on April 22 for a year-long stay in the Hoffbauer Plaza at the Student Center. Sculptor Les Bruning of Omaha was on hand to meet with faculty, students and staff members. The selection of this sculpture was made with input from students, faculty, staff and administrators. It was previously on display at the Market North Sculpture Park in Omaha.

June 10, 2004

ACTION: Nominating Committee Report and Election of Officers

At the April 15-16 Board meeting, Board Chair Lindau appointed Trustees Halbert, Roskens and Teahon to serve as the nominating committee for the 2004-2005 Board officers.

The Committee will be asked to give their report at the June 10 meeting.

June 10, 2004

ACTION: Approve the appointment of Bruce Cutshall to serve as Lobbyist through June 30, 2006 for the Nebraska State College System at a fee of \$27,440 per fiscal year

Bruce Cutshall has served as the registered lobbyist for the State College System since the 1991 Legislative year. The appointment commencing July 1, 2004 through June 30, 2006 will continue Mr. Cutshall's services for the Nebraska State College System.

June 10, 2004

 Proposed 2004-05 Board Meeting Schedule

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 16-17, 2004 Thursday - Friday
OCTOBER	BOARD OF TRUSTEES MEETING--WAYNE	October 28-29, 2004 Thursday - Friday
DECEMBER	BOARD OF TRUSTEES MEETING—LINCOLN	December 2, 2004 Thursday
FEBRUARY	BOARD OF TRUSTEES MEETING--LINCOLN	February 10, 2005 Thursday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 7-8, 2005 Thursday - Friday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 9, 2005 Thursday