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BOARD OF TRUSTEES
Meeting

JUNE 2, 2006
HILLCREST COUNTRY CLUB
8901 'O' STREET
LINCOLN, NE

BOARD OF TRUSTEES MEETING

JUNE 2, 2006
Hillcrest Country Club – 8901 “O” Street
LINCOLN, NEBRASKA

FRIDAY, JUNE 2 – Meetings will be held in the Ballroom – Hillcrest Country Club

8:30 – 10:30	Business Officers Council Meeting	Ball Room Section B
9:00 – 10:30	Admissions and College Relations Council Meeting	Ball Room Section C-D
9:00 – 10:30	Academic Officers Council Meeting	Coffee Shop
9:30 – 10:30	Board of Trustees Executive Session – Personnel Issues & Honorary Degree	Ball Room Section A
10:30 – 12:30	BOARD COMMITTEE MEETINGS Academic, Personnel & Student Affairs Committee Enrollment & Marketing Committee Fiscal & Facilities Committee	Coffee Shop Ball Room Section A Ball Room Section B
12:30 – 1:30	LUNCH	Ball Room Section C-D
1:30 – 3:30	BOARD OF TRUSTEES BUSINESS MEETING Dr. Joe Rowson, Coordinator-P-16 Initiative Executive VP and Provost University of Nebraska-Lincoln P-16 Presentation	Ball Room Section A

**JUNE 2, 2006
10:30 A.M. – 12:30 P.M.
COFFEE SHOP**

ACADEMIC, PERSONNEL & STUDENT AFFAIRS COMMITTEE MEETING

Items for discussion and action:

- 2.1 CEO Contract Extensions and Salaries
- 2.2 Employee Salary Recommendations
- 2.3 Accept Report on Personnel Actions
- 2.4 Approve Honorary Degree – CSC

Items for information and discussion:

- 5.1 Selection of Collective Bargaining Teams
- 5.2 Update Policies 4160, 4170, and 4180
- 5.3 Peru Report on Experimental Class Schedule
- 5.4 Board Policy Revisions

**JUNE 2, 2006
10:30 A.M. – 12:30 P.M.
BALLROOM SECTION A**

ENROLLMENT AND MARKETING COMMITTEE MEETING

Items for discussion and action:

No action items

Items for information and discussion:

- 6.1 Student Enrollment Capabilities
- 6.2 TV and Radio Commercials
- 6.3 Board of Trustees' Scholarship Update
- 6.4 General Information Brochure
- 6.5 Senators' Reception Dates
- 6.6 Phone/E-Mail Survey

**JUNE 2, 2006
10:30 A.M. – 12:30 P.M.
BALLROOM SECTION B**

FISCAL & FACILITIES COMMITTEE MEETING

Items for discussion and action:

- 4.1 Approve On-Line Tuition – CSC
- 4.2 Approve Operating Budget Request for 2007-09 Biennium
- 4.3 Approve Capital Construction and LB 309 Budget Requests for 2007-09 Biennium
- 4.4 Approve Prioritization of Capital Budget Requests
- 4.5 Approve Final Expenditure from LB 1 Construction Fund
- 4.6 Approve Revolving Fund Adjustments for 2005-06 and 2006-07 – WSC
- 4.7 Approve Revised Operating Budgets for 2005-06
- 4.8 Approve Revised Revenue Bond Budgets for 2005-06
- 4.9 Approve Preliminary Operating Budgets for 2006-07
- 4.10 Approve Preliminary Revenue Bond Budgets for 2006-07
- 4.11 Approve Recommended Depositories
- 4.12 Approve Revisions to Campus Services Revised Program Statement – WSC
- 4.13 Approve South Sioux City Project Program Statement – WSC
- 4.14 Accept Final Completion of Administration Building Remodel – PSC
- 4.15 Ratify Architect Selection – PSC, WSC
- 4.16 Authorize Chancellor to Sign Architect Contract for Wheeler Addition/Renovation – PSC
- 4.17 Authorize Chancellor to Accept Program Statement for Armstrong Physical Education Building – CSC
- 4.18 Approve Use of Capital Improvement Fee Funds – CSC, PSC, and WSC
- 4.19 Grant Applications and Awards (requiring approval)
- 4.20 Contracts and Change Orders
- 4.21 LB 309 Allocations and Retrievals

Items for information and discussion:

- 7.1 Modification Budgets
- 7.2 Changes for Wheeler Addition/Renovation – PSC
- 7.3 Peru Report on On-Line Tuition Rate Pilot Project
- 7.4 Physical Plant Status Reports (January – March)
- 7.5 Capital Construction Quarterly Reports (January – March)
- 7.6 Spring Occupancy and Income Reports
- 7.7 Contracts and Change Orders
- 7.8 Revisions to Board Policy 9006 Revenue Bonds; Use of Surplus Funds

JUNE 2, 2006
BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the March 30-31 and April 18 meetings

PUBLIC COMMENT

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 2.1 CEO Contract Extensions and Salaries
- 2.2 Employee Salary Recommendations
- 2.3 Accept Report on Personnel Actions
- 2.4 Approve Honorary Degree – CSC

3. ENROLLMENT AND MARKETING

No action items

4. FISCAL AND FACILITIES

- 4.1 Approve On-Line Tuition – CSC
- 4.2 Approve Operating Budget Request for 2007-09 Biennium
- 4.3 Approve Capital Construction and LB 309 Budget Requests for 2007-09 Biennium
- 4.4 Approve Prioritization of Capital Budget Requests
- 4.5 Approve Final Expenditure from LB 1 Construction Fund
- 4.6 Approve Revolving Fund Adjustments for 2005-06 and 2006-07 – WSC
- 4.7 Approve Revised Operating Budgets for 2005-06
- 4.8 Approve Revised Revenue Bond Budgets for 2005-06
- 4.9 Approve Preliminary Operating Budgets for 2006-07
- 4.10 Approve Preliminary Revenue Bond Budgets for 2006-07
- 4.11 Approve Recommended Depositories
- 4.12 Approve Revisions to Campus Services Revised Program Statement – WSC
- 4.13 Approve South Sioux City Project Program Statement – WSC

- 4.14 Accept Final Completion of Administration Building Remodel – PSC
- 4.15 Ratify Architect Selection – PSC, WSC
- 4.16 Authorize Chancellor to Sign Architect Contract for Wheeler Addition/Renovation – PSC
- 4.17 Authorize Chancellor to Accept Program Statement for Armstrong Physical Education Building – CSC
- 4.18 Approve Use of Capital Improvement Fee Funds – CSC, PSC, and WSC
- 4.19 Grant Applications and Awards (requiring approval)
- 4.20 Contracts and Change Orders
- 4.21 LB 309 Allocations and Retrievals

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 5.1 Selection of Collective Bargaining Teams
- 5.2 Update Policies 4160, 4170, and 4180
- 5.3 Peru Report on Experimental Class Schedule
- 5.4 Board Policy Revisions

6. ENROLLMENT AND MARKETING

- 6.1 Student Enrollment Capabilities
- 6.2 TV and Radio Commercials
- 6.3 Board of Trustees' Scholarship Update
- 6.4 General Information Brochure
- 6.5 Senators' Reception Dates
- 6.6 Phone/E-Mail Survey

7. FISCAL AND FACILITIES

- 7.1 Modification Budgets
- 7.2 Changes for Wheeler Addition/Renovation – PSC
- 7.3 Peru Report on On-Line Tuition Rate Pilot Project
- 7.4 Physical Plant Status Reports (January – March)
- 7.5 Capital Construction Quarterly Reports (January – March)

- 7.6 Spring Occupancy and Income Reports
- 7.7 Contracts and Change Orders
- 7.8 Revisions to Board Policy 9006 Revenue Bonds; Use of Surplus Funds

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

- 8.1 Chancellor's Report
- 8.2 Presidents' Reports
- 8.3 Student Trustees' Reports
- 8.4 Election of Board Officers and Facilities Corp Officers
- 8.5 Appointment of System Lobbyist

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held September 14-15, 2006 at Wayne.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF APRIL 18, 2006 MEETING

A meeting of the Board of Trustees of the Nebraska State College System was held via video-conference on April 18, 2006, with sites at Chadron State College, Wayne State College, Scottsbluff Panhandle Learning Center and Lincoln Executive Building.

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

Board Members present:

Richard Halbert, Falls City
Willa Kosman, Scottsbluff
Steve Lewis, Lexington
Doug Christensen, Lincoln
Cap Peterson, Wayne

Student Board Members present:

Carla Giger, Chadron State College
Heath Christiansen, Peru State College
Luke Virgil, Wayne State College

System Office Staff present:

Jean Dale, Vice Chancellor for Finance & Facilities
Bruce, Donelson, Facilities Management & Planning Director
Sheri Irwin, Public Relations Director

NSCS Staff, present:

Regan Anson, Director of Media and Marketing Services, Peru State College
Richard Collings, President, Wayne State College
Curt Frye, Vice President and Dean for Student Life, Wayne State College
Dale Grant, Interim Vice President for Physical Facilities & Finance, Chadron State College
Ed Hoffman, Vice President for Administration, Chadron State College
Linda Jacobsen, Vice President for Administration and Finance, Peru State College
Mike Jacobsen (2006-07 student trustee)
Ben Johnson, President, Peru State College
Bob McCue, Vice President for Academic Affairs, Wayne State College
Linc Morris, Dean of Admissions and Recruitment, Wayne State College
Carolyn Murphy, Vice President for Administration and Finance, Wayne State College
Janie Park, President, Chadron State College
Tyler Pribbeno (2006-07 student trustee)
Korinne Tande, Vice President for Academic Affairs & Student Services, Peru State College
Lois Veath, Interim Senior Vice President for Academic and Student Affairs, Chadron State College
Micki Willis, Interim Director of Admissions & Recruitment, Peru State College

CALL TO ORDER

Board Chair Lewis called the meeting to order at 10:09 a.m.

APPROVAL OF MEETING AGENDA

The meeting agenda for April 18, 2006 was unanimously approved.

PUBLIC COMMENT

None.

ITEMS FOR DISCUSSION AND ACTION**Approve Revised Distribution of Funds to Reflect Deficit Appropriations FY 06**

A motion to approve the distribution of deficit appropriations for fiscal year 2005-06 as allowed by Legislative Bill 1060 (2006) and recommended by the Council of Presidents was recommended by the committee to the full Board, which unanimously approve the motion. Voting aye: Christensen, Kosman, Lewis, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Geiger, and Virgil.

DISTRIBUTION OF FUNDS 2005-06

June 9, 2005

	CSC	PSC	WSC	SO	TOTAL	% Chg
2004-05						
General Funds	12,501,692	6,840,487	14,924,673	892,947	35,159,799	
Cash Funds (est.)	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 (est.)	7,548,000	4,866,090	3,188,000	0	15,602,090	
Revolving Funds (est.)	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	
Gen./Cash Fund Adjustments						
Gen. Fund - LB 425 additions	973,623	667,746	1,444,812	58,356	3,144,537	8.9%
Cash Fund - proposed 2.9% tuition incr.*	183,854	93,700	232,826	0	510,380	2.5%
Cash Fund - anticipated carryover for marketing**	32,489	16,684	38,636	0	87,809	
Total Cash Fund adjustment	216,343	110,384	271,462	0	598,189	2.9%
Total Gen./Cash Adjustments	1,189,966	778,130	1,716,274	58,356	3,742,726	6.7%
2005-06						
General Funds	13,475,315	7,508,233	16,369,485	951,303	38,304,336	
Cash Funds (est.)	6,973,635	4,059,043	9,943,348	0	20,976,026	
Subtotal	20,448,950	11,567,276	26,312,833	951,303	59,280,362	
Federal Funds (est.)	7,548,000	4,866,090	3,166,133	0	15,580,223	
Revolving Funds (est.)	2,375,601	658,524	3,129,172	0	6,163,297	
All Funds Total	30,372,551	17,091,890	32,608,138	951,303	81,023,882	

* Tuition income net of remissions and refunds -- Tuition rate \$97.75/hr. (undergraduate resident)

** From the FY2004-05 marketing budget of \$154,787, expenditures of approximately \$66,978 will be made in the current year, leaving a remainder of \$87,809 to be added to the new budget of \$154,787 for 2005-06, for a total

new budget of \$242,596.

(The \$154,787 for FY2005-06 is included in the cash fund base; it is necessary for the Board to approve use of the \$87,809 carryover balance.)

REVISED DISTRIBUTION OF FUNDS 2005-06

Revisions as of April 18, 2006	CSC	PSC	WSC	SO	Total	% Chg.
General Funds - LB 1060 - Utilities deficits	0	11,290	246,627	0	257,917	0.7%
Cash Fund Adjustments - Board action						
- approved September 16, 2005	0	281,380	0	0	281,380	
- approved February 2, 2006	0	0	3,475,000	0	3,475,000	
Total Cash Fund Adjustments	0	281,380	3,475,000	0	3,756,380	18.4%
Total Gen./Cash Adjustments	0	292,670	3,721,627	0	4,014,297	7.2%
Revolving Fund adjustment approved 9/16/05		46,754				
2005-06 Revised Totals						
General Funds	13,475,315	7,519,523	16,616,112	951,303	38,562,253	
Cash Funds (est.)	6,973,635	4,340,423	13,418,348	0	24,732,406	
Subtotal	20,448,950	11,859,946	30,034,460	951,303	63,294,659	
Federal Funds (est.)	7,548,000	4,866,090	3,166,133	0	15,580,223	
Revolving Funds (est.)	2,375,601	705,278	3,129,172	0	6,210,051	
All Funds Total	30,372,551	17,431,314	36,329,765	951,303	85,084,933	

Approve 2006-07 Tuition Rates

A motion to approve the following tuition rates per credit hour for 2006-2007 was recommended by the committee to the full Board, which unanimously approve the motions. Voting aye: Christensen, Kosman, Lewis, Peterson and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Geiger, and Virgil.

Undergraduate, resident	\$102.50
Graduate, resident	\$129.75
Undergraduate, non-resident	\$205.00
Graduate, non-resident	\$259.50
PSC, Undergraduate On-Line	\$130.00
PSC, Graduate On-line	\$162.50

Approve 2006-07 Room and Board Rates

A motion to approve the 2006-2007 room and board rate proposals as submitted by the colleges was recommended by the committee to the full Board, which unanimously was approved. Voting aye: Christensen, Kosman, Lewis, Peterson and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Geiger, and Virgil. (Copies attached to official minutes.)

Approve 2006-07 Student Fees

A motion to approve the following proposed fee schedules for 2006-2007 as submitted by the colleges was recommended by the committee to the full Board, which unanimously approve the motion. Voting aye: Christensen, Kosman, Lewis, Peterson, Teahon. Voting nay: None. Student Opinion aye: Christiansen, Geiger, and Virgil.

	Chadron	Peru	Wayne
Mandatory Fees:			
Admission/Matriculation Fee	\$15.00	\$10.00	\$30.00
Degree Fee	\$20.00	\$30.00/\$40.00	\$35.00/\$60.00
Health Fee	\$31.20	\$20.00	\$3.00/hr (\$36 max)
Late Registration Fee	----	\$10.00	\$15.00
Placement Fee	\$30.00	\$5.00/\$10set-up	\$30.00
Transcript Fee	\$5.00		
Capital Improvement Fee	\$7.00/hr	\$7.00/hr	\$7.00/hr
Late Payment Fee	----	15% balance	5%-15%
Facilities Fee	\$11.50/hr-on \$9.50/hr-off	\$6.00/hr	\$12.00/hr (\$144 max)
Parking Permit	\$20.00	\$20.00	\$40/\$24/\$13
Parking Penalty	\$20.00	\$25.00	\$10-\$30
Student Activity Fee:	1-10 hrs. \$2.50/hr. 11+ hrs. \$30.00	\$3.00/hr	0-11 hrs. \$2.50/hr \$30.00 max
Event Fee:	1-6 hrs. \$17.00 7+ hrs. \$34.00	\$1.75/hour	0-11 hrs. \$6/hr \$72 max
Technology Fee	\$4.00/hr	\$3.50/hr	\$6.50/hr (\$78 max)
Student Record Fee			\$.25/hour
Other Fees:			
ARC Services Fee		\$6.00	
LEAP Fee		\$6.00	
Publications Fee		\$1.00/hr	
CLEP Test Fee		Vary	
Lab Fees	\$5.00-\$75.00	Vary	
Site Specific Fee		\$40.00	
Deferment Fee		\$35.00	
Off-Campus Service Fee		\$15.00/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			
Returned Check Charge		\$20.00	\$35.00
Library Penalty	\$.05/day	\$.10/day	\$0.25/day
Music, Private Lessons		\$90.00	=ug res tuit
Library User Fee			\$5.00
Material Fee			at cost

Approve Distribution of Operating Appropriations Fiscal Year 2006-07

A motion to approve the distribution of operating appropriations as allowed by Legislative Bill 424 (2005) and Legislative Bill 1060 (2006) for fiscal year 2006-2007 and recommended by the Council of Presidents was recommended by the committee to the full Board which unanimously approve the motion. Voting aye: Christensen, Kosman, Lewis, Peterson and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Geiger, and Virgil.

Proposed Distribution of Funds

2006-07
April 18, 2006

	CSC	PSC	WSC	SO	TOTAL
2005-06 (as revised April 18, 2006)					
General Fund	13,475,315	7,519,523	16,616,112	951,303	38,562,253
Cash Funds (est.)	6,973,635	4,340,423	13,418,348	0	24,732,406
Subtotal	20,448,950	11,859,946	30,034,460	951,303	63,294,659
Federal Funds (est.)	7,548,000	4,866,090	3,166,133	0	15,580,223
Revolving Funds (est.)	2,375,601	705,278	3,129,172	0	6,210,051
2005-06 All Funds Total	30,372,551	17,431,314	36,329,765	951,303	85,084,933
2006-07 Gen./Cash Fund Adjustments					
Gen. Fund - LB 425 - FY07 appropriation	706,392	628,507	1,081,292	147,404	2,563,595
Gen. Fund - LB 1060 - Utilities deficits not carried fwd.		(11,290)	(246,627)		(257,917)
Gen. Fund - LB 1060 - So. Sioux City Center planning	0	0	132,450	0	132,450
Total Gen. Fund adjustments	706,392	617,217	967,115	147,404	2,438,128
Cash Fund adjustment for one-time actions in FY06**		(175,380)	(3,275,000)	0	(3,450,380)
Cash Fund - proposed 4.86% tuition incr.*	320,511	194,297	396,709	0	911,517
Cash Fund adjustment - correct CSC level***	(1,123,635)				(1,123,635)
Cash Fund adjustment - PSC - approved 3/31/06		570,579			570,579
Total Cash Fund adjustments	(803,124)	589,496	(2,878,291)	0	(3,091,919)
Total Gen./Cash Adjustments	(96,732)	1,206,713	(1,911,176)	147,404	(653,791)
2006-07					
Gen. Fund	14,181,707	8,136,740	17,583,227	1,098,707	41,000,381
Cash Funds	6,170,511	4,929,919	10,540,057	0	21,640,487
Subtotal	20,352,218	13,066,659	28,123,284	1,098,707	62,640,868
Federal Funds (est.)	7,548,000	4,866,090	3,166,133	0	15,580,223
Revolving Funds (est.)	2,375,601	705,278	3,129,172	0	6,210,051
2006-07 All Funds Total	30,275,819	18,638,027	34,418,589	1,098,707	84,431,142

* Tuition income net of remissions and refunds -- Tuition rate \$102.50/cr. hr. (undergraduate, resident)

**PSC - one-time 309 match \$175,380; WSC one-time capital construction \$3,275,000.

***Adjusts CSC's cash appropriation to a realistic expectation of their cash revenues.

Accept South Sioux City Project Program Statement

A motion to accept the program statement for Wayne State College South Sioux City Project was recommended by the committee. . Voting aye: Christensen, Kosman, Lewis, Peterson and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Geiger, and Virgil.

Authorize the Chancellor to Sign Construction Contracts for WSC

A motion to authorize the Chancellor to sign construction contracts for Wayne State College was recommended by the committee. Voting aye: Christensen, Kosman, Lewis, Peterson and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Geiger, and Virgil.

Project contracts requiring Chancellor signature:
US Conn Library Re-Roof
Studio Arts Re-Roof
Water Main/Backflow Prevention/Fire Hydrant Project
Anderson Hall Fire Alarm Upgrade
Parking Lot 9

Preliminary Review of Budget Request – Information Only

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.

ADJOURNMENT -- The meeting was adjourned at 10:55 a.m.

Next Meeting

The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Lincoln, Nebraska on June 2, 2006.

Respectfully submitted,

Stan Carpenter
Chancellor

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.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF MARCH 30-31, 2006 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, March 30 and 31, 2006.

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

Board Members present:

Richard Halbert, Falls City
Willa Kosman, Scottsbluff
Steve Lewis, Lexington
Bill Roskens, Omaha
Cap Peterson, Wayne

Student Board Members present:

Carla Giger, Chadron State College
Heath Christiansen, Peru State College
Luke Virgil, Wayne State College

System Office Staff present:

Stan Carpenter, Chancellor
Jean Dale, Vice Chancellor for Finance & Facilities
Bruce, Donelson, Facilities Management & Planning Director
Sheri Irwin, Public Relations Director
Lynne Olson, Administrative Assistant
Larry Schultz, Vice Chancellor for Academic Affairs & Legal Counsel

NSCS Staff, present:

Regan Anson, Director of Media and Marketing Services, Peru State College
Kristie Arlt, Marketing Coordinator, Wayne State College
Richard Collings, President, Wayne State College
Phyllis Conner, Vice President of Development/Executive Director of Foundation, Wayne State College
Terie Dawson, Assistant Vice President, Enrollment Management, Chadron State College
Curt Frye, Vice President and Dean for Student Life, Wayne State College
Dale Grant, Interim Vice President for Physical Facilities & Finance, Chadron State College
Ed Hoffman, Vice President for Administration, Chadron State College
Linda Jacobsen, Vice President for Administration and Finance, Peru State College
Ben Johnson, President, Peru State College
Dan Johnson, Executive Director, Peru State College Foundation, Peru State College
Judy Johnson, Director of College Relations, Wayne State College
Loree MacNeill, Director of Cultural Programs/College Relations, Chadron State College
Bob McCue, Vice President for Academic Affairs, Wayne State College
Linc Morris, Dean of Admissions and Recruitment, Wayne State College
Carolyn Murphy, Vice President for Administration and Finance, Wayne State College
Janie Park, President, Chadron State College
Connie Rasmussen, Executive Director, Chadron State Foundation, Chadron State College
Randy Rhine, Special Assistant to the President for Enrollment Management, Chadron State College
Korinne Tande, Vice President for Academic Affairs & Student Services, Peru State College
Lois Veath, Interim Senior Vice President for Academic and Student Affairs, Chadron State College

Micki Willis, Interim Director of Admissions & Recruitment, Peru State College

Others present

JoAnne Kissel, Clark Enersen

Justin Mayhew, Friend of Carla Giger

Thursday, March 30, 2006

CALL TO ORDER

Board Chair Lewis called the meeting to order at 10:30 a.m.

EXECUTIVE SESSION

Motion was made by Trustee Peterson and seconded by Trustee Kosman to move into executive session at 10:31 a.m. to discuss personnel issues. Motion was made by Trustee Roskens and seconded by Trustee Halbert to move out of Executive Session at 12:10 p.m. No action was taken.

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

The Academic, Personnel and Student Affairs Committee, Enrollment and Marketing Committee and the Fiscal and Facilities Committee met separately to discuss agenda items. No action was taken. The committee meetings adjourned at 2:57 pm.

Each of the college foundation executive directors met to discuss fund raising at their respective institutions.

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

Friday, March 31, 2006

CALL TO ORDER—BUSINESS MEETING

Board Chair Lewis called the business meeting to order at 9:05 a.m.

APPROVAL OF MEETING AGENDA

The meeting agenda for March 30-31, 2006 was approved.

APPROVAL OF MINUTES

Minutes of the February 1 and February 2 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, Personnel and Student Affairs Committee for the 2006 Teaching Excellence Award recipient and submission of that recommendation to the Lincoln

Foundation for final approval was forwarded 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 to faculty in the Nebraska State College System was forwarded by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

2006-07 Salary Policy

A motion to approve the 2006-07 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 (4.25% increase over the existing 2005-06 salary for all bargaining unit members with satisfactory performance).

Unionized Professional Staff (NSCPA): As per collective bargaining Agreement (4.25% increase over the existing 2005-06 salary for all bargaining unit members with satisfactory or better performance. For those unit members who qualify in accordance with the NSCPA Salary Guidelines appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 4.25% increase to recognize length of satisfactory service).

Unionized Support Staff (NAPE): As per collective bargaining Agreement (4.25% increase over the existing 2005-06 salary for all bargaining unit members with satisfactory or better performance. For those unit members who qualify in accordance with the provisions outlined in the NAPE Salary Guidelines, appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 4.25% increase to recognize length of satisfactory service).

Non-unionized Professional Staff: Each college and the System Office is authorized to provide a salary increase of 4.25% over the existing 2005-06 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 4.25% over the existing 2005-06 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 to forward the report to the Nebraska Coordinating Commission for Postsecondary Education was recommended by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

Chadron State College:
Library Media Specialist/Information Resource Management – continue the program

Wayne State College:
Mass Communications – continue the center

Insurance Renewals

A motion authorizing the Chancellor 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.

Accept Personnel Actions

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

Enrollment and Marketing Committee

No action items

Fiscal and Facilities Committee

Use of LB 1100 Depreciation Funds

A motion to approve the proposed uses of LB 1100 depreciation funds for the following projects and amounts for each college was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger, and Virgil.

- Chadron State College - \$128,556 to further upgrade HVAC controls
- Peru State College - \$136,761 to supplement LB 605 projects or match 309 money, primarily at AL Wheeler Activity Center
- Wayne State College - \$166,547 to replace curtains and rigging and to replace broken balcony seats at Rice, and to address ventilation issues at Fine Arts and Gardner Hall

Approve Cash Fund Base Appropriation Adjustment – PSC

A motion to approve a cash fund base appropriation adjustment of \$570,579 beginning in 2006-07 for Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger, and Virgil.

Approve 2007-2009 Biennium NSCS Capital Construction Initiatives

A motion to approve the 2007-2009 biennium NSCS capital construction initiatives was recommended to by the committee to the full Board, which unanimously approved the motion.

For the next biennium, the System Office and the Council of Presidents have reviewed and recommend the following language for wording the Board's capital construction priorities:

"To enhance educational opportunities for students and increase the potential for enrollment and retention, the Board of Trustees of the Nebraska State Colleges will focus its attention during the 2007-09 biennium on capital projects that renovate existing instructional and recreational facilities to the most efficient, productive condition possible. Where new construction is necessary: to replace a deteriorating facility, enhance technology learning and utilization, or accommodate enrollment growth in our service area, the facilities will incorporate the most energy efficient, easily maintained construction components that can be acquired within allowable resources. Technology resources will be designed to facilitate cooperative ventures with educational partners and enhance opportunities for student access and administrative savings."

Bookstore Contracts

A motion to approve the 2006-07 bookstore contracts submitted by Chadron, Peru and Wayne State, as follows, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger, and Virgil.

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

Food Service Contracts

A motion to approve the food service contract recommendations submitted by Chadron, Peru and Wayne State, as follows, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger, and Virgil.

Chadron – CREATIVE DINING SERVICE
Peru – CREATIVE DINING SERVICE
Wayne - CHARTWELLS

Audit Contracts

A motion to approve the extension of the contract with KPMG for the revenue bond and facilities corporation audit at a cost of \$22,100 for the revenue bond audit and \$7,000 for the facilities corporation audit was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger, Virgil.

Contingency Maintenance Requests

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

Chadron-\$25,000
Peru-\$159,500
Wayne-\$550,000

Authorize Chancellor to Sign Jindra Fine Arts Contract - PSC

A motion to authorize the Chancellor to sign the Jindra Fine Arts contract for Peru State College was recommended by the committee to the full Board, which unanimously approved the motion.

Approve Use of Capital Improvement Fee Funds – PSC

A motion to approve the use of up to \$96,900 of capital improvement fees for the following LB 309 projects at Peru State was recommended by the committee to the full board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger and Virgil.

Jindra Fine Arts Building – replace entry doors	\$ 4,500
Theater Auditorium – structural study	\$ 1,500
TJ Majors – replacement compressors	\$ 2,400
TJ Majors – building envelope CO#5	\$61,500
Jindra Fine Arts – exterior repairs	<u>\$27,000</u>
Total	\$96,900

Appoint Program Statement Committee for Armstrong Phys Ed Bldg – CSC

A motion to appoint the following program statement preparation committee for Armstrong Physical Education Building at Chadron State was recommended by the committee to the full Board, which unanimously approved the motion.

Larry Teahon	Chair, Fiscal and Facilities Committee, Board of Trustees
Willa Kosman	Vice Chair, Board of Trustees
Jean Dale	Vice Chancellor for Finance and Facilities, NSCS
(or successor)	
Bruce Donelson	Facilities Management & Planning Director, NSCS
(or successor)	
Mike Rindone	State Building Division
Ed Hoffman	Vice President for Administration, CSC
Brad Smith	Athletic Director, CSC
Dale Grant	Interim Vice President for Physical Facilities & Finance, CSC
Blair Brennan	Physical Facilities Coordinator, CSC
Tom Anderson	Women’s Basketball Coach, CSC
Bill O’Boyle	Head Football Coach, CSC
Amy Spruiell	Volleyball Coach, CSC

Approved Revised Program Statement Budget for Agriculture Classroom/Laboratory/Arena – CSC

A motion to approve the revised program statement budget for the agriculture classroom/laboratory/arena at Chadron State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens, and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger and Virgil.

Grant Applications and Awards

A motion to approve the following grant applications submitted by Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger, and Virgil.

Wayne Applications

- Renewable Energy Internship Program (Nebraska Department of Economic Development) -- \$60,000
- Wayne State College Violence Prevention Project SAVE (U.S. Department of Justice, Office of Justice Programs, Reduce Violent Crimes Against Women on Campus Programs) -- \$95,502.50

LB 309 Allocations and Retrievals

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

Chadron State College

Retrieval of \$2,210.00 for pressure relief valve piping in Armstrong Gymnasium

Retrieval of \$255.00 for roof repair on Armstrong Gymnasium

Peru State College

Retrieval of \$7,839.55 for east entry door replacement in AV Larson

Retrieval of \$21,456.16 for envelope/water penetration study in TJ Majors

Retrieval of \$4,303.56 for parapet wall repair in Auditorium/Theater

Retrieval of \$42.51 for design – parapet wall repair in Auditorium/Theater

Wayne State College

Retrieval of \$136.26 for design ADA accessible restroom in Hahn Administration

Retrieval of \$2,589.82 for design ADA accessible restroom in U.S. Conn Library

Acceptance of an additional \$59,500.00 for roof replacement on Fine Arts Building

Retrieval of \$58,938.00 for interior renovation in U.S. Conn Library

Contracts and Change Orders

A motion to approve the following contracts submitted by the colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Halbert, Kosman, Lewis, Peterson, Roskens and Teahon. Voting nay: None. Student Opinion aye: Christiansen, Giger, and Virgil.

Chadron State College Contracts

- Math/Science Building, Burkhiser Complex, Reta King Library – (elevator retrofits) -- \$230,900
- Sparks Hall – (renovation/addition) -- \$2,495,000

Peru State College Contract

- Student Center Dish Room – (dishwashing area remodel) -- \$195,250

Wayne State College Contract

- Peterson Fine Arts – (re-roofing) -- \$257,250

ITEMS FOR INFORMATION AND DISCUSSION

Academic, Personnel and Student Affairs

Vice Chair Kosman noted the Academic, Personnel and Student Affairs Committee had discussed changing the direction of the Teaching Excellence Award in 2008. At that time, the committee would like to give the award to an exceptional individual or group project in distance learning, undergraduate research or service learning.

The committee also discussed the creation of a system brochure for the master of science in organizational management program. Sheri Irwin, Public Relations Director will create the brochure. Another discussion topic was the possibility of having two deadlines for Board of Trustee scholarship applications.

Non-Resident Scholars Report

A summary of the 2005-06 non-resident scholars report was presented to the Board. (Copy attached to the official minutes.)

Student Opportunity Award Report

A summary of the 2005-06 student opportunity award report was presented to the Board. (Copy attached to the official minutes.)

Board of Trustees Scholarship Report

The 2006 Board of Trustees scholarship report was presented to the Board.

Revisions to Board Policies

The following policies have been revised to harmonize policy provisions with changes either mandated by the law or former acts of the Board. These changes have been made in accordance with Article XIV of the Board By-Laws, Revisor of Board By-Laws and Policies, and Board Policy 2010, Duties of the Chancellor. (Copies of proposed policy revisions attached to official minutes.)

- Policy 2070 – Records of the System
Directory information changes for students as mandated by the federal Family Education Rights and Privacy Act.
- Policy 3650 – Student Records
Same changes as proposed in 2070 relating to student rights to privacy.
- Policy 3720 – Athletic Injury Insurance
Eliminated stated amount of required coverage to accommodate recent changes in amount of deductible required by the NCAA and NAIA athletic associations.
- Policy 5503 - Injury Leave and Workers' Compensation
Clarifies current practice for accruing vacation and sick leave when paid leave is exhausted and employee qualifies only for WC benefits; clarification is consistent with original intent of the policy and will promote more consistency in application of benefits system-wide.
- Policy 5511 – Tuition Waiver for Employees
Changes grant same educational opportunity benefits to non-union employees as those provided union employees through negotiation; also reconciles Policy 5511 with Policy 3400, Tuition Remissions.

The following by-laws and policies have been revised to show the title change from Executive Director to Chancellor.

- By-Laws
- Policy 2000
- Policy 2005
- Policy 2006
- Policy 2010
- Policy 2015
- Policy 2020
- Policy 2050

Policy 2060
Policy 2100
Policy 2550

Enrollment and Marketing

Student Trustees' Update

Applications for the 2006-07 student trustees' positions were presented to Governor Heineman. He is expected to select the new student trustees by early April.

Board of Trustees Scholarship Report

The 2006 Board of Trustees scholarship report was presented to the Board.

Davis-Chambers Scholarship

The 2006-07 Davis-Chambers scholarship will be awarded to an academically talented underrepresented transfer student from a Nebraska community college. The first scholarship will be awarded for attendance at Chadron State.

Alumni Celebration and Career Fair

The Nebraska Alumni Celebration and Career Fair to be held in Denver, April 1 was cancelled.

Television and Radio Advertising Campaign

Television and radio commercials produced by Carnegie Communications are currently airing in each of the state colleges regions.

Fiscal and Facilities

Legislative Budget Recommendations Update

The Appropriations Committee has introduced its amendment for providing deficit adjustments for the 2005-2007 biennium. The Committee recommendations include the NSCS's revised utility request of \$257,917 in the current year and an additional \$183,548 next year, for a cumulative increase in 2006-07 of \$441,465. The funds were requested for PSC and WSC. The Committee's amendment also includes additional funds for the South Sioux City center design development, at a reduced amount of \$132,450. The rationale for the amount takes into consideration the contributions Northeast Community College has made thus far and assumes that, in total, each college will provide an equal amount for the planning. The amount recommended is higher than the Coordinating Commission's proposal of \$97,200, or 50% of our request.

LB 605, the bill that would allow the NSCS and the University to issue bonds to accomplish major renovation projects, is moving through the legislative process. Should this bill pass and any possible veto from the Governor be overridden, the NSCS will be able to accomplish the CSC Academic/Administration Building renovation, acquire an emergency generator for PSC, provide new bleachers and a handicapped-accessible entrance and locker room facilities at Wheeler, renovate and add space at the Campus Services Building at WSC to accommodate technology services, and renovate Rice Auditorium and Memorial Stadium at WSC for more efficient use of classroom and athletic space.

Potential Occupancy and Income Reports

The colleges provided potential 2006-07 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, 2006 through June 30, 2007 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 Chancellor. 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.

Chadron State Applications

- Analysis of Travel Patterns of Bison and Cattle on Native Nebraska Sandhills Rangeland (USDA's North Central Region: Sustainable Agriculture Research and Education) -- \$9,800
- Study of the Home Range and Diet Composition of Bighorn Sheep at Fort Robinson, Nebraska (Prairie Biotic Research, Inc.) -- \$1,000

Peru State Award

- 2006 Peru State College Service Learning Program (Midwest Consortium for Service Learning) -- \$15,000

Wayne State Award

- Service Learning at WSC: The Next Step: Enhancing Relationships (Corp. for National Service/Midwest Consortium for Service Learning in Higher Education/University of Nebraska-Lincoln) -- \$20,000

Contracts and Change Orders

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

Chadron State Contracts

- Kline Center – (lease of space-16,402 sq. ft. @ 1.32/sq. ft. plus utilities @ .28/sq. ft.) -- \$21,650 annually; annual utilities not to exceed \$4,592.56
- Kline Center – (lease of space-318 sq. ft. @1.02/sq. ft. plus utilities @ .28/sq. ft.) -- \$324.36 annually; annual utilities not to exceed \$89.04
- Kline Center – (lease of space-1,711 sq. ft. @ 1.02/sq. ft. plus utilities @ .28/sq. ft.) -- \$1,745.22 annually; annual utilities not to exceed \$479.08
- Crites Hall – (lease of space-16,293 sq. ft. @ 1.74/sq. ft. plus utilities @ .28/sq. ft.) -- \$28,350 annually; annual utilities not to exceed \$4,562.04

Peru State Contracts

- Auditorium Theater – (structural study) -- \$2,800 including reimbursables
- Jindra Fine Arts Building – (replace entry doors) -- \$21,264

Wayne State Contracts

- Parking Lot East of Morey Hall – (professional design services) -- \$20,300
- Connell Hall – (install roof hatch) -- \$3,294
- Fine Arts Room 10 – (install oak laminate flooring) -- \$4,200
- Education and Humanities Buildings – (paint stairwells) -- \$7,682
- Neihardt Hall – (upgrade fire alarm system) -- \$17,284
- Electrical Metering Cabinet (NW of Rec Center) – (professional services for replacement of WAPA metering cabinet) -- \$13,100

Wayne State College Change Orders

- Carhart ADA Tower – (#1 changes to fire sprinkler system design) – (\$14,100)

- Carhart ADA Tower – (#2 changes to exposed foundation walls) - (\$3,110)
- Carhart ADA Tower – (#3 minor electrical changes) – (\$95.00)
- Bowen Hall Piping Project – (#1 remove/replace plaster ceilings w/moisture resistant, change access doors) - \$1,365

MISCELLANEOUS INFORMATION ITEMS

Chancellor's Report

Chancellor Carpenter noted CSC had gone through an academic restructuring. The college will now use a three-school model rather than the two-school model. After a reasonable period of time the college will carefully review this model and may consider returning to a four-school model in the future. This restructuring was done in a collaborative and collegial manner and has strong support at the college. The Chancellor reminded folks that President Park's inaugural ceremony will take place April 21.

Chancellor Carpenter circulated information regarding the NSCS 2007-09 biennium budget request that outlined some of the items being requested. The information also contained scenarios for consideration in setting tuition for 2006-07.

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

Willa Kosman – Chadron
Bill Roskens – Peru
Steve Lewis – Wayne

Board Chair Lewis presented certificates of appreciation to Student Trustees Christiansen, Giger and Virgil for their service to the Nebraska State College System Board of Trustees.

Presidents' Reports

WSC President Collings noted the wide variety of programs under the Continuing Education office umbrella at Wayne. The programs are far reaching and very effective in their delivery models.

CSC President Park noted the number of joint programs in which CSC is involved. She also noted the HLC approval of ten additional on-line degree programs at CSC. President Park circulated information noting the CSC MBA on-line degree program as the least expensive by "geteducated.com". The Students In Free Enterprise team from CSC will go to nationals in the near future.

PSC President Johnson announced that Student Trustee Heath Christiansen will become a full-time admissions counselor after his graduation. He further noted the pre-registrations for fall 2006 showed a 6% increase from last year.

Student Trustees' Reports

CSC Student Trustee Carla Giger noted several activities occurring at Chadron. Commencement will be held May 6. A Starbucks coffee shop had recently opened in the library, and was very well received.

WSC Student Trustee Luke Virgil noted a large turnover in resident assistants for fall as well as the continued success of the Wildcat Wheels project.

PSC Student Trustee Heath Christiansen noted the large number of area students being on campus for various activities including, academic contests, Dr. Seuss's birthday, and bilingual student visit.

Appointment of Board Nominating Committee

Board Chair Lewis appointed himself and Trustee Peterson to serve as the nominating committee for the 2006-2007 Board officers.

ADJOURNMENT -- The meeting was adjourned at 10:55 a.m.

Next Meeting

The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Lincoln, Nebraska on June 2, 2006.

Respectfully submitted,

Stan Carpenter
Chancellor

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

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Richard Halbert
Michael Jacobsen

June 2, 2006

ACTION: Approve the 2006-07 salary and contract extension until June 30, 2008 for the Chancellor:

Stan Carpenter, NSCS Chancellor \$ _____

Following is the 2005-06 Chancellor salary with contract through June 30, 2007:

Stan Carpenter NSC System Office \$168,863

Academic, Personnel & Student Affairs Committee

*Willa Kosman, Chair
Richard Halbert
Michael Jacobsen*

June 2, 2006

ACTION: Approve the 2006-07 salary and contract extension until June 30, 2008 for the following individuals:

Janie Park, President, Chadron State College \$ _____
Plus housing allowance of \$14,000

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

Richard Collings, President, Wayne State College \$ _____
Plus housing allowance of \$ 14,000

Following is the 2005-06 CEO salaries with contracts through June 30, 2007:

Janie Park	Chadron State College	\$132,000 plus \$14,000 housing
Ben Johnson	Peru State College	\$143,265 plus \$7,000 housing
Richard Collings	Wayne State College	\$137,614 plus \$14,000 housing

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Richard Halbert
Michael Jacobsen

June 2, 2006

ACTION: Approve the 2006-07 salary recommendations as submitted by the Chancellor and College Presidents

The Chancellor and each State College President have submitted salary recommendations for the 2006-07 fiscal year.

The Board of Trustees is asked to approve the salary recommendations which resulted from the salary policy approved at the March 30-31 Board meeting and repeated below:

Unionized Faculty (SCEA): As per collective bargaining Agreement (4.25% increase over the existing 2005-06 salary for all bargaining unit members with satisfactory performance).

Unionized Professional Staff (NSCPA): As per collective bargaining Agreement (4.25% increase over the existing 2005-06 salary for all bargaining unit members with satisfactory or better performance. For those unit members who qualify in accordance with the NSCPA Salary Guidelines appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 4.25% increase to recognize length of satisfactory service).

Unionized Support Staff (NAPE): As per collective bargaining Agreement (4.25% increase over the existing 2005-06 salary for all bargaining unit members with satisfactory or better performance. For those unit members who qualify in accordance with the provisions outlined in the NAPE Salary Guidelines, appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 4.25% increase to recognize length of satisfactory service).

Non-unionized Professional Staff: Each college and the System Office is authorized to provide a salary increase of 4.25% over the existing 2005-06 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 4.25% over the existing 2005-06 salary base to each non-union support staff employee with satisfactory performance.

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

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
<u>Professors</u>									
ANDERSON, TIMOTHY	PROFESSOR	1.00	63,881.00	2,715.00			66,596.00	4.25%	
BIRD, RICHARD	PROFESSOR	1.00	56,199.00	2,388.46			58,588.00	4.25%	
BURKE, RONALD	PROFESSOR	1.00	65,019.00	2,763.31			67,783.00	4.25%	
CRESSY, CHARLES	PROFESSOR	1.00	79,878.00	3,394.82			83,273.00	4.25%	
CROUSE, MARGARET	PROFESSOR	1.00	90,530.00				79,887.00	4.25%	interim dean 05-06
FICKEL, MONTY	PROFESSOR	1.00	69,523.00	2,954.73			72,478.00	4.25%	
GARDENER, CLARK	PROFESSOR	1.00	57,499.00	2,443.71			59,943.00	4.25%	
GRIFFITH, GEORGE	PROFESSOR	1.00	72,135.00	3,065.74			75,201.00	4.25%	
KEITH, TIM	PROFESSOR	1.00	54,208.00	2,303.84			56,512.00	4.25%	
KING, DONALD	PROFESSOR	1.00	49,092.00	2,086.41	3,000.00	572.59	54,751.00	11.53%	promotion/rank base
LEITE, MICHAEL	PROFESSOR	1.00	53,027.00	2,253.65			55,281.00	4.25%	
LIMBACH, BARBARA	PROFESSOR	1.00	53,954.00	2,293.05			56,248.00	4.25%	
MADSEN, KIM	PROFESSOR/DIR CHILD CTR	1.00	47,515.00	2,019.39	3,000.00	2,216.61	54,751.00	15.23%	promotion/rank base
MCEWEN, ROBERT	PROFESSOR	1.00	57,014.00	2,423.10			59,438.00	4.25%	
NEALEIGH, NORMA	PROFESSOR	1.00	54,335.00	2,309.24			56,645.00	4.25%	
RANKIN, SAMUEL	BOT PROF & PRES EMERITUS	1.00	84,319.00	3,583.56			87,903.00	4.25%	
RITZEN, SCOTT	PROFESSOR	1.00	55,268.00	2,348.89			57,617.00	4.25%	
WATSON, GEORGE	PROFESSOR	1.00	66,379.00	2,821.11			69,201.00	4.25%	
WEEDON, RONALD	PROFESSOR	1.00	77,227.00	3,282.15			80,510.00	4.25%	
WRIGHT, JAMES	PROFESSOR	1.00	65,057.00	2,764.92			67,822.00	4.25%	
Total		20.00	1,272,059.00	50,215.04	6,000.00	2,789.20	1,320,428.00		
<u>Associate Professors</u>									
BAHR, KATHERINE	ASSOCIATE PROFESSOR	1.00	85,000.00				52,128.00	4.25%	interim dean 05-06
BLOMSTROM, SALLY	ASSOCIATE PROFESSOR	1.00	46,500.00	1,976.25			48,477.00	4.25%	
BLUNDELL, E PATRICIA	ASSOCIATE PROFESSOR	1.00	46,677.00	1,983.77			48,661.00	4.25%	
BOGNER, MICHAEL	ASSOCIATE PROFESSOR	1.00	48,193.00	2,048.20			50,242.00	4.25%	
BUTTERFIELD, CHARLES	ASSOCIATE PROFESSOR	1.00	46,609.00	1,980.88			48,590.00	4.25%	
CARY, PHILIP	ASSOCIATE PROFESSOR	1.00	53,373.00	2,268.35			55,642.00	4.25%	
DONAHUE, TIMOTHY	ASSOCIATE PROFESSOR	1.00	49,000.00	2,082.50			51,083.00	4.25%	
EVERTSON, MATTHEW	ASSOCIATE PROFESSOR	1.00	39,291.00	1,669.87	3,000.00	1,737.13	45,698.00	16.31%	promotion/rank base
GAUDET, LAURA	ASSOCIATE PROFESSOR	1.00	45,395.00	1,929.29			47,325.00	4.25%	
HARDY, JOYCE	ASSOCIATE PROFESSOR	1.00	80,536.00	3,422.78			83,959.00	4.25%	
HAUGLAND, JERRY	ASSOCIATE PROFESSOR	1.00	50,000.00	2,125.00			52,125.00	4.25%	
HYER, JOEL	ASSOCIATE PROFESSOR	1.00	44,260.00	1,881.05			46,142.00	4.25%	
KOZA, RICHARD	ASSOCIATE PROFESSOR	1.00	57,262.00	2,433.64			59,696.00	4.25%	
LEESCH, LISETTE	ASSOCIATE PROFESSOR	1.00	45,841.00	1,948.24			47,790.00	4.25%	
LOCKWOOD, CATHERINE	ASSOCIATE PROFESSOR	1.00	50,245.00	2,135.41			52,381.00	4.25%	
MAYS, ROGER	ASSOCIATE PROFESSOR	1.00	46,677.00	1,983.77			48,661.00	4.25%	
MILLER, RONALD	ASSOCIATE PROFESSOR	1.00	62,259.00	2,646.01			64,906.00	4.25%	
MOODY, YVONNE	ASSOCIATE PROFESSOR	1.00	60,224.00	2,559.52			62,784.00	4.25%	
NOBILING, TRACY	ASSOCIATE PROFESSOR	1.00	52,667.00	2,238.35	3,000.00		57,906.00	9.95%	promotion
PETERSEN, ANN	ASSOCIATE PROFESSOR	1.00	40,100.00	1,704.25	6,000.00		47,805.00	19.21%	promotion & doctorate
SCHAEFER, SANDY	ASSOCIATE PROFESSOR	1.00	47,072.00	2,000.56			49,073.00	4.25%	
STACK, ROB	ASSOCIATE PROFESSOR	1.00	75,000.00				60,987.00	4.25%	return to faculty
SWANKE, THOMAS	ASSOCIATE PROFESSOR	1.00	47,925.00	2,036.81	3,000.00		52,962.00	10.51%	promotion

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
TUCKER, T DEANE	ASSOCIATE PROFESSOR	1.00	46,211.00	1,963.97			48,175.00	4.25%	
WATT, DON	ASSOC PROF/ATHLETIC TRNR	1.00	47,118.00	2,002.52			49,121.00	4.25%	
WAUGH, WENDY	ASSOCIATE PROFESSOR	1.00	53,501.00	2,273.79			55,775.00	4.25%	
YOUNGLOVE, GEORGIA	ASSOCIATE PROFESSOR	1.00	46,270.00	1,966.48			48,237.00	4.25%	
Total		27.00	1,413,206.00	53,261.26	15,000.00	1,737.13	1,436,331.00		
Assistant Professors									
AUSTAD, JONATHAN	ASSISTANT PROFESSOR	1.00	37,000.00	1,572.50			38,573.00	4.25%	
AUSTIN, RANDALL	ASSISTANT PROFESSOR	1.00	38,000.00	1,615.00			39,615.00	4.25%	
BEECHLER, JUDITH	ASSISTANT PROFESSOR	1.00	39,000.00	1,657.50			40,658.00	4.25%	
BENTZ, LAURA	ASSISTANT PROFESSOR	1.00	39,000.00	1,657.50			40,658.00	4.25%	
BRUEHLMAN, AUGIE	ASSISTANT PROFESSOR	1.00	49,500.00	2,103.75	3,000.00		54,604.00	10.31%	doctorate
CARNOT, MARY JO	ASSISTANT PROFESSOR	1.00	40,703.00	1,729.88			42,433.00	4.25%	
CAVIN, SCOTT	ASSISTANT PROFESSOR	1.00	42,232.00	1,794.86			44,027.00	4.25%	
COURBAT, MICHAEL	ASSISTANT PROFESSOR	1.00	44,613.00	1,896.05			46,510.00	4.25%	
DICKINSON, ZANE	ASSISTANT PROFESSOR	1.00	50,889.00	2,162.78			53,052.00	4.25%	
DONAHUE, MARY	ASSISTANT PROFESSOR	1.00	43,575.00	1,851.94			45,427.00	4.25%	
ENGEL, MICHAEL	ASSISTANT PROFESSOR	1.00	44,613.00	1,896.05			46,510.00	4.25%	
ENOS, KAREN	ASSISTANT PROFESSOR	1.00	40,463.00	1,719.68			42,183.00	4.25%	
FILLMORE, BRADLEY	ASSISTANT PROFESSOR	1.00	39,725.00	1,688.31			41,414.00	4.25%	
HAATAJA, STEVEN	ASSISTANT PROFESSOR	1.00					38,000.00		new hire
HAYFORD, BARBARA	ASSISTANT PROFESSOR	1.00	40,000.00	1,700.00			41,700.00	4.25%	
HINESLEY, GAIL	ASSISTANT PROFESSOR	1.00	39,500.00	1,678.75			41,179.00	4.25%	
HUNN, LORIE	ASSISTANT PROFESSOR	1.00	36,977.00	1,571.52	3,000.00		41,549.00	12.36%	promotion
KIRSCH, KATHLEEN	ASSISTANT PROFESSOR	1.00	38,945.00	1,655.16			40,601.00	4.25%	
KOEHN, JAMES	ASSISTANT PROFESSOR	1.00	50,000.00	2,125.00			52,125.00	4.25%	
KREJCI, ANN	ASSISTANT PROFESSOR	1.00	40,125.00	1,705.31			41,831.00	4.25%	
LAMBERT, ADAM	ASSISTANT PROFESSOR	1.00	37,000.00	1,572.50			38,573.00	4.25%	
MARGETTS, JAMES	ASSISTANT PROFESSOR	1.00	40,463.00	1,719.68			42,183.00	4.25%	
MILLER, B. LEE	ASSISTANT PROFESSOR	1.00	37,000.00	1,572.50			38,573.00	4.25%	
MILLER, KEVIN	ASSISTANT PROFESSOR	1.00	45,117.00	1,917.47			47,035.00	4.25%	
NOVY, LAURIE	ASSISTANT PROFESSOR	1.00	40,000.00	1,700.00			41,700.00	4.25%	
PERRY, LUKE	ASSISTANT PROFESSOR	1.00	37,000.00	1,572.50			38,573.00	4.25%	
SCHAEFFER, SUSAN	ASSISTANT PROFESSOR	1.00	40,306.00	1,713.01			42,020.00	4.25%	
SCHREUDER, JOEL	ASSISTANT PROFESSOR	1.00	38,945.00	1,655.16			40,601.00	4.25%	
SERRA, JON	ASSISTANT PROFESSOR	1.00	42,944.00	1,825.12			44,770.00	4.25%	
SPRANGER, GREG	ASSISTANT PROFESSOR	1.00	42,500.00	1,806.25			44,307.00	4.25%	
SQUIER, CHARLES	ASSISTANT PROFESSOR	1.00	44,650.00	1,897.63			46,548.00	4.25%	
STEWART, DEBORAH	ASSISTANT PROFESSOR	1.00	43,575.00	1,851.94			45,427.00	4.25%	
TAYLOR, UNA	ASSISTANT PROFESSOR	1.00	35,000.00	1,487.50	3,000.00		39,488.00	12.82%	doctorate
WALDO, JAMIE	ASSISTANT PROFESSOR	1.00	49,000.00	2,082.50			51,083.00	4.25%	
WENTWORTH, BETH	ASSISTANT PROFESSOR	1.00	38,388.00	1,631.49			40,020.00	4.25%	
WILBURN, BRAD	ASSISTANT PROFESSOR	1.00	40,000.00	1,700.00			41,700.00	4.25%	
WILLIAMSON, DONALD	ASSISTANT PROFESSOR	1.00	37,000.00	1,572.50			38,573.00	4.25%	
WRIGHT, OTTLEY	ASSISTANT PROFESSOR	1.00	37,703.00	1,602.38			39,306.00	4.25%	
ZIMMERMAN, LOREN	ASSISTANT PROFESSOR	1.00	45,000.00	1,912.50			46,913.00	4.25%	
Total		39.00	1,566,451.00	66,574.17	9,000.00		1,680,042.00		

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
Instructors									
CARPENTER, DEB	INSTRUCTOR	1.00	33,732.00	1,433.61			35,166.00	4.25%	
DICKINSON, LAVIDA	INSTRUCTOR	1.00	36,107.00	1,534.55			37,642.00	4.25%	
JACKSON, ALLEN	INSTRUCTOR	1.00	35,000.00	1,487.50			36,488.00	4.25%	
KENDRICK, ROGER	INSTRUCTOR	1.00	37,703.00	1,602.38			39,306.00	4.25%	
LURVEY, JOHN	INSTRUCTOR	1.00	51,438.00	2,186.12			53,625.00	4.25%	
MARSHALL, PEGGY	INSTRUCTOR	1.00	34,801.00	1,479.04			36,281.00	4.25%	
PAULSON, AVERY	INSTRUCTOR	1.00	34,238.00	1,455.12			35,694.00	4.25%	
RITZEN, DONNA	INSTRUCTOR	1.00	34,238.00	1,455.12			35,694.00	4.25%	
ROTHERHAM, TERRENCE	INSTRUCTOR	1.00	36,457.00	1,549.42			38,007.00	4.25%	
SQUIER, CYNTHIA	INSTRUCTOR	1.00	39,383.00	1,673.78			41,057.00	4.25%	
WINKLE, CAROLA	INSTRUCTOR	1.00	35,189.00	1,495.53			36,685.00	4.25%	
Total		11.00	408,286.00	17,352.16			425,645.00		
<u>FACULTY - Phased Retirements</u>									
BARE, CHARLES	PHASED (year 2 of 2)	0.33	21,899.00	930.71			22,830.00	4.25%	
DOXTATOR, ROBERT	PHASED (year 2 of 3)	0.33	25,575.00	1,086.94			26,662.00	4.25%	
LAWSON, RANDY	PHASED (year 2 of 3)	0.33	23,831.00	1,012.82			24,844.00	4.25%	
CARTWRIGHT, MICHAEL	PHASED (year 2 of 3)	0.33	23,187.00	985.45			24,173.00	4.25%	
SHEPHERD, ALAN	PHASED (year 1 of 3)	0.33	80,266.00				26,756.00	4.25%	
Total		1.65	174,758.00	4,015.91			125,265.00		
<u>FACULTY - VACANT POSITIONS 06-07</u>									
VACANT (BATEMAN)	BIOLOGY	1.00					42,000.00		
VACANT (STEVENS)	COUNSELING, PSYC, SW	1.00					45,000.00		
VACANT (NEFF)	EDUCATION ADMINISTRATION	1.00					42,000.00		
VACANT (BEEBE, S)	HPER	1.00					42,000.00		
VACANT (LOPEZ-LAVAL)	SPANISH	1.00					45,000.00		
<u>One Year Appointments</u>									
VACANT (MOODY) SABATICAL	FAMILY & CONSUMER SCIENCES	1.00					42,000.00		
VACANT (MILLER) SABATICAL	INDUSTRIAL TECHNOLOGY	1.00					42,000.00		

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
<u>NSCPA/Professional Staff - State Supported Positions</u>									
ABSALON, CARI	ASSISTANT EXTENDED CAMPUS	1.00	27,465.00	1,168.00		1419.00	30,052.00	9.41%	step increase
ANDREWS, DEREK	ADMISSIONS REPRESENTATIVE	1.00	27,465.00	1,168.00			28,633.00	4.25%	
AUER, TODD	ATHLETIC ADMIN ASSISTANT	1.00	42,490.00	1,806.00			44,296.00	4.25%	
BECKER, STEPHEN	COMPUTER SUPPORT ANALYST	1.00	40,439.00	1,719.00			42,158.00	4.25%	
BRAMAN, LOREN	EXTERNAL PROGRAM FACILITR	1.00	34,783.00	1,479.00			36,262.00	4.25%	
BRITSCH, JAMES	REFERENCE LIBRARIAN	1.00	37,783.00	1,606.00			39,389.00	4.25%	
CASSIDAY, JERRY	LICENSED STUDENT COUNSELOR	0.79	29,481.00	1,253.00			30,734.00	4.25%	
COLLINS, JOBY	PROGRAMMER ANALYST	1.00	37,125.00	1,578.00			38,703.00	4.25%	
COUSIN, CARL	STUDENT SERVICES COUNSELOR	1.00	31,564.00	1,342.00			32,906.00	4.25%	
CROFUTT, KEITH	COMPUTER SUPPORT SPECIALIST	1.00	34,640.00	1,473.00			36,113.00	4.25%	
DIGMANN, KATIE	ADMISSIONS REPRESENTATIVE	1.00	27,465.00	1,168.00			28,633.00	4.25%	
DOCKWEILER, ANN	NURSE	0.75	28,168.00	1,198.00			29,366.00	4.25%	
GAMBY, GLENDA	PUBLIC SERVICES LIBRARIAN	1.00	48,250.00	2,051.00			50,301.00	4.25%	
GIMESON, DEWAYNE	PUBLIC INFORMATION SPECIALIST	1.00	41,283.00	1,755.00			43,038.00	4.25%	
GONZALEZ, FRANCES	TUTORIAL SERV COUNSELOR	0.83	34,377.00	1,462.00			35,839.00	4.25%	
GOODER, KELLEE	ADMISSIONS REPRESENTATIVE	1.00	28,924.00	1,230.00			30,154.00	4.25%	
HAAG, JUSTIN	COMMUNICATIONS COORD	1.00	36,662.00	1,559.00			38,221.00	4.25%	
HARRIS, LAURIE	ASST DIR FINANCIAL AID	1.00	33,189.00	1,411.00			34,600.00	4.25%	
HOWARD, MARK	PROGRAMMER ANALYST	1.00	33,283.00	1,415.00			34,698.00	4.25%	
HUCKFELDT, BRUCE	PRINT SHOP SUPERVISOR	1.00	36,856.00	1,567.00			38,423.00	4.25%	
JOHNSON, ROBERTA	LOCAL PROGRAM COORDINATOR	1.00	37,125.00	1,578.00			38,703.00	4.25%	
KORTE, KENNETH	EXHBIT DSIGN & DISPL SPEC	1.00	40,300.00	1,713.00			42,013.00	4.25%	
KUHNEL, KRISTAL	ASSISTANT TO DEAN	1.00	36,027.00	1,532.00			37,559.00	4.25%	
LANGFORD, ANNETTE	DISTANCE LEARNING COORDINATOR	1.00	29,800.00	1,267.00			31,067.00	4.25%	
MARSHALL, CON	INFORMATION SERVICES OFFICER	1.00	61,049.00	2,595.00			63,644.00	4.25%	
METER, DEBORAH	COORD OF COOP EDUCATION	1.00	36,472.00	1,551.00		2098.00	40,121.00	10.00%	step increase
MITCHELL, MELISSA	ASSISTANT REGISTRAR	1.00	35,720.00	1,519.00			37,239.00	4.25%	
PATTERSON, JEREME	TELECOMM SERVICE SPECIAL	1.00	33,964.00	1,444.00			35,408.00	4.25%	
POLAK, SARAH	MUSEUM DIRECTOR	1.00	47,440.00	2,017.00			49,457.00	4.25%	
PRITCHARD, ERIKA	COORD OF ADMISSIONS SRVCS	1.00	26,953.00	1,146.00			28,099.00	4.25%	
ROSS, CHRIS	FINANCIAL AID COUNSELOR	1.00	26,124.00	1,111.00			27,235.00	4.25%	
RUTT, AARON	PAYROLL/BENEFITS MANAGER	1.00	29,172.00	1,240.00			30,412.00	4.25%	
SENDEL, COREY	SENIOR PROGRAMMER ANALYST	1.00	41,882.00	1,780.00			43,662.00	4.25%	
SHAFER, JOHN	TELECOMMUNICATIONS TECH	0.83	24,655.00	1,048.00			25,703.00	4.25%	
SMITH, DEBRA	COORD OF ADMISSIONS SRVCS	1.00	27,882.00	1,185.00			29,067.00	4.25%	
SMITH, ROBIN	INSTRUCTIONAL DESIGN COOR	1.00	53,438.00	2,272.00			55,710.00	4.25%	
STEIN, CHRIS	ASSISTANT FOOTBALL COACH	1.00	33,600.00	1,428.00			35,028.00	4.25%	
STEPHEN, MARK	NETWORK SPECIALIST	1.00	42,827.00	1,821.00			44,648.00	4.25%	
UNDERWOOD, CHAD	PROGRAMMER ANALYST	1.00	35,540.00	1,511.00			37,051.00	4.25%	
ZAHN, SALLY	TECHNICAL SERV LIBRARIAN	1.00	54,048.00	2,298.00			56,346.00	4.25%	
Total		39.20	1,445,710.00	61,464.00		3,517.00	1,510,691.00		

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
<u>NSCPA/Professional Staff - Non-State Supported Positions</u>									
<u>Federal</u>									
HUNTER, JOANN	LICENSED STUDENT COUNSELOR	0.92	33,592.00	1,428.00			35,020.00	4.25%	
NIPP, AMANDA	STUDENT INTERVENTION OFFICER	1.00	29,080.00	1,236.00			30,316.00	4.25%	
<u>Child Development Center</u>									
LEONARD, PAMELA	ASST DIRECTOR CDC	0.75	16,191.00	689.00			16,880.00	4.25%	
<u>Revenue Bond</u>									
BROWN, MATT	RESIDENT HALL DIRECTOR	1.00	23,660.00	1,006.00			24,666.00	4.25%	
DETERDING, LACEY	RESIDENT HALL DIRECTOR	1.00	23,660.00	1,006.00			24,666.00	4.25%	
FRANZ, BENJAMIN	RESIDENT HALL DIRECTOR	1.00	23,660.00	1,006.00			24,666.00	4.25%	
JOHNS, SHELLIE	COORDINATOR CONFERENCING	1.00	33,683.00	1,432.00			35,115.00	4.25%	
READING, JILL	RESIDENT HALL DIRECTOR	1.00	23,660.00	1,006.00			24,666.00	4.25%	
SINN, LAURE	COORD STUDENT ACTIVITIES	1.00	40,652.00	1,728.00			42,380.00	4.25%	
Total		8.67	247,838.00	10,537.00			258,375.00		
<u>Professional Staff (Non-Union) - State Supported Positions</u>									
ANDERSEN, TOM	HEAD WOMEN'S BB COACH	1.00	44,239.00	1,881.00			46,120.00	4.25%	
BARGEN, BRENT	HEAD MEN'S BB COACH	1.00	44,000.00	1,870.00			45,870.00	4.25%	
BRENNAN, BLAIR	COORD PHYSICAL FACILITIES	1.00	39,957.00	1,699.00			41,656.00	4.25%	
BURK, ANN	DIRECTR COMPUTER SERVICES	1.00	54,337.00	2,310.00			56,647.00	4.25%	
COOK, TENA	DIRECTOR OF ADMISSIONS	1.00	41,116.00	1,748.00			42,864.00	4.25%	
DAWSON, THERESA	ASSIST VP ENROLLMENT MGMT & INST RSRCH OFFICER	1.00	69,055.00	2,935.00			71,990.00	4.25%	
DOUGLAS, SHERRY	DIRECTOR FINANCIAL AID	1.00	52,103.00	2,215.00			54,318.00	4.25%	
GRANT, DALE	INTERIM VP ADMINISTRATION	1.00	81,600.00	3,468.00			85,068.00	4.25%	
HUERTA, PASCUAL	ADMISSIONS REPRESENTATIVE	0.31	8,018.00	341.00			858.00	4.25%	contract ends 8/05/06
KENNEL, DEENA	DIR, INTERN & CAREER SVCS	1.00	40,603.00	1,726.00			42,329.00	4.25%	
MACNEILL, LOREE	DIR CULTRL PROG &COLG REL	1.00	50,534.00	2,148.00			52,682.00	4.25%	
MCDONALD, BRENDA	LOCAL PROGRAM COORDINATOR	0.63	20,893.00	888.00			21,781.00	4.25%	
O'BOYLE, WILLIAM	HEAD FOOTBALL COACH	1.00	48,423.00	2,058.00			50,481.00	4.25%	
POPE, KAREN	DIR ALUMNI & ANNUAL GIVNG	1.00	37,780.00	1,606.00			39,386.00	4.25%	
REID, ROBERT	RODEO COACH	0.13	6,225.00	265.00			6,490.00	4.25%	
REINERS, JOHN	HEAD TRACK & FIELD COACH	0.83	37,350.00	1,588.00			38,938.00	4.25%	
RHINE, RICHARD	VICE PRESIDENT OF ENROLLMENT MANAGEMENT & STUDENT SERVICES	1.00	100,000.00				104,250.00		new appointment
RICKENBACH, MICHELE	HEAD GOLF COACH	0.15	6,350.00	270.00			6,620.00	4.25%	
RICKENBACH, SHARON	DIR, STDNT AC SUCCESS SRV	1.00	39,110.00	1,663.00			40,773.00	4.25%	
SMITH, BRAD	DIRECTOR OF ATHLETICS	1.00	78,388.00	3,332.00			81,720.00	4.25%	
SMITH-BRUEHLMAN, MAGGIE	COORD OF SPECIAL EVENTS	1.00	26,000.00	1,105.00			27,105.00	4.25%	
SPRUIELL, AMY	HEAD VOLLEYBALL COACH	0.83	34,500.00	1,467.00			35,967.00	4.25%	
STETSON, GAYLE	BUSINESS MANAGER	1.00	41,527.00	1,765.00		2000.00	45,292.00	9.06%	additional duties
TAYLOR, STEVE	ASST VP EXT CMPS PROGRAMS	1.00	71,145.00	3,024.00			74,169.00	4.25%	
VANDER FEEN, AIMEE	DIR EXTENDED CMPS SITES	1.00	45,640.00	1,940.00			47,580.00	4.25%	
VEATH, LOIS	VICE PRESIDENT OF ACADEMIC AFFAIRS	1.00	100,000.00				104,250.00		new appointment
VOGT, KARA	DIR HUMAN RESOURCES & DEV	1.00	48,667.00	2,069.00			50,736.00	4.25%	
WEBB, JIMMIE	HEAD WOMEN'S SOFTBALL COACH	0.83	35,000.00	1,488.00			36,488.00	4.25%	

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
WILLIAMSON, DALE	REGISTRAR	1.00	62,127.00	2,641.00			64,768.00	4.25%	
WOLF, MILTON	DIRECTOR OF LIBRARY & LEARNING	1.00	68,000.00	2,890.00			70,890.00	4.25%	
Total		26.71	1,432,687.00	52,400.00			1,488,086.00		
<u>Professional Staff (Non-Union) - Non-State Supported Positions</u>									
<u>Federal</u>									
COGDILL, REX	INTERIM PROJECT DIRECTOR	1.00	42,426.00	1,804.00			44,230.00	4.25%	
<u>Foundation</u>									
HAAG, CRICKET	BUSINESS MANAGER	1.00	36,312.00	1,544.00			37,856.00	4.25%	
RASMUSSEN, CONNIE	EXECUTIVE DIRECTOR	1.00	70,000.00	2,975.00			72,975.00	4.25%	
<u>Other</u>									
ROWETON, WILLIAM	DIR OFF SPONSORED RESEARCH & FUNDED INITIATIVES MINORITY STD T ACHIEVEMENT & RETENTION	1.00	79,242.00	3,368.00			82,610.00	4.25%	
<u>Revenue Bond</u>									
REECE, KATHRYN	ASST DIR RESIDENCE LIFE	1.00	28,280.00	1,202.00			29,482.00	4.25%	
SIMONS, SHERRI	DIR OF HOUSING & RES LIFE	1.00	43,102.00	1,832.00			44,934.00	4.25%	
Total		6.00	299,362.00	12,725.00	0.00	0.00	312,087.00		
<u>NSCPA/Professional Staff - State Supported Positions - VACANT Positions</u>									
VACANT	ASSISTANT TO DEAN	1.00					37,198.00		
VACANT	COORDINATOR OF PAC	1.00					28,931.00		
VACANT	DISTANCE LEARNING COORD	1.00					27,356.00		
VACANT	PUBLIC SERV LIBRARIAN	1.00					36,646.00		
VACANT	WEBMASTER	1.00					37,346.00		
<u>Non-Union Professional -State Supported Positions - VACANT</u>									
VACANT	ACADEMIC DEAN	1.00					90,000.00		
VACANT	ACADEMIC DEAN	1.00					90,000.00		
VACANT	ACADEMIC DEAN	1.00					90,000.00		
VACANT	COMPTROLLER	1.00					45,000.00		
VACANT	LOCAL PROGRAM COORDINATOR	0.50					17,036.50		
<u>NAPE/Support Staff - State Supported Positions</u>									
ABOLD, STACIE	CUSTODIAL LEADER	1.00	20,315.00	863.39			21,179.00	4.25%	
ALLEY, JOHN	CUSTODIAN	1.00	16,548.00	703.29			17,252.00	4.25%	
ANDERSON, PAMELA B.	OFFICE ASSISTANT I	0.75	13,450.00	571.63			14,022.00	4.25%	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	15,012.00	638.01		101.50	15,752.00	4.93% step increase	
BANZHAF, JODI	OFFICE ASSISTANT II	1.00	19,488.00	828.24			20,317.00	4.25%	
BARRY, BRENDA	OFFICE ASSISTANT IV	0.50	17,771.00	755.27			18,527.00	4.25%	
BAUMANN, M TODD	OFFICE ASSISTANT II	1.00	20,615.00	876.14			21,492.00	4.25%	
BENSON, MARIANNE	OFFICE ASSISTANT II	1.00	19,615.00	833.64			20,449.00	4.25%	
BLONIEN, SHARLA	OFFICE ASSISTANT II	1.00	19,152.00	813.96			19,966.00	4.25%	

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
BRADLEY, KIMBERLY	ACCOUNTING CLERK II	1.00	19,933.00	847.16			20,781.00	4.25%	
BROWN, BRENDA	OFFICE ASSISTANT I	1.00	16,548.00	703.29			17,252.00	4.25%	
BURKE, MARY	OFFICE ASSISTANT II	1.00	26,086.00	1,108.66			27,195.00	4.25%	
BURKS, TERRY	ACCOUNTING CLERK II	1.00	27,856.00	1,183.88			29,040.00	4.25%	
BUTLER, GREG	MAINT REPAIR WORKER IV	0.60	20,981.00	891.70			21,873.00	4.25%	
CALLAHAN, PAM	ACCOUNTING CLERK II	1.00	21,720.00	923.10			22,644.00	4.25%	
CAMERLINCK, ANGELA	OFFICE ASSISTANT I	1.00	16,548.00	703.29			17,252.00	4.25%	
CASWELL, JOHN JR.	CUSTODIAN	1.00	19,189.00	815.54			20,005.00	4.25%	
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	0.75	19,152.00	813.96			19,966.00	4.25%	
DEMAREE, KAY	OFFICE ASSISTANT II	1.00	22,197.00	943.38			23,141.00	4.25%	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	11,542.00	490.54			12,033.00	4.25%	
DOWNS, JOANNE	OFFICE ASSISTANT I	0.83	15,133.00	643.16		427.00	16,204.00	7.07%	step increase
ELESON, BONNIE	CUSTODIAN	1.00	21,263.00	903.68			22,167.00	4.25%	
EMERSON, SHERRIE	OFFICE ASSISTANT I	0.75	12,537.00	532.83			13,070.00	4.25%	
ENCINAS, KIMBERLEY	ACCOUNTING CLERK II	1.00	21,712.00	922.76			22,635.00	4.25%	
ENOS, BRIAN	MAINT REPAIR WORKER I	1.00	18,000.00	765.00			18,765.00	4.25%	
EVANS, LINDA	ACADEMIC RECORDS CLERK	1.00	23,280.00	989.40			24,270.00	4.25%	
FORAL, ROBYN	OFFICE ASSISTANT II	1.00	21,988.00	934.49			22,923.00	4.25%	
FRANZ, KRIS	OFFICE ASSISTANT II	1.00	19,152.00	813.96			19,966.00	4.25%	
GINSBACH, HARRIETT	CUSTODIAN	1.00	17,543.00	745.58			18,289.00	4.25%	
GIORGI, STARR	COMPUTER OPERATOR	1.00	20,767.00	882.60			21,650.00	4.25%	
HARTMAN, JANET	OFFICE ASSISTANT II	1.00	22,037.00	936.58		1,268.00	24,242.00	10.00%	step increase
HARTMAN, SHAWN	OFFICE ASSISTANT II	1.00	24,583.00	1,044.78			25,628.00	4.25%	
HICKS, TIMOTHY	MAINT REPAIR WORKER I	1.00	17,929.00	761.99			18,691.00	4.25%	
HUCKFELDT, KIM	OFFICE ASSISTANT II	1.00	23,242.00	987.79			24,230.00	4.25%	
HUGHART, KAREN	OFFICE ASSISTANT II	1.00	22,432.00	953.36		1,290.00	24,676.00	10.00%	step increase
HUGHES, CHRISTINA	CUSTODIAN	1.00	16,708.00	710.09			17,419.00	4.25%	
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	14,667.00	623.35		844.00	16,135.00	10.00%	step increase
KATEN, SALLY	ACCOUNTING CLERK III	1.00	25,270.00	1,073.98			26,344.00	4.25%	
KEIM, DEB	OFFICE ASSISTANT IV	1.00	35,673.00	1,516.11			37,190.00	4.25%	
KERN, SILAS	MAINT REPAIR WORKER III	1.00	27,149.00	1,153.84		1,562.00	29,865.00	10.00%	step increase
KREJCI, LYNDA	CUSTODIAN	1.00	18,907.00	803.55			19,711.00	4.25%	
KUBO, KENNETH	CUSTODIAN	1.00	16,708.00	710.09			17,419.00	4.25%	
KUHNEL, LORIN	MAINT REPAIR WORKER II	1.00	26,430.00	1,123.28			27,554.00	4.25%	
LAFONTSEE, CRAIG	MAINT REPAIR WORKER I	1.00	23,520.00	999.60			24,520.00	4.25%	
LAUE, TIM	MAINT REPAIR WORKER III	0.70	24,262.00	1,031.14			25,294.00	4.25%	
LEDBETTER, ELIZABETH	OFFICE ASSISTANT I	1.00	16,708.00	710.09			17,419.00	4.25%	
LIVELY, MINDY	OFFICE ASSISTANT I	0.50	8,280.00	351.90			8,632.00	4.25%	
MALONE, VELINDA	CUSTODIAN	1.00	17,568.00	746.64			18,315.00	4.25%	
MASON, KATHY	OFFICE ASSISTANT III	1.00	30,896.00	1,313.08			32,210.00	4.25%	
MCCORMICK, CLIFF	AUTOMOTIVE MECHANIC	1.00	32,775.00	1,392.94			34,168.00	4.25%	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	15,257.00	648.43			15,906.00	4.25%	
MORAVEK, APRIL	OFFICE ASSISTANT II	1.00	19,799.00	841.46			20,641.00	4.25%	
MORFORD, BRENDA	OFFICE ASSISTANT II	1.00	20,867.00	886.85			21,754.00	4.25%	
MRACEK, PATRICIA	MAIL CLERK	1.00	20,340.00	864.45			21,205.00	4.25%	
MUENCHAU, GARY	MAINT REPAIR WORKER IV	1.00	35,249.00	1,498.09			36,748.00	4.25%	
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	12,590.00	535.08		724.50	13,850.00	10.00%	step increase

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
NEMETH, PATTI	ACCOUNTING CLERK II	1.00	21,870.00	929.48			22,800.00	4.25%	
NEUHARTH, JERI	OFFICE ASSISTANT I	0.75	15,753.00	669.51			14,780.00	4.25%	change in FTE
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	14,602.00	620.59		529.50	15,753.00	7.88%	step increase
PETERS, GENE	ELECTRICIAN MASTER	0.60	22,742.00	966.54			23,709.00	4.25%	
POURIER, SHEILA	OFFICE ASSISTANT II	1.00	20,195.00	858.29			21,054.00	4.25%	
RICKENBACH, MICHELE	ACADEMIC RECORDS CLERK	1.00	23,383.00	993.78			24,377.00	4.25%	
ROSANE, TRISH	OFFICE ASSISTANT II	1.00	20,195.00	858.29			21,054.00	4.25%	
ROSSO, HELEN	OFFICE ASSISTANT II	1.00	19,729.00	838.49			20,568.00	4.25%	
RUTTER, JUDY	OFFICE ASSISTANT I	0.83	14,528.00	617.44		836.00	15,982.00	10.00%	step increase
SCHMIT, KARLY	OFFICE ASSISTANT I	0.75	12,411.00	527.47			12,939.00	4.25%	
SCHRADER, MARSHA	OFFICE ASSISTANT I	0.75	12,411.00	527.47			12,939.00	4.25%	
SCHREUDER, RUTH	LIBRARY ASSISTANT	1.00	18,666.00	793.31			19,460.00	4.25%	
SMITH, DOUGLAS	CUSTODIAN	1.00	16,548.00	703.29			17,252.00	4.25%	
STRONG, NEIL	ELECTRICIAN	0.60	16,812.00	714.51			17,527.00	4.25%	
TURMAN, BRIDGET	CUSTODIAN	1.00	25,386.00	1,078.91			26,465.00	4.25%	
VAN VLEET, STEFANI	OFFICE ASSISTANT II	1.00	20,219.00	859.31			21,079.00	4.25%	
WAGGENER, DENISE	MAINT REPAIR WORKER I	1.00	24,236.00	1,030.03			25,267.00	4.25%	
WALGREN, CINDI	ACCOUNTING CLERK II	1.00	21,870.00	929.48			22,800.00	4.25%	
WEBER, KATHY	CUSTODIAN	1.00	17,963.00	763.43		795.00	19,522.00	8.68%	step increase
WEBER, STEVE	MAINT REPAIR WORKER III	1.00	24,876.00	1,057.23			25,934.00	4.25%	
WHITE, LISA	OFFICE ASSISTANT II	1.00	19,152.00	813.96			19,966.00	4.25%	
WIESE, JIM	OFFICE ASSISTANT II	1.00	21,870.00	929.48		1,258.00	24,058.00	10.00%	step increase
WINETEER, LINDA	OFFICE ASSISTANT II	1.00	21,988.00	934.49			22,923.00	4.25%	
WITTRICK, JENNIFER	OFFICE ASSISTANT I	1.00	16,548.00	703.29			17,252.00	4.25%	
WRIGHT, MICK	LIBRARY ASSISTANT	1.00	17,808.00	756.84			18,565.00	4.25%	
ZILLIG, ROBERT	MAINT REPAIR WORKER II	1.00	23,367.00	993.10			24,361.00	4.25%	
Total		74.66	1,650,067.00	70,128.08	0.00	9,635.50	1,728,229.00		
<u>NAPE/Support Staff - State Supported Positions - VACANT</u>									
OFFICE ASST I	PHYSICAL & LIFE SCIENCES	1.00					17,090.00		
CUSTODIAN	PHYSICAL FACILITIES	1.00					17,090.00		
CUSTODIAN	PHYSICAL FACILITIES	1.00					17,090.00		

Chadron State College

Employee Name	Position Title	FTE	2005-2006		Doctorate/ Promotion	Other	2006-2007		Footnotes
			Salary Base	Salary Increase			Total Annual Salary	% Of Increase	
<u>NAPE/Support Staff - Non-State Supported Positions</u>									
<i>Federal</i>									
CAPAROUN, MARILYN	OFFICE ASSISTANT II	1.00	20,219.00	859.31			21,079.00	4.25%	
<i>Print Shop</i>									
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	0.25	6,384.00	271.32			6,656.00	4.25%	
<i>Conferencing</i>									
FRANDSON, CONNIE	OFFICE ASSISTANT II	1.00	20,219.00	859.31			21,079.00	4.25%	
Total		2.25	46,822.00	1,989.94			48,814.00		
<i>Revenue Bond</i>									
AINSLIE, MELVIN	CUSTODIAN	1.00	21,263.00	903.68			22,167.00	4.25%	
APPLEGARTH, MARIA	CUSTODIAN	1.00	17,048.00	724.54			17,773.00	4.25%	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	15,012.00	638.01		101.50	15,752.00	4.93%	step increase
BARRY, BRENDA	OFFICE ASSISTANT IV	0.50	17,771.00	755.27			18,527.00	4.25%	
BUTLER, GREG	MAINT REPAIR WORKER IV	0.40	13,987.00	594.45			14,582.00	4.25%	
CANADAY, LEANN	CUSTODIAN	1.00	21,263.00	903.68			22,167.00	4.25%	
CARNAHAN, MELODY	OFFICE ASSISTANT II	1.00	21,870.00	929.48		1,258.00	24,058.00	10.00%	step increase
CLEVELAND, WILLIAM	SECURITY OFFICER I	1.00	17,978.00	764.07			18,743.00	4.25%	
COATES, AMY	CUSTODIAN	1.00	19,198.00	815.92			20,014.00	4.25%	
CRAWFORD, CARLA	CUSTODIAN	1.00	21,263.00	903.68			22,167.00	4.25%	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	11,542.00	490.54			12,033.00	4.25%	
DONKER, DANI	OFFICE ASSISTANT III	1.00	26,967.00	1,146.10			28,114.00	4.25%	
FRANEY, MAX	MAINT REPAIR WORKER II	1.00	25,632.00	1,089.36			26,722.00	4.25%	
HANSEN, MARUTA	CUSTODIAN	1.00	17,048.00	724.54			17,773.00	4.25%	
HERR, KENNETH	CUSTODIAN	1.00	17,144.00	728.62			17,873.00	4.25%	
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	14,667.00	623.35		844.00	16,135.00	10.00%	step increase
LAUE, TIM	MAINT REPAIR WORKER III	0.30	10,399.00	441.96			10,841.00	4.25%	
MCKINNON, KENNY	CUSTODIAN	1.00	17,616.00	748.68			18,365.00	4.25%	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	15,257.00	648.43			15,906.00	4.25%	
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	12,590.00	535.08		724.50	13,850.00	10.00%	step increase
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	14,602.00	620.59		529.50	15,753.00	7.88%	step increase
PETERS, GENE	ELECTRICIAN MASTER	0.40	15,162.00	644.39			15,807.00	4.25%	
SNOOK, LORN (TUFFY)	CUSTODIAN	1.00	17,543.00	745.58			18,289.00	4.25%	
STERLING, CINDY	CUSTODIAN	1.00	21,263.00	903.68			22,167.00	4.25%	
STRONG, NEIL	ELECTRICIAN	0.40	11,209.00	476.39			11,686.00	4.25%	
WHITE, AUDREY	CUSTODIAN	1.00	25,121.00	1,067.65			26,189.00	4.25%	
WOOD, ELAINE	CUSTODIAN	1.00	21,263.00	903.68			22,167.00	4.25%	
Total		21.00	481,678.00	20,471.40		3,457.50	505,620.00		
<u>Support Staff (Non-Union) - State Supported Positions</u>									
ANDERSON, PAMELA J.	SECRETARY TO PRESIDENT	1.00	33,718.00	1,433.02			35,152.00	4.25%	
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.55	20,092.00	853.91			20,946.00	4.25%	
COLEMAN, ROBERTA (LINDY)	OFFICE ASSISTANT II	1.00	19,320.00	821.10			20,142.00	4.25%	
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.55	24,475.00	1,040.19			25,516.00	4.25%	
STOKEY, KATHY	OFFICE ASSISTANT III	1.00	34,214.00	1,454.10			35,669.00	4.25%	
Total		4.10	131,819.00	5,602.32			137,425.00		

Chadron State College

Employee Name	Position Title	FTE	2005-2006 Salary Base	Salary Increase	Doctorate/ Promotion	Other	2006-2007 Total Annual Salary	% Of Increase	Footnotes
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Support Staff (Non-Union) - Non-State Supported Positions

Revenue Bond

CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.45	16,439.00	698.66			17,138.00	4.25%	
LEHMAN, DAVID	SECURITY SUPERVISOR	1.00	29,809.00	1,266.89			31,076.00	4.25%	
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.45	20,025.00	851.07			20,877.00	4.25%	
Total		1.90	66,273.00	2,816.62			69,091.00		

Peru State College

Employee Name	Position Title	FTE	2005-06	Salary	Adjustment		2006-07	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
FACULTY - State Supported Positions									
Anderson, Ken	Professor	1.00	\$59,812	\$2,542			\$62,354	4.25%	
Asmussen, Kelly	Professor	1.00	\$53,543	\$2,276			\$55,819	4.25%	
Beischel, Mark	Professor	1.00	\$54,207	\$2,304			\$56,511	4.25%	
Citrin, Anthony	Professor	1.00	\$66,824	\$2,840			\$69,664	4.25%	
Clemente, William	Professor	1.00	\$56,317	\$2,393			\$58,710	4.25%	
Clopton, Richard	Professor	1.00	\$56,721	\$2,411			\$59,132	4.25%	
Crook, Sara	Professor	1.00	\$55,267	\$2,349			\$57,616	4.25%	
Davis, Spencer	Professor	1.00	\$67,545	\$2,871			\$70,416	4.25%	
Ediger, Thomas	Professor	1.00	\$68,955	\$2,931			\$71,886	4.25%	
Holtz, Dan	Professor	1.00	\$60,099	\$2,554			\$62,653	4.25%	
Long, Daryl	Professor	1.00	\$83,873	\$3,565			\$87,438	4.25%	
Lundak, Joel	Professor	1.00	\$56,317	\$2,393			\$58,710	4.25%	
Snyder, William	Professor	1.00	\$72,513	\$3,082			\$75,595	4.25%	
Thomas, James	Professor	1.00	\$70,732	\$3,006			\$73,738	4.25%	
Waln, Randy	Professor	1.00	\$54,068	\$2,298			\$56,366	4.25%	
Sub-Total Professors		15.00	\$936,793	\$39,814	\$0	\$0	\$976,607		
Barger, Michael	Associate Professor	1.00	\$39,555	\$1,681	\$4,462		\$45,698	15.53%	rank promotion
Batterson, Bruce	Associate Professor	1.00	\$47,551	\$2,021			\$49,572	4.25%	
Grotrian, Judy	Associate Professor	1.00	\$47,576	\$2,022			\$49,598	4.25%	
Hinrichs, Paul	Associate Professor	1.00	\$51,552	\$2,191			\$53,743	4.25%	
Hnida, John	Associate Professor	1.00	\$48,315	\$2,053			\$50,368	4.25%	
Nevitt, James	Associate Professor	1.00	\$41,284	\$1,755	\$3,000		\$46,039	11.52%	rank promotion
Vokolek, Dennis	Associate Professor	1.00	\$43,804	\$1,862			\$45,666	4.25%	
Welsh, Dennis	Associate Professor	1.00	\$47,354	\$2,013	\$3,000		\$52,366	10.59%	rank promotion
Sub-Total Associate Professors		8.00	\$366,990	\$15,597	\$10,462	\$0	\$393,049		
Gatewood, Kelly	Assistant Professor	1.00	\$49,129	\$2,088			\$51,217	4.25%	
Hutchison, Christy	Assistant Professor	1.00	\$46,688	\$1,984			\$48,672	4.25%	
Johnson, Rhonda	Assistant Professor	1.00	\$39,125	\$1,663			\$40,788	4.25%	
Kearney, Elizabeth	Assistant Professor	1.00	\$39,944	\$1,698			\$41,641	4.25%	
Kunkel, Margaret (Ellie)	Assistant Professor	1.00	\$41,893	\$1,780			\$43,673	4.25%	
Murray, Johann	Assistant Professor	1.00	\$41,406	\$1,760			\$43,166	4.25%	
Newman, William	Assistant Professor	1.00	\$41,716	\$1,773			\$43,489	4.25%	
Rippe, Patricia	Assistant Professor	1.00	\$41,938	\$1,782			\$43,720	4.25%	
Ruskamp, Judith	Assistant Professor	1.00	\$39,522	\$1,680			\$41,201	4.25%	
Urbach, Beverly	Assistant Professor	1.00	\$41,406	\$1,760			\$43,166	4.25%	
Zost, Gregory	Assistant Professor	1.00	\$36,500	\$1,551			\$38,051	4.25%	
Sub- Total Assistant Professors		11.00	\$459,265	\$19,519	\$0	\$0	\$478,784		

Peru State College

Employee Name	Position Title	FTE	2005-06	Salary	Adjustment		2006-07	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
FACULTY - State Supported Positions									
Galardi, Greg	Instructor	1.00	\$44,094	\$1,874			\$45,968	4.25%	
Griffin, Kenneth Brad	Instructor	1.00	\$44,094	\$1,874			\$45,968	4.25%	
Wray, Patrick	Instructor	1.00	\$41,018	\$1,743			\$42,761	4.25%	
Jackson, Alan	Instructor	1.00	\$35,000	\$1,488			\$36,488	4.25%	
Preisman, Kristi	Instructor	1.00	\$35,000	\$1,488			\$36,488	4.25%	
Bittner, Gina	Instructor	1.00	\$0				\$36,000	n/a	
Blue, Cheryl	Instructor	1.00	\$0				\$36,000	n/a	
Sub-Total Instructors		7.00	\$199,205	\$8,466	\$0	\$0	\$0	\$279,671	
Total		41.00			\$10,462	\$0		\$2,128,111	
FACULTY - State Supported Positions - Retirement Contract									
None									
NSCPA Professional Staff - State Supported Positions									
Bender, Barbara	Ass't to the Dir of Records & Instituti	1.00	\$32,859	\$1,396			\$34,255	4.25%	
Harshbarger, Ted	Assessment Coordinator	1.00	\$68,375	\$2,906			\$71,281	4.25%	
Holtz, Alice	Testing Coord/Acad Advisor	0.84	\$30,699	\$1,305			\$32,004	4.25%	
Kawata, Kyan	Admissions Representative	1.00	\$26,500	\$1,126			\$27,626	4.25%	
Meece, Victoria	Distance Learning Coordinator - Offt	1.00	\$27,068	\$1,150			\$28,218	4.25%	
Meland, Marie	Tutorial Services/ADA Coordinator	1.00	\$33,670	\$1,431		\$1,936	\$37,037	10.00%	per NSCPA Agreement
Melvin, Brent	Athletic Trainer	0.84	\$32,000	\$1,360			\$33,360	4.25%	
Newcomb, Jennifer	Learning Center Coordinator	1.00	\$33,904	\$1,441			\$35,345	4.25%	
Otto, Mike	Systems Analyst	1.00	\$47,860	\$2,034			\$49,894	4.25%	
Volker, Janice	Ass't Dir of Financial Aid	1.00	\$32,480	\$1,380			\$33,861	4.25%	
Wood, Zoon	Dir of Diversity/Internat'l Stu	0.84	\$34,813	\$1,480		\$958	\$37,251	7.00%	per NSCPA Agreement
Total		10.52	\$400,228	\$17,010	\$0	\$2,894	\$420,131		
NSCPA Professional Staff - Non State Supported Positions (Revenue Bond)									
Brettmann, Jennifer	Interim Res Halls Dir/Conferencing	1.00	\$23,883	\$1,015			\$24,898	4.25%	
Total		1.00	\$23,883	\$1,015	\$0	\$0	\$24,898		
NSCPA Professional Staff - Non State Supported Positions (Federal)									
Groff, Peggy (9/1/03-8/31/04)	Learning Skills Specialist	0.84	\$28,736	\$1,221			\$29,957	4.25%	
Nies, Kristi	Tutorial Skills Specialist	0.84	\$28,834	\$1,225		\$1,659	\$31,718	10.00%	per NSCPA Agreement
Total		1.68	\$57,570	\$2,447	\$0	\$1,659	\$61,675		
Professional Staff (Non-Union) - State Supported Positions									
Anson, Regan	Dir. of Marketing & Media Services	1.00	\$62,000	\$2,635			\$64,635	4.25%	
Becker, Roger	Director of the Library	1.00	\$58,555	\$2,489			\$61,044	4.25%	
Cade, Eulanda	Dir. of Human Resources	1.00	\$55,000	\$2,338			\$57,338	4.25%	
Christensen, Heath	Interim Admissions Representative	1.00	\$25,872	\$1,100			\$26,972	4.25%	
Clark, Terry	Head Football Coach	0.92	\$43,368	\$1,843			\$45,211	4.25%	
Clifton, Delyn	Network Specialist	1.00	\$49,281	\$2,094			\$51,376	4.25%	

Peru State College

Employee Name	Position Title	FTE	2005-06	Salary	Adjustment		2006-07	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
Cronin, Jason	Head Baseball Coach/Ath Adm Asst	0.92	\$32,000	\$1,360			\$33,360	4.25%	
Drew, Todd	Dean of Professional Studies	1.00	\$82,698	\$3,515			\$86,213	4.25%	
Haley, Michael	Landscape/Arboretum Manager	1.00	\$36,313	\$1,543			\$37,856	4.25%	
Hopp, Julie	Ass't to VP for Administration & Fina	1.00	\$34,615	\$1,471			\$36,086	4.25%	
Jacobsen, Jay	Ass't to the President for Technology	1.00	\$62,155	\$2,642			\$64,796	4.25%	
Jacobsen, Linda	VP for Admin & Finance	1.00	\$95,509	\$4,059			\$99,568	4.25%	
Kupper, Jodi	Dean of Educ/Graduate Studies	1.00	\$75,000	\$3,188			\$78,188	4.25%	
LaBrie, Sara	Interm Coord Stu Prog/Adm Rep	0.50	\$13,201	\$561			\$13,762	4.25%	
Lind, Diana	Director of Financial Aid	1.00	\$49,159	\$2,089			\$51,248	4.25%	
Loy, DiAnna	Dir. of Records & Institutional Resea	1.00	\$61,538	\$2,615			\$64,154	4.25%	
Mathews, Mark	Head Sftbl Coach/Intramurals	0.92	\$34,792	\$1,479			\$36,270	4.25%	
Pate, Paul	Director of Campus Services	1.00	\$60,791	\$2,584			\$63,375	4.25%	
Roberts, Laura	Dir. of Online Services & Offutt Oper	1.00	\$53,431	\$2,271			\$55,702	4.25%	
Stonebarger, William (42097.80)	Dir. of Campus Housing & Security	0.50	\$20,191	\$858			\$21,049	4.25%	
Sylvester, Stephen	Dean of Arts & Sciences	1.00	\$82,698	\$3,515			\$86,213	4.25%	
Tande, Korrine	VP for Academic & Student Affairs	1.00	\$95,509	\$4,059			\$99,568	4.25%	
Tynon, Kathy	Business Office Manager	1.00	\$36,776	\$1,563			\$38,339	4.25%	
Unruh, Susan	Accounting Manager	1.00	\$40,743	\$1,732			\$42,474	4.25%	
Walker, David	Head (M) Basketball Coach/SID	0.92	\$32,500	\$1,381			\$33,881	4.25%	
Willis, Micki	Dir. of Admissions & Recruitment	1.00					\$45,000	n/a	
Total		24.68	\$1,293,696	\$54,982	\$0	\$0	\$1,393,678		
Professional Staff (Non-Union) - Non State Supported Positions (Revenue Bond)									
Stonebarger, William (Les)	Dir. of Campus Housing & Security	0.50	\$20,191	\$858			\$21,049	4.25%	
Total		0.50	\$20,191	\$858	\$0	\$0	\$21,049		
Professional Staff (Non-Union) - Non State Supported Positions (Federal)									
Waln, Ursula	Interim Dir of Stu Sup Serv Grant	1.00	\$45,958	\$1,953			\$47,911	4.25%	
Total		1.00	\$45,958	\$1,953			\$47,911		
Professional Staff (Non-Union) - Non State Supported Positions (Other)									
Balquier, Angela	Ass't Bus. Mgr. & Accountant	1.00					\$28,005	n/a	n/a annual inc on anniversary date
Nolte, Krystal	Assistant Alumni Director	1.00					\$31,990	n/a	n/a annual inc on anniversary date
LaBrie, Sara	Interm Coord Stu Prog/Adm Rep	0.50	\$13,201	\$561			\$13,762	4.25%	
Total		2.50	\$13,201	\$561	\$0	\$0	\$0		
Professional Staff - State Supported Positions - Retirement Contract									
Reeves, Nancy							\$11,438		
Total							\$11,438		
NAPE/ Support Staff - State Supported Positions									
Alberts, Christine	Accounting Clerk III	1.00	\$25,269	\$1,074			\$26,343	4.25%	
Allgood, Angela	Office Assistant II	1.00	\$19,342	\$822			\$20,164	4.25%	
Allgood, Carolyn	Office Assistant II	1.00	\$24,816	\$1,055			\$25,871	4.25%	
Cadell, Rhonda	Office Assistant II	1.00	\$19,156	\$814			\$19,970	4.25%	

Peru State College

Employee Name	Position Title	FTE	2005-06	Salary	Adjustment		2006-07	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
Chandler, Yvonne	Computer Operator	1.00	\$30,732	\$1,306			\$32,038	4.25%	
Chapin, Ardie	Office Assistant III	1.00	\$32,238	\$1,370			\$33,609	4.25%	
Conz, Tracey	Mail Clerk/Office Assistant I	1.00	\$20,228	\$860			\$21,088	4.25%	
Davis, Phyllis	Acad Credentials Technician	1.00	\$25,269	\$1,074		\$1,453	\$27,795	10.00%	per NAPE Agreement
Edris, Malinda	Office Assistant III	1.00	\$29,355	\$1,248			\$30,603	4.25%	
Ellner, Janice	Office Assistant III	1.00	\$30,488	\$1,296			\$31,784	4.25%	
George, Barb	Library Assistant	1.00	\$24,180	\$1,028			\$25,208	4.25%	
Hawley, Janet	Office Assistant II	1.00	\$24,583	\$1,045			\$25,627	4.25%	
Hawley, Nancy	Accounting Clerk III	1.00	\$28,401	\$1,207			\$29,608	4.25%	
Irons, Linda	Accounting Clerk II	1.00	\$19,347	\$822			\$20,170	4.25%	
Johnson, JoAnn	Library Technician	1.00	\$23,482	\$998			\$24,480	4.25%	
Johnson, Rebecca	Publication Technician	1.00	\$24,004	\$1,020			\$25,024	4.25%	
Kearney, Connie	Office Assistant IV	1.00	\$34,595	\$1,470			\$36,066	4.25%	
Lager, Jill	Accounting Clerk II	1.00	\$19,995	\$850			\$20,845	4.25%	
Martin, Gayle	Computer Operator	1.00	\$23,482	\$998		\$1,350	\$25,830	10.00%	per NAPE Agreement
Moody, Connie	Audio/Visual Serv Technician	1.00	\$30,196	\$1,283			\$31,479	4.25%	
Parriott, Lisa	Office Assistant II	1.00	\$23,924	\$1,017			\$24,940	4.25%	
Pate, Kimberly	Computer Operator	1.00	\$22,797	\$969			\$23,766	4.25%	
Staples, Linda	Office Assistant II	1.00	\$24,584	\$1,045			\$25,628	4.25%	
Teten, Dixie	Acad Credentials Technician	1.00	\$25,269	\$1,074			\$26,343	4.25%	
Trail, Brenda	Office Assistant II	1.00	\$19,156	\$814			\$19,970	4.25%	
Williams, Krista	Accounting Clerk III	1.00	\$23,064	\$980			\$24,044	4.25%	
Allen, Jack	Maint Rep Worker II	1.00	\$23,482	\$998			\$24,480	4.25%	
Ballue, Don (26,343)	Security Officer II	0.50	\$12,635	\$537			\$13,172	4.25%	
Brettmann, Nathan	Security Officer II	1.00	\$22,140	\$941			\$23,081	4.25%	
Cummins, Dana	Custodian	1.00	\$17,960	\$763		\$799	\$19,522	8.70%	per NAPE Agreement
Dalbec, Rosaire	Maint Rep Worker II	1.00	\$23,482	\$998		\$1,350	\$25,830	10.00%	per NAPE Agreement
Eltiste, Hal	Maint Rep Worker II	1.00	\$22,069	\$938		\$1,239	\$24,246	9.86%	per NAPE Agreement
Furnas, Kelly	Custodian	1.00	\$21,263	\$904			\$22,167	4.25%	
Heusinkvelt, Jill	Custodian	1.00	\$16,548	\$703			\$17,251	4.25%	
Junkins, Christian	Maint. Repair Worker II	1.00	\$21,629	\$919			\$22,548	4.25%	
Keim, Michael	Custodian	1.00	\$16,548	\$703			\$17,251	4.25%	
Kistner, Eldon	Maint Rep Worker IV	1.00	\$32,437	\$1,379		\$1,865	\$35,680	10.00%	per NAPE Agreement
McMann, Clifford	Maint Rep Worker II	1.00	\$21,629	\$919			\$22,548	4.25%	
Meyers, Jeffrey	Maint Rep Worker III	1.00	\$26,459	\$1,125			\$27,584	4.25%	
Morris, Debra	Custodian	1.00	\$19,367	\$823			\$20,190	4.25%	
Reeves, Brett	Maint Rep Worker II	1.00	\$20,568	\$874			\$21,442	4.25%	
Reeves, Darrin	Security Officer II	1.00	\$29,104	\$1,237			\$30,341	4.25%	
Robbins, James	Custodian	1.00	\$21,263	\$0			\$21,263	0.00%	
Schultz, Ronald	Maint Rep Worker II	1.00	\$20,568	\$874			\$21,442	4.25%	
Stutheit, Kurt	Custodian	1.00	\$22,623	\$961			\$23,584	4.25%	
Total		44.50	\$1,059,725	\$44,135	\$0	\$8,056	\$1,111,915		

Peru State College

Employee Name	Position Title	FTE	2005-06	Salary	Adjustment		2006-07	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
NAPE/ Support Staff - Non State Supported Positions (Revenue Bond)									
Ballue, Don (26,343)	Security Officer II	0.50	\$12,635	\$537			\$13,172	4.25%	
Hager, Terry	Custodian	1.00	\$19,645	\$835			\$20,480	4.25%	
Kopf, Roger	Maint Rep Worker II	1.00	\$23,220	\$987		\$39	\$24,246	4.42%	per NAPE Agreement
Spangler, Antonia	Custodian	1.00	\$18,907	\$804			\$19,710	4.25%	
Watlington, Kimberly	Custodian	1.00	\$17,144	\$729			\$17,872	4.25%	
Williams, Arlin	Maint Rep Worker II	1.00	\$21,232	\$902			\$22,135	4.25%	
Williams, Jackie	Office Assistant II	1.00	\$24,963	\$1,061			\$26,024	4.25%	
Total		6.50	\$137,746	\$5,854	\$0	\$39	\$143,639		
NAPE/ Support Staff - Non State Supported Positions (Federal)									
Patterson, Bea	Office Assistant II	1.00	\$20,708	\$880		\$992	\$22,580	9.04%	per NAPE Agreement
Total	Total	1.00	\$20,708	\$880	\$0	\$992	\$22,580		
Support Staff (Non Union) - State Supported Positions									
Adams, Phyllis	Acad Records Clk	0.50	\$11,225	\$477		\$109	\$11,811	5.22%	per NAPE Agreement
Horn, Elaine	Acad Credentials Tech	0.50	\$11,289	\$480			\$11,769	4.25%	
Jones, Barbara	Temp Office Assistant II	1.00	\$19,152	\$814			\$19,966	4.25%	
Fisher, Sandra	Office Assistant IV	1.00	\$30,427	\$1,293			\$31,720	4.25%	
Moody, Linda	Sec'y to the President	1.00	\$38,035	\$1,616			\$39,651	4.25%	
Breazile, Debra	Custodial Supervisor	1.00	\$27,551	\$1,171		\$1,584	\$30,306	10.00%	years of service
Reynolds, James	Maintenance Supervisor	1.00	\$36,568	\$1,554		\$2,102	\$40,224	10.00%	years of service
Total		6.00	\$174,246	\$7,405	\$0	\$3,795	\$185,447		
Nape/Support Staff Professional Staff - Retirement Contract									
Shepherd, Donna							\$5,798		
Total							\$5,798		
VACANCIES									
FACULTY - State Supported Positions - Vacancies									
Professor - Arts & Sci	Professor - Arts & Sci	1.00					\$78,575		
Professor - Arts & Sci	Professor - Arts & Sci	1.00					\$59,278		
Asst. Prof - Arts & Sci	Asst. Prof - Arts & Sci	1.00					\$43,016		
Asst. Prof - Educ	Asst. Prof - Educ	1.00					\$51,217		
Instructor - Arts & Sci	Instructor - Arts & Sci	1.00					\$36,488		
Instructor - Prof. Studies	Instructor - Prof. Studies	1.00					\$36,000		
Instructor - Educ	Instructor - Educ	1.00					\$36,000		
Instructor - Arts & Sci	Instructor - Arts & Sci	1.00					\$36,000		
Instructor - Prof. Studies	Instructor - Prof. Studies	1.00					\$36,000		
Instructor - Prof. Studies	Instructor - Prof. Studies	1.00					\$36,000		
Total Faculty Vacancies		10.00					\$448,574		
Professional Staff (Non-Union) - State Supported Positions - Vacancies									
Dir. of Grad Studies	Director of Graduate Studies	1.00					\$50,000		
Director of ARC	Director of ARC	1.00					\$67,763		
Cross Country Coach	Cross Country Coach	0.20	\$4,000	\$170			\$4,170	4.25%	

Peru State College

Employee Name	Position Title	FTE	2005-06	Salary	Adjustment		2006-07	% of	Footnotes
			Salary Base	Increase	Doctorate/ Promotion	Other	Total Annual Salary	Increase	
Head (M & W) Volleybl Coach	Head (M & W) Volleybl Coach	0.92	\$31,392	\$1,334			\$32,726	4.25%	
Head (W) Basketball/Golf Coach	Head (W) Basketball/Golf Coach	0.92	\$35,203	\$1,496			\$36,699	4.25%	
Ass't Ftbl/Grad Asst.	Ass't Ftbl/Grad Asst.	0.20	\$4,806	\$204			\$5,010	4.25%	
Ass't Ftbl Coach	Ass't Ftbl Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Ass't Ftbl Coach	Ass't Ftbl Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Ass't (W) Volleyball Coach	Ass't (W) Volleyball Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Ass't Baseball Coach	Ass't Baseball Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Asst' (M) Basketball Coach	Asst' (M) Basketball Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Asst' (W) Basketball Coach	Asst' (W) Basketball Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Ass't Softball Coach	Ass't Softball Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Ass't (M) Volleyball Coach	Ass't (M) Volleyball Coach	0.20	\$4,806	\$204			\$5,010	4.25%	
Total		1.80					\$236,451		
NSCPA Professional Staff - State Supported Positions - Vacancies									
Dist. Lrng. Coord	Distance Learning Coordinator	1.00					\$27,620		
Dist. Lrng. Coord	Distance Learning Coordinator	1.00					\$29,000		
Learning Skills Specialist	Learning Skills Specialist	1.00					\$36,000		
Learning Skills Specialist	Learning Skills Specialist	1.00					\$36,000		
Assistant Football Coach	Assistant Football Coach	0.92	\$30,541	\$1,298			\$31,839		
Total		0.92	\$30,541	\$1,298	\$0	\$0	\$160,459		
Professional Staff (Non-Union) - Non State Supported Positions (Federal)									
None									
Support Staff (Non Union) - State Supported Positions - Vacancies									
Custodian	Custodian	1.00					\$22,353		
MRWII Grounds	MRWII Grounds	1.00					\$21,233		
MRWII Maintenance	MRWII Maintenance	1.00					\$21,233		

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	Salary Increase	Adjustments		2006-2007 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Faculty -- State Supported Positions									
Adams, Franklin	Professor	1.00	58,365	2,481			60,846	4.25%	
Alexander, Andrew	Professor	1.00	55,268	2,349			57,617	4.25%	
Anderson, Wayne	Professor	1.00	63,369	2,694			66,063	4.25%	
Arneson, Patricia	Professor	1.00	63,343	2,693			66,036	4.25%	
Bertolas, Randy	Professor	1.00	54,208	2,304			56,512	4.25%	
Black, Barbara	Professor	1.00	55,584	2,363			57,947	4.25%	
Blaser, Kent	Professor	1.00	70,673	3,004			73,677	4.25%	
Blomenkamp, Jean	Professor	1.00	62,025	2,637			64,662	4.25%	
Bondhus, Joann	Professor	1.00	70,673	3,004			73,677	4.25%	
Bonds, Christopher	Professor	1.00	66,867	2,842			69,709	4.25%	
Borgmann, Marian	Professor	1.00	53,544	2,276			55,820	4.25%	
Bruflat, Alan	Professor	1.00	59,399	2,525			61,924	4.25%	
Butler, Katherine	Professor	1.00	82,104	3,490			85,594	4.25%	
Campbell, Paul	Professor	1.00	68,264	2,902			71,166	4.25%	
Conley, Donovan	Professor	1.00	64,863	2,757			67,620	4.25%	
Conway, Kathleen	Professor	1.00	69,049	2,935			71,984	4.25%	
Curtiss, James	Professor	1.00	56,072	2,384			58,456	4.25%	
Dalal, Meenakshi	Professor	1.00	68,590	2,916			71,506	4.25%	(e)
Dinsmore, Steven	Professor	1.00	70,276	2,987			73,263	4.25%	
Ettel, Mary	Professor	1.00	55,395	2,355			57,750	4.25%	
Fuelberth, John	Professor	1.00	60,727	2,581			63,308	4.25%	
Garvin, Timothy	Professor	1.00	55,438	2,357			57,795	4.25%	
Hallgren, Kenneth	Professor	1.00	69,412	2,951			72,363	4.25%	
Hamilton, Terry	Professor	1.00	57,016	2,424			59,440	4.25%	
Hammer, Mark F.	Professor	1.00	53,027	2,254			55,281	4.25%	
Hansen, Pearl	Professor	1.00	66,748	2,837			69,585	4.25%	
Hickey, Donald	Professor	1.00	70,673	3,004			73,677	4.25%	
Imdieke, Jack	Professor	1.00	66,554	2,829			69,383	4.25%	
Karlen, Jean	Professor	1.00	69,518	2,955			72,473	4.25%	
Karr, Paul	Professor	1.00	54,733	2,327			57,060	4.25%	
Kietzmann, Glenn	Professor	1.00	57,890	2,461			60,351	4.25%	
Lawrence, Gloria	Professor	1.00	60,720	2,581			63,301	4.25%	
Leeper, Mark	Professor	1.00	53,027	2,254			55,281	4.25%	
Lindberg, Judith	Professor	1.00	61,186	2,601			63,787	4.25%	
Linster, Carolyn	Professor	1.00	65,666	2,791			68,457	4.25%	
Mudge, Marilyn	Professor	1.00	55,922	2,377			58,299	4.25%	
Mueller, Marlene	Professor	1.00	65,526	2,785			68,311	4.25%	
Nelson, Jeryl	Professor	1.00	55,089	2,342	3,000	2	60,431	9.70%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	Salary Increase	Adjustments			2006-2007 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)		Other			
O'Leary, Jay	Professor	1.00	81,501	3,464				84,965	4.25%	
Parker, Chuck	Professor	1.00	53,779	2,286				56,065	4.25%	
Paxton, John	Professor	1.00	72,454	3,080				75,534	4.25%	
Pearcy, Shawn	Professor	0.67	31,322	1,332	2,010	2	1,873	36,537	16.65%	(i) (l)
Peitz, David	Professor	1.00	47,483	2,019	3,000	2	2,249	54,751	15.31%	(l)
Renzelman, John	Professor	1.00	65,869	2,800				68,669	4.25%	
Reynolds, Vic	Professor	1.00	62,377	2,652				65,029	4.25%	
Roney, Janet	Professor	1.00	62,899	2,674				65,573	4.25%	
Ronnow, Gretchen	Professor	1.00	55,923	2,377				58,300	4.25%	
Rudin, Catherine	Professor	1.00	63,692	2,707				66,399	4.25%	
Sandlin, Lisa	Professor	1.00	48,801	2,075	3,000	2	875	54,751	12.19%	(l)
Sharer, Timothy	Professor	1.00	60,493	2,571				63,064	4.25%	
Slaymaker, William	Professor	1.00	63,144	2,684				65,828	4.25%	
Sweetland, Robert	Professor	1.00	64,048	2,723				66,771	4.25%	
Taber, Douglass	Professor	1.00	65,120	2,768				67,888	4.25%	
Whitt, Deborah	Professor	1.00	56,501	2,402				58,903	4.25%	
Whitt, Ronald	Professor	1.00	65,878	2,800				68,678	4.25%	
Wilcox, Daryl	Professor	1.00	70,673	3,004				73,677	4.25%	
Sub-Total Professors		55.67	3,458,760	147,027	11,010		4,997	3,621,794		
Bareman, Laura	Assoc. Prof.	1.00	48,325	2,054	3,000	2		53,379	10.46%	
Bauer, Jeffrey	Assoc. Prof.	1.00	47,764	2,030				49,794	4.25%	
Blankenau, Joe	Assoc. Prof.	1.00	46,862	1,992				48,854	4.25%	
Bohnert, David	Assoc. Prof.	1.00	41,539	1,766	3,000	2		46,305	11.47%	
Brummels, James	Assoc. Prof.	1.00	62,430	2,654				65,084	4.25%	
Cacheiro, Adolfo	Assoc. Prof.	1.00	46,532	1,978				48,510	4.25%	
Carrigg, Maureen	Assoc. Prof.	1.00	51,579	2,193				53,772	4.25%	
Christensen, Douglas	Assoc. Prof.	0.67	30,543	1,299				31,842	4.25%	(i)
Christensen, Linda	Assoc. Prof.	1.00	42,707	1,816	3,000	2		47,523	11.28%	
Conway, Gerald	Assoc. Prof.	1.00	66,503	2,827				69,330	4.25%	
Ellis, Susan	Assoc. Prof.	1.00	46,165	1,963				48,128	4.25%	
Engebretsen, Barbara	Assoc. Prof.	1.00	48,218	2,050				50,268	4.25%	
Evetovich, Tammy	Assoc. Prof.	1.00	48,964	2,081				51,045	4.25%	
Harms, Sally	Assoc. Prof.	1.00	46,917	1,994				48,911	4.25%	
Hill, Kevin	Assoc. Prof.	1.00	50,162	2,132				52,294	4.25%	
Karsky, Jason	Assoc. Prof.	1.00	45,778	1,946				47,724	4.25%	
Keenan, Richard	Assoc. Prof.	1.00	53,195	2,261				55,456	4.25%	
Lichty, Dennis	Assoc. Prof.	1.00	52,158	2,217				54,375	4.25%	
Lofgren, Ronald	Assoc. Prof.	1.00	47,764	2,030				49,794	4.25%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	Salary Increase	Adjustments		2006-2007 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Lutt, Pat	Assoc. Prof.	1.00	49,018	2,084			51,102	4.25%	
McElwain, David	Assoc. Prof.	1.00	49,000	2,083			51,083	4.25%	
Miller, Daniel	Assoc. Prof.	1.00	49,252	2,094			51,346	4.25%	
Ossian, James	Assoc. Prof.	1.00	47,000	1,998			48,998	4.25%	
Rump, Carl	Assoc. Prof.	1.00	69,755	2,965			72,720	4.25%	
Schmitz, Janet	Assoc. Prof.	1.00	64,686	2,750			67,436	4.25%	
Snowden, Monica	Assoc. Prof.	1.00	45,931	1,953			47,884	4.25%	
Taber, Linda	Assoc. Prof.	1.00	53,300	2,266			55,566	4.25%	
Volk, Gary	Assoc. Prof.	1.00	70,026	2,977			73,003	4.25%	
Walker, Karen	Assoc. Prof.	1.00	47,620	2,024			49,644	4.25%	
Willis, Keith	Assoc. Prof.	1.00	50,857	2,162			53,019	4.25%	
Worner, Tamara	Assoc. Prof.	1.00	45,793	1,947			47,740	4.25%	
Young, Todd	Assoc. Prof.	1.00	45,887	1,951			47,838	4.25%	
Sub-Total Associate Professors		31.67	1,612,230	68,537	9,000	0	1,689,767		
Agoumba, Darius	Asst. Prof.	1.00	40,204	1,709			41,913	4.25%	
Buryanek, Donald	Asst. Prof.	1.00	50,886	2,163			53,049	4.25%	
Cupp, Rodney	Asst. Prof.	1.00					41,000	n/a	(h)
Dinsmore, Janice	Asst. Prof.	1.00	50,392	2,142			52,534	4.25%	(k)
Driewer, Carolyn	Asst. Prof.	1.00	39,000	1,658			40,658	4.25%	
Elliott, Steven	Asst. Prof.	1.00	40,470	1,720			42,190	4.25%	
Farmer, Todd	Asst. Prof.	1.00					45,000	n/a	(h)
Garvin, Sharon	Asst. Prof.	1.00	42,127	1,791	3,000	1	46,918	11.37%	
Gazda, Frank	Asst. Prof.	1.00					40,000	n/a	(h)
Hardy, Tim	Asst. Prof.	1.00					45,000	n/a	(h)
Hinnerichs, Kristi	Asst. Prof.	1.00					36,000	n/a	(h)
Jensen, Gwen	Asst. Prof.	1.00	45,791	1,947			47,738	4.25%	
Knotwell, James	Asst. Prof.	1.00	42,715	1,816			44,531	4.25%	(m)
Langlie, Pamela	Asst. Prof.	1.00					35,848	n/a	(h)
Marek, Michael	Asst. Prof.	1.00	41,500	1,764			43,264	4.25%	
Ragan, LeAnne	Asst. Prof. (Int.)	1.00					34,000	n/a	(g) (h)
Snyder, David	Asst. Prof. (Int.)	1.00	35,275	1,500			36,775	4.25%	(g)
Szczys, Patricia	Asst. Prof.	1.00	39,000	1,658			40,658	4.25%	
van der Jagt, Johan	Asst. Prof.	1.00					42,500	n/a	(h)
Vander Weil, Gregory	Asst. Prof.	1.00	48,242	2,051			50,293	4.25%	
Sub-Total Assistant Professors		20.00	515,602	21,919	3,000	0	859,869		

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	Salary Increase	Adjustments		2006-2007 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Blair-Esteves, Heidi	Instructor (Int.)	1.00	32,163	1,367			33,530	4.25%	(g)
Blaser, Catherine	Instructor (Int.)	1.00	31,000	1,318			32,318	4.25%	(g)
Bonds, Deborah	Instructor (Int.)	1.00	29,569	1,257			30,826	4.25%	(g)
Burris, Patricia	Instructor (Int.)	1.00	31,000	1,318			32,318	4.25%	(g)
DeBoer, Buffany	Instructor (Int.)	1.00	32,163	1,367			33,530	4.25%	(g)
Ebmeier, Sally	Instructor	1.00	37,000	1,573			38,573	4.25%	
Garden, Randa	Instructor	1.00					36,000	n/a	(h)
Geisert, Cameron	Instructor	1.00	32,650	1,388			34,038	4.25%	
Herling, Lourdes	Instructor	1.00					39,000	n/a	(h)
Irlmeier, Joni	Instructor (Int.)	1.00	29,631	1,260			30,891	4.25%	(g)
Meier, Cheryl	Instructor (Int.)	1.00	31,000	1,318			32,318	4.25%	(g)
Meyer, Jeffrey	Instructor	1.00	40,523	1,723			42,246	4.25%	(k)
Murphy, Richard	Instructor (Int.)	1.00					32,000	n/a	(g) (h)
Nicholson, Lori	Instructor	1.00	41,661	1,771			43,432	4.25%	
Novotny, Jason	Instructor (Int.)	1.00	32,163	1,367			33,530	4.25%	(g)
Ras, Gerard	Instructor (Int.)	1.00	43,000	1,828			44,828	4.25%	(g)
Schumacher, Ruth	Instructor (Int.)	1.00	29,569	1,257			30,826	4.25%	(g)
Stalp, Joyce	Instructor (Int.)	1.00	29,569	1,257			30,826	4.25%	(g)
Sub-Total Instructors		18.00	502,661	21,369	0	0	631,030		
Berry, Judith	Lecturer	1.00	33,190	1,411			34,601	4.25%	
Sub-Total Lecturers		1.00	33,190	1,411	0	0	34,601		
TOTAL FACULTY		126.34	6,122,443	260,263	23,010	4,997	6,837,061		
Faculty Phased Retirements									
Cook, Tom	Professor	0.33	23,058	980			24,038	4.25%	3rd year of 3 years
Filter, William	Professor	0.33	28,524	1,213			29,737	4.25%	2nd year of 3 years
Gilligan, Janet	Professor	0.33					25,415	n/a	1st year of 3 years
Sweeney, Karen	Professor	0.33	24,024	1,021			25,045	4.25%	2nd year of 3 years
Teach, Frank	Instructor	0.33					20,791	n/a	1st year of 3 years
TOTAL PHASED RETIREMENTS		1.65	75,606	3,214	0	0	125,026		
Faculty -- Non-State Supported Positions (Federal/Restricted)									
Christensen, Douglas	Assoc. Prof.	0.33	15,250	648			15,898	4.25%	(i)
Pearcy, Shawn	Assoc. Prof.	0.33	15,637	664	990	2	18,214	16.48%	(i)
		0.67	30,887	1,312	990	923	34,112		

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	Salary Increase	Adjustments		2006-2007 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			

NOTES:

- (a) part-time position
- (b) employee on disability leave
- (c) employee on leave of absence for one semester at full pay
- (d) employee on unpaid leave of absence for one semester
- (e) employee on leave of absence academic year at half pay
- (f) employee on unpaid leave of absence for one year
- (g) interim appointment
- (h) new appointment
- (i) position split between state and non-state support
- (j) gender equity adjustment
- (k) special faculty appointment on a year-to-year basis
- (l) additional adjustment to bring to rank base salary
- (m) terminal one-year contract

Vacant Faculty Positions for 2006-07

VACANT (Claussen)	Asst. Prof.	1.00	40,000
VACANT (Hamada)	Asst. Prof.	0.66	26,400
VACANT (Lutt)	Asst. Prof.	1.00	40,000
VACANT (Gilligan)	Asst. Prof.	1.00	40,000
VACANT (Dalal leave)	Instructor (Int.)	1.00	30,000

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% increase	Adjustments		2006-2007 Total Annual Salary	% Increase	NOTES
					Degree	Other			
<u>NSCPA Professional Staff -- State Supported Positions</u>									
Arlt, Kristie	Marketing Coordinator	1.00	41,500	1,764			43,264	4.25%	
Ash, Lois	Admissions Spec./F.A. Counselor	1.00	26,000	1,105			27,105	4.25%	
Bargstadt, Connie	Nurse	0.88	36,288	1,543		2086	39,917	10.00%	(d) (l)
Brown, Clinton	Asst. Football Coach	1.00	34,932	1,485			36,417	4.25%	
Burns, Jana	Admissions Specialist	0.75	20,865	887			21,752	4.25%	(d)
Carstens, Mary	Learning Skills Specialist	0.75	28,046	1,192			29,238	4.25%	(d)
Cordes, Michael	Asst. Football Coach	1.00	31,283	1,330			32,613	4.25%	
Crom, Jennifer	Programmer Analyst	1.00	33,283	1,415			34,698	4.25%	
Derechailo, Melissa	Theatre Technician	0.88	32,630	1,387			34,017	4.25%	(d)
Dunning, John	Asst. Dir./Network Services	1.00	61,179	2,601			63,780	4.25%	
Eckmann, Brandon	Computer Support Specialist	1.00	32,274	1,372		1744	35,390	9.65%	(l)
Ensz, Deborah	Learning Skills Specialist	0.75	30,627	1,302			31,929	4.25%	(d)
Graber, David	Reference Librarian	0.92	38,702	1,645		2226	42,573	10.00%	(d) (l)
Granberg, Karen	Counselor	0.80	39,571	1,682			41,253	4.25%	(d)
Grosz, Mike	Sports Information Director	1.00	31,000	1,318			32,318	4.25%	
Guzman, Veronica	Admissions Specialist	1.00	26,462	1,125			27,587	4.25%	
Halle, Kevin	Coordinator/Admissions Svcs	1.00	28,540	1,213			29,753	4.25%	
Heggemeyer, Terri	Career Services Specialist	1.00	36,471	1,551			38,022	4.25%	
Hix, Karla	Assistant Registrar	1.00	29,094	1,237			30,331	4.25%	
Hoffman, LeAnn	Asst. Dir./Financial Aid	1.00	32,523	1,383			33,906	4.25%	
Horn, Sara	Assistant Volleyball Coach	1.00	27,660	1,176			28,836	4.25%	
Janke, Kathy	Coordinator, Admission Services	1.00	27,000	1,148			28,148	4.25%	
Johnson, Deborah	Computer Support Specialist	1.00	30,934	1,315			32,249	4.25%	
Johnson, Maria	Reference Librarian	1.00	41,444	1,762			43,206	4.25%	
Kaiser, Clarissa	Dir. Multicultural Affairs	1.00	52,283				52,283	0.00%	
Kucera, Loren	Director, NBDC	0.09	4,672	199			4,871	4.26%	(c)
Liedorff, Marilyn	Technical Services Librarian	1.00	43,999	1,870			45,869	4.25%	
Loftis, Charissa	Public Services Librarian	1.00					39,000	n/a	(i)
Madsen, Mandy	Admissions Specialist	1.00	25,872	1,100			26,972	4.25%	
Mohlfeld, Kathy	Counselor	1.00	41,627	1,770			43,397	4.25%	
Muir, Trudy	Graphic Design Artist	1.00	34,852	1,482			36,334	4.25%	
Murken, Matthew	Asst. MBB/Men's Golf/Event Mgr.	0.66	19,036	809			19,845	4.25%	(c)
Nelson, Jeremy	Computer Support Specialist	1.00	31,816	1,353			33,169	4.25%	
Nuernberger, Lois	Instructional Resource Coord	1.00	28,953	1,231			30,184	4.25%	
Pick, Karla	Accountant/Grants	1.00	36,695	1,560			38,255	4.25%	
Piper, Jeff	Graphic Design Artist (Digital)	1.00	34,348	1,460			35,808	4.25%	
Poirier, Gayle	Reference Librarian	1.00	41,265	1,754			43,019	4.25%	
Polenske, Cheri	Asst. Dir. Admin. Systems	1.00	43,283	1,840			45,123	4.25%	
Reinhardt, Heather	Coordinator/Cooperative Education	1.00	35,192	1,496			36,688	4.25%	
Reynolds, Lisa	Asst. Dir./Continuing Education	1.00	27,856	1,184			29,040	4.25%	
Rusch, Amanda	Telecomm. Services Specialist	1.00	30,000	1,275			31,275	4.25%	
Samuelson, Josh	Network Specialist-UNIX Support	1.00	39,177	1,666			40,843	4.25%	
Schlichter, Marcus	Acquisitions Librarian	1.00	46,323	1,969			48,292	4.25%	
Shea, Corey	Assistant Football Coach	1.00	31,116	1,323			32,439	4.25%	
Skow, Lora	Payroll Manager	1.00	32,283	1,373			33,656	4.25%	
Smith, Ruth	Facilities Technician	1.00	30,466	1,295			31,761	4.25%	
Uthof, Ashley	Admissions Specialist	1.00	26,719	1,136			27,855	4.25%	
Vick, Ronald Sr.	Counselor	1.00	41,700	1,773			43,473	4.25%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% increase	Adjustments		2006-2007 Total Annual Salary	% Increase	NOTES
					Degree	Other			
Yates, Marilyn	Compliance/Events Coord.	0.90	25,483	1,084			26,567	4.25%	(c)
Young, Kaye	Accountant	1.00	33,083	1,407			34,490	4.25%	
TOTAL		47.37	1,636,407	67,347	0.00	6056	1,748,810		
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>									
Gonzalez, Daniel	Retention Specialist STRIDE	0.92	29,924	1,272			31,196	4.25%	(d)
Kucera, Loren	Director, NBDC	0.91	47,241	2,008			49,249	4.25%	(c)
Quist, Naoma	Learning Skills Specialist STRIDE	0.88	30,625	1,302			31,927	4.25%	(d)
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.80	29,476	1,253			30,729	4.25%	(d)
TOTAL		3.50	137,266	5,835	0.00	0.00	143,101		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>									
Anderson, Derek	Student Center Manager	1.00	32,969	1,402	1,000		35,371	7.29%	(a)
Muir, Nick	Computer Support Specialist	1.00	31,488	1,339			32,827	4.25%	
Murken, Matthew	Asst. MBB/Men's Golf/Event Mgr.	0.34	9,805	417			10,222	4.25%	(c)
Osnes, Thomas	Asst. Dir. Residence Life	1.00	30,893	1,313			32,206	4.25%	
Smith, Chad	Computer Support Specialist	1.00	37,920	1,612			39,532	4.25%	
Tyson, Tammy	Asst. Dir. Residence Life	0.88	28,793	1,224			30,017	4.25%	(d)
Yates, Marilyn	Compliance/Events Coord.	0.10	2,831	120			2,951	4.24%	(c)
TOTAL		5.32	174,699	7,427	1000.00	0.00	183,126		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>									
Barelman, Jason	Director/Career Services	1.00	48,416	2,058			50,474	4.25%	
Barry, Jeannette	Institutional Research Analyst	1.00	39,127	1,663		3,000	43,790	11.92%	(b)
Benson, Vaughn	Dean Business/Technology	1.00	94,046	3,997			98,043	4.25%	
Brink, Marlon	Head M/W Track/Crss Cntry Coach	1.00	35,512	1,510		1,000	38,022	7.07%	(j)
Brummels, Linda	Director/Counseling	0.94	51,843	2,204			54,047	4.25%	(d)
Burkett, Rico	Head Men's Basketball Coach	0.92	54,730				54,730	0.00%	(d)
Burmood, Vickie	Mgr./Custodial Services	1.00	38,014	1,616			39,630	4.25%	
Carmichael, Richard	Asst. Dir./Facility Services	1.00	58,000	2,465			60,465	4.25%	
DeBoer, Mitchell	Director/Business Services	1.00	46,698	1,985			48,683	4.25%	
Elfers, Eddie	Dir./Tchnlg/Lrnng Technologies	1.00	59,883	2,546			62,429	4.25%	
Feuerbacher, Roger	Dir./Continuing Education	1.00	55,327	2,352			57,679	4.25%	(g)
Frye, Curt	VP/Dean of Students	1.00	92,055	3,913			95,968	4.25%	
Johnson, Dwayne	Director/Facility Services	1.00	65,350	2,778			68,128	4.25%	
Johnson, Judith	Director/College Relations	1.00	61,275	2,605			63,880	4.25%	
Kielty, John	HVAC/Energy Manager	1.00	55,000	2,338			57,338	4.25%	
Kniefl, Scott	Head Volleyball Coach	0.92	41,000	1,743		2,257	45,000	9.76%	(j)
Koysis, Anthony	Dean Education/Counseling	1.00	85,000	3,613			88,613	4.25%	
Kroger, Beth	VP/Administration/Finance	1.00					103,000	n/a	(i)
Lentz, Brian	Accountant	0.61	24,178	1,028			25,206	4.25%	(c)
Lentz, Lynette	Registrar	1.00	53,050	2,255			55,305	4.25%	
Linster, Dennis	Chief Information Officer	1.00	87,371	3,714			91,085	4.25%	
Manganaro, John	Bsball Cch&Event/Fields Mgr.	1.00	42,000	1,785		1,215	45,000	7.14%	(j)
McCue, Robert	VP/Academic Affairs	1.00	111,013	4,719			115,732	4.25%	
McLaughlin, Dan	Head Football Coach	0.92	66,400	2,822			69,222	4.25%	(d)
Meyer, Barbara	Budget Manager	1.00	52,868	2,247			55,115	4.25%	
Morris, Lincoln	Dean Admissions/Recruitment	1.00	67,588	2,873			70,461	4.25%	
Nissen, Alan	Dir. /Administrative Systems	1.00					55,000	n/a	(i)
Nitzke, Joseph	Director, SSRC	1.00	51,875	2,205			54,080	4.25%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% increase	Adjustments		2006-2007 Total Annual Salary	% Increase	NOTES
					Degree	Other			
O'Donnell, James	Dean Arts/Humanities	1.00	89,828	3,818			93,646	4.25%	
Rose, Kyle	Director/Financial Aid	1.00	45,822	1,948			47,770	4.25%	
Schoh, Eric	Athletic Director	1.00	73,289	3,115			76,404	4.25%	
Spethman, Phyllis	Dir. Field Exp/Tchr Cert Officer	1.00	51,875	2,205			54,080	4.25%	
Twelvetrees, Oliver	Head Women's Soccer Coach	1.00	35,275	1,500			36,775	4.25%	
Waddington, Cheryl	Director of Human Resources (Interim); Prof	1.00	67,000	2,848		3,000	72,848	8.73%	(h)
Weaver, Joel	Coaching Assistant/Baseball	0.63	17,288	735			18,023	4.25%	(d)
Weber, Dorothy	Director/Learning Center	0.92	46,252	1,966			48,218	4.25%	(d)
White, Julia	Coordinator/Human Resources	1.00	32,000	1,360			33,360	4.25%	
Williams, Ryun	Head Wmn's Bsktbl Coach	0.92	60,738	2,582			63,320	4.25%	(d)
TOTAL		36.78	2,056,986	85,111	0.00	10472.00	2,310,569		
Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted)									
Armstrong, Kevin	Director, Planned Giving	1.00	34,238	1,456			35,694	4.25%	
Conner, Phyllis	VP Development/Exec Dir. WSF	1.00	93,393	3,970			97,363	4.25%	
Lentz, Brian	Asst. Director, WSF	0.39	15,322	651			15,973	4.25%	(c)
Lundahl, Deborah	Director, Development/Alumni Rel	1.00	39,500	1,679			41,179	4.25%	
Mancastroppa, Shawn	Director, STRIDE	1.00	43,575	1,852			45,427	4.25%	(m)
TOTAL		4.39	226,028	9,608	0.00	0.00	235,636		
Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)									
Barry, Michael	Dir. Sprts/Rec Fac/Assoc. Dir. Ath	1.00	54,332	2,310			56,642	4.25%	
Buhrman, Beverly	Accounting Manager	1.00	50,735	2,157			52,892	4.25%	
Carstens, Jeffrey	Dir. Res Life/Asst. Dean of Stdts	1.00	53,108	2,258			55,366	4.25%	
Hochstein, Roger	Security Manager	1.00	40,000	1,700			41,700	4.25%	
Mrsny, Jason	Security & Crime Prevention Officer	1.00	33,000	1,403			34,403	4.25%	
Schramm, Kim	Arboretum/Landscape Manager	1.00	39,166	1,665			40,831	4.25%	
Ell, Nicholas	Senior Res Asst.	0.33					3,650	n/a	(i)
Franco, Amy	Senior Res Asst.	0.33	3,650	156			3,806	4.27%	(d)
Kaup, Elizabeth	Senior Res Asst.	0.33					3,650	n/a	(i)
Roth, Mitchel	Senior Res Asst.	0.33					3,650	n/a	(i)
Weaver, Katie	Senior Res Asst.	0.33					3,650	n/a	(i)
TOTAL		7.65	273,991	11,649	0.00	0.00	300,240		

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% increase	Adjustments		2006-2007 Total Annual Salary	% Increase	NOTES
					Degree	Other			

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) resigning effective 07/31/06
- (h) interim appointment
- (i) new appointment
- (j) merit based increase
- (k) gender equity adjustment
- (l) in accordance with NSCPA salary guide 2006-07
- (m) salary increase effective 09/01/06

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

VACANT (Harder)	Business Manager (Athletics)	1.00
VACANT (Kruger)	Asst. WBB Cch/Event Mgr	0.75
VACANT (New)	Counselor	1.00
VACANT (Hasenkamp)	Coordinator/SSRC	0.75

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

VACANT (Cummings)	Asst. Dir. Residence Life	0.88
VACANT (Laurson)	Asst. Dir. Residence Life	0.88
VACANT (Woldt)	Asst. Dir. Residence Life	0.88
VACANT (Kruger)	Asst. WBB Cch/Event Mgr	0.25

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

VACANT (Worner)	Dean/Natural and Social Sciences	1.00
VACANT (Ziska)	Security/Safety Officer	1.00
VACANT (Misfeldt)	Hd Softbl/W Golf Coach/Equip	1.00
VACANT (Gardner)	Library Director	1.00

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

VACANT	Director, Annual Giving	1.00
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Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT (Teach)	Dir./Std. Activ./Std. Ctr.	1.00
VACANT (Sindelar)	Senior Res Asst.	0.33

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% Salary Increase	Adjustments		TOTAL ADJ	2006-2007 Total Annual Salary	% Increase	Notes
					Matrix	Other				
<u>NAPE/Support Staff -- State Supported Positions</u>										
Ahmann, Nancy	Office Assistant II	1.00	20,202	859			859	21,060	4.25%	
Backstrom, Virginia	Office Assistant II	1.00	26,142	1,112			1,112	27,253	4.25%	
Bottger, Bridget	Office Assistant II	1.00	19,440	827			827	20,266	4.25%	
Bruggeman, Diane	Office Assistant I	1.00	22,136	941			941	23,075	4.25%	
Carroll, Dennis	Maintenance Repair Worker II	1.00	26,132	1,111	23		1,134	27,264	4.34%	
Chase, Deb	Office Assistant II	1.00	24,590	1,046			1,046	25,633	4.25%	
Clarkson, Robert	Maintenance Repair Worker III	1.00	25,932	1,103			1,103	27,033	4.25%	
Daehnke, Deborah	Office Assistant II	1.00	24,825	1,056			1,056	25,879	4.25%	
Dempster, Robert	Maintenance Repair Worker III	1.00	37,970	1,614			1,614	39,583	4.25%	
Donner, Colette	Custodian	1.00	18,385	782			782	19,166	4.25%	
Doring, Sheryl	Custodian	1.00	23,967	1,019			1,019	24,984	4.25%	
Echtenkamp, Cathleen	Library Assistant	1.00	40,035	1,702			1,702	41,735	4.25%	
Ewing, Donna	Office Assistant I	1.00	21,266	904			904	22,168	4.25%	
Fleer, Sharon	Accounting Clerk III	1.00	28,756	1,223			1,223	29,978	4.25%	
Franzen, Cynthia	Academic Records Clerk	1.00	18,877	803			803	19,679	4.25%	
Fredrickson, Angie	Accounting Clerk III	1.00	23,724	1,009			1,009	24,732	4.25%	
Frevert, Cynthia	Office Assistant I	1.00	19,198	816			816	20,013	4.25%	
Gathje, Richard	Custodian	1.00	22,616	962			962	23,576	4.25%	
Gross, Steve	Storekeeper	1.00	24,589	1,046			1,046	25,633	4.25%	
Hansen, Cathleen	Office Assistant III	1.00	23,439	997	1,348		2,345	25,783	10.00%	
Headley, Terri	Library Assistant	1.00	20,342	865			865	21,204	4.25%	
Heikes, Lacey	Office Assistant II	1.00	20,458	870	1,176		2,046	22,503	10.00%	
Hintz, John	Maintenance Repair Worker III	1.00	30,516	1,297			1,297	31,813	4.25%	
Hirschman, Dawn	Office Assistant III	1.00	25,273	1,075			1,075	26,346	4.25%	
Hobza, Cathy	Office Assistant II	1.00	21,773	926			926	22,698	4.25%	
Jensen, Lesa	Office Assistant III	1.00	28,405	1,208			1,208	29,611	4.25%	
Jorgensen, Stephanie	Office Assistant II	1.00	19,152	814			814	19,966	4.25%	
Kamrath, Vern	Custodian	1.00	22,616	962			962	23,576	4.25%	
Kardell, Jeanne Ann	Office Assistant II	1.00	25,495	1,084			1,084	26,578	4.25%	
Kastrup, Tama	Office Assistant II	1.00	24,589	1,046			1,046	25,633	4.25%	
Keiser, Jenny	Office Assistant I	1.00	17,160	730			730	17,889	4.25%	
Kennedy, Gerald	Maintenance Repair Worker III	1.00	27,145	1,154			1,154	28,298	4.25%	
Leise, Heather	Academic Credentials Technician	1.00	23,697	1,008			1,008	24,704	4.25%	
Long, William	Custodian	1.00	21,267	904			904	22,168	4.25%	
Loofe, Vickie	Office Assistant III	1.00	29,651	1,261			1,261	30,908	4.25%	
Lubberstedt, Marcella	Custodian	1.00	22,220	945			945	23,163	4.25%	
Maas, Mark	Maintenance Repair Worker III	1.00	26,394	1,122			1,122	27,516	4.25%	
Maly, Jim	Audio-Visual Service Technician	1.00	29,900	1,271			1,271	31,170	4.25%	
Marr, Daniel	Electrician	1.00	31,402	1,335	1,128		2,463	33,864	7.84%	
Mecseji, Karen	Office Assistant II	1.00	19,713	838			838	20,550	4.25%	
Meier, Tammy	Office Assistant III	1.00	28,835	1,226			1,226	30,059	4.25%	
Metzler, Darrel	Custodial Leader	1.00	20,601	876	1,108		1,984	22,584	9.63%	
Meyer, Nancy	Accounting Clerk II	1.00	24,590	1,046			1,046	25,633	4.25%	
Meyer, Roger	Electrician	1.00	27,048	1,150			1,150	28,198	4.25%	
Monahan, Pam	Accounting Clerk III	1.00	25,272	1,075			1,075	26,346	4.25%	
Morlok, Deb	Office Assistant II	1.00	20,929	890	766		1,656	22,584	7.91%	
Morris, Robert	Maintenance Repair Worker IV	1.00	43,010	1,828			1,828	44,837	4.25%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% Salary Increase	Adjustments		TOTAL ADJ	2006-2007 Total Annual Salary	% Increase	Notes
					Matrix	Other				
Mosley, Greg	Maintenance Repair Worker III	1.00	30,516	1,297			1,297	31,813	4.25%	
Mostek, Denise	Office Assistant III	1.00	25,273	1,075			1,075	26,346	4.25%	
Nordhues, Angela	Office Assistant III	1.00	26,985	1,147			1,147	28,131	4.25%	
Paulson, Debra	Custodian	1.00	18,914	804			804	19,716	4.25%	
Penn, Suzanne	Office Assistant II	1.00	23,691	1,007	684		1,691	25,380	7.14%	
Peterson, Ricky	Maintenance Repair Worker III	1.00	25,019	1,064			1,064	26,081	4.25%	
Pieper, Diane	Office Assistant III	1.00	22,140	942			942	23,081	4.25%	
Rahn, Terry	Maintenance Repair Worker II	1.00	21,813	928			928	22,740	4.25%	
Rasmussen, Richard	Master Electrician	1.00	31,785	1,351			1,351	33,135	4.25%	
Raveling, Linda	Office Assistant II	1.00	24,740	1,052			1,052	25,788	4.25%	
Ritze, David	Maintenance Repair Worker II	1.00	23,485	999			999	24,482	4.25%	
Ritze, Randy	Maintenance Repair Worker III	1.00	30,516	1,297			1,297	31,813	4.25%	
Roeber, Merle	Custodian	1.00	21,265	904			904	22,168	4.25%	
Roland, Charles	Maintenance Repair Worker II	1.00	26,401	1,122			1,122	27,522	4.25%	
Ruskamp, Bernie	Maintenance Repair Worker IV	1.00	38,100	1,620			1,620	39,719	4.25%	
Schenck, Joyce	Custodian	1.00	16,708	711			711	17,418	4.25%	
Schmitz, Thomas	Broadcast Engineer	1.00	31,357	1,333	1,803		3,136	34,492	10.00%	
Schroeder, Molly	Accounting Clerk II	1.00	21,147	899			899	22,045	4.25%	
Schultz, Amanda	Office Assistant II	1.00	20,219	860	1,163		2,023	22,240	10.00%	
Schulz, Karen	Custodian	1.00	17,962	764			764	18,724	4.25%	
Scott, Hollie	Office Assistant II	0.75	15,083	642			642	15,723	4.25%	(d)
Sebade, Rhonda	Office Assistant III	1.00	27,479	1,168	682		1,850	29,328	6.73%	
Seier, Carolyn	Custodian	1.00	22,433	0			0	22,433	0.00%	
Sharer, Beth Ann	Office Assistant II	0.88	19,728	839			839	20,566	4.25%	(d)
Sinniger, Carolyn	Office Assistant II	1.00	22,290	948			948	23,237	4.25%	
Spahr, Connie	Accounting Clerk III	1.00	25,272	1,075			1,075	26,346	4.25%	
Stephens, Carol	Office Assistant III	1.00	24,928	1,060	101		1,161	26,088	4.65%	
Swinney, William	Maintenance Repair Worker III	1.00	35,346	1,503			1,503	36,847	4.25%	
Teach, Linda	Office Assistant IV	1.00	30,024	1,277	1,726		3,003	33,026	10.00%	
Thompson, Patricia	Library Technician	1.00	26,191	1,114			1,114	27,304	4.25%	
Trevett, Joyce	Office Assistant III	1.00	27,969	1,189	172		1,361	29,328	4.86%	
Vrtiska, Kenneth	Custodian	1.00	22,830	971			971	23,800	4.25%	
Walker, Sheila	Office Assistant II	1.00	19,348	823			823	20,170	4.25%	
Weber, Deborah	Office Assistant II	1.00	25,482	1,083			1,083	26,562	4.25%	
Weed, Ronald	Maintenance Repair Worker III	1.00	29,188	1,241			1,241	30,427	4.25%	
Woehler, Mary	Library Assistant	1.00	20,341	865	1,170		2,035	22,374	10.00%	
Wurdinger, Marlin	Custodian	1.00	18,875	803			803	19,676	4.25%	
Wurdinger, Sandra	Office Assistant I	1.00	17,376	739			739	18,114	4.25%	
	TOTALS	84.63	2,097,893	88,254	13047.60	0	101,302	2,199,075		

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% Salary Increase	Adjustments		TOTAL ADJ	2006-2007 Total Annual Salary	% Increase	Notes
					Matrix	Other				
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>										
Casey, Gene	Maintenance Repair Worker II	1.00	26,401	1,122			1,122	27,522	4.25%	
Denklau, Sue	Accounting Clerk III	1.00	25,571	1,087			1,087	26,656	4.25%	
Dunn, David	Custodian	1.00	17,160	730			730	17,889	4.25%	
Elsberry, Ronald	Custodian	1.00	21,129	898			898	22,026	4.25%	
Erleben, Radelle	Maintenance Repair Worker II	1.00	26,851	1,142			1,142	27,992	4.25%	
Granberg, Gordon	Custodian	1.00	21,128	898			898	22,026	4.25%	
Gray, Bradley	Custodian	1.00	18,914	804			804	19,716	4.25%	
Harm, Debra	Office Assistant II	1.00	24,592	1,046			1,046	25,633	4.25%	
Henderson, Kathy	Custodian	1.00	21,265	904			904	22,168	4.25%	
Hurlbert, Glenda	Custodian	1.00	17,825	758	943		1,701	19,524	9.54%	
Lamoureux, Julie	Custodian	1.00	16,640	708			708	17,347	4.25%	
Olson, Arden	Custodian	1.00	22,616	962			962	23,576	4.25%	
Paysen, William	Maintenance Repair Worker II	1.00	26,163	1,112			1,112	27,274	4.25%	
Penlerick, Norma	Custodian	1.00	19,366	824	1,114		1,938	21,302	10.00%	
Reklaitis, Joe	Custodian	1.00	18,048	768			768	18,814	4.25%	
Schmidt, Wendy	Custodian	1.00	18,913	804			804	19,716	4.25%	
Schmitz, Cynthia	Custodial Leader	1.00	21,865	930	1,257		2,187	24,050	10.00%	
Schroeder, LeAnn	Custodian	1.00	19,197	816			816	20,013	4.25%	
Sherman, Judy	Custodian	1.00	16,644	708			708	17,351	4.25%	
Sherman, Stacie	Custodian	1.00	17,381	739			739	18,119	4.25%	
Sherry, George	Custodian	1.00	22,946	976			976	23,920	4.25%	
Stalling, Mary	Custodian	1.00	21,265	904			904	22,168	4.25%	
Sutton, Robert	Custodian	1.00	21,266	904			904	22,168	4.25%	
Vick, Ron Jr.	Custodian	1.00	18,914	804			804	19,716	4.25%	
	TOTALS	24.00	502,060	21,348	3313.56	0	24,662	526,685		
<u>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>										
Helgoth, Kara	Office Assistant II	1.00	19,156	814			814	19,966	4.25%	
	TOTALS	1.00	19,156	814	0.00	0	814	19,966		
<u>Support Staff (Non-Union) -- State Supported Positions</u>										
Backer, Joni	Office Assistant IV	1.00	32,809	1,395			1,395	34,202	4.25%	
Bebee, Lori	Interim Office Assistant I	0.50	8,550	31			31	8,913	4.25%	(h)
Burke, Kathy	Office Assistant I	0.61	10,476	n/a			n/a	10,921	4.25%	(d)
Gardner, Janice	Secretary to the President	0.80	32,154	1,367			1,367	33,519	4.25%	(d)
Greve, Rhea	Office Assistant I	0.50	8,688	370			370	9,057	4.25%	(d)
Riley, Delpha	Office Assistant IV	1.00	31,334	1,332	1,200		2,532	33,864	8.08%	(k)
	TOTALS	4.41	124,011	4,495	1200.24	0	5,695	130,477		
<u>Support Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>										
	TOTALS	0.00	0	0	0.00	0	0	0		

Wayne State College

Employee Name	Rank or Position Title	FTE	2005-2006 Salary Base	4.25% Salary Increase	Adjustments		TOTAL ADJ	2006-2007 Total Annual Salary	% Increase	Notes
					Matrix	Other				
<u>Support Staff (Non-Union) -- Federal Restricted</u>										
Bebee, Lori	Interim Office Assistant I	0.50	8,550	31			31	8,913	4.25%	(h)
TOTALS		0.50	8,550	31	0.00	0	31	8,913		

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, temporary position
- (i) new appointment
- (j) market adjustment
- (k) equity adjustment
- (l) position changed due to reorganization

Support Staff Vacant Positions

Vacant Positions (NAPE/State Funded)

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

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

Vacant Positions (Non-Union/State Funded)

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

NEBRASKA STATE COLLEGE SYSTEM OFFICE

Employee Name	Position Title	FTE	2005-2006 Salary Base	Salary Increase	Adjustment		2006-2007 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
Professional Staff (Non-Union) - State Supported Positions									
Schultz, Larry	Vice Chancellor for Academic Affairs, General Counsel	1.00	103,155.00	4,385.00			107,540.00	4.25%	
Murphy, Carolyn	Vice Chancellor for Finance and Administration	1.00	0.00				101,000.00		New Hire
Hoffman, Edward	Vice Chancellor for Facilities, Planning & Information Technology	1.00	0.00				101,000.00		New Hire
Dale, Jean	Vice Chancellor for Administration & Finance	1.00	91,370.00	3,884.00			7,937.83	4.25% *	
Irwin, Sheri	Public Relations Director	1.00	51,876.00	2,205.00			54,081.00	4.25%	
Kohrs, Becky	Network Specialist/Accountant	1.00	50,000.00	2,125.00			52,125.00	4.25%	
Total		7.00	\$296,401.00	\$12,599.00		\$ -	\$423,683.83		
Support Staff (Non-Union) - State Supported Positions									
Glass, Lori	Staff Assistant	1.00	28,402.00	1,208.00			29,610.00	4.25%	
Olson, Lynne	Administrative Assistant	1.00	37,039.00	1,575.00		1,000.00	39,614.00	6.95%	Step Increase
Total		2.00	\$ -	\$ 65,441.00	\$ 2,783.00	\$ -	\$ 1,000.00	\$ 69,224.00	
Grand Total			\$361,842.00	\$15,382.00			\$492,907.83		

* Resignation effective 7/31/06

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair

Richard Halbert

Michael Jacobsen

June 2, 2006

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 Chancellor. The Board is asked to review and accept this report to establish a record of such action.

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 2, 2006

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
Bateman, Mathew	Arts & Sciences; Physical & Life Sciences	Assistant Professor	39,291.00 AY	State	08/21/2003 - 06/02/2006	1.00	Resignation	Specific Term - Probationary Tenure Track
Beebe, Stacy	Professional & Graduate Studies; Health, Physical Education & Recreation	Instructor	35,000.00 AY	State	8/19/2004 - 06/02/2006	1.00	Resignation	Specific Term - Probationary Tenure Track
Haataja, Steven	Arts & Sciences; Mathematical Sciences	Assistant Professor	38,000.00 AY	State	08/17/2006 - 05/05/2007	1.00	New Appointment; Replaces Michael Vogl	Specific Term - Probationary Tenure Track
Neff, Jerry	Professional & Graduate Studies; Education	Assistant Professor	47,725.00 AY	State	08/19/2004 - 05/06/2006	1.00	Resignation	Specific Term - Probationary Tenure Track
Stevens, Wes	Professional & Graduate Studies; Counseling, Psychology & Social Work	Program Director/ Assistant Professor	47,725.00 AY	State	08/19/2004 - 05/06/2006	1.00	Resignation	Specific Term - Probationary Tenure Track

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 2, 2006

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
Anderson, Don	College Relations; Webmaster	N/A	42,000.00 FY	State	07/01/2005 - 06/30/2006	1.00	Resignation	Specific Term - Probationary
Sendel, Corey	Computer Services; Sr Programmer Analyst	N/A	43,662.00 FY	State	07/23/1984 - 12/31/2006	1.00	Early Retirement Incentive Program	Specific Term - Non-Probationary

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
Bargen, Brent	Athletics; Head Men's Basketball Coach	NA	7,334.00 (44,000.00) FY	State	05/01/2006 - 06/30/2006	1.00	New Appointment; Replaces Dan Beebe	Special Appointment - Probationary
Hoffman, Patricia	Extended Campus Programs; Distance Learning Coordinator	NA	39,447.00 FY	State	08/30/1993 - 05/05/2006	1.00	Resignation (corrected date)	Specific Term - Non-Probationary
Rhine, Richard	Enrollment Management & Student Services; Vice President of Enrollment Management & Student Services	NA	104,250.00 FY	State	07/01/2006 - 06/30/2007	1.00	New Position; Received Chancellor Approval	Specific Term - Probationary
Veath, Lois	Academic Affairs; Vice President of Academic Affairs	NA	104,250.00 FY	State	07/01/2006 - 06/30/2007	1.00	New Appointment; Replaces Joyce Hardy	Specific Term - Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: June 2, 2006

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Beebe, Stacy	Professional & Graduate Studies; Health, Physical Education & Recreation	Instructor	2,625.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Beebe, Stacy	Professional & Graduate Studies; Health, Physical Education & Recreation	Instructor	500.00 AY	State	05/08/2006 - 06/02/2006	NA	Appointment; IDL Course HPER 339; 3 cr hrs - 2 sites	Special
Beechler, Judy	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	2,925.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Beechler, Judy	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	500.00 AY	State	05/08/2006 - 06/02/2006	NA	Appointment; IDL Course COUN 533; 3 cr hrs - 2 sites	Special
Bogner, Michael	Arts & Sciences; Social Science & Justice Studies	Associate Professor	3,615.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Burke, Ronald	Professional & Graduate Studies; Business & Economics	Professor	4,877.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Butterfield, Charles	Professional & Graduate Studies; Applied Sciences	Associate Professor	1,398.27 AY	State	01/09/2006 - 05/06/2006	0.05	Appointment; Overload	Special
Cary, Philip	Arts & Sciences; Mathematical Sciences	Associate Professor	387.09 AY	State	03/20/2006 - 04/30/2006	NA	Appointment; Course Challenge IST 102, 203, 304 & 305 - 12 cr hrs	Special
Cressy, Charles	Professional & Graduate Studies; Business & Economics	Professor	5,991.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Dickinson, Zane	Arts & Sciences; Language, Literature & Communication Arts	Assistant Professor	600.00 AY	State	01/09/2006 - 05/06/2006	NA	Appointment; Administration of the TABS Program	Special
Fickel, Monty	Arts & Sciences; Mathematical Sciences	Professor	2,608.00 AY	State	05/08/2006 - 06/02/2006	0.05	Summer Appointment	Special
Griffith, George	Arts & Sciences; Language, Literature & Communication Arts	Professor	5,411.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Hinesley, Gail	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	2,963.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Hyer, Joel	Arts & Sciences; Social Science & Justice Studies	Associate Professor	6,640.00 AY	State	05/08/2006 - 06/02/2006	0.20	Summer Appointment	Special
Lawson, Randy	Arts & Sciences; Physical & Life Sciences	Professor	800.00 AY	Grant	01/01/2006-06/30/2006	NA	Appointment; Grant Administration	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron 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
Limbach, Barbara	Professional & Graduate Studies; Business & Economics	Professor	4,047.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Lopez-Laval, Hilda	Arts & Sciences; Language, Literature & Communication Arts	Professor	3,911.00 AY	State	05/08/2006 - 06/02/2006	0.20	Summer Appointment (2/3 in-state tuition)	Special
Moody, Yvonne	Professional & Graduate Studies; Applied Sciences	Associate Professor	1,204.48 AY	State	01/09/2006 - 05/06/2006	0.06	Appointment; Overload	Special
Nobiling, Tracy	Arts & Sciences; Social Science & Justice Studies	Associate Professor	3,951.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Ritzen, Scott	Professional & Graduate Studies; Health, Physical Education & Recreation	Professor	2,764.00 AY	State	05/08/2006 - 06/02/2006	0.07	Summer Appointment	Special
Schaeffer, Susan	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	3,023.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Spranger, Greg	Arts & Sciences; Mathematical Sciences	Assistant Professor	600.00 AY	State	04/07/2006 & 04/28/2006	NA	Appointment; Employee Workshop	Special
Stevens, Wes	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	3,580.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Stewart, Deb	Professional & Graduate Studies; Counseling, Psychology & Social Work	Assistant Professor	3,269.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Tucker, T. Deane	Arts & Sciences; Language, Literature & Communication Arts	Associate Professor	6,932.00 AY	State	05/08/2006 - 06/02/2006	0.20	Summer Appointment	Special
Waldo, Jamie	Professional & Graduate Studies; Business & Economics	Assistant Professor	3,675.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Watson, George	Arts & Sciences; Social Science & Justice Studies	Professor	4,979.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment (corrected overload from previous report)	Special
Winkle, Carola	Arts & Sciences; Visual & Performing Arts	Instructor	1,407.58 AY	State	01/09/2006 - 05/06/2006	0.06	Appointment; Overload	Special
Winkle, Carola	Arts & Sciences; Visual & Performing Arts	Instructor	129.04 AY	State	01/09/2006 - 05/06/2006	NA	Appointment; Course Challenge MUS 112 - 4 cr hrs	Special

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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
Wright, James	Professional & Graduate Studies; Business & Economics	Professor	4,880.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Zimmerman, Loren	Arts & Sciences; Social Science & Justice Studies	Assistant Professor	3,375.00 AY	State	05/08/2006 - 06/02/2006	0.10	Summer Appointment	Special
Zimmerman, Loren	Arts & Sciences; Social Science & Justice Studies	Assistant Professor	250.00 AY	State	05/08/2006 - 06/02/2006	NA	Appointment; IDL Course CJ 437; 3 cr hrs - 1 site	Special

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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
Beatty, Margene	Extended Campus Programs	NA	600.00 AY	State	01/13/2006 - 01/14/2006	0.03	Appointment	Special Appointment - Part-Time
Gray, Roger	Professional & Graduate Studies; Education	NA	675.00 AY	State	01/09/2006 - 05/06/2006	0.03	Appointment	Special Appointment - Part-Time
Randolph, Patricia	Extended Campus Programs	NA	600.00 AY	State	01/24/2006 - 02/04/2006	0.03	Appointment	Special Appointment - Part-Time
Rowe, Robert	Professional & Graduate Studies; Education	NA	675.00 AY	State	01/09/2006 - 05/06/2006	0.03	Appointment	Special Appointment - Part-Time
Seger, Russ	Professional & Graduate Studies; Applied Sciences	NA	1,012.50 AY	State	03/13/2006 - 05/06/2006	0.10	Appointment	Special Appointment - Part-Time
Spranger, Angela	Professional & Graduate Studies; Applied Sciences	NA	675.00 AY	State	03/13/2006 - 05/06/2006	0.06	Appointment	Special Appointment - Part-Time

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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; Admissions Representative	N/A	7,728.00 FY	State	05/09/2004 - 08/05/2006	0.31	Non-Renewal	Specific Term - Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

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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
Niehues, Galen	Physical Facilities; Custodian	N/A	1,420.34 MO	State	06/20/2005 - 04/21/2006	1.00	Resignation	Specific Term - Non-Probationary
Schrader, Marsha	Counseling, Psychology & Social Work; Office Assistant I	N/A	1,379.00 MO	State	5/4/2006	0.75	New Appointment; Replaces Jennifer Zauha	Specific Term - Probationary
Vantine, Patricia	Physical Facilities; Custodian	N/A	1,379.00 MO	State	08/11/2005 - 03/29/2006	1.00	Resignation	Specific Term - Probationary
Young, Allison	Health Professions; Office Assistant I	N/A	1,428.67 MO	State	07/21/2003 - 05/12/2006	1.00	Resignation	Specific Term - Non-Probationary
Zauha, Jennifer	Counseling, Psychology & Social Work; Office Assistant I	N/A	1,407.00 MO	State	03/29/2004 - 03/31/2006	0.75	Resignation	Specific Term - Non-Probationary

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COLLEGE: Peru State College

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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
Bittner, Gina	School of Education/ Graduate Studies	Instructor	\$36,000	State	08/18/06- 05/05/07	1 AY	Appointment	Specific, Non-Tenure Track
Blue, Cheryl	School of Education/ Graduate Studies	Instructor	\$36,000	State	08/18/06- 05/05/07	1 AY	Appointment	Specific, Non-Tenure Track
Crook, Sara	School of Arts & Sciences	Professor	\$1,200	State	08/31/06	.10 AY	Stipend, Online Course Development: PSCI 426	Special
Edris, David	School of Arts & Sciences	Professor	\$75,372	State	05/06/06	1 AY	Retirement	N/A
Edris, David	School of Arts & Sciences	Professor	N/A	N/A	05/06/06	N/A	Approval of Faculty Emeritus Status	N/A
Galardi, Greg	School of Professional Studies	Instructor	\$1,200	State	08/31/06	.10 AY	Stipend, Online Course Development: CJUS 45549X	Special
Griffin, Bradley	School of Professional Studies	Instructor	\$3,600	State	08/31/06	.30 AY	Stipend, Online Course Development: CMIS 30049A, SMIS 31049A, CMIS 42049A	Special
Grotrian, Judy	School of Professional Studies	Associate Professor	\$2,400	State	08/31/06	.20 AY	Stipend, Online Course Development: BUS 23149A; BUS 23249A	Special

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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
Hutchison, Christy	School of Professional Studies	Assistant Professor	\$1,200	State	08/31/06	.10 AY	Stipend, Online Course Development: MGMT 553	Special
Trucks-Bordeaux, Tammy	School of Arts and Sciences	Instructor	\$1,200	State	08/31/06	.10 AY	Stipend, Online Course Development: ENG 336	Special
Waln, Randy	School of Arts and Sciences	Professor	\$1,200	State	08/31/06	.10 AY	Stipend, Online Course Development: ART 318	Special
Wray, L. Patrick	School of Professional Studies	Instructor	\$4,800	State	08/31/06	.40 AY	Stipend, Online Course Development: BUS 33749A, BUS 37149A, BUS 45049A, BUS 34149A	Special
Wray, L. Patrick	School of Professional Studies	Instructor	\$1,200	State	03/31/06	.10 AY	BUS 342	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

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UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term-- * Probationary (3 yrs) * Non-Probationary Special -- * Interim * Temporary * Grant/Federally Funded
Lasley, Paul	Assist. Football Coach	N/A	\$30,541	State	03/23/06	.92	Resignation	N/A

NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Specific Term Special -- * Interim * Temporary * Grant/Federally Funded
Eichelberger, Robert	Head Volleyball Coach (M&W)	N/A	\$31,392	State	05/31/06	.92 AY	Non-renewal of Contract	N/A
Cade, Eulanda	Director of Human Resources	N/A	\$55,000/ pro-rated	State	06/01/06- 06/30/06	1 FY	Appointment	Special
Christiansen, Heath	Interim Admissions Representative	N/A	\$25,872/ prorated	State	5/15/06 6/30/06	1 FY	Appointment	Special

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COLLEGE: Peru State College

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Batterson, Bruce	School of Professional Studies	Associate Professor	\$228/student to 10; \$3,566 more than 10	State	05/05/06-07/07/06	.10 AY	BUS 34549X	Special
Beischel, Mark	School of Education/ Graduate Studies	Professor	Per SCEA Agreement; \$4,065 max. per class	State	06/26/06-07/13/06; 06/05/06-06/22/06	.20 AY	EDUC 57045A, EDUC 60545A	Special
Beischel, Mark	School of Education/ Graduate Studies	Professor	Per SCEA Agreement; \$4065 max	State	06/05/06-07/28/06	.10 AY	EDUC 60549Y	Special
Citrin, Anthony	School of Education/ Graduate Studies	Professor	Per SCEA Agreement; \$5,012 max. per class	State	06/05/06-06/22/06; 06/26/06-07/13/06; 06/26/06-07/13/06	.30 AY	EDUC 53345A, EDUC 60445A, EDUC 62145A	Special
Gatewood, Kelly	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3,685 max per class	State	06/05/06-06/22/06; 07/08/06-08/04/06	.20 AY	EDUC 51245Z, EDUC 553AAZ	Special
Grotrian, Judy	School of Professional Studies	Associate Professor	\$228/student to 10; \$3,569 more than 10	State	05/05/06-07/07/06	.10 AY	BUS 30149X	Special
Hutchison, Christy	School of Professional Studies	N/A	\$228/student to 10; \$3,502 more than 10	State	05/15/06-07/07/06	.10 AY	BUS 38049X	Special, Part-Time

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Johnson, Rhonda	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$2,934 max.	State	06/05/06- 07/28/06	.10 AY	EDUC 61049Y	Special
Kearney, Liz	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$2,998.80 max per class	State	06/05/06- 07/28/06; 07/08/06- 08/04/06	.20 AY	EDUC 53349Y, EDUC 669AAZ	Special
Kearney, Liz	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$2,996 max.	State	06/19/06- 08/04/06	.10 AY	EDUC 43803Z	Special
Kunkle, Ellie	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3,142 max.	State	06/05/06- 07/28/06	.10 AY	EDUC 62149A	Special
Kunkle, Ellie	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3142 max per class	State	05/15/06- 07/07/06	.20 AY	PSYC 25049X, PSYC 25549X	Special
Murray, Johann	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$2,070 max.	State	05/15/06- 07/07/06	.07 AY	PE 10149X	Special
Murray, Johann	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3,105 max.; \$1,035 max.	State	05/15/06- 06/02/06; 05/20/06- 05/21/06.	.13 AY	PE 31300A, PE 217 00A	Special

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Nevitt, James	School of Professional Studies	Assistant Professor	\$228/student to 10; \$3,096 more than 10	State	05/15/06-07/07/06	.10 AY	PSYC 12149X	Special
Preisman, Kristi	School of Education/ Graduate Studies	Instructor	Per SCEA Agreement; \$2,625 max per class	State	07/15/06-08/04/06; 05/15/06-06/02/06	.20 AY	EDUC 604ACZ, EDUC 621ACZ	Special
Rippe, Patricia	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$1,048 max.	State	05/15/06-07/07/06	.03 AY	EDUC 20803A	Special
Rippe, Patricia	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3,145 max.	State	05/15/06-07/07/06	.10 AY	SPED 20049X	Special
Rippe, Patricia	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3,145 max.	State	07/17/06-07/28/06	.10 AY	SPED 54045A	Special
Urbach, Beverly	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3,105	State	06/05/06-06/22/06	.10 AY	EDUC 61045A	Special
Urbach, Beverly	School of Education/ Graduate Studies	Assistant Professor	Per SCEA Agreement; \$3,105 max per class	State	05/15/06-07/07/06	.20 AY	EDUC 40003A EDUC 40003B	Special
Vokolek, Dennis	School of Education/ Graduate Studies	Associate Professor	Per SCEA Agreement; \$3,285 max per class	State	06/05/06-06/22/06	.20 AY	EDUC 54049Y, EDUC 540ABZ	Special

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Albert, Alan	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	05/15/06- 07/07/06	.10 AY	EDUC 20549X	Special, Part-Time
Blue, Cheryl	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	04/08/06- 05/05/06	.10 AY	EDUC 633 AAZ	Special, Part-Time
Campbell, Jacquelyn	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	06/05/06- 07/28/06	.10 AY	EDUC 51249Y	Special, Part-Time
Childers, Colleen	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	06/05/06- 07/28/06; 06/10/06- 07/07/06	.20 AY	EDUC 55349Y, EDUC 552ABZ	Special, Part-Time
Dittiger, Laurel	School of Professional Studies	N/A	\$1,500	State	03/13/06- 05/05/06	.10 AY	BUS 33902B	Special, Part-Time
Eichenberger, Robert	School of Arts & Sciences	N/A	\$40/student; \$50/student	State	01/09/06- 05/05/06	.30 AY	BIOL 13047L; CHEM 10147A	Special, Part-Time
Feldmann, Ann	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	06/05/06- 07/28/06; 07/08/06- 08/04/06	.20 AY	EDUC 55649Y, EDUC 553ABZ	Special, Part-Time
Glasshoff, Wanda	School of Education/ Graduate Studies	N/A	\$3,630	State	01/19/06- 03/03/06; 03/13/06- 05/05/06	.20 AY	EDUC 33403A, EDUC 32503A	Special, Part-Time

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Glover, Kenneth	School of Education/ Graduate Studies	N/A	\$2,130	State	03/13/06- 05/05/06	.10 AY	EDUC 32603A	Special, Part-Time
Howell, John	School of Professional Studies	N/A	\$150/student to 10; \$102/student above 10	State	05/15/06- 07/07/06	.10 AY	BUS 48049X	Special, Part-Time
Judkins, Laura	School of Education/ Graduate Studies	N/A	\$2,000	State	05/15/06- 06/16/06	.13 AY	EDUC 30003A, EDUC 30003B	Special, Part-Time
Knippelmeyer, Sheri	School of Professional Studies	N/A	\$2,670	State	05/15/06- 07/07/06	.10 AY	BUS 32849X	Special, Part-Time
Lasley, Paul	School of Education/ Graduate Studies	N/A	\$250	State	01/09/06- 03/23/06	.23 AY	PE 10100A, PE 10100B, PE 21100A	Special, Part-Time
Laughlin, Eileen	School of Education/ Graduate Studies	N/A	\$2,000	State	05/15/06- 06/16/06	.13 AY	EDUC 31703A, EDUC 31703B (revised contract)	Special, Part-Time
Laughlin, Eileen	School of Education/ Graduate Studies	N/A	\$2,000	State	05/15/06- 06/16/06	.13 AY	EDUC 31702A, EDUC 30003A	Special, Part-Time
Mathews, Mark	School of Education/ Graduate Studies	N/A	\$750	State	03/22/06- 05/05/06	.10 AY	PE 21100A	Special, Part-Time
McGee, Mary	School of Education/ Graduate Studies	N/A	\$50/student cr.hr. to 10; \$34/student cr.hr. 11 or more	State	06/05/06- 07/28/06	.10 AY	EDUC 55249Y	Special, Part-Time
Means, Kelly	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	06/10/06- 07/07/06	.10 AY	EDUC 552AAZ	Special, Part-Time

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Melvin, Brent	School of Education/ Graduate Studies	N/A	\$500	State	03/22/06- 05/05/06	.07 AY	PE 10100A	Special, Part-Time
Molettier, Richard	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$02/student above 10	State	06/05/06- 07/28/06	.10 AY	EDUC 55549Y	Special, Part-Time
Roberts, Laura	School of Professional Studies	N/A	\$150/student to 10; \$102/student above 10	State	03/13/06- 05/05-06	.10 AY	BUS 41449Y	Special, Part-Time
Roberts, Laura	School of Professional Studies	N/A	\$150/student to 10; \$102/student above 10	State	05/15/06- 07/07/06	.10 AY	BUS 37349X	Special, Part-Time
Robke, Gregg	School of Education/ Graduate Studies	N/A	\$60/student cr.hr. to 13; \$710/cr.hr. 13 and above.	State	04/27/06- 04/28/06	.03 AY	INS 59055A	Special, Part-Time
Rohwer, Keith	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	03/13/06- 05/05/06	.10 AY	EDUC 60049W	Special, Part-Time
Schmit, Angela	School of Arts & Sciences	N/A	\$50/student	State	01/09/06- 05/06/06	.17 AY	MATH 225 58L	Special, Part-Time
Schropfer, Mary	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	06/05/06- 07/28/06	.10 AY	EDUC 55149Y	Special, Part-Time

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Seiffert, Mark	School of Arts & Sciences	N/A	\$150/student to 10; \$102/student above 10	State	05/15/06-08/04/06	.10 AY	SPCH 15449A	Special, Part-Time
Sylvester, Margie	School of Arts & Sciences	N/A	\$150/student to 10; \$102/student above 10	State	05/15/06-08/04/06	.10 AY	ENG 10049A	Special, Part-Time
Thompson, Gary	School of Education/ Graduate Studies	N/A	\$150/student to 10; \$102/student above 10	State	06/05/06-07/28/06	.10 AY	EDUC 64249Y	Special, Part-Time
Walker, David	School of Education/ Graduate Studies	N/A	\$500	State	03/27/06-05/05/06	.10 AY	PE 10100B	Special, Part-Time
Bennett, Shelby	School of Education/ Graduate Studies	N/A	\$1,200	State	01/09/06-05/05/06	.10 AY	Student Teaching Supervision (revised contract)	Special, Part-Time
Buchanan, Jennifer	School of Education/ Graduate Studies	N/A	\$500	State	01/09/06-05/05/06	.04 AY	Student Teaching Supervision	Special, Part-Time
Fethkenher, Larry	School of Education/ Graduate Studies	N/A	\$2,900	State	01/09/06-05/05/06	.24 AY	Student Teaching Supervision	Special, Part-Time
Gilbert, Rosemary	School of Education/ Graduate Studies	N/A	\$250	State	01/09/06-05/05/06	.02 AY	Student Teaching Supervision	Special, Part-Time
Gleason, Steve	School of Education/ Graduate Studies	N/A	\$900	State	01/09/06-05/05/06	.08 AY	Student Teaching Supervision	Special, Part-Time
Leighton, Don	School of Education/ Graduate Studies	N/A	\$900	State	01/09/06-05/05/06	.08 AY	Student Teaching Supervision	Special, Part-Time
Sims, Sherry	School of Education/ Graduate Studies	N/A	\$400	State	01/09/06-05/05/06	.03 AY	Student Teaching Supervision	Special, Part-Time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Peru State College**

MEETING DATE: June 2, 2006

NON-UNIONIZED PROFESSIONAL STAFF (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Laubert, John	Assist. Men's Volleyball Coach	N/A	\$1,000	State	02/01/06-05/31/06	.10	Appointment	Special, Part-time
Ramsey, Dick	Assist. Football Coach	N/A	\$2,000	State	04/01/06-05/31/06	.10	Appointment	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2006

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
Blair, Heidi	Sociology, Psychology and Criminal Justice	Interim Instructor	\$33,530.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Blaser, Catherine	History, Politics and Geography	Interim Instructor	\$32,318.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Bonds, Deborah	Counseling and Special Education	Interim Instructor	\$30,826.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Burris, Patricia	Language and Literature	Interim Instructor	\$32,318.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
DeBoer, Buffany	Life Sciences	Interim Instructor	\$33,530.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Farmer, Todd	Health, Human Performance and Sport	Assistant Professor	\$45,000.00	State	8/17/06	1.0	New Hire, New position	Specific Term, Probationary/Tenure Track
Garden, Randa	Communication Arts	Instructor	\$36,000.00	State	8/18/06	1.0	New Hire, replaces Mark Higgins	Specific Term, Probationary/Tenure Track
Gazda, Frank	Music	Assistant Professor	\$40,000.00	State	8/18/06	1.0	New Hire, replaces Mike Gillan	Specific Term, Probationary/Tenure Track
Gilligan, Janet	Language and Literature	Professor	\$25,415.00	State	5/10/06	.33	3-year Phased Retirement; ending with the completion of the 1/09 term	Specific, Tenured
Hardy, Timothy	Physical Sciences and Mathematics	Assistant Professor	\$45,000.00	State	8/17/06	1.0	New Hire, replaces Curtis Olson	Specific Term, Probationary/Tenure Track
Irlmeier, Joni	Educational Foundations and Leadership	Interim Instructor	\$30,891.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Klosinski, Carl	Technology and Applied Science	Assistant Professor	\$50,000.00	State	4/6/06	1.0	Resignation	Specific Term, Probationary/Tenure Track
Meier, Cheryl	Language and Literature	Interim Instructor	\$32,318.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Murphy, Richard	Communication Arts	Interim Instructor	\$32,000.00	State	8/17/06	1.0	Interim Appointment	Special, Interim
Ragan, LeAnne	Music	Interim Assistant Professor	\$34,000.00	State	8/18/06	1.0	Interim Appointment	Special, Interim
Schumacher, Ruth	Educational Foundations and Leadership	Interim Instructor	\$30,826.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Snyder, D. Sam	Physical Sciences and Mathematics	Interim Instructor	\$36,774.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim
Stalp, Joyce	Educational Foundations and Leadership	Interim Instructor	\$30,826.00	State	8/18/06	1.0	Interim Appointment, continuing	Special, Interim

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: June 2, 2006**

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
Thomas, Sharon	History, Politics and Geography	Assistant Professor	25% of \$49,146.00 FY	State	7/1/06 – 6/30/07	1.0	Retirement, Voluntary Retirement Settlement Program	Specific, Tenured
Thomas, Sharon	History, Politics and Geography	Emeritus Status	N/A	State	7/1/06	N/A	Retirement	N/A
van der Jagt, Johan W.	Counseling and Special Education	Assistant Professor	\$42,500.00	State	8/17/06	1.0	New Hire, replaces Fay Jackson	Specific Term, Probationary/Tenure Track

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: June 2, 2006**

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
Cummings, Jennifer	Residence Life Assistant Director	N/A	\$25,864.00	Revenue Bond	6/30/06	.875	Resignation	Specific Term, Probationary
Harder, Michelle	Business Manager (Athletics)	N/A	\$36,386.00	State	3/31/06	.50	Resignation	Special, Probationary
Hasenkamp, Karina	SSRC Coordinator	N/A	\$25,408.00	Grant	5/4/06	.75	Resignation	Special, Probationary; Grant
Loftis, Charissa	Public Services Librarian	N/A	\$39,000.00	State	7/1/06	1.0	New Hire, replaces Jan Brumm	Specific Term, Probationary
Salmen-Thomas, Amy	Assistant Director of NBDC	N/A	\$32,019.00	Restricted Funds	6/30/06	1.0	Non-renewal of contract	Special, Probationary
Woldt, Deanna	Residence Life Assistant Director	N/A	\$28,410.00	Revenue Bond	6/30/06	.875	Resignation	Specific Term, Probationary

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
Kroger, Beth	Vice President of Administration and Finance	N/A	\$103,000.00 + up to \$8,000.00 moving expenses	State	7/10/06	1.0	New Hire, Replaces Carolyn Murphy	Special Term
Nissen, Alan	Director of Administrative Systems	N/A	\$55,000.00	State	7/1/06	1.0	New Hire, Replaces Ken Murphy	Specific Term

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2006

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	Continuing Education	Professor	\$2,595.00	Grant	7/11/06 – 7/21/06	.10	EDU 596-80	Special
Agoumba, Darius	Physical Sciences and Mathematics	Assistant Professor	\$5,026.00	State	5/8/06 – 5/31/06	.133	CHE 305-01/02	Special
Bareلمان, Laura	Continuing Education	Assistant Professor	\$3,625.00	State	5/8/06 – 7/7/06	.10	BUS 308-W0	Special
Bauer, Jeff	Education and Counseling	Associate Professor	\$217.00	Grant	7/11/06 – 7/14/06	n/a	Rural Academic Secondary School Science Partnership Grant	Special
Bertolas, Randy	History, Politics and Geography	Professor	\$4,066.00	State	5/8/06 – 5/31/06	.10	GEO 325-01	Special
Blankenau, Joseph	Sociology, Psychology and Criminal Justice	Associate Professor	\$3,515.00	State	5/8/06 – 5/31/06	.10	SSC 319-01	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Professor; Department Chair	\$3,102.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,301.00	State	5/8/06 – 7/7/06	.10	BUS 222-W0	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,301.00	State	5/8/06 – 7/7/06	.10	BUS 418-W0	Special
Bruflat, Alan	Language and Literature	Professor	\$4,455.00	State	5/8/06 – 5/31/06	.10	SPA 110-01	Special
Buryanek, Donald	Continuing Education	Assistant Professor	\$3,817.00	State	5/8/06 – 7/7/06	.10	ITE 320-W0	Special
Buryanek, Donald	Continuing Education	Assistant Professor	\$3,817.00	State	5/8/06 – 7/7/06	.10	ITE 320-W1	Special
Cacheiro, Adolfo	Continuing Education	Associate Professor	\$1,150.00	State	5/1/06 – 5/31/06	n/a	Director's Fee for Costa Rica Study Abroad	Special
Campbell, Paul	Sociology, Psychology and Criminal Justice	Professor; Department Chair	\$3,414.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Christensen, Doug	Life Sciences	Associate Professor	\$11,449.00	Grant	5/8/06 – 8/11/06	.333	INBRE Grant	Special
Christensen, Doug	Education and Counseling	Associate Professor	\$217.00	Grant	7/11/06 – 7/14/06	n/a	Rural Academic Secondary School Science Partnership Grant	Special
Conway, Gerald	Continuing Education	Associate Professor	\$4,988.00	State	5/8/06 – 7/7/06	.10	BUS 322-W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2006

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Conway, Kathleen	Counseling and Special Education	Professor	\$3,453.00	State	5/8/06 – 5/31/06	.067	CSL 497-01	Special
Dalal, Meenaksi	Continuing Education	Professor	\$5,145.00	State	5/8/06 – 7/7/06	.10	ECO 202-W0	Special
DeBoer, Buffany	Life Sciences	Interim Instructor	\$2,751.00	State	5/8/06 – 5/31/06	.10	BIO 102-01/02	Special
Dinsmore, Janice	Educational Foundations and Leadership	Assistant Professor	\$747.00	State	5/8/06 – 5/31/06	.10	EDU 417-01/517-01	Special
Elliott, Steve	Art and Design	Assistant Professor	\$3,946.00	State	5/8/06 – 5/31/06	.10	ART 271-01/ART 371-01/ART 471-01	Special
Evetovich, Tammy	Health, Human Performance and Sport	Associate Professor	\$3,673.00	State	5/8/06 – 5/31/06	.10	PED 487-01/587-01	Special
Evetovich, Tammy	Health, Human Performance and Sport	Associate Professor; Department Chair	\$2,449.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Garvin, Tim	Computer Technology and Information Systems	Professor; Department Chair	\$2,772.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$2,162.00	State	5/8/06 – 5/31/06	.10	PED 381-01	Special
Karlen, Jean	Natural and Social Sciences	Professor	\$500.00	Grant	5/8/06 – 8/11/06	n/a	Stipend	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$1,376.00	State	5/8/06 – 5/31/06	.10	CHE 102-03/04	Special
Kietzmann, Glenn	Life Sciences	Professor; Department Chair	\$2,895.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Leeper, Mark	History, Politics and Geography	Professor; Department Chair	\$2,652.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Lichty, Dennis	Counseling and Special Education	Associate Professor	\$3,912.00	State	5/8/06 – 5/31/06	.10	EDU 321-01	Special
Lindberg, Judy	Technology and Applied Science	Professor; Department Chair	\$3,060.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: June 2, 2006**

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Miller, Dan	Sociology, Psychology and Criminal Justice	Associate Professor	\$3,694.00	State	5/8/06 – 5/31/06	.10	PSY 444-01/544-01	Special
Nelson, Jeryl	Continuing Education	Associate Professor	\$4,132.00	State	5/8/06 – 7/7/06	.10	BUS 420-W0	Special
Nelson, Jeryl	Continuing Education	Associate Professor	\$4,132.00	State	5/8/06 – 7/7/06	.10	BUS 420-W1	Special
Novotny, Jason	Technology and Applied Science	Interim Instructor	\$2,413.00	State	5/8/06 – 5/31/06	.10	ITE 320-02	Special
Parker, Charles	Continuing Education	Professor	\$4,034.00	State	5/8/06 – 7/7/06	.10	BUS 226-W0	Special
Parker, Charles	Continuing Education	Professor	\$4,034.00	State	5/8/06 – 7/7/06	.10	ECO 203-W0	Special
Parker, Charles	Business and Economics	Professor; Department Chair	\$2,689.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Paxton, John	Continuing Education	Professor	\$6,793.00	State	5/8/06 – 7/7/06	.10	BUS 696-W0	Special
Pearcy, Shawn	Life Sciences	Associate Professor	\$11,740.00	Grant	5/8/06 – 8/11/06	.333	INBRE Grant	Special
Peitz, David	Education and Counseling	Associate Professor	\$217.00	Grant	7/11/06 – 7/14/06	n/a	Rural Academic Secondary School Science Partnership Grant	Special
Peitz, David	Physical Sciences and Mathematics	Associate Professor	\$3,953.00	State	5/8/06 – 5/31/06	.10	CHE 102-01/02	Special
Ras, Gerard	Continuing Education	Interim Instructor	\$1,572.00	State	5/8/06 – 7/7/06	.10	BUS 343-W0	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$4,537.00	State	5/8/06 – 5/31/06	.10	EDU 367-01/567-01	Special
Taber, Doug	History, Politics and Geography	Professor	\$2,555.00	State	5/8/06 – 5/31/06	.10	HIS 120-01	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: June 2, 2006**

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Willis, Keith	Special Education and Counseling	Associate Professor; Department Chair	\$2,543.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Young, Todd	Physical Sciences and Mathematics	Associate Professor	\$5,736.00	State	5/8/06 – 5/31/06	.133	PHY 201-01	Special
Young, Todd	Physical Sciences and Mathematics	Associate Professor; Department Chair	\$2,295.00	State	5/8/06 – 8/17/06	.067	Summer department chair duties	Special
Young, Todd	Continuing Education	Assistant Professor	\$2,595.00	Grant	7/11/06 – 7/21/06	.10	RASSSP Grant Coordinator	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2006

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
Burnham, Lindsay	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/1/06 – 5/9/07	.25	Appointment	Special, part-time
Businga, Penny	Continuing Education	Part-time	\$1,950.00	State	1/13/06 – 5/1/06	.10	EDU 515-80	Special, part-time
Bye, Shari	Learning Center	Part-time	\$2,700.00	State	8/18/06 – 12/19/06	.133	Appointment	Special, part-time
Dion, Lora	Learning Center	Part-time	\$3,375.00	State	8/18/06 – 12/19/06	.167	Appointment	Special, part-time
Ellerton, Kathy	Continuing Education	Part-time	\$200.00	State	1/9/06 – 5/5/06	.033	IDS 596-W6	Special, part-time
Evenson, Joe	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/1/06 – 5/9/07	.25	Appointment	Special, part-time
Franco, Amy	Communication Arts	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Getaweru, Lyddia	Conn Library	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Griffin, Lance	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/1/06 – 5/9/07	.25	Appointment	Special, part-time
Hewitt, Howard	Language and Literature	Part-time	\$1,950.00	State	5/8/06 – 5/31/06	.10	Appointment	Special, part-time
Horn, Guy	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/1/06 – 5/9/07	.25	Appointment	Special, part-time
Lechtenberg, Adam	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/1/06 – 5/9/07	.25	Appointment	Special, part-time
Liedorff, Marilyn	Continuing Education	Part-time	\$200.00	State	1/9/06 – 5/5/06	.067	IDS 596-W7	Special, part-time
Little, Tami	Continuing Education	Part-time	\$200.00	State	3/4/06 – 3/31/06	.033	EDU 568-W7	Special, part-time
Little, Tami	Continuing Education	Part-time	\$400.00	State	3/4/06 – 3/31/06	.033	EDU 568-W8	Special, part-time
Little, Tami	Continuing Education	Part-time	\$400.00	State	3/4/06 – 3/31/06	.033	EDU 568-W9	Special, part-time
Little, Tami	Continuing Education	Part-time	\$650.00	State	4/1/06 – 5/5/06	.033	EDU 568-WA	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2006

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
Little, Tami	Continuing Education	Part-time	\$300.00	State	4/1/06 – 5/5/06	.033	EDU 568-WB	Special, part-time
Little, Tami	Continuing Education	Part-time	\$400.00	State	4/1/06 – 5/5/06	.033	EDU 568-WC	Special, part-time
Maas, Chad	Health, Human Performance and Sport	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Mancastropa, Roger	History, Politics and Geography	Part-time	\$1,235.00	State	3/13/06 – 5/10/06	.063	Appointment, to cover for faculty member on medical leave	Special, part-time
Mancastropa, Roger	History, Politics and Geography	Part-time	\$1,950.00	State	5/8/06 – 5/31/06	.10	Appointment	Special, part-time
McGinn, Barrett	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Miller, Reggie	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/1/06 – 5/9/07	.25	Appointment	Special, part-time
Molacek, Zachary	Health, Human Performance and Sport	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Moore, Paul	Language and Literature	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Nelson, Lisa	Sociology, Psychology and Criminal Justice	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Powell, Kevin	Athletics	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	8/18/06 – 5/9/07	.25	Appointment	Special, part-time
Worner, Greg	Technology and Applied Sciences	Part-time	\$1,950.00	State	5/8/06 – 5/31/06	.10	ITE 320-01	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2006

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
Ell, Nicholas	Senior Resident Assistant	N/A	\$1,015.00 + room	Revenue Bond	5/7/06 – 8/8/06	.094	New Hire, replaces Jamie Sindelar	Special, part-time
Ell, Nicholas	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	8/7/06 – 5/5/07	.33	New Hire, replaces Jamie Sindelar	Special; part-time
Fink, Kristine	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	5/6/06	.25	Resignation	Special; part-time
Fleer, Melinda	Senior Resident Assistant	N/A	\$1,825.00 + room and board	Revenue Bond	5/6/06	.19	Resignation	Special; part-time
Hargens, Ruth	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	5/6/06	.25	Resignation	Special; part-time
Kaup, Elizabeth	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	8/7/06 – 5/5/07	.33	New Hire, replaces Ruth Hargens	Special; part-time
Prosocki, Kyle	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	5/6/06	.25	Resignation	Special, part-time
Roth, Mitchel	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	8/7/06 – 5/5/07	.33	New Hire, replaces Kristine Fink	Special; part-time
Runion, Robert	Senior Resident Assistant	N/A	\$1,015.00 + room	Revenue Bond	5/7/06 – 8/8/06	.094	New Hire	Special, part-time
Sindelair, Jamie	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	5/6/06	.25	Non-renewal of contract	Special; part-time
Weaver, Katie	Senior Resident Assistant	N/A	\$3,650.00 + room and board	Revenue Bond	8/7/06 – 5/5/07	.33	New Hire, replaces Melinda Fleer	Special; part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: June 2, 2006**

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
Lamoureux, Julie	Custodian	N/A	\$1,386.67/mo.	State	4/3/06	1.0	New Hire, replaces Dena Krentz	Probationary
Krentz, Dena	Custodian	N/A	\$1,457.22/mo.	State	3/6/06	1.0	Resignation	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
Burke, Kathy	Office Assistant I	N/A	\$360.00/mo.	State	5/15/06	.25	Salary adjustment from .725 FTE to .25 FTE	Part-time

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair

Richard Halbert

Michael Jacobsen

June 2, 2006

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

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

ACADEMICS, NEBRASKA STATE COLLEGES

POLICY: 4510 Honorary Degrees

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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

Fiscal and Facilities Committee

Willa Kosman, Chair
Richard Halbert
Michael Jacobsen

June 2, 2006

ACTION: Approve Chadron State College Tuition Rate of \$147 Per Credit Hour for Undergraduate On-Line Courses and \$174 Per Credit Hour for Graduate On-Line Courses

CSC proposes to join PSC in offering one tuition rate for on-line courses regardless of the residency of the student. The proposed start date for CSC would be the fall semester of 2006, and the rates would be \$147/credit hour for undergraduate courses and \$174/credit hour for graduate on-line courses. The unique nature of on-line courses minimizes the importance of the geographic location of the student. Implementation of the project would greatly enhance the college's ability to market its on-line courses.

Chadron will provide annual reports to the Chancellor and the Board for three years after the approval of the on-line tuition rate.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno

June 2, 2006

ACTION: Approve Operating Budget Request for 2007-09 Biennium

The Colleges and the System Office have prepared their State General Fund operating budget requests for the 2007-09 biennium as indicated below. The requests will be submitted to the Coordinating Commission in July and to the Governor and the Legislature in September. Minor adjustments to amounts may occur as requests are prepared in accordance with instructions from the Governor's office.

2006-07 Base	2007-08 Request	2008-09 Request
\$41,000,381	\$45,598,728	\$48,492,000

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

Core Needs include:

	2007-08	2008-09
Health insurance rate request	12%	12%
Utilities increases	10%	10%
Non-personal services, exclusive of utilities	3%	3%
DAS rate increases (actual, if larger than 3%)	rates not yet available	
LB1100 depreciation	2%	2%

The Areas of Emphasis include:

Increase Potential for Enrollment and Retention
 Enhance Educational Opportunities
 Improve Facilities and Learning Environment

The total operating increase request is \$4,598,347 in 2007-08 and an additional \$2,893,272 in 2008-09, for a cumulative increase over the biennium of \$7,491,619.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno

June 2, 2006

ACTION: Approve Capital Construction and LB 309 Budget Requests for the 2007-09 Biennium

With guidance from the Board, the Colleges have prepared capital construction requests for the 2007-09 biennium. The capital request formally includes three parts: reaffirmations of projects with funding already underway, new capital projects being requested through the appropriations process, and projects being requested through the Task Force for Building Renewal (309 Task Force). The requests to the state will also include matching funds from Capital Improvement fees for the LB1100 bond repayment (\$400,000/year); the LB605 bond repayment (\$400,000/FY08, \$600,000/FY09); and a percentage of each project as negotiated with the 309 Task Force.

Reaffirmations include:

	FY2007-08	FY2008-09	Future
LB 1100 (1999) bond repayment	400,000	400,000	0
LB 1 (2002) bond repayment	2,009,360	2,009,360	0
LB 605 (2006) bond repayment	<u>1,125,000</u>	<u>1,125,000</u>	<u>12,375,000</u>
Total Reaffirmations	3,534,360	3,534,360	12,375,000

New Requests include:

SYS Student Information System	6,000,000	4,000,000	0
CSC Armstrong Renovation/Addn.	12,500,000	0	0
CSC Ag Classroom/Lab/Arena	5,400,000	0	0
PSC Jindra Hall Renov. Planning	180,000	130,000	4,000,000
WSC Carhart Science Renov/Addn.	1,575,065	6,716,996	6,970,662
WSC South Sioux City Center	<u>4,200,000</u>	<u>0</u>	<u>0</u>
Total New Appropriation Requests	33,389,425	10,846,996	10,970,662

4.3.-2

Task Force for Building Renewal include:

	FY2007-08	FY2008-09	Future
Fire/Life Safety – Class 1	2,548,000		
Deferred Repairs – Class 1	2,573,500		
Energy Conservation – Class 1	1,627,000		
ADA – Class 1	577,640		
Fire/Life Safety – Class 2	1,222,500		
Deferred Repairs – Class 2	1,617,500		
Energy Conservation – Class 2	400,000		
ADA – Class 2	195,500		
ADA/Deferred Repair – Class 3		1,238,630	

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve Final Expenditure from LB 1 Construction Fund

A balance of \$45,748 remains in the construction fund from the LB 1 (2002) Facilities Corporation bond issue that funded the PSC Library and Academic Resource Center and the WSC power plant projects. Our bond counsel has advised that we need to spend the remaining money for costs related to the projects.

PSC has requested reimbursement for the retaining wall that had to be built at the southwest corner of the ARC following removal of the old cooling tower. The college paid for the retaining wall with cash funds and has requested reimbursement from the construction fund of \$14,072.

WSC requests \$24,160 for items related to the power plant, including tube brushes for the boilers; a gator to provide transportation for the energy manager; reimbursement for improvements to drains, scuppers, and snow guards; and funds to convert an area in front of the garage doors into a loading dock.

A plan to install a fire alarm panel in the energy plant to enhance round-the-clock coverage at WSC is pending approval. Should the approval be secured, WSC requests the remaining approximately \$7500 plus interest earnings since April 30, 2006, to begin that project. If the approvals are not secured, the System Office and the presidents recommend that the remaining amount and interest earnings be designated for additional educational equipment for the ARC at PSC.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

**ACTION: Approve Revolving Fund Adjustments for 2005-06 and 2006-07 for
Wayne State College**

The revolving fund appropriation provided by the Legislature is an estimate that can be adjusted with approval by the Board. The revolving fund amount for Wayne State for FY2005-06 was carried forward from previous years and does not accurately reflect the revenue bond budget approved by the Board. In order to give WSC adequate authorization to complete planned expenditures for the year, the System Office and WSC recommend Board approval of a \$110,259 increase for WSC's 2005-06 revolving fund appropriation.

To authorize spending in an amount consistent with WSC's planned revenue bond budget for 2006-07, the System Office and WSC recommend approval of an increase of \$266,461.

The authorized amounts for each year are consistent with Contingency Maintenance plans approved by the Board and allow for adequate debt service coverage.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno

June 2, 2006

ACTION: Approve Revised Operating Budgets for 2005-06

The colleges have provided revised 2005-06 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 2005-06 in the form of grants and encumbrances carried over from FY 2004-05.

The auditors will be examining the 2005-06 expenditures against the Board-approved fiscal year budgets. A table comparing the preliminary budgets along with the revised budgets follows.

2005-06 OPERATING BUDGETS

	CHADRON STATE COLLEGE		PERU STATE COLLEGE		WAYNE STATE COLLEGE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$13,475,315	\$13,475,315	\$7,508,233	\$7,586,277	\$16,369,485	\$16,704,452
Cash Fund	6,757,292	8,938,314	3,948,659	5,027,528	9,671,886	12,840,930
Federal Funds	7,548,000	9,487,291	4,866,090	4,925,501	3,166,133	4,358,239
TOTAL	\$27,780,607	\$31,900,920	\$16,322,982	\$17,539,306	\$29,207,504	\$33,903,621

**CHADRON STATE COLLEGE
2005-06 REVISED OPERATING BUDGET**

June 2, 2006

<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	102.00								102.00
Professional Staff FTE	8.76		2.00	22.25	13.82	26.80			73.63
Support Staff FTE	9.00			8.75	8.50	17.00	27.75		71.00
Salaries	6,800,000	500	96,000	1,000,000	1,068,377	1,950,000	725,000	0	11,639,877
Benefits	2,250,000	0	21,143	275,000	335,000	825,000	290,000	0	3,996,143
Total Permanent Salaries & Benefits	9,050,000	500	117,143	1,275,000	1,403,377	2,775,000	1,015,000	0	15,636,020
<u>Temporary Staff:</u>									
Part-time Faculty FTE	27.00								27.00
Graduate Assistant FTE	7.50								7.50
Federal Work-study FTE	16.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	26.50
Other Student FTE						2.08			2.08
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	681,351	3,000	8,000	75,000	70,000	100,000	27,000		964,351
Benefits									0
Total Temporary Salaries & Benefits	681,351	3,000	8,000	75,000	70,000	100,000	27,000	0	964,351
Total Personal Services	\$9,731,351	\$3,500	\$125,143	\$1,350,000	\$1,473,377	\$2,875,000	\$1,042,000	\$0	\$16,600,371
Total Operating Expenses	500,000	12,616	15,000	150,000	250,000	1,538,118	1,000,000	0	3,465,734
Total Supplies	340,000	2,200	8,500	40,000	85,000	175,000	290,000	0	940,700
Total Travel	140,000	675	2,000	32,175	71,830	200,000	3,000	0	449,680
Total Capital Outlay	140,000	6,150	6,000	325,000	20,000	125,000	240,451	0	862,601
Tuition Remissions and Exemptions	25,000	0	0	0	0	0	0	69,543	94,543
Total General/Cash Budget	\$10,876,351	\$25,141	\$156,643	\$1,897,175	\$1,900,207	\$4,913,118	\$2,575,451	\$69,543	\$22,413,629
Federal FTE	0.00	0.00	2.00	0.00	0.00	0.00	0.00	3.58	5.58
Total Federal Funds	80,690	101,231	282,309	0	32,500	193,430	0	8,797,131	9,487,291
Total Expenditures	\$10,957,041	\$126,372	\$438,952	\$1,897,175	\$1,932,707	\$5,106,548	\$2,575,451	\$8,866,674	\$31,900,920
<u>Fund Sources</u>									
General Funds	\$6,905,315	\$0	\$110,000	\$1,315,000	\$1,345,000	\$2,515,000	\$1,285,000	\$0	13,475,315
Cash Funds*	3,971,036	25,141	46,643	582,175	555,207	2,398,118	1,290,451	69,543	8,938,314
Federal Funds	80,690	101,231	282,309	0	32,500	193,430	0	8,797,131	9,487,291
Total Funds	\$10,957,041	\$126,372	\$438,952	\$1,897,175	\$1,932,707	\$5,106,548	\$2,575,451	\$8,866,674	\$31,900,920

* - Includes \$6,757,292 in new appropriation, \$183,854 in tuition increases, \$32,489 in System office reallocation, \$1,964,679 in encumbrance carry forward.

PERU STATE COLLEGE
2005-06 REVISED OPERATING BUDGET

June 2, 2006

<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>									
Permanent Staff:									
Faculty FTE	46.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.00
Professional Staff FTE	4.00	0.00	0.00	9.68	12.00	14.50	2.00	0.00	42.18
Support Staff FTE	6.00	0.00	0.00	6.00	2.60	16.00	20.00	0.00	50.60
Salaries	2,683,898	0	0	804,258	479,035	1,257,897	550,077	0	5,775,165
Benefits	818,253	0	0	241,560	170,547	364,526	251,664	0	1,846,550
Total Permanent Salaries & Benefits	3,502,151	0	0	1,045,818	649,582	1,622,423	801,741	0	7,621,715
Temporary Staff:									
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	0.50	0.00	3.65
Other Straight-time FTE	0.00	0.00	0.00	0.50	0.30	0.40	0.40	0.00	1.60
Salaries	665,935	0	13,984	50,618	76,051	42,994	22,580	0	872,162
Benefits	55,165	0	1,070	875	390	377	1,727	0	59,604
Total Temporary Salaries & Benefits	721,100	0	15,054	51,493	76,441	43,371	24,307	0	931,766
Total Personal Services	\$4,223,251	\$0	\$15,054	\$1,097,311	\$726,023	\$1,665,794	\$826,048	\$0	\$8,553,481
Total Operating Expenses	365,028	0	0	325,962	367,901	1,095,942	1,387,085	0	3,541,918
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	30,000	0	0	15,000	10,000	30,000	2,500	0	87,500
Total Capital Outlay	127,000	0	0	80,000	16,099	58,635	45,196	0	326,930
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	147,102	147,102
Total General/Cash Budget	\$4,745,279	\$0	\$15,054	\$1,518,273	\$1,120,023	\$2,850,371	\$2,217,703	\$147,102	\$12,613,805
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
Total Federal Funds	20,000	93,208	0	15,000	270,176	521,152	0	4,005,965	4,925,501
Total Expenditures	\$4,765,279	\$93,208	\$15,054	\$1,533,273	\$1,390,199	\$3,371,523	\$2,217,703	\$4,153,067	\$17,539,306
Fund Sources									
General Funds (1)	\$3,512,213	\$0	\$0	\$937,160	\$658,775	\$1,639,816	\$820,558	\$17,754	\$7,586,277
Cash Funds (2)	1,233,066	0	15,054	581,113	461,248	1,210,556	1,397,145	129,348	5,027,528
Federal Funds	20,000	93,208	0	15,000	270,176	521,152	0	4,005,965	4,925,501
Total Funds	\$4,765,279	\$93,208	\$15,054	\$1,533,273	\$1,390,199	\$3,371,523	\$2,217,703	\$4,153,067	\$17,539,306

(1) LB 425 GF Approp. \$7,508,233; Encumbrances \$78,043.87 = \$7,586,276.87

(2) LB 425 Cash Approp. \$3,948,659; Encumbrances and Payables \$557,756.98; Cash Fund Adjustment \$281,380; Tuition Increase \$93,700; System Marketing \$16,684; NE State Grant \$129,348 - \$5,027,527.98

**WAYNE STATE COLLEGE
2005-06 REVISED OPERATING BUDGET**

June 2, 2006

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	132.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.33
Prof. Staff/Non-Acad FTE	4.09	0.00	1.00	22.67	27.95	25.10	5.00	0.00	85.81
Support Staff FTE	14.75	0.00	0.00	9.00	9.49	22.80	33.50	0.00	89.54
Salaries	7,949,010	0	52,000	1,377,200	1,490,500	1,800,500	1,097,000	0	13,766,210
Benefits	2,397,840	0	8,600	441,120	488,900	680,270	429,000	0	4,445,730
Total Permanent Salaries & Benefits	10,346,850	0	60,600	1,818,320	1,979,400	2,480,770	1,526,000	0	18,211,940
<u>Temporary Staff:</u>									
Part-time Faculty FTE	37.12	0.63	0.00	0.00	0.90	0.00	0.00	0.00	38.65
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.00	0.00	0.00	0.00	7.50
Federal Work-study FTE	0.40	0.00	0.00	0.70	0.10	0.30	0.10	0.00	1.60
Other Student FTE									0.00
Other Straight-time FTE	1.20	0.00	4.00	9.30	3.80	1.90	3.50	0.00	23.70
Other FTE									0.00
Salaries	1,805,000	12,200	75,000	120,000	160,000	70,000	50,000	0	2,292,200
Benefits	146,750	605	5,800	9,200	12,240	5,400	3,800	0	183,795
Total Temporary Salaries & Benefits	1,951,750	12,805	80,800	129,200	172,240	75,400	53,800	0	2,475,995
Total Personal Services	\$12,298,600	\$12,805	\$141,400	\$1,947,520	\$2,151,640	\$2,556,170	\$1,579,800	\$0	\$20,687,935
Total Operating Expenses	635,391	9,280	176,009	565,000	704,640	966,736	2,033,621	0	5,090,677
Total Supplies	600,000	9,500	42,000	333,155	375,000	600,000	100,000	0	2,059,655
Total Travel	225,000	8,000	5,500	30,000	50,000	85,000	10,000	0	413,500
Total Capital Outlay	200,000	3,000	5,000	550,000	25,000	75,000	83,484	0	941,484
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	352,131	352,131
Total General/Cash Budget	\$13,958,991	\$42,585	\$369,909	\$3,425,675	\$3,306,280	\$4,282,906	\$3,806,905	\$352,131	\$29,545,382
Federal FTE	6.34	0.00	0.00	0.25	6.85	3.80	0.00	12.06	29.30
Total Federal Funds	465,212	0	0	5,020	416,000	267,693	0	3,204,314	4,358,239
Total Expenditures	\$14,424,203	\$42,585	\$369,909	\$3,430,695	\$3,722,280	\$4,550,599	\$3,806,905	\$3,556,445	\$33,903,621
<u>Fund Sources</u>									
General Funds**	\$8,626,184	\$10,197	\$0	\$1,730,400	\$1,878,100	\$2,660,800	\$1,798,771	\$0	16,704,452
Cash Funds**	5,332,807	32,388	369,909	1,695,275	1,428,180	1,622,106	2,008,134	352,131	12,840,930
Federal Funds	465,212	0	0	5,020	416,000	267,693	0	3,204,314	4,358,239
Total Funds	\$14,424,203	\$42,585	\$369,909	\$3,430,695	\$3,722,280	\$4,550,599	\$3,806,905	\$3,556,445	\$33,903,621

**Includes \$26,041,371 in new appropriation, \$2,480,853 in encumbrance/balance carryforward, \$232,826 adjustment for tuition/fee increases, \$352,131 in NSG funds. (\$8,420) in lapsed appropriation, \$200,000 in additional cash funds authorized and \$246,621 in utilities deficit funding.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve Revised Revenue Bond Budgets for 2005-06

The colleges have submitted their revised revenue bond budgets for the 2005-06 fiscal year.

The budgets indicate the colleges will exceed required 110% debt service coverage as follows:

Chadron	135%
Peru	154%
Wayne	168%

June 2, 2006

**NEBRASKA STATE COLLEGE SYSTEM
2005-06 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

REVENUE SOURCE	BUDGET FY 2006
Residence Hall/Dormitory Rentals	1,649,500
Apartment/House Rentals	155,000
Facilities Rentals	65,500
Food Service Contracts	1,450,000
Food Service Commissions	200,000
Facilities Fees	508,000
Bookstore Commissions/Income	86,500
Trustee Investment/Interest Income	85,000
Parking Fees/Fines	49,500
Other	86,000
TOTAL REVENUE	4,335,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,475,500
Utilities	440,000
Insurance	28,450
Equipment & Furnishings	20,450
Capital Outlay	3,000
Telephone/Cable Television/Internet	190,000
Supplies	75,100
Repairs and Maintenance	75,000
Other Operating Expenses	25,000
Operations/Maintenance Total	2,332,500
Food Service Payments	1,185,000
Debt Service	605,668
TOTAL EXPENSES	4,123,168
Available for Distribution to Subsidiary Funds	211,832
DEBT SERVICE COVERAGE RATIO	134.97%

June 2, 2006

NEBRASKA STATE COLLEGE SYSTEM
2005-06 REVENUE BOND OPERATIONS BUDGET

PERU STATE COLLEGE

REVISED BUDGET

REVENUE SOURCE	REVISED BUDGET FY 2006
Residence Hall/Dormitory Rentals	830,800
Apartment/House Rentals	71,000
Facilities Rentals	50,000
Food Service Contracts	735,150
Food Service Commissions	28,500
Facilities Fees	105,165
Bookstore Commissions/Income	0
Trustee Investment/Interest Income	63,875
Parking Fees/Fines	8,370
Other	33,370
TOTAL REVENUE	1,926,230

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	266,155
Utilities	230,000
Insurance	25,150
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	106,100
Supplies	50,346
Repairs and Maintenance	22,000
Other Operating Expenses	35,400
Operations/Maintenance Total	735,151
Food Service Payments	802,595
Debt Service	252,473
TOTAL EXPENSES	1,790,219
Available for Distribution to Subsidiary Funds	136,011
DEBT SERVICE COVERAGE RATIO	153.87%

June 2, 2006

**NEBRASKA STATE COLLEGE SYSTEM
2005-06 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY06
Residence Hall/Dormitory Rentals	2,168,400
Apartment/House Rentals	300
Facilities Rentals	3,000
Food Service Contracts	2,343,250
Food Service Commissions	54,590
Facilities Fees	695,100
Bookstore Commissions/Income	127,420
Trustee Investment/Interest Income	100,700
Parking Fees/Fines	103,000
Other	145,900
TOTAL REVENUE	5,741,660

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,804,230
Utilities	674,918
Insurance	52,000
Equipment & Furnishings	35,908
Capital Outlay	30,600
Telephone/Cable Television/Internet	234,600
Supplies	155,700
Repairs and Maintenance	96,475
Other Operating Expenses	155,000
Operations/Maintenance Total	3,239,431
Food Service Payments	1,274,110
Debt Service	732,150
TOTAL EXPENSES	5,245,691
Available for Distribution to Subsidiary Funds	495,969
DEBT SERVICE COVERAGE RATIO	167.74%

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve the Preliminary 2006-07 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 06-07, with the General and Cash Fund amounts based on the distribution of funds approved by the Board on April 18, 2006. The federal and revolving funds are estimates. CSC and WSC have increased federal estimated amounts to accommodate CSC's direct loan program and WSC's level of federal grants and student financial aid. WSC's revenue bond budget reflects the revised revolving fund amount anticipated for 2006-07 and approved by the Board in Agenda Item #4.6.

**CHADRON STATE COLLEGE
2006-07 PRELIMINARY OPERATING BUDGET**

June 2, 2006

<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	101.00				2.00				103.00
Professional Staff FTE	9.96		2.00	21.00	19.46	24.31			76.73
Support Staff FTE	15.49			5.75	8.00	22.50	28.20		79.94
Salaries	6,725,000	0	70,000	1,000,000	1,075,000	1,950,000	725,000	0	11,545,000
Benefits	2,225,000	0	20,000	275,000	335,000	825,000	290,000	0	3,970,000
Total Permanent Salaries & Benefits	8,950,000	0	90,000	1,275,000	1,410,000	2,775,000	1,015,000	0	15,515,000
<u>Temporary Staff:</u>									
Part-time Faculty FTE	17.50								17.50
Graduate Assistant FTE	7.50								7.50
Federal Work-study FTE	16.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	26.50
Other Student FTE						2.08			2.08
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	700,000	3,000	5,000	75,000	70,000	100,000	30,000		983,000
Benefits									0
Total Temporary Salaries & Benefits	700,000	3,000	5,000	75,000	70,000	100,000	30,000	0	983,000
Total Personal Services	\$9,650,000	\$3,000	\$95,000	\$1,350,000	\$1,480,000	\$2,875,000	\$1,045,000	\$0	\$16,498,000
Total Operating Expenses	325,000	10,000	15,000	150,000	275,000	810,000	626,707	0	2,211,707
Total Supplies	135,000	2,000	8,500	50,000	90,000	235,000	290,000	0	810,500
Total Travel	125,000	3,500	3,250	35,000	70,000	125,000	5,000	0	366,750
Total Capital Outlay	80,011	2,000	3,250	255,000	20,000	100,000	5,000	0	465,261
Tuition Remissions and Exemptions	0								0
Total General/Cash Budget	\$10,315,011	\$20,500	\$125,000	\$1,840,000	\$1,935,000	\$4,145,000	\$1,971,707	\$0	\$20,352,218
Federal FTE	0.00	0.00	2.00	0.00	0.00	1.00	0.00	3.92	6.92
Total Federal Funds	170,000	115,000	450,000	5,000	12,000	305,000	80,000	7,863,000	9,000,000
Total Expenditures	\$10,485,011	\$135,500	\$575,000	\$1,845,000	\$1,947,000	\$4,450,000	\$2,051,707	\$7,863,000	\$29,352,218
<u>Fund Sources</u>									
General Funds	\$7,567,000	\$0	\$83,000	\$1,380,000	\$1,500,000	\$2,550,000	\$1,101,707	\$0	14,181,707
Cash Funds	2,748,011	20,500	42,000	460,000	435,000	1,595,000	870,000	0	6,170,511
Federal Funds	170,000	115,000	450,000	5,000	12,000	305,000	80,000	7,863,000	9,000,000
Total Funds	\$10,485,011	\$135,500	\$575,000	\$1,845,000	\$1,947,000	\$4,450,000	\$2,051,707	\$7,863,000	\$29,352,218

**PERU STATE COLLEGE
2006-07 PRELIMINARY OPERATING BUDGET**

June 2, 2006

<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	51.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.00
Professional Staff FTE	5.00	0.00	0.00	13.00	11.58	15.50	2.00	0.00	47.08
Support Staff FTE	6.00	0.00	0.00	6.00	2.50	17.00	22.00	0.00	53.50
Salaries	2,938,639	0	0	889,496	500,287	1,378,609	630,076	0	6,337,107
Benefits	934,994	0	0	259,001	185,114	404,431	305,808	0	2,089,348
Total Permanent Salaries & Benefits	3,873,633	0	0	1,148,497	685,401	1,783,040	935,885	0	8,426,455
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.00	0.50	0.00	0.00	2.30
Other Straight-time FTE	0.00	0.00	0.00	0.50	0.30	0.20	0.00	0.00	1.00
Salaries	791,237	0	13,984	40,384	36,600	18,394	0	0	900,599
Benefits	60,530	0	1,070	1,586	390	377	0	0	63,953
Total Temporary Salaries & Benefits	851,767	0	15,054	41,970	36,990	18,771	0	0	964,552
Total Personal Services	\$4,725,400	\$0	\$15,054	\$1,190,467	\$722,391	\$1,801,811	\$935,885	\$0	\$9,391,007
Total Operating Expenses	289,384	0	0	325,469	355,971	1,231,999	840,281	0	3,043,104
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	30,000	0	0	15,000	10,000	30,000	2,500	0	87,500
Total Capital Outlay	127,000	0	0	80,000	16,099	58,635	245,560	0	527,294
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	17,754	17,754
Total General/Cash Budget	\$5,171,784	\$0	\$15,054	\$1,610,936	\$1,104,461	\$3,122,445	\$2,024,226	\$17,754	\$13,066,659
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
Total Federal Funds	20,000	93,000	0	25,000	300,000	470,000	0	3,958,090	4,866,090
Total Expenditures	\$5,191,784	\$93,000	\$15,054	\$1,635,936	\$1,404,461	\$3,592,445	\$2,024,226	\$3,975,844	\$17,932,749
<u>Fund Sources</u>									
General Funds (1)	\$3,468,432	\$0	\$0	\$1,190,467	\$722,391	\$1,801,811	\$935,885	\$17,754	\$8,136,740
Cash Funds (2)	1,703,351	0	15,054	420,469	382,070	1,320,634	1,088,341	0	4,929,919
Federal Funds (3)	20,000	93,000	0	25,000	300,000	470,000	0	3,958,090	4,866,090
Total Funds	\$5,191,783	\$93,000	\$15,054	\$1,635,936	\$1,404,461	\$3,592,445	\$2,024,226	\$3,975,844	\$17,932,749

(1) General Appropriation: \$8,136,740

(2) Cash Appropriation: \$3,948,659; 05-06 Tuition Increase/System Marketing \$110,384; 9/05 Cash Fund Adjustment \$106,000; 3/06 Cash Fund Adjustment \$570,579; 06-07 Tuition Increase \$194,297

(3) Federal Appropriation: \$4,866,090

WAYNE STATE COLLEGE
2006-07 PRELIMINARY OPERATING BUDGET

June 2, 2006

<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	131.82	0.00	0.00	0.00	0.33	0.00	0.00	0.00	132.15
Professional Staff FTE	4.09	0.00	1.75	22.92	30.46	28.31	5.00	0.00	92.53
Support Staff FTE	14.75	0.00	0.00	9.50	9.49	21.80	33.50	0.00	89.04
Salaries	7,683,000	0	76,000	1,415,000	1,740,000	1,975,000	1,170,000	0	14,059,000
Benefits	2,400,000	0	20,500	465,000	565,000	729,000	475,000	0	4,654,500
Total Permanent Salaries & Benefits	10,083,000	0	96,500	1,880,000	2,305,000	2,704,000	1,645,000	0	18,713,500
<u>Temporary Staff:</u>									
Part-time Faculty FTE	37.12	0.63	0.00	0.00	0.90	0.00	0.00	0.00	38.65
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.00	0.00	0.00	0.00	7.50
Federal Work-study FTE	0.40	0.00	0.00	0.70	0.10	0.30	0.10	0.00	1.60
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Straight-time FTE	1.20	0.00	4.00	9.30	3.80	1.90	3.50	0.00	23.70
Salaries	1,430,000	13,000	75,000	130,000	125,000	75,000	52,000	0	1,900,000
Benefits	105,000	1,000	5,500	10,000	9,700	5,500	3,800	0	140,500
Total Temporary Salaries & Benefits	1,535,000	14,000	80,500	140,000	134,700	80,500	55,800	0	2,040,500
Total Personal Services	\$11,618,000	\$14,000	\$177,000	\$2,020,000	\$2,439,700	\$2,784,500	\$1,700,800	\$0	\$20,754,000
Total Operating Expenses	510,000	4,000	125,000	450,000	550,000	900,000	2,100,000	0	4,639,000
Total Supplies	225,000	9,000	35,000	255,000	225,000	425,000	175,000	0	1,349,000
Total Travel	125,000	9,000	5,000	25,000	60,000	65,000	15,000	0	304,000
Total Capital Outlay	175,000	7,000	5,000	610,000	25,000	80,283	175,000	0	1,077,283
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
Total General/Cash Budget	\$12,653,000	\$43,000	\$347,000	\$3,360,000	\$3,299,700	\$4,254,783	\$4,165,800	\$0	\$28,123,283
Federal FTE	6.34	0.00	0.00	0.25	6.85	5.00	0.00	12.06	30.50
Total Federal Funds	375,000	0	0	10,000	375,000	265,000	0	3,200,000	4,225,000
Total Expenditures	\$13,028,000	\$43,000	\$347,000	\$3,370,000	\$3,674,700	\$4,519,783	\$4,165,800	\$3,200,000	\$32,348,283
<u>Fund Sources</u>									
General Funds (1)	\$9,205,227	\$13,000	\$165,000	\$1,850,000	\$2,240,000	\$2,550,000	\$1,560,000	\$0	\$17,583,227
Cash Funds (2)	3,447,773	30,000	182,000	1,510,000	1,059,700	1,704,783	2,605,800	0	10,540,056
Federal Funds (3)	375,000	0	0	10,000	375,000	265,000	0	3,200,000	4,225,000
Total Funds	\$13,028,000	\$43,000	\$347,000	\$3,370,000	\$3,674,700	\$4,519,783	\$4,165,800	\$3,200,000	\$32,348,283

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2006-07 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	REVOLVING FUNDS	TOTAL
Professional FTE	6		6
Salaries	599,720		599,720
Benefits	151,607		151,607
Sub-Total	751,327		751,327
Support Staff FTE	2		2
Salaries	69,220		69,220
Benefits	31,172		31,172
Sub-Total	100,392		100,392
Total Personal Serv	851,719	0	851,719
Total Operating Exp	86,850	0	86,850
Total Travel	39,806	6,200	46,006
Total Capital Outlay	0	0	
SUBTOTAL	978,375	6,200	984,575
Tri-State Graduate Center	42,388	0	42,388
Library Automation	14,625	0	14,625
Property Insurance	63,319	0	63,319
TOTAL	1,098,707	6,200	1,104,907

PRELIMINARY MARKETING INITIATIVES

New Funds for 2006-07	\$154,787
Advertising*	\$110,000
Educational Promo	\$30,000
Print Materials	\$14,787

*Includes TV, Radio & Print

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve the Preliminary 2006-07 Revenue Bond Budgets as Submitted by the Colleges

The colleges have submitted their preliminary revenue bond operating budgets for the 2006-07 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 110% debt service coverage for each of the colleges. The preliminary budgets indicate the colleges anticipate exceeding those required coverages as follows:

Chadron State College	152%
Peru State College	162%
Wayne State College	169%

June 2, 2006

**NEBRASKA STATE COLLEGE SYSTEM
2006-07 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY 2007
Residence Hall/Dormitory Rentals	1,700,000
Apartment/House Rentals	165,000
Facilities Rentals	50,000
Food Service Contracts	1,525,000
Food Service Commissions	210,000
Facilities Fees	572,000
Bookstore Commissions/Income	88,000
Trustee Investment/Interest Income	60,000
Parking Fees/Fines	50,000
Other	85,000
TOTAL REVENUE	4,505,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,350,000
Utilities	480,000
Insurance	35,000
Equipment & Furnishings	20,000
Capital Outlay	5,601
Telephone/Cable Television/Internet	195,000
Supplies	130,000
Repairs and Maintenance	120,000
Other Operating Expenses	40,000
Operations/Maintenance Total	2,375,601
Food Service Payments	1,220,000
Debt Service	598,043
TOTAL EXPENSES	4,193,644
Available for Distribution to Subsidiary Funds	311,356
DEBT SERVICE COVERAGE RATIO	152.06%

June 2, 2006

NEBRASKA STATE COLLEGE SYSTEM
2006-07 REVENUE BOND OPERATIONS BUDGET

PERU STATE COLLEGE

PRELIMINARY BUDGET

REVENUE SOURCE	Revised BUDGET FY 2007
Residence Hall/Dormitory Rentals	847,755
Apartment/House Rentals	63,925
Facilities Rentals	40,000
Food Service Contracts	742,252
Food Service Commissions	27,050
Facilities Fees	108,100
Bookstore Commissions/Income	0
Trustee Investment/Interest Income	50,000
Parking Fees/Fines	8,650
Other	33,000
TOTAL REVENUE	1,920,732

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	265,316
Utilities	250,000
Insurance	32,000
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	106,100
Supplies	49,500
Repairs and Maintenance	22,100
Other Operating Expenses	30,400
Operations/Maintenance Total *	755,416
Food Service Payments	810,000
Debt Service	249,773
TOTAL EXPENSES	1,815,189
Available for Distribution to Subsidiary Funds	105,543
DEBT SERVICE COVERAGE RATIO	142.26%

* LB 1060 appropriation is \$705,278.

June 2, 2006

**NEBRASKA STATE COLLEGE SYSTEM
2006-07 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY07
Residence Hall/Dormitory Rentals	2,255,136
Apartment/House Rentals	623
Facilities Rentals	2,000
Food Service Contracts	2,413,548
Food Service Commissions	56,228
Facilities Fees	725,100
Bookstore Commissions/Income	120,943
Trustee Investment/Interest Income	142,800
Parking Fees/Fines	117,700
Other	115,300
TOTAL REVENUE	5,949,378

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,894,442
Utilities	701,915
Insurance	75,000
Equipment & Furnishings	65,000
Capital Outlay	55,000
Telephone/Cable Television/Internet	245,000
Supplies	188,700
Repairs and Maintenance	48,576
Other Operating Expenses	122,000
Operations/Maintenance Total	3,395,633
Food Service Payments	1,312,333
Debt Service	734,688
TOTAL EXPENSES	5,442,654
Available for Distribution to Subsidiary Funds	506,724
DEBT SERVICE COVERAGE RATIO	168.97%

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve the Depositories and Signatories Submitted by the Colleges

Board policy #6006 states: "All cash receipts shall be deposited in banks to the credit of the individual colleges or to the Board, as appropriate. The Board of Trustees shall approve such depositories, the designation of account, and the authority for withdrawal.

The approved depositories, accounts, and authorized signatories to each account shall be recorded with the System Office.

Recommendations for depositor designation and withdrawal of such funds shall be presented to the Board each year at the last meeting of the prior fiscal year for approval."

Chadron State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

(Chadron State College continued)

[REDACTED]

Peru State College

[REDACTED]

[REDACTED]

Wayne State College

[REDACTED]

[REDACTED]

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve Changes to Campus Services Revised Program Statement for Wayne State College

At the December, 2005 meeting, the Board approved a revised program statement for the Wayne State Campus Services Building Renovation and Addition that incorporated Network and Technology Services into the addition. The document was submitted to the Coordinating Commission for Postsecondary Education (CCPE) for a second review under "change of scope" provisions. In the course of its review, the CCPE requested a space reduction from the planned addition of approximately 4,200 square feet, from 34,039 to 29,845. That amount of new space, combined with existing gross square feet (GSF) of 13,207, will give us a 43,052 GSF facility. Net assignable square feet will be 36,964, with a building efficiency of 84.7% for existing, 86.4% for new, and a combined efficiency of 85.9%, compared to an efficiency of 85.8% in the plan approved by the Board in December.

The college and the architect were able to achieve the reduction by cutting back on several areas throughout the program, with the biggest reduction being in storage areas. The college plans to eliminate some storage needs through a significant "weeding" process as they review inventories and move functions from other areas. They will also work to achieve efficiencies through combining a number of maintenance functions in one facility.

The CCPE did not require any budget adjustments, so the total cost remains at \$4,941,178. The operating and maintenance (O & M) budget was increased at the recommendation of the CCPE from \$32,000/year to \$136,800/year to adequately provide for the needs of the facility. Funding for the project is provided through the LB605 bonding process, with the O & M costs requested in the biennial operating budget.

The CCPE is expected to approve the change of scope at its meeting June 1, 2006, contingent upon the Board's approval. The System Office and the college recommend approval of the revisions.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve South Sioux City Project Program Statement for Wayne State College

Wayne State College and Northeast Community College have been working together with BCDM Architects of Omaha and The Clark Enersen Partners of Lincoln to prepare a program statement for the proposed College Center at South Sioux City. The basic concepts and justification for the project were presented to the Board at the March 31, 2006 meeting at Peru State College. The program statement was accepted at the special meeting of the Board on April 18, 2006.

State analysts have had the opportunity to review and comment on the document. The System Office and the college recommend Board approval. Approval is being requested of the Program Statement by the Northeast Community College Board on June 8, 2006.

If these approvals are received, the next step will be review by the Coordinating Commission for Postsecondary Education. Funding was approved in the recent legislative session for Wayne State College's share of Design Development for this project.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Accept Final Completion of Administration Building Remodel at Peru State College

Policy 8069 requires that when the architect, engineer, contractor and college-retained inspector or college representative determine that a project is complete with all work on the outstanding items adequately performed, the project shall be deemed to have reached final completion. The College President will notify the Board of Trustees at the next available Board meeting when the project final inspection is accomplished.

The campus staff members of the substantial completion committee of the Board of Trustees inspected the Administration Building at Peru State College on April 10, 2006 and determined that the project has reached final completion.

Committee Members

Cap Peterson, Trustee, Fiscal & Facilities Committee
Jean Dale, Vice Chancellor, Finance & Facilities, System Office
Bruce Donelson, Director, Facilities Management and Planning,
System Office
Mike Rindone, Representative of the State Building Division
Linda Jacobsen, Vice President Administration & Finance,
Peru State College
Paul Pate, Director of Campus Services, Peru State College

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Ratify Architect Selection – Peru State and Wayne State Colleges

In February, 2006, the Board appointed an architect selection committee for the PSC Al Wheeler Activity Center Addition/Renovation project. The committee met on June 1, 2006 and interviewed three firms. PSC will report on the selection by the committee at the Board meeting.

At the February meeting, the Board also appointed an architect selection committee for the WSC Rice lower level and stadium renovation project. The committee interviewed three firms on May 25, 2006. WSC will report on the selection by the committee at the Board meeting.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

**ACTION: Authorize Chancellor to Sign Architect Contract for Wheeler
Addition/Renovation at Peru State College**

The College will receive funding from bond proceeds resulting from Legislative Bill 605 for an addition and renovation to the Al Wheeler Activity Center. The selection committee is scheduled to meet on June 1, 2006. The College requests that the Board authorize the Chancellor to sign the architectural services contract when the selection committee completes its work.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

**ACTION: Authorize Chancellor to Accept Program Statement for Armstrong
Physical Education Building – CSC**

On May 4, 2006, the architect selection committee met and selected the firm of Leo A Daly to prepare a program statement for the Armstrong Physical Education Building at CSC. The facility has experienced significant settling and cracking over the years; and although it is currently stabilized, the college needs to determine whether it would be more effective to renovate or to replace the building. The architects are currently in the process of analyzing those alternatives. The goal is to have a program statement completed by June 15, 2006, the deadline for submitting plans to the Coordinating Commission for which we intend to request funding in the biennium budget.

With the Board's permission, the Chancellor will "accept" the program statement on June 15, send it out for Board review and comment and submit a draft to the Coordinating Commission to begin its review. Other analysts will also be provided with a copy for review. The architect will be available to address any questions and make any revisions that need to be made. The Board will be asked to approve the document in September, and an approved version will be in the Coordinating Commission's hands in time for prioritization with other higher education projects for which funding is requested.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno

June 2, 2006

ACTION: Approve Use of Capital Improvement Fees for LB 309 Match for the Following Projects at Chadron, Peru and Wayne State College

Chadron:	
Floor Scrapes at the Boiler House	\$ 3,000
Elevator Upgrades in Math/Science Building, Burkhiser Complex and Reta King Library	34,635
Peru:	
AI Wheeler Pool Filter Repair	\$ 375
Wayne:	
Water Main Project	\$110,000
Gardner Hall Roof Flashing Repair	1,000
Education ADA Restroom Design	3,000
Humanities ADA Restroom Design	<u>3,000</u>
TOTAL	\$155,010

The Task Force for Building Renewal (LB 309 Task Force) has approved funding for new floor scrapes in the wood fuel pit, needed to move wood fuel from the storage pit to a fuel feed conveyance system that supplies the boilers. The estimated total project cost is \$20,000. The System Office and Chadron State College recommend approval of an estimated \$3,000 in capital improvement fees to match the LB 309 Task Force funding for this project.

LB 309 funding has been provided to complete the elevator retrofit upgrades in the Math/Science Building, Burkhiser Complex and Reta King Library. Total cost of the upgrades is \$230,900. The System Office and the college recommend approval of \$34,635 in capital improvement funds to match the 309 funding.

The LB 309 Task Force has approved funding for pool filter repair for the AI Wheeler Activity Center. The System Office and the college recommend approval of \$375 in matching capital improvement fees to match LB 309 funding for the project.

The water main project at WSC has been approved for LB 309 funding. The project has been recently bid, and the System Office and WSC recommend approval for use of \$110,000 in capital improvement fees to complete the project. The total project includes a new water main through the center of campus, as well as upgrades to fire hydrants and backflow prevention systems. Other smaller projects require a match of \$7,000.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

ACTION: Approve the Following Grant Application as Submitted by Chadron State College:

Chadron Application

- Development of Wetland Education Materials, Workshops, and Website Enhancement for a Site at Grayton Beach, Florida (US Fish and Wildlife Service) -- \$29,232

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

4.19.-2

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

College: Chadron State College		Date: March 7, 2006
Notice of Intent	Application: X	Accept Award:
Name of Program: Development of Wetland Education Materials, Workshops, and Website Enhancement for a Site at Grayton Beach, Florida		
Funding Source: US Fish and Wildlife Service		
Amount Requested: \$29,232	Amount Awarded:	Funding Period: August 1, 2006 – September 30, 2007
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): Chadron State College = \$1500; National Wetlands Research Center = \$38,000. From CSC, the in-kinds funds will purchase student work-study time; postage and office operations; and software.		
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: Chadron State College (CSC) and the National Wetlands Research Center (NWRC) will develop materials for a wetland education study site at Grayton Beach, Florida. The WETMAAP team will facilitate two workshops. WETMAAP trainees, monitored by WETMAAP Team members, will facilitate a third workshop. The WETMAAP website will host developed materials.		
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: Catherine M. Lockwood, PhD		
Administrator responsible for approving the application: Janie C. Park, PhD, President		

Fiscal and Facilities Committee

Larry Teahon, Chair
 Cap Peterson
 Tyler Pribbeno

June 2, 2006

ACTION: Approve the Following Contracts and Change Order as Submitted by the Colleges:

Chadron Contracts

- Armstrong Gymnasium (program statement) – \$44,000 includes reimbursables
- Campus (on-line support software) - \$TBD
- Administration Building (architectural/engineering services for Phase II renovation) - \$289,945 plus reimbursables not to exceed \$16,500

Wayne Contract

- Campus Services Building (professional services) - \$334,213

Chadron Change Order

- Sparks Hall (#1 – value engineering modifications) - \$117,035 deduct

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 for more than \$100,000; b) architect/engineer fees of more than \$40,000; c) consultant contracts for more than \$50,000; and d) exempt contracts exceeding \$50,000.

Chadron State College	
Location on Campus:	Armstrong Gymnasium
Contracted Work:	Program Statement
Contract Amount:	\$44,000 includes reimbursables
Fund Source:	Cash Funds
Contractor:	Leo A Daly
Location on Campus:	Campus
Contracted Work:	On-Line Support Software
Contract Amount:	\$TBD
Fund Source:	Cash Funds
Contractor:	TBD
Location on Campus:	Administration Building
Contracted Work:	Architectural/Engineering Services fro Phase II Renovation
Contract Amount:	\$289,945 plus reimbursables not to exceed \$16,500
Fund Source:	LB 605
Contractor:	Bahr Vermeer and Haecker

Wayne State College	
Location on Campus:	Campus Services Building
Contracted Work:	Professional Services
Contract Amount:	\$334,213
Fund Source:	LB 605
Contractor:	Alley Poyner Architecture

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:	Sparks Hall
No. & Description:	#1 Value Engineering Modifications
Change Order Amount:	\$117,035 deduct
Fund Source:	Capital Construction Allocation
Contractor:	Fuller Construction

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno

June 2, 2006

ACTION: Approve the Acceptance and Retrieval of LB 309 Allocations

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

Chadron

1. Retrieval of \$1,087.15 for roof repair on Miller Hall.
Allocation Date/Amount 8/29/05 \$4,760.00
Retrieval Date/Amount 4/18/06 1,087.15
Estimated Project Cost \$3,672.85

Peru

1. Retrieval of \$42,667.73 for tuckpoint on AV. Larson.
Allocation Date/Amount 10/15/03 \$55,250.00
Retrieval Date/Amount 3/14/06 42,667.73
Estimated Project Cost \$12,582.27
2. Retrieval of \$4,989.81 for tuckpoint of Campus Services.
Allocation Date/Amount 10/15/03 \$50,575.00
Retrieval Date/Amount 3/14/06 4,989.81
Estimated Project Cost \$45,585.19
3. Retrieval of \$9,489.72 to replace pumps for the Auditorium/Theater.
Allocation Date/Amount 9/29/05 \$13,500.00
Retrieval Date/Amount 3/14/06 9,489.72
Estimated Project Cost \$ 3,510.28
4. Retrieval of \$1,040.40 for roof replacement for Auditorium/Theater.
Allocation Date/Amount 7/11/05 \$8,500.00
Retrieval Date/Amount 3/14/06 1,040.40
Estimated Project Cost \$7,459.60
5. Retrieval of \$91,639.42 for HVAC replacement for Administration.
Allocation Date/Amount 11/9/04 \$888,250.00
Retrieval Date/Amount 3/14/06 91,639.42
Estimated Project Cost \$796,610.58
6. Retrieval of \$5,956.11 for window replacement for Administration.
Allocation Date/Amount 11/9/04 \$85,000.00
Retrieval Date/Amount 3/14/06 5,956.11
Estimated Project Cost \$79,043.89

4.21.-2

7. Retrieval of \$3,204.61 for roof replacement for Administration.

Allocation Date/Amount	7/24/03	\$61,200.00
Retrieval Date/Amount	3/14/06	<u>3,204.61</u>
Estimated Project Cost		\$57,995.39

8. Acceptance of \$2,125.00 to repair pool filter system at AJ Wheeler Center

Allocation Date/Amount	4/26/06	\$2,125.00
College Contributed Amount		<u>375.00</u>
Estimated Project Cost		\$2,500.00

9. Retrieval of \$589.46 for tuckpointing the Campus Services building

Allocation Date/Amount	10/15/03	\$50,575.00
Retrieval Date/Amount	4/18/06	<u>589.46</u>
Estimated Project Cost		\$49,985.54

Wayne

1. Acceptance of \$8,500.00 for fascia/soffit repair on Connell Hall.

Allocation Date/Amount	3/27/06	\$8,500.00
College Contributed Amount		<u>1,500.00</u>
Estimated Project Cost		\$10,000.00

Academic, Personnel & Student Affairs Committee*Willa Kosman, Chair**Richard Halbert**Michael Jacobsen*

June 2, 2006

The following management bargaining teams have been appointed in preparation for the next bargaining session with the State College Education Association (SCEA), the Nebraska State College Professional Association (NSCPA), and the National Association of Public Employees, Local #61, of the American Federation of State, County and Municipal Employees (NAPE/AFSCME) bargaining units:

Chief Negotiator:	Larry Schultz
Labor Counsel:	George Rozmarin
Faculty Unit (SCEA):	Lois Veath, CSC Korinne Tande, PSC Bob McCue, WSC
Professional Staff Unit (NSCPA):	Dale Grant, CSC Linda Jacobsen, PSC Cheryl Waddington, WSC
Support Staff Unit (NAPE):	Kara Vogt, CSC Yolanda Cade, PSC Beth Kroger, WSC

The State Employees Collective Bargaining Act (Sec. 81-1369 to 1390, Neb. Rev. Statutes, 1943) requires that the bargaining of labor contracts be in advance of the budget-making process and be conducted according to a Legislatively mandated schedule. Negotiations for the next biennium are to commence on or before September 8, 2004.

Following is the time frame for negotiations as outlined by the Act:

September 13 Negotiations to commence on or before the second Wednesday in September

December 15 Parties choose a Special Master

January 1 Dispute submitted to the Special Master for those issues in which a voluntary agreement has not yet been reached

January 10 Parties reduce to writing and sign all agreed upon issues and exchange final offers on each unresolved issue

January 15 All unresolved issues at impasse are to be submitted to the Special Master

February 15 Special Master ruling required (must choose one offer or the other)

March 15 Any appeal of an adverse ruling by the Special Master must be made to the CIR

March 16 Reported required by the Chief Negotiator to the Legislature and Governor

5.1.-2

July 1 CIR ruling deadline

If the parties do not reach a voluntary agreement by January 1, 2007, the dispute must be submitted to a mediator who is mutually selected by the parties or appointed by the Federal Mediation and Conciliation Service. All unresolved issues are to be reduced to writing and exchanged as final offers on each issue by January 10th and to a Special Master chosen by mutual agreement from a list qualified by the Commission of Industrial Relations by January 15th if still unresolved. The Special Master is obligated to choose the most reasonable final offer on each issue in dispute by February 15th. In making such choice the Special Master shall consider factors relevant to collective bargaining between public employers and public employees including comparable rates of pay and conditions of employment that are comparable to the prevalent wage rates paid and conditions of employment for the same or similar work of workers exhibiting like or similar skills under the same or similar working conditions. Ability to pay is not one of the factors that the Special Master may consider. The costs of the Special Master are borne equally by the parties.

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair

Richard Halbert

Michael Jacobsen

June 2, 2006

Report on Changes to Update Policy 4160, 4170 & 4180

The attached changes to Policies 4160, 4170, and 4180 reflect recent Board action relating to academic programs.

5.2.-2

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEMS

POLICY: 4160

**Degree Programs;
Chadron State College**

Page 1 of 2

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

2. Specific Authorization, Non-Teaching Degree Programs

Bachelor

- Applied History
- Art
- Biology
- Business Administration
- Communication Arts
- Family & Consumer Science
- General Business
- Health Sciences
- History
- Industrial Management
- Information Resource Management
- Information Management Systems ~~Science & Technology~~
- Interdisciplinary Studies
- Justice Studies – Criminal Justice
- Justice Studies – Legal Studies
- Literature
- Mathematics
- Music
- Physical Sciences
- Psychology
- Range Management
- Recreation
- Social Work
- ~~Spanish~~
- Technical Occupations
- Theatre

Master

- Business Administration
- Organizational Management

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEMS

POLICY: 4160

Degree Programs;
Chadron State College

Page 2 of 2

3. Specific Authorization, Teacher Certification Programs

Bachelor

Elementary Education Field Endorsement
 Art Field Endorsements
 Basic Business Ed Subject Endorsement
 Biology Subject Endorsement
 Business Education Field Endorsement
 Chemistry Subject Endorsement
 Early Childhood Educ Subj Endorsement
 Early Childhood Educ Unified Field End.
 Earth Science Subject Endorsement
 Economics Education Subject Endorsement
[Elementary Education Field Endorsement](#)
 English Subject Endorsement
 Family & Consumer Science Field Endorsement
 Foreign Language Subject Endorsement
 Health & Physical Education Field Endorsement
 Health Education Subject Endorsement
 History Subject Endorsement
 Industrial Technology Field Endorsement
 Language Arts Field Endorsement
 Library Media Specialist Field Endorsement
 Mathematics Field Endorsement
 Middle Grades Field Endorsement
 Mild & Moderate Disabilities Field Endorsement
 Music Field Endorsements
 Natural Science Field Endorsement
 Physical Education Subject Endorsement
 Physical Science Field Endorsement
 Physics Subject Endorsement
 Social Science Field Endorsement
 Theatre Subject Endorsement
 Trade and Industrial Education Field Endorsement
 Vocal Music Subject Endorsement

Master

Education Administration
 Elementary Education
 Secondary Education
 Counseling
 History
 Science/Math

Specialist

Education Admin.

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

Policy Revised: 6/9/05

[Policy Revised: 6/2/06](#)

5.2.-4

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEMS

**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](#)
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

[Master](#)

[Organizational Management](#)

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEMS

**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
 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
 Policy Revised: 6/5/05
[Policy Revised: 6/2/06](#)

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEMS

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

Page 1 of 2

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
[Master of Science](#)
 Specialist in Education

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

Bachelor

Applied Human and Sport Physiology
 Art
 Business Administration
 Chemistry
 Computer Information Systems
 Computer Science
 Criminal Justice
 Early Childhood
 English
 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
 Sports Management
 Technology
 Theatre

Master

Business Administration
[Organizational Management](#)

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEMS

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

Page 2 of 2

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

Bachelor	Master	Specialist
Art Education K-12 Field/Subject Endorsements	School Counseling Counselor-Edue	School Admin/Ed Ldrshp
Basic Business Education Subject Endorsement	Curriculum & Instruction	
Business Education Field Endorsement	Exercise Science	
Chemistry Education Subject Endorsement	School Administration	
Early Childhood Education Unified Field Subject Endorsement		
Elementary Education Field Endorsement	Special Education	
English Education Subject Endorsement	Sport Management	
Family & Consumer Sciences Education Field Endorsement		
French Subject Endorsement		
Geography Subject Endorsement		
Health & PE K-12 Field Endorsement		
History Subject Endorsement		
Industrial Technology 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 4-9 Field Endorsement		
Music Vocal/Instrumental K-12 Field/Subject Endorsements		
Natural Science Field Endorsement		
Physical Education K-12 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		

- 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
- Policy Revised: 6/9/05
- [Policy Revised: 6/2/06](#)

Academic, Personnel & Student Affairs Committee*Willa Kosman, Chair**Richard Halbert**Michael Jacobsen*

June 2, 2006

Report on Peru Experimental Class Schedule

For the 2003-2004 academic year, Peru State College modified its existing academic daily schedule. The schedule provided courses 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 minute 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 evening hours, when possible, to provide alternatives for students.

During the 2006-2007 academic year, the course schedule has been modified to include WF course offerings. In addition, several new courses were scheduled as "Friday only" courses. These additions to the course schedule provide additional options which increase scheduling flexibility for PSC students. The Deans in each academic area examined their academic programs and schedules prior to recommending the courses for the additional time slots. The modifications were based on providing options to the students that would allow enrollment combinations that take advantage of the flexible schedule. This is especially true for the PSC students who commute and/or have jobs off campus. Having an extended block of time during the week or on Fridays is also a benefit for students completing education field experiences or internships.

The alternative schedule continues to provide several benefits to PSC and its students. These benefits include a reduced reliance on adjuncts, increased FTE, a possible increase in the number of work hours available for many students with a schedule that is concentrated in various time periods, and a decrease in commuting time. The new schedule allows PSC to offer certain programs, for which there is low demand from traditional students on campus, in a new hybrid format to serve employed adult students seeking an online education, but who may still wish to come to campus one day per week on occasion to receive lectures and technical assistance for more challenging courses. We believe these opportunities will reinvigorate, for example, our Accounting and CMIS programs.

Campus personnel continue to review the non-academic areas affected by the new schedule. The additional evening meal option provided by the food service continues to be a success. Approximately 200-250 students continue to partake of the evening meal and the opportunity to socialize with friends. The Library and the Academic Resource Center (ARC) remain open in the evening to further accommodate the students on campus.

5.3.-2

Faculty continue to make adjustments to course delivery methods as they continue to modify their presentations and class activities to meet the lengthened time frame. Faculty have also noted that student absenteeism has been reduced for a variety of reasons related to the new schedule. Many students have come to realize that missing a course under the new schedule often has a more dramatic affect on missing material covered in class since courses are only offered twice per week instead of the traditional three times per week. Athletes are missing fewer courses as they often travel on Fridays.

Faculty and staff are able to schedule meetings, work sessions, and training sessions on Friday. All faculty assessment meetings, training on Blackboard (for on-line instruction), and all college meetings are three types of activities that have been conducted on Friday with high attendance from faculty and staff. Education faculty have taken advantage of having blocks of time to spend in the P-12 schools to work with students engaged in field work.

The benefits of the modified schedule continue to outweigh any of the issues that have arisen. The academic areas monitor the schedule and its impact on program completion for students, faculty workload, and class enrollments.

Academic, Personnel & Student Affairs Committee

Willa Kosman, Chair
Richard Halbert
Michael Jacobsen

June 2, 2006

Revisions to Board Policies

The following policies have been revised to harmonize policy provisions with changes either mandated by law or by former acts of the Board. These changes have been made in accordance with Article XIV of the Board By-Laws, Revisor of Board By-Laws and Policies, and Board Policy 2010, Duties of the Chancellor. These revised policies are as follows:

Policy 3050 – Residency (total revision to provide more detail and guidance for admissions officers); proposed changes are statutorily authorized for the Board;

Policy 3200 – Due Process for Students (changes provide more prescriptive hearing process to ensure all process due is provided in procedures involving serious disciplinary action);

Policy 3402 – Non-Residents Working Full-Time in Nebraska (current policy cites only legal dependents, which was intended to include spouse; so spouse now cited for clarification);

In addition, the following policies have been revised to reflect the change in title from Executive Director to Chancellor.

Policy 3210 Grievance Procedures--Students	Policy 5020 Search & Selection Procedures; State College Employees
Policy 3400 Tuition Remission	Policy 5021 Delegation of Authority to Make Certain Appointments
Policy 3600 Graduation	Policy 5023 Hiring of Special Services
Policy 3710 Athletics; Program Guidelines	Policy 5024 Presidential Associate Appointment
Policy 4100 Program Approval	Policy 5030 Method of Payment; Periods of Employment; State College Employees
Policy 4610 Faculty Exchange Agreements	Policy 5031 Compensation from Grants and Contracts; Faculty and Staff
Policy 4620 Accreditation	Policy 5100 Performance Evaluation; Chancellor
Policy 4730 Delivery of Telecommunications Courses	Policy 5101 Performance Evaluation; Presidents
Policy 4830 Academic Reports	Policy 5103 Performance Evaluation; Professional Staff
Policy 5000 Equal Employment Opportunity/ Affirmative Action Guidelines	Policy 5104 Performance Evaluation; Support Staff
Policy 5005 Political Activities; State College Employees	Policy 5110 Academic Freedom and Tenure Committee; Powers Due Process; Faculty
Policy 5010 Categories of Personnel; State College Employees	Policy 5111 Tenure Recommendations Procedure; Faculty

5.4.-2

Policy 5011 Employment Contract; Presidents
and Chancellor

Policy 5013 Employment Contract; Professional
Staff

Policy 5014 Types of Appointments; Notice
Requirements; Faculty and
Professional Staff

Policy 5017 Emeritus Status

Policy 5112 Granting of Tenure; Faculty

Policy 5113 Promotion Criteria and Process;
Faculty

Policy 5115 Reasons for Denials;
Non-Reappointment; Faculty
and Professional Staff

BOARD POLICY

Pursuant to Article VII, Section 13 of the Constitution of the State of Nebraska, and Sections 85-501 to 85-504 of the Nebraska Revised Statutes, ~~the Board of Trustees shall fix and collect tuition and fees for resident and non-resident students who matriculate at one of the State Colleges. A person shall not be deemed to have established a residence in this state unless such person is:~~

- ~~1. of legal age (19 years or older) or is an emancipated minor and shall have resided in Nebraska for a minimum period of one hundred eighty days immediately prior to application for resident status. It shall be the bona fide intention of such persons to make this state their permanent residence, supported by documentary proof;~~
- ~~2. not of legal age, dependent of parents/guardian living in Nebraska, supported by documentary proof;~~
- ~~3. of legal age and is a dependent for federal income tax purposes of parents/guardian living in Nebraska, supported by documentary proof;~~
- ~~4. married to a Nebraska resident, supported by documentary proof;~~
- ~~5. non U.S. citizen who has established a home in Nebraska for a period of at least one hundred eighty days, with the bona fide intention to become a permanent resident alien of the United States and make this state his/her permanent residence, supported by documentary proof;~~
- ~~6. permanent full time employee (or dependent/spouse) of a Nebraska postsecondary institution;~~
- ~~7. on active duty with the armed services of the United States and has been assigned a permanent duty station in Nebraska, or is a legal dependent of a person on active duty with the armed services of the United States assigned a permanent duty station in Nebraska; or~~
- ~~8. a graduate of an accredited Nebraska high school or formerly attended a Nebraska postsecondary institution as a resident.~~

PROCEDURES

1. A determination of resident status must be made at the time of each registration. Once an individual has been enrolled at a Nebraska State College or at the University of Nebraska as a resident student, he or she shall be afforded that privilege during the balance of that and any subsequent enrollments at the State College.

An individual who moves to Nebraska primarily to enroll at a Nebraska State College is presumed to be a non-resident for tuition purposes for the duration of his or her attendance at the College, unless the individual is able to establish residency status for tuition purposes as outlined below.

Individuals seeking to establish resident status for tuition purposes who are subject to the 180 days minimum requirement must have established a home in Nebraska at least 180 days prior to the time at which they request such a determination. In addition, they must also initiate the various other domiciliary contacts which will support their application within a reasonable period of time after they have established their domicile in Nebraska.

Individuals seeking a resident student determination for tuition purposes will be required to sign a notarized affidavit outlining the reasons under which they believe that they qualify and attesting to the truth and accuracy of their statements. If it is subsequently determined that an individual has falsified such a statement, he or she may be subjected to disciplinary action by the College before the individual will be permitted to continue with his or her studies at the College. Such disciplinary action will be determined on an individual basis, and may include measures such as disciplinary probation or suspension, expulsion from the College, or a requirement that the individual reimburse the College for the difference between the tuition paid and the nonresident tuition rate.

Individuals who believe that they have been incorrectly denied a resident tuition determination may appeal that decision through channels established by the President of the State College where the adverse decision was made. The decision by the College President or his or her designee shall be final in any such appeals.

2. Definitions

For the purpose of this policy, the following definitions apply:

- a. Resident Tuition shall mean the resident tuition rate set by the Board of Trustees.
- b. Non-Resident Tuition shall mean the nonresident tuition rate set by the Board of Trustees.
- c. Legal Age shall be the age of majority set by Nebraska statute.
- d. Emancipated Minor shall mean an individual who by virtue of marriage, financial status, or other reasons, has become independent of his or her parents or guardians.
- e. "Established a home" shall mean that the individual continuously maintains a primary place of residence in Nebraska where the individual is habitually present.
- f. Legal Residence shall mean the place of domicile or permanent abode as distinguished from temporary residence.
- g. Dependent refers to a person who is claimed as a dependent or an exemption for federal income tax purposes by a parent, guardian, or spouse.

3. Resident Tuition Categories

An individual will qualify as a resident of the State of Nebraska for tuition purposes at a Nebraska State College if, prior to the commencement of the term for which residency is sought, he or she meets the standards set forth in any one of the following categories:

- a. A person of legal age (19 years or older) or an emancipated minor who for a period of at least 180 days has resided in Nebraska where he or she is habitually present prior to application for resident status, and who can verify by documentary proof that he or she intends to make Nebraska his or her permanent residence.
 - i. In addition to documentation of occupancy of a home or residence in Nebraska for the previous 180 days, intent to make Nebraska a permanent residence may be demonstrated by any three of the following factors:
 1. a current Nebraska driver's license;
 2. documentation that the individual is registered to vote in Nebraska;
 3. a current Nebraska automobile registration in the individual's name;
 4. documentation of individual checking or savings accounts maintained with a Nebraska financial institution;
 5. documentation of current employment in Nebraska, and withholding of Nebraska income tax;
 6. copies of the provisions of an individual's most recent state income tax return indicating a Nebraska taxpayer status.

- b. A minor whose parent, parents, or guardian have established a home in Nebraska where such parent, parents, or guardian are habitually present with the bona fide intention of making Nebraska their permanent place of residence.
- i. For the purpose of this section, an individual shall be required to present documentary proof that his or her parent, parents, or guardians have established a home in Nebraska. Such proof shall consist of the following:
 1. documentation that the parent or guardian has established a home in Nebraska;
 2. documentation that the individual seeking a resident tuition determination is a dependent for federal income tax purposes of the parent or guardian who has established a home in Nebraska; and
 3. other supporting documents of the parent or guardian's Nebraska residency including, but not limited to, the following factors:
 - a. a current Nebraska driver's license;
 - b. documentation that the individual is registered to vote in Nebraska;
 - c. a current Nebraska automobile registration in the individual's name;
 - d. documentation of individual checking or savings account maintained with a Nebraska financial institution; or
 - e. documentation of current employment in Nebraska.
 - ii. For purposes of this section, an individual, once enrolled as a resident student, whose parent, parents, or guardian have previously established a home in Nebraska, as documented through evidence such as that outlined above in this section, shall continue to be classified as a resident for tuition purposes if the parent, parents, or guardian upon whom he or she remains dependent move from the state.
 - iii. There shall be no minimum period of residence for the parent or guardian under this section.
- c. A person of legal age who has established a home in Nebraska and is a dependent for federal income tax purposes of a parent or former legal guardian who has established a home in Nebraska.
- i. For purposes of this section, an individual shall be required to present the following:
 1. documentation that both he or she and the parent or former guardian have established a home in Nebraska. Such documentation shall be the same as that required under section 3b(i) above; and
 2. documentation that he or she is, for federal income tax purposes, the dependent of the parent or former guardian for the most recent tax year.
 - ii. There shall be no minimum period of residence under this section.
- d. An individual who has married a resident of Nebraska.
- i. For the purpose of this section, an individual shall be required to verify that he or she is married to an individual who, prior to the marriage, had already established a home in Nebraska. Such verification shall consist of:
 1. a valid marriage license; and
 2. documentation of his or her spouse's Nebraska residence status, as required in section 3a above.
- e. An individual who has become a permanent resident alien of the United States or has been granted asylee or refugee status.
- i. For purposes of this section, an individual will be required to present documentation that he or she:
 1. has been a resident of the State of Nebraska for a period of at least 180 days, verified as required in section 3a(i) above; and
 2. is a holder of a permanent resident alien, asylee, or refugee status.

- f. An individual who is a staff member or a dependent or spouse of a staff member of one of the Nebraska State Colleges, the University of Nebraska, or one of the Nebraska Community Colleges.

 - i. For the purposes of this section, an individual will be required to verify that he or she is either:

 - 1. a permanent staff member holding at least a .50FTE appointment at a State College, the University of Nebraska, or one of the Nebraska Community Colleges; or the spouse or a dependent of such a staff member for federal income tax purposes.
- g. An individual on active duty with the armed services of the United States, and who has been assigned a permanent duty station in Nebraska, or a spouse or dependent of an individual who has been assigned a permanent duty station in Nebraska.

 - i. An individual on active duty with the United States armed services will be granted resident tuition status if he or she verifies:

 - 1. that he or she is on active duty with the armed forces; and
 - 2. that his or her permanent duty station is in Nebraska.
 - ii. An individual who is a spouse or a dependent of a person on active duty with the United States armed services will be granted resident tuition status if he or she verifies that he or she is a spouse or a dependent, for federal income tax purposes, of an individual meeting the qualifications outlined above in this section.
 - iii. There shall be no minimum period of residence under this section.
- h. An individual who has established a home in Nebraska and is a graduate of an accredited Nebraska senior high school and was a legal resident of the state at the time of graduation.

 - i. For the purposes of this section, documentary proof of a Nebraska residence shall consist of:

 - 1. an official transcript from an accredited Nebraska senior high school indicating that the individual graduated from that school.
 - ii. There shall be no minimum period of residence for the individual under this section.
- i. An individual who has been enrolled at one of the Nebraska State Colleges, a Nebraska Community College, or the University of Nebraska as a resident student, shall be afforded the same privilege during the balance of that and any subsequent enrollments at a State College.

4. Non-Residents Working Who Pay Nebraska Income Tax

Individuals who reside outside of Nebraska but pay Nebraska income tax, and the spouses or dependents of such individuals as defined by IRS regulations, are eligible for resident tuition upon documented evidence of such payment to the State.

5. Non-Residents Working Full-Time in Nebraska

Individuals working full-time in Nebraska, and their legal dependents as defined by IRS regulations, who reside out-of-state but within states contiguous to Nebraska and file Nebraska non-resident incomes taxes shall be eligible for resident tuition.

- a. For purposes of this section, individuals requesting resident tuition status under this section shall provide the College with evidence of current full-time employment in the State of Nebraska and evidence of filing of Nebraska income tax forms for the most recent tax year.
- b. Eligible dependents shall provide proof of their parent, parents, or guardians full-time employment in the State of Nebraska and evidence of their parent, parents, or guardians having filed a Nebraska income tax form proving dependency for the most recent tax year.

Legal Reference: RRS 85-501 State educational institutions; non-resident fee
RRS 85-502 State educational institutions; domicile; defined; requirements; Attendance of students; effect
RRS 85-502.01 Residence; affidavit of intent; requirements

Policy Adopted: 1/28/77
Policy Revised: 10/4/80
Policy Revised: 6/5/93
Policy Revised: 6/2/06

BOARD POLICY

It is the policy of the Board to grant procedural due process to students accused of violating regulations at the Colleges, except those involving academic performance and achievement for which each college will devise its own adjudication procedures for addressing academic misconduct. In instances where misconduct may result in a student's suspension or expulsion from the College, the procedures outlined below shall be followed. When an alleged violation may result in a disciplinary sanction not involving a suspension or expulsion, such as a disciplinary warning or probation, or reimbursement for damage to or misappropriation of property, each College shall establish its own procedures for adjudicating alleged misconduct. Such procedures shall provide appropriate due process protections.

PROCEDURE

1. The student shall be notified in writing by an appropriate college official that he/she is accused of violating a regulation. In the event the charges would justify an expulsion or suspension, the student shall be made aware of grounds which would justify such action by way of the student handbook or other published College regulation.
2. The student shall be notified that he/she may elect one of three courses of action.
 - a. The student may admit the alleged violation and request, in writing, that the administrative officer take whatever action seems appropriate.
 - b. The student may admit the alleged violation, and request a hearing before the appropriate hearing panel.
 - c. The student may deny the alleged violation, in which case the administrative officer shall refer him/her to the appropriate hearing panel.
3. The College may seek to settle the grievance by informal methods of adjustment and settlement or other informal methods. The student may also request in writing that an informal resolution be employed and, if the College grants such a request, the student's decision can be binding, if freely and knowingly made, even though suspension, expulsion or the imposition of a stigmatizing penalty might result. Students should be advised in writing of all risks associated with any waiver of due process rights and provided a reasonable amount of time to consider their decision and to confer with a family member or advisor.
4. If informal methods fail to resolve the matter satisfactorily, and the student selects either 2b or 2c course of action as noted above, a hearing shall be conducted in accordance with the following procedure within five (5) working days of the administration's determination that the informal methods to resolve have failed, unless the student requests an extension in writing, which shall not be unreasonably denied.
 - a. Prior to the hearing, the student shall be entitled to the following:
 - ~~1)~~ Written notification of the time and place of the hearing with reasonable time allowed for grievant to prepare a presentation and defense.
 - ~~2)~~ A written statement of the charges of sufficient particularity so that the student may prepare his/her defense.
 - ~~3)~~ The grounds which would justify expulsion or suspension that are cited in the student handbook and the possible sanctions to be imposed.
 - ~~4)~~ Written notification of the names of the witnesses who are directly responsible for having reported the alleged violation, or, if there are no such witnesses, written notification of how the alleged violation came to the panel's attention, and
 - A copy of all documentary evidence to go before the hearing body.
 - b. The student shall be entitled to appear in person and present his/her defense to the hearing panel, and may call witnesses in his/her behalf. The student may elect not to appear before the hearing panel. Should he/she elect not to appear, the hearing shall be held in his/her absence.

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- c. The student shall be entitled to be accompanied by a person of his or her own choosing from the college community to assist in the proceedings or by counsel at the student's expense. An attorney or advisor, if present at the request of the student, may be present to counsel the student, but may not directly participate in the hearing by making oral presentation or arguments, examine or cross-examine a witness, or object to testimony of a witness or to introduction of other evidence.
 - d. The student shall be entitled to ask questions of the hearing panel or any witnesses.
 - e. The student shall be entitled to an expeditious hearing of the case.
 - f. The student shall be able to request that the hearing be either open or closed to the public. This request shall be made to the chair of the hearing panel.
 - g. A record of the hearing will be kept by the hearing panel.
 - h. The student shall be entitled to an explanation in writing of the reasons for any decisions rendered against him/her and the discipline imposed, and shall be given access to the hearing panel's decision for his/her personal records.
5. The hearing panel responsible for conducting student disciplinary hearings shall be selected annually and be composed of campus administrators, faculty, and students. Such selection shall be at the approval of the campus President. Individuals serving on this panel need not be disqualified because they have superficial knowledge of the background of the case, or because they may know the participants. The basic test shall be whether or not the panelist can judge the case fairly and solely on the evidence presented.
6. The hearing panel shall be the decision-making body acting independent of the campus administrator of last appeal.
- ~~67.~~ Technical rules of evidence or procedure need not be employed in hearing proceedings. A student's guilt shall be determined by a preponderance of the evidence. Hearing decisions need not be unanimous. A simple majority vote shall be sufficient. Hearsay evidence is not required to be excluded, but a finding of guilt on hearsay evidence alone is not appropriate in hearings, including a serious disciplinary case such as suspension or expulsion.
- ~~78.~~ Members of the hearing panel shall have the opportunity to examine the case file beforehand, and to question the accused and witnesses at the hearing.
- ~~89.~~ The student shall be notified of his/her right to appeal the decisions of the hearing panel to the campus President, who has final authority. Should the student appeal, any action assessed by the hearing panel shall be held in suspense until acted upon by the campus President. Appeals to the Board of Trustees shall be limited to allegations that fair procedural process has not been provided in accordance with Board Policy 3200.
910. In the event the student is alleged to have committed an offense which threatens the safety or health of another person, or an offense of sufficient magnitude that the consequence causes disruption of campus activities, the student may be suspended pending outcome of an investigation or hearing. If this procedure is invoked, a hearing must be held within ~~ten (10)~~ five working days of the suspension unless an extension is requested in writing by the student, which shall not unreasonably be denied.

Policy Adopted: 1/28/77

Policy Revised: 6/5/93

Policy Revised: 3/11/94

Policy Revised: 4/11/03

Policy Revised: 6/2/06

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEMS

POLICY: 3402

Non-residents Working Full-time in Nebraska

Page 1 of 1

BOARD POLICY

Individuals working full-time in Nebraska, [their spouse](#) and their legal dependents as defined by IRS regulations, who reside out-of-state but within states contiguous to Nebraska and file Nebraska non-resident income taxes shall be eligible for in-state tuition.

PROCEDURE

Individuals requesting resident tuition status under this policy shall provide the institution with evidence of current full-time employment in the State of Nebraska and evidence of filing of Nebraska income tax forms for the most recent tax year. [A spouse and/or Eligible dependents](#) shall provide proof of their [spouse's or](#) parent's full-time employment in the State of Nebraska and evidence of their [spouse or](#) parents' having filed a Nebraska income tax form proving dependency for the most recent tax year. Eligibility for resident tuition under this policy is subject to review each term and will continue only as long as the required criteria are satisfied.

Students receiving resident tuition rates under this policy shall be considered non-resident for enrollment reporting purposes.

Legal Reference: RRS 85-504
Public Law 85-501

State education institutions; fees; waiver
Non-Resident Fees

Policy Adopted: 11/11/95
Policy Revised: 4/9/02
[Policy Revised: 6/2/06](#)

BOARD POLICY

- Section 1. The grievance procedure set forth herein is designed to provide a method to resolve differences. Time lines should be adhered to unless modifications are agreed to by the parties to the grievance.
- Section 2. A grievance is defined to be a claim (request or complaint) by a student or person not covered under faculty or staff grievance procedures regarding academic or nonacademic matters.
- Section 3. In reducing a grievance to writing, it should include the exact nature of the grievance, the act(s) of commission or omission, the date(s) of the act(s), the identity of the grievant, the identity of the party(ies) alleged to have caused the grievance, provisions of any agreement, bylaws, rules, policies or practices that are alleged to have been violated, and the remedy that is sought.
- Section 4. For grievances regarding academic matters, the academic chain of command below the president of the college is the appropriate vice president, dean, director or assistant director. Final authority regarding academic matters rests with the campus President and no appeal shall be allowed to the Board.
- Section 5. Any party shall, at his/her expense, have the right to assistance by a person of his/her own choosing from the college community, or to legal counsel in any step of the grievance procedure.

PROCEDURE

- Step 1 The aggrieved person shall first discuss the grievance with the faculty or professional staff member or with the person at the first level in the chain of command within ten (10) working days of the occurrence giving rise to the grievance in an attempt to settle the grievance. The administration shall then have ten (10) working days in which to respond and give a written answer to the grievant.
- Step 2 A grievance not settled in Step 1 may be filed in writing with the appropriate person in the next level higher in the chain of command in accordance with Section 3 above to discuss and attempt to settle the grievance. If the grievance is with the division or school dean or head, the student shall discuss the matter with the Academic Vice President. The student's advisor or another faculty or staff member may assist the student in this process.
- Step 3 A grievance which has not been settled in Steps 1 and 2 and which the grievant wishes to pursue shall be appealed to the Vice President for Student Affairs or Dean of Students, as appropriate, within ten (10) working days of the receipt of the response given in Step 2. The appeal shall include the written grievance and all responses given in the first two steps.

The Vice President for Student Affairs, or Dean of Students, as appropriate, may conduct a conference with the aggrieved party. If the grievance is not resolved, the Vice President of Student Affairs, or Dean of Students, shall refer the student to an appropriate committee within ten (10) working days to hear the grievance. The committee is authorized to hold a hearing, to admit and consider evidence submitted by the parties to the grievance, and to submit its findings and recommendations to the Vice President for Student Affairs, or Dean of Students, and the grievant within fifteen (15) working days after receipt of the grievance. If such findings are not submitted within that time, the grievant may proceed to Step 5.

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- Step 4 Within ten (10) working days of receipt of the grievance along with all applicable responses including those from the grievance committee, or within ten (10) working days of receipt of the recommendation from the student hearing committee, if the student hearing committee is utilized, the chief student affairs officer shall render his/her written decision. If such findings and recommendations are not submitted within that time or if the grievance is not satisfied, then the grievant may proceed to the next step within ten (10) working days.
- Step 5 Should all prior steps fail to resolve the grievance, and the grievant wishes to pursue the grievance, the grievant may appeal to the campus President, within ten (10) working days of the receipt of the response in Step 4, by filing the grievance and all prior responses with the campus President.
- Step 6 Should all prior steps fail to resolve the grievance, and the grievant wishes to pursue the grievance, the grievant may appeal to the Board, within thirty (30) working days of the receipt of the response in Step 5, by filing the grievance and all prior responses with the ~~Executive Director~~[Chancellor](#) of the Board. In filing the grievance with the Board, the Board will only consider whether basic procedural fairness, as outlined in Board Policy 3200, was offered. In so doing, the Board shall, within its normal order of business, decide whether or not to hear the grievance and notify the grievant of its decision. If the Board's decision is to hear the grievance, the notification should include a statement with respect to whether the Board wishes further information from the grievant or whether it will grant a personal hearing before the Board, or designated officer, and the time, place and nature of any such hearing.
- Step 7 If the grievant is not satisfied with the decision made by the Board, the grievant may seek relief under applicable State and Federal laws.

Legal Reference: RRS 85-304

Board of Trustees; powers enumerated (Formulation of Policies)

Policy Adopted: 9/18/87

Policy Revised: 6/5/93

[Policy Revised: 6/2/06](#)

BOARD POLICY

It is the policy of the Board that financial assistance be made available to all qualifying students. In some instances, such assistance may be provided as tuition remission and/or scholarships. The Colleges shall request funds for tuition remission as part of their biennium budget request. Remissions may be awarded up to the limits specified (if any) in each individual category below. If an individual category is not fully awarded and remission funds remain, the Colleges may reassign the remaining amounts to qualifying students in other categories. Any tuition waivers outside the enumerated categories or beyond the limits specified in this policy require the written approval of the ~~Executive Director~~ Chancellor. By November 15 of each year, the Colleges shall provide the ~~Executive Director~~ Chancellor with a summary of the remission funds awarded by category. The ~~Executive Director~~ Chancellor shall provide a summary of remissions to the Board of Trustees.

Board of Trustee Scholarships

The Board of Trustees' Scholarships are awarded by each State College to students graduating from a Nebraska high school who meet the following criteria:

1. have standardized test scores of at least 25 for the ACT or 1100 composite for SAT;
2. are enrolling for the first time in a postsecondary institution;
3. provide one written reference from a high school teacher or administrator from the school of graduation;
4. such other factors which may be considered include grade point average and rank in class as appropriate.

The number of new Board of Trustee scholarships to be awarded by each college for each academic year is based on the full-time equivalent (FTE) enrollment at that college for the fall semester of the preceding academic year. Each College shall receive 20 scholarships for the first 1,000 FTE students and one additional scholarship for every 200 FTE beyond 1,000 for each academic year. The number of scholarships offered should be determined by each College based on the number of scholarships available and the yield experienced in prior years. It is the intent of the Board that the full number of scholarships be awarded but not exceeded each year. The Colleges shall report to the Board by October 1st of each year the number of scholarships offered and the number actually in effect for that academic year, for each academic class (freshman, sophomore, junior, senior).

- * The scholarships are not transferable from one College to another.
- * The scholarship will be the waiver of resident tuition up to 16 credit hours per semester to a maximum of 128 hours toward an undergraduate degree.
- * All announcements and publicity will be in the name of the Board of Trustees of the Nebraska State Colleges, specifically the Chair of the Board.
- * All authority for the scholarship is the responsibility of the Board.
- * Each College president, financial aid officer and/or scholarship committee shall act as an agent of the Board in administering the program as directed by the Board.

The scholarship is renewable to the total value of the equivalent of eight semesters, up to 128 hours. The recipient may use the scholarship during the five academic years following the initial use with a one-year delay in initial use allowable with the school's permission.

Should original recipients terminate their education before using the full value of the scholarship, the balance of the scholarship's value may be re-awarded.

Board of Trustee scholarships are renewable each academic year, provided the recipient maintains a 3.25 GPA and standards are met. The College president may approve a waiver of this requirement for extenuating circumstances in the case of a first year student only. Each college scholarship committee will review all renewal candidates and recommend action to the College President, who will report such decisions to the Board.

The System Office of the Board shall have major responsibility for administering the program, including applications, announcements, press releases and certificates.

History: The Board of Trustees' Scholarship refers to the scholarship program established by the State of Nebraska in 1971 upon the recommendation of the Board of Trustees of the Nebraska State Colleges.

Cooperative Schools Scholarships

Each State College is authorized to award scholarships to students entering college for the first time from schools providing student teaching facilities, such scholarships to be for one-half of the tuition costs per semester for up to 16 credit hours per semester, not to exceed 128 credit hours toward undergraduate degrees. The College may authorize the cooperating school to designate one such scholarship for each three student teachers served based on recommendations by the high school principal. Criteria for the award includes academic ability (top one-half of class), service to the school and leadership qualities. Scholarships are renewable each academic year, provided the recipient maintains a 2.0 GPA.

Student Teacher Supervision Scholarships

Teachers who will be supervising the College's teacher-training students in their classrooms will receive a tuition waiver for the Student Teacher Supervision Course.

State Tuition Waiver

Each State College may award waivers to Nebraska residents based upon financial need not to exceed 2.5% of the gross resident tuition during the previous fiscal year. In most cases these waivers will supplement available federal financial assistance.

History: Established in 1967 by LB 938.

Athletic Awards

Established in 1971 by the Board and approved by the Legislature. Colleges are allocated funding equivalent to 60 FTE resident tuition waivers. The institution may, with Board approval, increase its athletic awards up to the maximum allowed by the conference or athletic association to which each College belongs. Full or partial awards to male or female athletes, residents or nonresidents, may be made at the discretion of each College within funding allocation. Student athletes receiving renewable awards must maintain the minimum GPA requirements of the conference or athletic association.

Special Activity Awards

Established in 1971 by the Board and approved by the Legislature. The awards are used to attract to the State Colleges those students who have talent in activities such as music, art, theatre, journalism, etc. Colleges are allocated funding equivalent to 10 for the first 1,000 FTE students and one for each additional 200 FTE students enrolled. Full or partial awards may be made at the discretion of each College, within funding allocations. Students receiving renewable awards must maintain a 2.5 GPA.

War Orphans

Established by Legislature. Provides tuition waiver to children of military personnel who have died while serving with U.S. Armed Forces.

Graduate Assistant/Aide

Graduate assistantships provide a stipend established by the College and adjusted as necessary, in addition to a waiver of up to 18 hours of tuition per academic year and the immediately-following summer session, depending upon workload and term of appointment, while employed as a graduate assistant. Each College is required to report its stipend policy to the Board.

International Student Scholarships

Provide tuition waivers to qualified undergraduate students who are citizens of other countries. The purpose is to provide exposure to the international community and bring diversity to the campus environment. Each college is authorized to provide a total of 20 nonresident scholarships in this category. These scholarships are renewable, provided the recipient maintains a 3.0 GPA.

Staff Waivers

Established in 1977 to provide tuition waivers for one course for each term to full-time, permanent system employees. The employee must pay \$1.00 administrative charge and all fees. These waivers are offered on a space available basis to employees working toward a degree or requiring the course for professional development. (See Policy 5511)

Staff Dependent Waivers

Established in 1984 and amended later to provide 50% reduction in tuition for dependents (as defined by Federal Student Aid guidelines) of full-time, permanent System employees. Offered on space available basis only, but may be used at any Nebraska State College. (See Policy 5510)

Survivors of Deceased Employees

Provides full tuition waivers to spouse and/or children of college staff members who die while under full-time, permanent system employment. Children must have been dependent status at time of employee's death. Waivers may be used only toward undergraduate degree or to complete a graduate degree in progress. Offered on space available basis only, but may be used at any Nebraska State College.

Discretionary Waivers

Each college is authorized to award additional waivers not to exceed 4% of gross tuition. Policies and procedures for these discretionary awards shall be set by each College, approved by the President, and reported to the Board. Examples of these waivers are Native American Waivers, Senior Citizen Waivers, Presidential Scholarships, etc.

Rural Health Opportunities Program (RHOP) Waivers

Established as a cooperative program between the University of Nebraska Medical Center (UNMC) and Chadron State and Wayne State Colleges to provide full tuition waiver for selected students accepted to RHOP. Selection of participants is determined by representatives of UNMC, Chadron State College and Wayne State College.

Phi Theta Kappa Community College Transfer Scholarship

The purpose of the Phi Theta Kappa Community College Transfer Scholarship is to provide tuition waivers to graduates of community colleges who have maintained a 3.5 grade point average and who were inducted into the Phi Theta Kappa Society. The purpose of this scholarship is to encourage outstanding community college graduates to attend a Nebraska State College. These scholarships are renewable each academic year, provided the recipient maintains a 3.25 GPA at the State College and standards are met. The scholarships are the waiver of basic tuition to a maximum of 64 credit hours toward the baccalaureate degree.

Legal Reference: RRS 85-504 State education institutions; fees; waiver
RRS 85-980 through
RRS 85-999; and State Scholarship Award Program
RRS 85-9,101 through
RRS 85-9,102.01
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: 9/26/97
Policy Revised: 11/12/98
Policy Revised: 4/13/00
Policy Revised: 2/12/04
[Policy Revised: 6/2/06](#)

BOARD POLICY

The President of each College is delegated the authority to confer the approved degrees to all students qualifying for graduation.

PROCEDURE

No more than two (2) commencement exercises are authorized each year. Campuses will use these ceremonies to award diplomas, distinguished service awards, and honorary degrees as approved by the faculty and the Board of Trustees.

The ~~Executive Director~~Chancellor shall provide a summary report to the Board following each commencement which provides information on the number of graduates per degree and discipline in the System.

Early Certification

Students who have completed all requirements for graduation may receive a documentary "statement of completion" from the College, to be used until they receive their diploma. This will serve for purposes of certification, salary increments and professional promotion.

Policy Adopted: 1/28/77
Policy Revised: 6/5/93
Policy Revised: 11/12/94
Policy Revised: 11/11/95
Policy Revised: 6/2/06

BOARD POLICY

All athletic association and conference affiliations require Board approval. Any subsequent realignment also requires Board approval. Any sports added to the athletic program, which are not now existing, require Board approval. Athletic program termination and subsequent reinstatement of a program or sport within a program requires the approval of the Board.

To assure the absence of any discrimination between men's and women's athletic programs on the basis of sex, the Colleges are authorized to make available for women's intercollegiate athletics such fee waivers, scholarships, and other forms of support as are appropriately commensurate with those authorized for men's intercollegiate athletics. No athlete shall be given an academic scholarship or an academic grant-in-aid except when qualified for such an award on the basis of academic performance the same as any other student.

Each College will comply with National Collegiate Athletic Association, National Association of Intercollegiate Athletics regulation, or association for Intercollegiate Athletics for Women, whichever is applicable, in accordance with College membership and with the rules established by the athletic conferences to which each College now belongs or may join.

The ~~Executive Director~~Chancellor or President, as appropriate, is directed upon ascertaining that any violation of the rules and regulations of any conference or athletic association to which a State College may belong or be affiliated with, are directly or indirectly violated by an employee, officer, agent or any other person under the control of a State College, to take appropriate disciplinary action against such individual and report such action to the Board; and that the System Office and legal counsel for the Board is directed upon ascertaining that any person or entity who is not an officer, employee, agent or under control of the Board of Trustees of the Nebraska State College System, has caused a violation of the rules and regulations of any athletic conference or association or to any student of the State College System or to any activity of the State Colleges, to forthwith commence such legal action as deemed appropriate, which legal action may include, but not be limited to, request for damages and/or injunction and/or other relief.

The use of any intercollegiate athletic facility by outside agencies or parties must be authorized in writing by the campus President or his/her designee.

BOARD POLICY

All new programs, degrees and addition of majors to existing degrees, options and endorsements within majors, or minors where a major does not exist shall be submitted to the ~~Executive Director~~ Chancellor who will formulate a recommendation for the Board through the Academic Affairs Subcommittee.

Academic program termination and subsequent reinstatement of a program require approval of the Board.

PROCEDURE

Institutions should use the forms prescribed by the Coordinating Commission for Postsecondary Education for "Proposed New Instructional Programs." In cases where those forms are not applicable, the programs should be presented to the Board in the following manner:

1. Specify the objectives to be reached by the addition of this program;
2. Specify in detail present faculty, facilities and equipment, and library holdings in support of this program, and compare them to known or anticipated minimum standards for accreditation;
3. Additional faculty requirements should be detailed as to qualifications, salary, and recruitment;
4. Increased costs are to be submitted in detail for the first year, for the biennium, and an estimate of the continuing costs of the program over a five-year period. These costs should reflect new faculty, increased library costs, space requirements, equipment, and other facilities needs;
5. Scrutinize a new program as to the effect on enrollment, numbers of students (both graduate and undergraduate) with lower and upper division course breakdowns, and the number expected to graduate over a ten-year period;
6. List the new courses this program will add to the curriculum and specify the course requirements for the degree;
7. Indicate the inter-departmental implications of additions to this program or supporting courses in departments which contribute to the new program of studies; and
8. Explain how the recommendation to submit this proposal to the Board was made. Note whether faculty institution-wide were involved in the decision.

In all cases, the Board may require objective consultants to assist the Board in analyzing the proposal and arriving at a just decision. A copy of every proposal shall be forwarded to the System Academic Officer and to the academic officers of the units of the Nebraska State College System as soon as it has been approved by the college concerned.

Legal Reference: RRS 85-308

State Colleges; purpose and courses

Policy Adopted: 1/28/77

Policy Revised: 6/5/93

Policy Revised: 6/2/06

BOARD POLICY

College Presidents of the Nebraska State College System are authorized to enter into faculty exchange agreements with other institutions of higher education.

PROCEDURE

1. The agreement must be reported to and approved by the Board, as with other personnel actions;
2. The exchanged faculty members shall remain in the employ of their respective institutions;
3. All rights, benefits and privileges of employment of the exchanged faculty member shall be retained during the period that such faculty member is away from the home campus in exchange status;
4. The salary of the exchanged faculty member shall continue to be paid by the institution authorizing the exchange; and
5. Arrangements for reimbursement to the affected faculty members for travel and transportation expense shall be agreed upon between the two exchanging institutions and approved by the ~~Executive Director~~ Chancellor of the System before such exchange shall be authorized.

BOARD POLICY

The campuses of the Nebraska State College System must maintain accreditation by the North Central Association.

Institutions may apply, with the concurrence of the ~~Executive Director~~[Chancellor](#), for accreditation of professional programs by agencies recognized by the Council on Postsecondary Accreditation.

PROCEDURE

1. A copy of any self-evaluation or other information document submitted in connection with an accreditation review shall be filed with the System Office.
2. The ~~Executive Director~~[Chancellor](#) shall be notified by the President of all site visits by accreditation agencies.
3. The ~~Executive Director~~[Chancellor](#) or designee shall be given the opportunity to meet with the accreditation committee and/or participate in the exit conference.
4. A copy of each site visit report, accreditation report or accreditation status letter received by the unit shall be sent to the ~~Executive Director~~[Chancellor](#) of the State College System.
5. The ~~Executive Director~~[Chancellor](#) shall report to the Board on each accreditation visit or change in accreditation status.

BOARD POLICY

This policy is designed to encourage the development and use of telecommunications for educational purposes where appropriate while ensuring a level of quality equivalent to that of regular on-campus credit instruction.

The Board shall consider an institution's proposed degree program offerings through electronic delivery to be a change equivalent to a request for a new degree program. A formal request for approval is required. Individual courses which are not part of an electronically delivered program are authorized on the same basis as other off-campus courses.

The ~~Executive Director~~Chancellor will encourage, facilitate and coordinate the telecommunications activities of the Nebraska State Colleges by reviewing plans, monitoring progress, and evaluating results as specified under the current policy.

PROCEDURE

1. An Annual Report of Telecommunications Instruction Activity over the preceding twelve months shall be filed by each institution with the ~~Executive Director~~Chancellor by July 1 of each year. The ~~Executive Director~~Chancellor shall provide guidelines for the format and content of this report.
2. An Institutional Plan to offer a degree program by telecommunications shall be filed with the ~~Executive Director~~Chancellor by July 1 of each year. The plan must reflect institutional policies for offering telecommunication courses and for maintaining quality. In addition, the plan must include a description of institutional arrangements for operation and funding of the instructional program.
3. The Institutional Plan must include identification of the programs to be offered. Approval of the plan constitutes Board approval for the delivery of those courses and programs specified in the plan. Any additional programs for offering by telecommunications instruction after the institutional plan has been approved are subject to the Board's established procedures.
4. The ~~Executive Director~~Chancellor shall resolve conflicts among institutions such as unnecessary duplication or areas to be served. Institutions may appeal such decisions to the Board.
5. Any institution that intends to obtain, purchase or lease telecommunications transmission equipment, or seeks to plan and enter into consortial relationships with other organizations and agencies that would provide access to telecommunications transmission that would alter its capacity to deliver or extend the range of its delivery equipment, must receive approval of the Board.
6. Institutions requiring emergency approval to meet grant or contract conditions shall seek that approval from the ~~Executive Director~~Chancellor who will report the action to the Board.

Standards and Conditions

1. Instructors responsible for credit courses offered through telecommunications instruction must be faculty members or must meet the standards and procedures used by the institution for the appointment of faculty responsible for on-campus resident credit courses. Provision must be made for the review and approval of faculty at the departmental level in the fields affected.
2. Procedures for evaluation of faculty responsible for credit courses offered through telecommunication instruction must be equivalent to those used by the institution for the evaluation of faculty teaching resident credit courses.
3. Procedures for the evaluation of the organization and content of courses offered through telecommunication instruction must be equivalent to those used for resident instruction.
4. Each course offered through telecommunication instruction must include procedures for monitoring and assessing student performance. Those procedures, such as written exercises, papers, and examinations, must be equivalent to those used in comparable resident courses. Standards for success or failure in telecommunication instruction must be as rigorous as those for resident credit courses.
5. Each instructor of record in a course offered through telecommunication instruction must provide timely feedback to students regarding their progress and performance by methods equivalent to those used in resident courses.
6. Students enrolled in telecommunication instruction must be provided with academic support services appropriate to the program.

BOARD POLICY

The following reports will be submitted to the ~~Executive Director~~Chancellor and System Office according to procedures established by Board policy.

1. IPEDS;
2. NEEDS;
3. Board of Trustee Scholarship recipients;
4. Enrollment;
5. Instructional load;
6. Workload adjustments;
7. Graduation lists;
8. Non-resident scholars;
9. Off-campus offerings;
10. Teaching Excellence Award nominees;
11. Program review;
12. Accreditation schedules;
13. Credit Hour/Major Production;
14. Program/Degree listings;
15. Academic calendars; and
16. Coordinating Commission reports, requests, and proposals

BOARD POLICY

Each institution of the Nebraska State College System shall ensure that no employment or educational policy is discriminatory on the basis of individual characteristics other than qualifications for employment, quality of performance of duties, and conduct in regard to their employment in accord with Board policies and rules and applicable law.

Recruitment, selection, employment, transfer, promotion, demotion, training and pay of all employees of the State College System shall be without regard to race, color, age, sex, religion, national origin, marital status, political affiliation, or disability. The State College System and its institutions will take affirmative action in accordance with federal regulations to ensure that applicants are employed, and that employees are treated during employment, without regard to these factors. Merit will be the criterion by which qualifications for appointment, retention, or promotion are judged.

Included in this policy is the intent that the State Colleges and the System Office shall provide employment opportunities for qualified persons with disabilities, as the Board recognizes its responsibility to include people with disabilities within its broad affirmative action and non-discriminatory policies. The State Colleges shall take affirmative action to employ, advance in employment, and otherwise treat qualified persons with disabilities without discrimination. Recognizing that the nature of an affirmative action policy for disabled persons has a number of special requirements not normally associated with employment of other disadvantaged groups, the State Colleges and System Office will make reasonable accommodations to the physical and mental limitations of applicants and employees, consistent with the qualifications required for the work to be performed, and with the effective operation of each unit in the State College System.

Each State College will strive to achieve realistic affirmative action employment goals.

PROCEDURE

The President of each State College shall:

1. Assign the responsibility for monitoring and implementing equal opportunity regulations to a designated person or persons and ensure that copies, posters, and bulletins of appropriate laws and regulations are readily available to interested persons; that special meetings or orientation sessions are conducted periodically for employees, recruiters, and supervisory personnel and organized under procedures developed by the EO/AA Officer assigned to inform employees of their rights and obligations under the State College EO/AA Guidelines.
2. Establish a grievance procedure to consider complaints or actions brought against the institution under any applicable regulation and make the availability of the procedure known to all constituencies.
3. Establish a notification procedure to ensure awareness of the institution's non-discrimination policy and of the designated person to whom complaints or inquiries should be referred.
4. Assign the responsibility for development of an affirmative action plan consistent with state and federal regulations and establish an appropriate time frame for completion and implementation.

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5. Evaluate current educational and employment practices to determine if there has been any discrimination and, where discrimination is discovered, institute a plan of action to alleviate such effects.
 6. Annually prepare a report analyzing their respective campuses' progress toward the Board's equal opportunity and affirmative action objectives.
 7. Develop personnel policies and practices that will mobilize resources to focus on the problems of employment and promotion opportunities for women and minorities in areas of:
 - 1) recruitment;
 - 2) professional development and promotion;
 - 3) employee selection procedures;
 - 4) position qualifications;
 - 5) equal pay;
 - 6) employee benefits; and
 - 7) grievance procedures.
 8. Develop administrative policies and procedures that will ensure compliance with equal opportunity and affirmative action obligations when dealing with external constituents such as advertisers, vendors, suppliers, contractors or subcontractors, and groups or organizations using campus facilities.

The ~~Executive Director~~Chancellor shall:

1. Provide technical assistance or information as appropriate within the constraints of staff availability.
2. Develop an affirmative action plan consistent with state and federal guidelines to cover employment practices in the System Office.
3. Maintain a copy of each State College's affirmative action plan, grievance procedure and notification procedure in the System Office.
4. Maintain records related to equal opportunity and provide periodic assessments of each colleges' affirmative action and equal opportunity efforts.

Policy Adopted: 8/9/80
Policy Revised: 9/18/87
Policy Revised: 6/5/93
Policy Revised: 6/2/06

BOARD POLICY

Employees of the State College System enjoy the full right of citizens to participate in the political life of the State of Nebraska and the United States. The welfare of the State College System, however, requires that each employee perform State College duties without the interference of outside activities. Unless specifically restricted by a federal law or any other state law, no employee of the State College System shall be prohibited from participating in political activities except during office hours or when otherwise engaged in the performance of his or her official duties.

The following policies, therefore, will apply to employees engaging in political activity.

Part-Time Public Office

An employee of the State College System, contemplating filing as a candidate for any part-time public office, or entering upon the performance of the duties of any part-time public office to which the employee may be elected or appointed, shall notify the campus President or the ~~Executive Director~~ Chancellor, as appropriate, to determine to what extent such political activities will interfere with the employee's regular duties, and to decide to what extent the employee's duties and compensation shall be curtailed.

The criteria to be used in determining the extent to which such political activities might interfere with the performance of regular duties of the employee shall be:

- a) the time that he or she will be required to devote to such political activities during the period assigned for the performance of State College duties;
- b) the time which, in the absence of political activities, would be devoted to State College duties, such as administrative, class, laboratory, research, counseling, meeting schedules, necessary preparation for the performance of such duties, etc.; and
- c) the duration of such political activities and duties.

The curtailment of an employee's duties and compensation shall follow the principle that adjustments in duties and compensation shall be commensurate with the degree of interference with an employee's regular duties.

Full-Time Public Office

Employees seeking a full-time public office shall be required to take a leave of absence without pay during the semester in which they shall be a candidate for either the primary or general elections. Such leaves of absence shall commence no later than the date on which a candidate must file for that office. If the operation of the department requires, the chair may request such candidate to take a leave of absence starting with the opening of the semester in which such election is to be held. Leaves of absence taken for political purposes shall be for the balance of the semester during which such leave is started. In the event the employee shall be elected or appointed full-time public office, he or she must resign his or her position with the State College System effective on the date of commencing his or her new office.

State College positions supported by federal funds, and such employees in those positions, will be covered by the provisions of the Hatch Act.

Legal Reference: RRS 20-160

Employees of state or political subdivisions; prohibited from political activities during office hours, while performance official duties, or while wearing a uniform

Policy Adopted: 6/5/93

Policy Revised: 6/2/06

BOARD POLICY

Personnel employed in the State College System shall be placed in one of the following personnel categories:

1. **Faculty.** This category includes persons serving in faculty positions as the Board may designate. The faculty of the Nebraska State College System includes all persons holding academic rank of instructor and above, or formally approved equivalent ranks.
2. **Non-Ranked Faculty.** This subcategory includes all persons with the rank of graduate assistant, teaching assistant, research assistant, lecturer, teaching fellow, part-time faculty, or adjunct faculty and other positions as designated by the Board.
3. **Professional Staff.** This category includes all personnel who are not included in the faculty or support staff categories and who have a general scope of duties and responsibilities requiring educational qualifications and professional training that generally exempts their positions from the Federal Fair Labor Standards Act. Persons in this category have assignments requiring primary and major responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, or to direct the work of others. Included in this category are all officers holding titles such as ~~Executive Director~~Chancellor, ~~Associate Executive Director~~Vice Chancellor, President, Vice President, Dean, Director or the equivalent, as well as officers subordinate to any of these administrators with such titles as Associate Dean, Assistant Dean, Department Head if their principal activity is administrative. Also includes supervisors of professional employees. Persons holding Professional Staff positions are issued annual contracts or letters of appointment and includes the following subcategories as designated by the Board:
 - a. **Executive Staff.** This subcategory includes persons serving as a campus President or ~~Executive Director~~Chancellor of the State College System.
 - b. **Administrative Staff.** This subcategory includes persons serving in administrative professional positions on each campus and in the System Office as the Board may designate, including campus administrators such as vice presidents, deans or division heads, librarians, counselors, assistant directors, and System Office staff such as directors, associate directors and assistants.
 - c. **Managerial Staff.** This subcategory includes persons serving in non-academic professional positions on each campus and in the System Office as designated by the Board including directors and officers not included in executive, administrative or academic staff, and departmental managers, and coordinators. Part-time employees in this subcategory may be subject to the provisions of the Federal Fair Labor Standards Act.
 - d. **Other Professional Staff.** This subcategory includes persons employed for the primary purpose of performing academic support, student services and institutional support activities whose assignments require either college graduation or experience such kind and amount as to provide a comparable background. Includes employees such as librarians, accountants, student personnel workers, counselors, systems analysts and coaches.

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4. **Support Staff.** This category includes all persons who are not included in the faculty or professional staff categories; who are employed in positions listed in the State College Classification Plan for Support Staff; and who perform duties that by custom in business, industry, and other institutions of higher education is managed on an hourly basis with such work compensated according to hours worked or earned, including clerical and office employees, and maintenance personnel.
 5. **Student Employees.** This category includes all employees whose primary occupation or involvement is that of student, except those qualifying under the Non-Ranked Faculty category.
 6. **Temporary Employees.** This category includes hourly employees such as seasonal, special events, short term replacements, and other employees who are hired into non-budgeted positions.

PERSONNEL, NEBRASKA STATE COLLEGES SYSTEM

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

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BOARD POLICY

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

PROCEDURE

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

Policy Adopted: 6/5/93
Policy Revised: 6/13/03
Policy Revised: 6/2/06

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEMS

**POLICY: 5021 Delegation of Authority to
Make Certain Appointments**

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BOARD POLICY

All full-time (0.75 FTE on an annualized basis or more) personnel appointments must be reviewed and approved by the College President and reported to the ~~Executive Director~~[Chancellor](#). An appointment that represents a new full-time position, a previously unfunded position, or an increase in budgeted FTE must be reviewed and approved by the ~~Executive Director~~[Chancellor](#) prior to its effective date. The ~~Executive Director~~[Chancellor](#) shall report such changes to the Board on a regular basis.

All part-time appointments (less than 0.75 FTE); including overload assignments and summer school contract extensions for full-time faculty must be reviewed and approved by the College President and reported to the ~~Executive Director~~[Chancellor](#). The ~~Executive Director~~[Chancellor](#) shall report such changes to the Board on a regular basis.

PROCEDURE

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

Policy Adopted: 6/5/93
Policy Revised: 11/11/95
Policy Revised: 4/13/00
Policy Revised: 6/13/03
Policy Revised: 6/2/06

PERSONNEL, NEBRASKA STATE COLLEGES ~~S~~ SYSTEM

POLICY: 5023

Hiring of Special Services

Page 1 of 1

BOARD POLICY

The hiring and retention of personnel not regularly employed by the State Colleges and the System Office to act as legal counsel, auditor, architect or professional consultant for durations greater than five (5) days for any State College or the System Office shall be approved by the ~~Executive Director~~ Chancellor. In each instance, the ~~Executive Director~~ Chancellor shall notify the members of the Board.

Policy Adopted: 6/5/93
Policy Revised: 6/2/06

PERSONNEL, NEBRASKA STATE COLLEGES SYSTEM

POLICY: 5024 Presidential Associate Appointment

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BOARD POLICY

In order to reflect and to recognize the contributions and services to the Nebraska State College System or a member State College of the spouse of a campus President or the System ~~Executive Director~~Chancellor, the Board of Trustees of the Nebraska State Colleges does hereby authorize the creation of the position of Associate of the President/~~Executive Director~~Chancellor.

This appointment hereby acknowledges the Associates' oversight responsibility in acting as official agents of the System and/or the President for the purpose of performing services that further the official business purposes of the System or a member State College, if the spouse is available and chooses to so perform.

Such designation is not automatic and is subject to approval by the Board of Trustees. Such designation authorizes the spouse to act in a representative capacity for the System or member State College only when performing services that are consistent with those described in this Policy.

Appointment as Associate of the President/~~Executive Director~~Chancellor is without salary or benefits and conveys no rights associated with employment by the Nebraska State College System or the State of Nebraska except as specifically provided in this policy.

PROCEDURES

The following will be provided to the Associate of the President/~~Executive Director~~Chancellor:

1. An appropriate identification card to provide access to College libraries and other facilities in accordance with College or System procedures.
2. Official business cards.
3. Special parking permits where needed for use at facilities owned or controlled by the College.
4. Travel expenses incurred while traveling as an Associate will be reimbursed according to travel policies outlined in Board Policies 7020,7021, 7022, 7023, and 7024. Whenever possible non-state funds such as foundation allowances should be used for this purpose.
5. An Associate of the President/~~Executive Director~~Chancellor is formally recognized by the Nebraska State College System as a volunteer, in accordance with the special appointment provisions in Policy 5014, when performing services as an Associate, and as such is qualified as a State College employee for purposes of coverage under all applicable liability insurance coverages.

The following duties are illustrative of services performed by a presidential or ~~executive director~~Chancellor spouse while functioning as an official representative of the System or a member State College.

- Serves as special assistant and advisor to the President/~~Executive Director~~Chancellor, and, when requested, has direct responsibility for planning, production, and oversight of official occasions, events, or activities.
- Serves with or independent of the President/~~Executive Director~~Chancellor as an official representative of the System or member State College within the institution and broader community at meetings, workshops, conferences, community and institutional activities, alumni events, faculty/student/staff activities, and other events that are related to or support the official purposes of the System or College

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- When appropriate, assists the President/~~Executive Director~~Chancellor or other institutional representative with public relations, development, and fund raising activities.
 - Performs other duties as assigned or deemed appropriate to institutional needs.

The following represent conditions and limitations on reimbursement:

- A spouse designated as a Associate to the President/~~Executive Director~~Chancellor is entitled to reimbursement for actual cost of travel, meals, and incidental expenses, in accordance with the provisions outlined in Board Policies 7020, 7021, 7022, 7023, and 7024, when functioning in that capacity in the performance of duties described in this Policy. Travel, meals, and incidental expenses not related to the performance of such duties should be paid directly by the Associate and not submitted for reimbursement or billed to the System or College. In instances where any billing, payment, or reimbursement is later determined not to be consistent with this Policy, the Associate or President/Executive Officer will be expected to reimburse that amount to the System or College in a timely manner.
- Any vehicle or car allowance made available to the President/~~Executive Director~~Chancellor is intended to cover official local transportation costs of the President/~~Executive Director~~Chancellor and spouse, therefore additional reimbursement for local area travel is not normally appropriate.
- Designation of a spouse as “Associate to the President/~~Executive Director~~Chancellor” must not be in conflict with any other employment.
- Supervision, review, evaluation and judgments regarding employment issues are to be consistent with rules related to the appointment of relatives.
- Judgments related to whether an expense included in a request for payment or reimbursement of the Associate is bona fide are to be handled at the next supervisory level.
- Taxes, if any, resulting from the reimbursement or payment of expenses of a spouse designated as an Associate are the obligation of the spouse or, if appropriate, the President/~~Executive Director~~Chancellor.

BOARD POLICY

Compensation paid to any member of the faculty, professional, and support staff shall be subject to appointment by the Board and shall be determined and entered on the records of the Board when the appointment or contract for services is made. Any subsequent change in compensation shall likewise be recorded. Compensation shall be recorded on the personnel recommendation form at the time of appointment and shall constitute a sufficient record.

Appointments to the various employee categories shall be compensated as follows:

1. **Faculty.** All faculty members with responsibilities for instruction shall be academic-year appointments, unless otherwise provided at the time of their appointment. Salary payments to faculty members who render full service for an academic year shall be made in twelve (12) equal, monthly payments or, at the option of the faculty member, shall be made in ten (10) equal, monthly payments.

Full compensation for services of the academic year shall not be paid until such services are fully performed, including the filing of complete reports of the standing of students under the faculty member's charge during such term or session. Unless otherwise provided by the Board, faculty members shall be available for assignment to duties one week before the first day of classes in the fall term through Commencement Day following the last term of the academic year. This period shall constitute the definition of the academic year.

Faculty members on an academic-year appointment serving during the summer sessions, other than those paid by the hour, shall be appointed by the Board and be paid compensation as the Board may direct. The summer sessions personnel recommendation to the Board shall constitute a sufficient record of appointment to the summer sessions. This service is distinct from service during the academic year. Faculty members appointed for only the regular academic year may receive extra compensation for summer service. Full compensation for summer services shall not be paid until such services have been fully performed, including the filing of complete reports on the standing of students under the faculty member's charge during such term or session.

2. **Professional Staff.** Appointments to the Professional Staff shall be classified as either twelve (12) month appointments, academic-year appointments, or monthly appointments.
 - a. **Twelve-Month Appointments.** Unless otherwise provided at the time of appointment, the salary shall begin July 1 and end on June 30 following, and salary payments shall be made in twelve (12) equal, monthly payments.
 - b. **Academic-Year Appointments.** Professional Staff appointments made on an academic-year basis serve from one week prior to the first day of classes in the fall term through Commencement Day following the last term of the academic year, or nine months, whichever is the longer period. Salary payments for an academic-year appointment shall be made in ten (10) equal, monthly payments or, at the option of the Professional Staff member, may be made in twelve (12) equal, monthly payments.

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- c. **Monthly Appointments.** Members of the Professional Staff employed for periods of less than the standard academic year or on a part-time basis shall be paid on a monthly basis unless otherwise provided by individual contract or agreement at the time of appointment.
3. **Support Staff.** The compensation to be paid a member of the support staff shall be determined by the ~~Executive Director~~[Chancellor](#) or the campus President, as appropriate, or their designated representatives, within the policies established by the Board and in accordance with the Nebraska State College Classification and Pay Plan for Support Staff Employees. Salaries and wages are to be paid on a monthly basis.
4. **Student Employees.** Within institutional policies established by the ~~Executive Director~~[Chancellor](#) and the campus Presidents, and approved by the Board, compensation for student employees shall be determined by the campus Presidents or their designees and shall be paid biweekly.

Salaries and wages for faculty, professional and support staff shall be paid in State warrants. No compensation can be paid in advance of services performed. The ~~Executive Director~~[Chancellor](#), or campus Presidents, or their designees, as appropriate, shall properly voucher and certify according to law all salary and wage claims, and shall present them to proper officials for issuance of warrants thereon, and deliver warrants received in pursuance thereof to the proper parties.

BOARD POLICY

As authorized by the President, funds from a grant or contract may be used to pay a faculty or staff member all or a portion of his or her base salary by substituting such funds for regularly appropriated funds. However, no base salary will be increased beyond the amount approved by the Board by using income from grants, contracts or similarly external sources of funding.

Where appropriate and authorized by a grant, funds from the grant may be used at the discretion of the President, upon consultation with the ~~Executive Director~~Chancellor, to temporarily supplement the base salary of the grant recipient or grant administrator so long as grant monies are available for such a purpose. Once such grant funds are exhausted or no longer available, the grant recipient or grant administrator will revert to his or her regular base salary.

Additional compensation is provided for faculty by the Overload Policy. Such work performed by a faculty member, which is in addition to one's regularly assigned duties, and which earns compensation in addition to the base salary, must have the specific and prior approval by the Board or designee.

Policy Adopted: 6/5/93
Policy Revised: 9/10/02

PERSONNEL, NEBRASKA STATE COLLEGES SYSTEM

POLICY: 5100 Performance Evaluation;
~~Executive Director~~ Chancellor

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BOARD POLICY

The performance of the System ~~Executive Director~~ Chancellor will be evaluated annually by the Board.

The objectives of the evaluation are to (1) determine that the system is well managed, (2) to improve the performance of the person holding the position, (3) to ensure effective governance, and (4) to ensure that sound system goals are being pursued.

The evaluation provides the ~~Executive Director~~ Chancellor with an evolving understanding of his/her role, rights and responsibilities; the plans, goals and expectations mutually agreed to by the ~~Executive Director~~ Chancellor and the Board; and the criteria against which progress will be measured. The review is also to provide an opportunity for open and frank discussion of the conditions or state of accomplishments; desirable courses of action, progress, and ideas for improvement or redirection of effort.

PROCEDURE

A. Frequency of Review

1. Newly Appointed ~~Executive Director~~ Chancellor

The newly appointed ~~Executive Director~~ Chancellor meets with the Board after six months in office to provide his/her assessment of the state of the system, goals and objectives and possible plan(s) for their implementation. During this meeting the ~~Executive Director~~ Chancellor makes an assessment of the needs of the system, and proposes plans and priorities for action.

2. Annual Evaluation

The ~~Executive Director~~ Chancellor has an evaluation conference with the Board once a year prior to employment contract renewal. The meetings focus on progress toward meeting missions and goals, program accomplishments, problems and proposed solutions, the state of the system, and will supplement the continuing interchanges about system events between the ~~Executive Director~~ Chancellor and the Board.

B. Background Information and Its Collection

The annual evaluation is primarily based upon information compiled by the individual being evaluated. In preparation for the evaluation, the ~~Executive Director~~ Chancellor will prepare a report for the Board which states the previous year's plans and priorities, and progress toward meeting them. The report will also state the plans and priorities which are intended to be accomplished in the future. Other material should be included as appropriate to assure the Board's understanding of system issues which address the important circumstances of the individual being evaluated.

C. **Evaluation**

In addition to the review of plans and priorities, the general guidelines for evaluation will include consideration of the leadership and management effectiveness of the ~~Executive Director~~ Chancellor.

The Board Chair works with the ~~Executive Director~~ Chancellor to set a date and two-hour time frame for individual evaluations. The individual being evaluated prepares the background information outlined in Section B and mails it to the Board members two weeks prior to the evaluation date.

The voting Board members participate in the evaluation with the Board Chair leading the discussion.

The interview with the ~~Executive Director~~ Chancellor shall be structured using the report submitted and the evaluation guide. Upon completion of the interview, the individual will be asked to leave the room and the Board will discuss the overall evaluation. The individual will then be asked to return and the Board Chair will go over the Board evaluation. A written summary of the evaluation will then be placed in the ~~Executive Director~~ Chancellor's file.

BOARD POLICY

The performance of each institutional President will be evaluated annually by the ~~Executive Director~~Chancellor.

The objectives of the evaluations are to (1) determine that the institution is well managed, (2) to improve the performance of those holding the positions, (3) to ensure effective governance, and (4) to ensure that sound institutional goals are being pursued.

The evaluation provides the Presidents with an evolving understanding of their roles, rights and responsibilities; the plans, goals and expectations mutually agreed to by the Presidents and the ~~Executive Director~~Chancellor; and the criteria against which progress will be measured. The review is also to provide an opportunity for open and frank discussion of the conditions or state of accomplishments; desirable courses of action, progress, and ideas for improvement or redirection of effort.

PROCEDURE

A. Frequency of Review

1. Newly Appointed Presidents

Newly appointed Presidents meet with the ~~Executive Director~~Chancellor after six months in office to provide his/her assessment of the state of the campus, goals and objectives and possible plan(s) for their implementation. During this meeting the President makes an assessment of the needs of the campus, and proposes plans and priorities for action.

2. Annual Evaluation

Each President has an evaluation conference with the ~~Executive Director~~Chancellor once a year prior to employment contract renewal. The meetings focus on progress toward meeting missions and goals, program accomplishments, campus activities, problems and proposed solutions, the state of the campus, and will supplement the continuing interchanges about campus events between the President and the ~~Executive Director~~Chancellor.

B. Background Information and Its Collection

The annual evaluation is primarily based upon information compiled by the individual being evaluated. In preparation for the evaluation, each President will prepare a report for the ~~Executive Director~~Chancellor which states the previous year's plans and priorities, and progress toward meeting them. The report will also state the plans and priorities which are intended to be accomplished in the future. Other material should be included as appropriate to assure the ~~Executive Director~~Chancellor's and the Board's understanding of campus issues which address the important circumstances of the individual being evaluated.

In the case of Presidential evaluations, the ~~Executive Director~~[Chancellor](#) may request factual information from appropriate sources in the Nebraska State College System including, but not limited to, the outgoing leadership of the Academic Senate, the student association, the alumni organization and the appropriate community-based advisory group. The ~~Executive Director~~[Chancellor](#) may also request information from other faculty of distinction, alumni, or community individuals, campus administrators and the System Office personnel. The information will be summarized and distributed to the Board prior to the annual conference.

C. Evaluation

In addition to the review of plans and priorities, the general guidelines for evaluation will include consideration of elements of both the operations and condition of the campus, as well as the leadership and management effectiveness of the President.

The ~~Executive Director~~[Chancellor](#) will set a date and two-hour time frame for individual evaluations. The individual being evaluated prepares the background information outlined in Section B and mails it to the ~~Executive Director~~[Chancellor](#) two weeks prior to the evaluation date.

The interview with the President shall be structured using the report submitted and the evaluation guide. A written summary of the evaluation will then be placed in the President's file.

PERSONNEL, NEBRASKA STATE COLLEGES ~~SYSTEM~~ SYSTEM

**POLICY: 5103 Performance Evaluation;
Professional Staff**

Page 1 of 1

BOARD POLICY

The ~~Executive Director~~ Chancellor of the Nebraska State College System or President, as appropriate, is directed to see that every full-time Professional Staff member receives a written performance appraisal for the academic/fiscal year and that such appraisal is discussed between the appraised employee and his or her superior.

Promotions and salary increases shall be based substantially on the growth and performance of professional personnel while making due allowance for length of service.

A performance report for newly hired professional staff persons will be prepared by the employee's immediate supervisor at the end of the first year of continuous employment and prior to recommendations for continued employment thereafter. Each performance evaluation must be conducted by the employee's immediate supervisor and must be reviewed and approved by the evaluator's supervisor prior to discussion with the employee.

Performance evaluations must be reviewed and acknowledged by each employee. Acknowledgment signifies only that the employee has reviewed and discussed the performance evaluation. Each employee shall receive a copy of his or her performance evaluation and an opportunity to comment or rebut any performance assessment. A copy of each performance evaluation and any rebuttal or comment submitted shall be included in the employee's personnel file.

Campus Presidents, in consultation with faculty, staff, and administrators, are to develop the criteria and format to be used for the appraisals.

The annual evaluation of System Office personnel has been and will remain the sole responsibility of the Board and ~~Executive Director~~ Chancellor.

Policy Adopted: 6/5/93
Policy Revised: 8/29/97
Policy Revised: 6/2/06

PERSONNEL, NEBRASKA STATE COLLEGES SYSTEM

**POLICY: 5104 Performance Evaluation;
Support Staff**

Page 1 of 1

BOARD POLICY

It shall be the policy of the Colleges and the System Office to base promotions and salary increases substantially on the growth and performance of personnel while making due allowance for length of service. To implement this policy the President or ~~Executive Director~~[Chancellor](#), as appropriate, shall recommend plans of evaluation for personnel in various types of service. Consideration in developing such plans shall be given to securing as objective judgments as techniques make possible from the person to whom the appointee is responsible, judgment of performance by other specialists in the field, judgement of a committee of the appointee's peers and judgment of performance by a sampling of persons for whom the service is rendered.

A performance report for newly hired support staff persons will be prepared at the end of the first six months of employment by the employee's immediate supervisor and at the end of one year of continuous employment and annually thereafter. Each performance evaluation must be conducted by the employee's immediate supervisor and must be reviewed and approved by the evaluator's supervisor prior to discussion with the employee.

Performance evaluations must be reviewed and acknowledged by each employee. Acknowledgment signifies only that the employee has reviewed and discussed the performance evaluation. Each employee shall receive a copy of his or her performance evaluation and an opportunity to comment or rebut any performance assessment. A copy of each performance evaluation and any rebuttal or comment submitted shall be included in the employee's personnel file.

Policy Adopted: 1/28/77
Policy Revised: 6/5/93
[Policy Revised: 6/2/06](#)

BOARD POLICY

Pursuant to authority granted by these policies, and any other powers granted by the Board, the faculty governing agency of each State College shall create an elected faculty Committee on Academic Freedom and Tenure.

Powers

Any Academic Freedom and Tenure Committee established under this policy shall be empowered:

- 1) To consider any complaint filed by any member of the faculty alleging any procedural or substantive grievance that constitutes an allegation that action taken, or threatened, violates the complainant's academic freedom or academic tenure;
- 2) To consider any complaint filed against any member of the faculty that seeks to terminate his or her Tenured Appointment, his or her Probationary/Tenure Track Appointment, or his or her Special Appointment as a faculty member prior to its termination date;
- 3) To seek to settle the dispute by informal methods of adjustment or settlement, either itself or by using the services of any officer or body directed to settle grievances and disputes by mediation, conciliation, or other informal methods;
- 4) To proceed, if informal methods fail to resolve the matter satisfactorily, with a formal due process hearing, to be conducted in accordance with the Rules of Procedure approved by the Board under this policy.

Function

The Academic Freedom and Tenure Committee's function shall be to conduct an informal or formal hearing to ascertain facts, to interpret standards of academic freedom applicable to persons engaged in teaching, research, and public service at the College, to apply those standards to the facts, and to advise other persons or groups whether a violation of academic freedom standards has occurred. The Academic Freedom and Tenure Committee does not have power to impose sanctions, and its findings of fact, interpretation of academic freedom standards, advice, and recommendation are not binding. The Committee acts only in an advisory capacity.

Composition

The Academic Freedom and Tenure Committee shall be composed of tenured faculty members elected in accordance with the rules and procedures adopted by the faculty governing agency of each State College. Members of the hearing committee who believe they may be biased or have another conflict on a specific case may be excused and replaced by an alternate appointed by the appropriate appointing authority.

PROCEDURE

The procedure with reference to complaints filed under Paragraphs 1 and 2 above shall be conducted in accordance with the following principles:

- 1) The complaint must be filed with the Committee and copy thereof served upon the person or persons charged in the complaint.
- 2) The complaint shall state in concise terms the facts upon which it is based and the relief sought.
- 3) The person(s) so charged shall have a period of twenty (20) days from the date of service of the complaint to file an answer in writing to the complaint. Copy of the answer must be served by such person(s) upon the person filing the complaint by regular United States mail with sufficient postage attached, properly addressed to said complainant, and mailed on or before twenty (20) days after filing the complaint.
- 4) The Committee shall set the matter for hearing on as early a date as possible in order to permit the parties to reasonably prepare for the hearing.
- 5) The person(s) charged shall be entitled to be represented by counsel at the expense of such person(s).
- 6) The person(s) charged shall be entitled to be notified at least ten (10) days in advance of the hearing of the witnesses to be called and of documents to be offered in evidence at the hearing, and the authority conducting the hearing shall be obligated to provide such information within that time. The person(s) charged shall notify the person filing the complaint in writing at least five (5) days before the hearing of the witnesses to be called and documents to be offered in evidence at the hearing. No witnesses or documents not so listed shall be heard or received at the hearing, except in cases of surprise, or for the purpose of rebutting oral testimony of the other party, or for other justifiable cause found to exist by the Committee.
- 7) Testimony shall be taken under oath. Every party shall have the right of cross-examination of witnesses who testify and shall have the right to examine all documents prior to the hearing and to submit rebuttal evidence.
- 8) The Committee may admit and give probative effect to evidence which possesses probative value commonly accepted by reasonably prudent persons in the conduct of their affairs. It may exclude incompetent, irrelevant, immaterial, and unduly repetitious evidence. The strict rules of civil procedures and evidence need not be applied in these proceedings.
- 9) In the event any party to the proceedings desires the issuance of a subpoena, such subpoena shall be issued at the direction of the ~~Executive Director~~ Chancellor of the Board of Trustees, and may be served by the party requesting the subpoena or by any law enforcement officer in the manner provided for subpoenas in the Nebraska Courts.

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- 10) The Committee shall draft rules or procedures not inconsistent with these policies for the prompt, orderly and fair hearing of all complaints filed with the Committee. Said rules shall be submitted to the Board, and when approved or modified, after notice and hearing, shall constitute a part of the Rules of the Board.
 - 11) The Committee shall submit to the campus President the complete verbatim account of the hearing and all exhibits filed with the Committee, and report promptly to the President the Committee's findings, conclusions, and recommended action that the Committee deems advisable.
 - 12) The campus President has power to make the final decision, but except as herein provided, the President shall decide upon the basis of the evidence submitted to the Committee and the report of the Committee. Unless clearly erroneous, the findings of fact made by the Committee shall be accepted. The President shall give the Committee's findings and conclusions due consideration, and shall take into account the fact that the Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Committee. In the event that the President's decision is at variance with the recommendations of the Committee, the President shall detail the reasons in a written opinion, and copies shall be provided to the parties concerned and the Committee. Once the President has rendered a decision, the matter shall not be subject to further administrative review except by appeal as outlined in Board Policy 2050.
 - 13) In all proceedings before the Committee in which the termination of a Tenured Appointment, the termination of an Appointment for a Specific Term, a Special Appointment, or a Probationary/Tenure Track Appointment, prior to its stated termination date, the College shall have the burden of proving adequate cause for the termination by a preponderance of the evidence.
 - 14) Prior to a decision by the President, the faculty member involved shall not be suspended from his or her duties or assigned other duties unless immediate harm to him or herself, others or property is threatened by his or her continuance. Salary will continue during any period of suspension and an assignment to other duties shall not diminish a faculty member's salary.
 - 15) At any time during the hearing procedure, the parties may reach a settlement and thereby terminate the process. The settlement must be in writing and is binding on both parties. The settlement must be signed by both parties, and shall include a statement that neither party will pursue the matter further as long as settlement agreements are followed. If either party fails to abide by the settlement, the violation may be grieved, beginning at the campus President or ~~Executive Director~~Chancellor level, as appropriate.

PERSONNEL, NEBRASKA STATE COLLEGES ~~S~~ SYSTEM

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

Page 1 of 1

BOARD POLICY

The Board shall receive the list of those individuals awarded tenure appointments.

The President shall inform the ~~Executive Director~~ Chancellor if the recommendations of the President and the Academic Vice President differ from the recommendations of the College Promotion and Tenure Committee and dean.

Policy Adopted: 6/5/93
Policy Revised: 6/10/04
Policy Revised: 6/2/06

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEMS

POLICY: 5011

**Employment Contract;
Presidents and ~~Executive Director~~Chancellor**

Page 1 of 1

BOARD POLICY

The following policy shall apply in written contracts of employment with the ~~Executive Director~~Chancellor or any State College President.

1. Initial contracts for an ~~Executive Director~~Chancellor or President shall be for a period of two years. Salary increments shall be determined annually. An incumbent may be dismissed during the contract period for adequate cause.
2. Contracts may be renewed at the discretion of the Board of Trustees. Such renewal shall be for a one-year period. Salary increments shall continue to be determined annually. Written notice of non-renewal shall be given by June 30 prior to the final contract year. No advance notice shall be required in the event of dismissal for adequate cause.
3. During the final contract year, the ~~Executive Director~~Chancellor or President may be assigned administrative or other duties at one of the State Colleges or in the System Office. An alternate arrangement may be negotiated which is mutually agreeable to the person involved and the Board.
4. After ten years of service as President of a Nebraska State College, the Board of Trustees may appoint or reassign the President to full-time teaching status at a rank and salary mutually agreed upon by the President and the Board of Trustees.

Policy Adopted: 1/28/77
Policy Revised: 10/30/87
Policy Revised: 6/5/93
Policy Revised: 11/11/95
Policy Revised: 6/2/06

BOARD POLICY

All Professional Staff employees holding regular, full-time budgeted positions shall be issued contracts specifying salary and other terms of employment which must be signed by the applicable President or ~~Executive Director~~ Chancellor, and be approved by the Board. The writing shall contain the following, and may contain additional mutually agreed upon terms:

1. Identification of the type of appointment, either a "Special Appointment," or an "Appointment for a Specific Term" as defined by Board Policy 5014;
2. A statement that the rights and responsibilities, specified in Sections 4000 and 5000 of Board policies, are a part of the contract; and
3. Identification of the appointee's position, salary, employee benefits, and, where applicable, the termination date of the appointment.

BOARD POLICY

Each person appointed to a faculty or professional staff position shall be designated as having one of the following types of appointments:

1. **Special Appointments.** Appointments that are not "Appointments for a Specific Term," "Probationary/Tenure Track Appointments," or "Tenured Appointments," shall be "Special Appointments." The following types of appointments to faculty or professional staff positions shall be filled by Special Appointment only:
 - a. Temporary or interim academic appointments;
 - b. Appointments to part-time positions;
 - c. Appointments for less than one academic year in any academic rank;
 - d. Courtesy appointments;
 - e. Appointments to volunteer status;
 - f. Annual appointments beyond retirement age for faculty;
 - g. Appointments to the rank of assistant instructor, or lecturer;
 - h. Appointments of graduate assistants (up to an academic year);
 - i. Appointments to academic ranks preceded by the designation "visiting;" and
 - j. Appointments supported by funds over which the College does not have control or which the College cannot reasonably expect to continue indefinitely.

A "Special Appointment" will terminate in accordance with the time stated in the appointment to the position or in the written contract, and, if no time is stated in the appointment to the position or in the written contract, the appointment may be terminated by either party giving the other at least 90 days notice of the date of termination. Such appointments may also be terminated by the College for adequate cause, disability, discontinuance, reduction or curtailment of a program or department, or extraordinary circumstances because of financial exigencies.

Every "Special Appointment" is non-tenure leading and carries no presumption of reappointment beyond the termination date.

A member of the faculty may hold a "Special Appointment" coincident with an "Appointment for a Specific Term," "Probationary/Tenure Track Appointment," or a "Tenured Appointment," and the terms of the "Special Appointment" may be independent of the terms of the other appointment status as a faculty member.

2. **Appointments for a Specific Term.** A "Term Appointment" is a professional staff appointment or a faculty appointment for a term of one year. A "Term Appointment" for faculty members shall be a non-tenure track appointment and shall not count toward years of service in qualifying for a tenured appointment. A "Term Appointment" shall carry no presumption of renewal, and will terminate at the end of the stated term, if written notice of non-reappointment is given to the appointee by the appropriate administrative officer or by the Board in accordance with the following standards:

POLICY: 5014 **Types of Appointments;
Notice Requirements;
Faculty and Professional Staff**

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- a. Except for instances involving termination for cause, professional staff appointments for a Specific Term, shall be given written notice of intent not to renew their appointments or contracts at least thirty (30) days prior to expiration during the first year of employment, three (3) months prior to expiration during the second year of employment, or six (6) months prior to expiration during the third or subsequent years of employment in a full-time position.

For faculty members who are serving with a Term Appointment, notice requirements will be given in accordance with faculty members on Probation/Tenure Track Appointments.

Notice shall be given by the appropriate administrative officer, or by the Board.

- b. Notice by an appropriate administrative officer may be signed by the department chair or immediate supervisor, the Dean or Director, or the campus President or ~~Executive Director~~ Chancellor. Notice, by action of the Board, shall be signed in the manner directed by the Board. Notice shall be deemed to have been properly given if mailed to the appointee's home address, as reflected by the records of the College or System Office, by certified mail, with sufficient postage attached.
- c. If written notice is not given to the appointee of a professional position by the appropriate administrative officer or by the Board in the manner herein provided within the time specified, failure to provide a term appointee with the required notice period shall not result in automatic reappointment or create any right to reappointment for an additional term. The employer shall have the option of providing employment or severance pay in lieu of any portion or all of the notice to which the employee is entitled, so long as the extension of employment or severance pay is commensurate with the notice to which the employee is otherwise entitled.

A specific term appointment may also be terminated for adequate cause, disability, discontinuance, reduction or curtailment of a program or department, or extraordinary circumstances because of financial exigencies.

3. **Probationary/Tenure Track Appointments.** A "Probationary/Tenure Track Appointment" is a probationary appointment as a faculty member with the rank of instructor or above for a term of one year. A "Probationary/Tenure Track Appointment" shall carry no presumption of renewal, and will terminate at the end of the stated term, if written notice of non-reappointment is given to the appointee by the appropriate administrative officer or by the Board in accordance with the following standards:

- a. If the term of the appointment expires at the end of the first academic year or 12 months of service on a "Probationary/Tenure Track Appointment," notice shall be given by an appropriate administrative officer, or by the Board, no later than March 1 of that first year of service, or three months in advance of the termination date if the appointment commenced after the start of an academic or fiscal year.

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- b. If the term of appointment expires at the end of the second academic year or 12 months of service on a "Probationary/Tenure Track Appointment," notice shall be given by an appropriate administrative officer, or by the Board, no later than December 15, or six months in advance of the termination date if the appointment commenced after the start of an academic or fiscal year.
 - c. If the term of the appointment expires after two or more years of service on a "Probationary/Tenure Track Appointment," notice shall be given by an appropriate administrative officer, or by the Board, by May 30 prior to the final year of appointment.
 - d. Notice by the appropriate administrative officer may be signed by the department chair, the Dean, the Academic Vice President, or the Campus President. Notice, by action of the Board, shall be signed in the manner directed by the Board. Notice shall be deemed to have been properly given if mailed to the appointee's home address, as reflected by the records of the College, by certified mail, with sufficient postage attached.
 - e. If written notice is not given to the appointee by the appropriate administrative officer or by the Board in the manner herein provided within the time specified, the appointment shall be extended one academic year if the term expired at the end of the academic year, and shall be extended one calendar year if the term expired during the academic year. Any appointment extended as provided in this section shall be considered to be an appointment for one year of service, and subject to reappointment in accordance with the provisions specified above.
4. **Tenured Appointment.** A "Tenured Appointment" is an academic appointment terminable only for adequate cause; program or department reduction, curtailment or discontinuance; retirement for age or disability; or extraordinary circumstances because of financial exigencies. No person shall have a "Tenured Appointment" until notice has been received that such an appointment has been awarded by the Board.

The Board, upon the recommendation of a Campus President and concurrence of the ~~Executive Director~~ Chancellor, may grant a "Tenured Appointment" to a person--not a faculty member --who is a member of the Executive, Administrative or Managerial Staff as defined in Section 5010 of these Policies, but such person may not be appointed in a specific department unless normal procedures are followed. Administrative officers shall not have a "Tenured Appointment" in their administrative positions. Those who have attained tenure in an academic rank shall retain such tenure, but as administrative officers shall not have a "Tenured Appointment" in their administrative positions. Those who have attained tenure in an academic rank shall retain such tenure, but as administrative officers they are subject to the provisions for termination outlined for "Special Appointments" or "Appointments for a Specific Term."

Persons holding academic rank below Assistant Professor are not eligible for a "Tenured Appointment."

5. **Administrative Appointments.** Faculty who are appointed to administrative positions do not have tenured status with respect to those positions, the salary of the position, the term (AY/FY) of contract, or any other provisions or perquisites of that administrative position. In the event any of the foregoing individuals have tenured status in an academic position, and are removed or resign from an administrative position but wish to remain employed at the institution, they will be employed under the same conditions and contractual terms as other tenured faculty. Their initial salary as a faculty member shall be set at an amount determined by negotiations between the faculty member and the President or his or her designee. In the event agreement cannot be reached, the salary shall not be less than the average salary for faculty members of like rank and qualifications in the same academic unit in which the individual holds tenure.

Deans, assistant deans, division heads, directors, heads of departments, chairpersons, and any other persons performing administrative functions serve in those capacities at the discretion of the President and may be removed at any time. Any such individual may be reassigned to other duties for the balance of the individual contract term or terminated for cause. In cases of the non-renewal of an administrator's employment contract, the notice provisions of Board Policy 5014 shall apply. However, if an individual is discharged from an administrative position for cause, those notice provisions shall not apply.

BOARD POLICY

Emeriti titles may be granted by the President of a State College to tenured faculty members, professional staff members, or members of the support staff upon retirement after approval by the Board. Emeritus status is the rank given by the Board to an employee at the time of his or her retirement in recognition of exceptional service to the State College System in the field of teaching or of research, or administration in these fields. It may also be given to retired professional and support staff members in fields other than teaching, research, or administration who have made exceptional contributions to the State College System.

While length of service is not necessarily material, employment for at least ten years is to be presumed, although exception to this term may be made by the Board.

The general principle guiding this policy is that retired staff members are encouraged to maintain an association with the College or to continue study and scholarly investigation to such a degree as his or her health and strength may permit.

PROCEDURE

1. Each State College shall establish policies relating to procedures for nomination and privileges which may accrue to persons accorded emeritus status. Nothing contained in such policy shall prohibit the College from rescinding such privileges should it become necessary to do so.
2. Campus policies relating to emeritus awards shall be filed with the ~~Executive Director~~Chancellor. Special privileges and perquisites such as office space or desk room, access to research facilities and laboratories, library, student union and athletic event privileges which are granted to persons who have retired from active service shall be noted.
3. The Presidents shall make their recommendations for emeritus status to the Board at the appropriate meeting when personnel recommendations are being considered.

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 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.

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.

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.

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

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 be awarded with the seventh contract.
- 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, 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 faculty member shall apply for tenure consideration 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.

Terminal Contract for Failure to Achieve Tenure

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 college President shall inform the ~~Executive Director~~ [Chancellor](#) 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~~ [Chancellor](#) 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.

Policy Adopted: 6/5/93
Policy Revised: 4/1/99
Policy Revised: 6/10/04
[Policy Revised: 6/2/06](#)

BOARD POLICY

Procedure for Promotions

Faculty rank at the time of initial hire shall be determined by the President in accordance with negotiated principles outlined in the collectively bargained faculty contract. 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 consistent performance and 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.

- 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.
 - 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.
 - 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.

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.
- b) Continual preparation and study through scholarly and creative activity, which may include but not be limited to professional peer-reviewed achievements and projects.

- c) Service to college, institution, community, and profession.
- d) Professional growth.
- e) Collegial relationships.

Promotion Process

Each College shall have its own internal process for recommending tenure and promotion for 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 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 the ~~Executive Director~~ Chancellor.

Effective Date of Promotions

All promotions shall take effect the fall semester for the academic year immediately following the promotion.

- 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
- Policy Revised: 6/2/06

BOARD POLICY

There is no requirement, either as a matter of law or as a matter of Board policy and procedure, that reasons must be given for any staff personnel action involving:

1. Denial of an initial appointment
2. Denial of reappointment to a special appointment or specific term appointment
3. Denial of a tenured appointment
4. Denial of a promotion
5. Termination of an appointment upon the giving of the required notice of termination

Likewise, there is no legal principle or Board policy which prohibits the giving of written or oral reasons for any such personnel action, so long as care is exercised in communicating the reason to the affected individual in a confidential manner.

Such confidentiality of communication is required in order to avoid infringement of a protected constitutional liberty interest of the individual subject to the personnel action. A liberty interest may be violated when reasons for the personnel action, if publicized by those responsible for the personnel action, might seriously damage the staff member's standing and associations in the community, especially if the reasons given would tend to prevent the staff member from obtaining employment elsewhere. If confidentiality is not maintained in the communicating of reasons, the possibility of litigation for violation of a liberty interest and potential for liability being imposed upon the State College System is greatly increased.

The giving of reasons for the personnel actions listed above is at the Presidents' or ~~Executive Director~~ Chancellor's discretion. If reasons are to be communicated to the faculty or staff member who is the subject of such personnel action, then the following guidelines should be observed:

1. The staff member should make a written request to the appropriate administrative officer requesting that he or she be given the reason or reasons for the personnel action involved.
2. If the decision is made to provide a reason for denial, the administrative officer should communicate such reasons (either orally or in writing) only to the staff member involved. Written reasons should be communicated only by confidential letter or memorandum, and the file copy of such a letter or memorandum should at all times be treated as a confidential personnel record in accordance with any law providing that such records are confidential.
3. System Office legal counsel should be consulted through the appropriate administrative officer with regard to any legal questions or concerns which may arise in connection with the giving of reasons for any of the personnel actions discussed above.

**POLICY: 5115 Reasons for Denials;
Non-Reappointment;
Faculty and Professional Staff**

The foregoing guidelines should not be confused with the completely different requirements with respect to the giving of reasons which apply in cases involving:

1. Termination of a tenured appointment
2. Termination of an appointment for a specific term or a probationary/tenure track appointment prior to the termination date stated in the appointment
3. Termination of a special appointment prior to its termination date

For these three types of personnel actions, all of the requirements of constitutional procedural due process apply, i.e., notice specifying reasonable cause for the proposed personnel action, and an opportunity by the individual receiving the notice to be heard concerning the proposed personnel action.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Doug Christensen
Crystal Ellis*

June 2, 2006

Student Enrollment Capabilities

When the Enrollment and Marketing Committee was first formed, each college submitted information concerning the most students each college could handle within the current budgets and infrastructures. These are currently being reviewed and updated as needed by each college.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Doug Christensen
Crystal Ellis*

June 2, 2006

TV and Radio Commercials

During the months of March and April, the NSCS awareness television commercial aired on cable stations in Nebraska. Specific television programs were selected based on the research provided by Claritus and Carnegie Communications, and Snitily Carr assisted with the media placement.

Between 41,313 to 70,951 households were reached, depending on the program airing during the timeslots, in Western Nebraska. These included the cities and areas surrounding Chadron, Alliance, Sidney, Scottsbluff, North Platte, Lexington, Cozad, Kearney, Holdrege, Hastings, and Grand Island (Beatrice was also included).

More than 110,000 households were reached in the areas surrounding Lincoln, including Columbus, David City, Fremont, York, Seward, Crete, Fairbury, Pawnee City, Tecumseh, Humboldt, Table Rock, Nebraska City and Pawnee City.

Between 12,500 and 27,800 households were reached in the Wayne and Norfolk areas, depending on the program airing during the timeslots (this included LeMars and Onawa, Iowa).

Since some television stations did not have the programs selected, a radio campaign was aired in certain areas. The radio stations included Valentine, Alliance/Chadron, Beatrice/Fairbury, Broken Bow, McCook, Norfolk, North Platte, Ainsworth, Ogallala, O'Neill, Ord, Valentine, and West Point.

Enrollment and Marketing Committee

Bill Roskens, Chair
Doug Christensen
Crystal Ellis

June 2, 2006

Board of Trustees' Scholarship Update

More than 300 students applied for the annual Board of Trustees' Scholarships in 2006. College committee's selected the recipients in March, and scholarship certificates were mailed to high school guidance counselors/principals for presentation at a high school award's program or graduation. The recipients were also publicly congratulated via an advertisement in the May 14 issue of the Omaha World Herald Scholar's Guide.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Doug Christensen
Crystal Ellis*

June 2, 2006

General Information Brochure

A new brochure was created to provide general information about the Nebraska State College System. These brochures will be used in a variety of ways with a variety of audiences.

Enrollment and Marketing Committee

*Bill Roskens, Chair
Doug Christensen
Crystal Ellis*

June 2, 2006

Senators' Reception Dates

The 2007 Senators' Reception will be held Tuesday, February 6 from 4-7 p.m. at The Ferguson Center. The Peru State College Foundation has again graciously agreed to sponsor the event.

Dates were also secured for the following two years. They are:

Tuesday, January 15, 2008

Tuesday, January 13, 2009

Enrollment and Marketing Committee

Bill Roskens, Chair
Doug Christensen
Crystal Ellis

June 2, 2006

Phone/E-Mail Survey

Guidance counselors who attended the NSCS Tour last September were surveyed via phone and email, and asked a series of questions about the effectiveness of the tour events, the CD four packs, and the Board of Trustees' Scholarship information. Though some surveys and phone calls are still being returned, 17 percent of the 120 guidance counselors whom attended the tour events have responded.

Of these, all marked yes when asked if the NSCS Tour was informative. All also indicated that the formal presentations by college representatives, handouts and college trinkets, and system video were useful tools.

Most of the respondents had students view the CD four-pack during class or on their own time. Of the five that did not use the video, two indicated that they did not work directly with students and one said that students do not ask for CDs at their school.

All found the Board of Trustees Scholarship information useful. Many indicated that the scholarship program provides a great way to keep Nebraskans in the state for college.

Other comments from respondents:

"It's very important to keep having this event. All tools were very useful. I'm retiring this year, but all these things need to be continued as they are very important for students."

"Liked everything involved. The counselors were treated beautifully. Everything was greatly appreciated."

"This event was great, even though most like it are usually a waste of time. I learned so much about Peru and Wayne and the event was short and sweet."

"Great to see all colleges working together to meet us."

"It is always great to get updated information early in the year. Then we can better help our students choose the right college."

"It was a helpful meeting - always a good value when being kept up-to-date and making contacts with college personnel. Nice to do all schools at once."

"I found the tour beneficial - being a Chadron graduate and working in the area - I did not know what Peru or Wayne had to offer. This event gave me a chance to hear about each college's focal programs and more."

6.6.-2

“I’m a new counselor and all these things very beneficial. Thank you.”

“I really appreciated the event and it was a nice refresher for those of us who have done counseling for years.”

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

Modification Budgets for Information

A requirement of the September 15 budget submittal is a priority list indicating how the NSCS would choose to restore requested and reduced programs and funding if requests and current operation budgets cannot be fully funded. In 2004, the instructions asked us to determine priorities to add back from an assumed 5% reduction to the existing base. The budget instructions have not yet been received for the 2006 submittal to indicate the level of the reduction we will be asked to prepare.

The Council of Presidents is in agreement with a system-wide prioritization approach, similar to that used in prior budget requests. 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 existing base
- Priority 3 LB1100 depreciation assessment request
- Priority 4 Continuation request items
- Priority 5 Budget adjustment requests (areas of emphasis)

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

Changes for Wheeler Addition/Renovation – PSC

The proposed renovation of the Al Wheeler Activity Center (AWAC), for which we now have funding in LB 605, was approved by the Board in June of 2002. The AWAC renovation was a part of a planned renovation of the entire PSC Health and Fitness Complex. The original program statement planned a renovation of the Oak Bowl Football Stadium and the existing field house, a new field house located at the Oak Bowl, and the addition/renovation of the AWAC, which includes demolition of A.D. Majors Residence Hall and construction of parking in its place.

The program statement planned to renovate the existing field house for use as the locker room and shower room for the visiting football team, coaches, and officials. The plan also provided a new field house adjacent to the field that contained similar space for the home team. Because much of the support for the total project was to have come from private funding, which has not yet become available, it is necessary for the college to accommodate the functions associated with football and the coaches' offices in the AWAC.

The demolition of the A.D. Majors Building, a residence hall constructed in 1959, will necessitate finding new homes for the student health center, 11 athletic offices, two locker rooms, two shower rooms, training facilities, and storage space for physical education and athletic equipment, the portable stage used for graduation, 500 folding chairs, and the machines used to maintain the courts in the AWAC. The Wheeler Center project will have to include space for these things in the addition/renovation.

A committee of college personnel has been working on ways to incorporate the necessary functions into the renovation. Preliminary plans were shared with the Coordinating Commission staff to determine if the changes constituted a "change of scope," necessitating another review by the Commission. Since no additional space is proposed, and since the project is still devoted to physical education, athletics, and the student health center, the CCPE staff determined that no additional review is needed. The next step in the process is working with the architect through the schematic design and design development processes to plan a renovation that will meet the needs of the college.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

Peru On-Line Tuition Rate Pilot Project Report

On April 16, 2004 the Board approved a three-year pilot project for PSC that provides one tuition rate for online courses. As part of the pilot project, Peru will provide annual reports to the Executive Director and the Board on the success of the project.

The project was implemented with the fall 2004 semester. The information presented below is based on enrollments for fall and spring combined with unduplicated headcount. All foreign country enrollments have been combined into one line for each category.

PSC is completing the second year of the pilot project and the numbers indicate that the program is making a positive difference.

Peru State College
 On-line Enrollments
 AY 03-04 (without new online tuition rate)
 AY 04-05 (year 1 of online tuition rate)
 AY 05-06 (year 2 of online tuition rate)
 As of 5/9/06

Comparison by Student Credit Hour Production: Graduate by State	Fall and Spring Semester Combined			% Chg 06/05
	SCHP 03-04	SCHP 04-05	SCHP 05-06	
Arkansas	0	0	6	
Connecticut	0	0	9	
Colorado	0	0	6	
Florida	0	0	27	
Iowa	6	30	261	
Kansas	0	0	198	
Maine	0	0	21	
Michigan	0	0	3	
Minnesota	0	12	0	
Missouri	0	15	0	
Montana	0	0	3	
Nebraska	108	393	1686	
Nevada	0	0	3	
New York	0	0	3	
Ohio	0	0	18	
Texas	0	0	6	
Vermont	0	0	3	
Foreign	36	216	528	
Total	150	666	2781	318%

Comparison by Student Headcount: Graduate by State	Fall and Spring Semester Combined			% Chg 06/05
	SHC 03-04	SHC 04-05	SHC 05-06	
Arkansas	0	0	1	
Connecticut	0	0	1	
Colorado	0	0	1	
Florida	0	0	4	
Iowa	2	6	17	
Kansas	0	0	12	
Maine	0	0	1	
Michigan	0	0	1	
Minnesota	0	1	0	
Missouri	0	3	0	
Montana	0	0	1	
Nebraska	40	86	176	
Nevada	0	0	1	
New York	0	0	1	
Ohio	0	0	1	
Texas	0	0	2	
Vermont	0	0	1	
Foreign	16	44	59	
Total	58	140	280	100%

Peru State College
On-line Enrollments
AY 03-04 (without new online tuition rate)
AY 04-05 (year 1 of online tuition rate)
AY 05-06 (year 2 of online tuition rate)
As of 5/9/06

Comparison by Student Credit Hour Production: Undergraduate by State	Fall and Spring Semester Combined			% Chg 06/05
	SCHP 03-04	SCHP 04-05	SCHP 05-06	
Alaska	0	0	9	
Alabama	0	63	60	
Arizona	7	4	12	
Arkansas	0	1	0	
California	5	28	15	
Colorado	10	9	21	
Connecticut	3	0	19	
Florida	5	40	9	
Georgia	0	4	0	
Hawaii	0	7	15	
Iowa	139	268	467	
Illinois	0	6	31	
Indiana	0	3	0	
Kansas	32	164	217	
Massachusetts	0	0	24	
Maryland	0	0	6	
Michigan	0	4	3	
Minnesota	7	36	51	
Missouri	147	235	245	
Montana	3	0	3	
North Carolina	0	0	6	
Nebraska	3963	5583	8889	
New Jersey	0	0	6	
Nevada	7	5	45	
New York	0	0	30	
Oklahoma	9	26	9	
Rhode Island	6	0	0	
South Carolina	21	0	0	
South Dakota	24	40	51	
Tennessee	0	0	21	
Texas	27	95	97	
Virginia	3	10	14	
Washington	9	12	19	
Wisconsin	0	18	15	
West Virginia	0	0	4	
Wyoming	3	0	0	
Foreign Countries Combined	465	314	619	

Comparison by Student Headcount: Undergraduate by State	Fall and Spring Semester Combined			% Chg 06/05
	SHC 03-04	SHC 04-05		
Alaska	0	0	1	
Alabama	0	4	5	
Arizona	2	1	1	
Arkansas	0	1	0	
California	3	7	2	
Colorado	3	1	3	
Connecticut	1	0	1	
Florida	2	4	2	
Georgia	0	1	0	
Hawaii	0	2	1	
Iowa	35	47	63	
Illinois	0	3	4	
Indiana	0	1	0	
Kansas	9	24	27	
Massachusetts	0	0	1	
Maryland	0	0	2	
Michigan	0	1	1	
Minnesota	2	1	5	
Missouri	24	32	30	
Montana	1	0	1	
North Carolina	0	0	1	
Nebraska	632	858	1189	
New Jersey	0	0	1	
Nevada	2	2	6	
New York	0	0	4	
Oklahoma	2	2	1	
Rhode Island	1	0	0	
South Carolina	1	0	0	
South Dakota	2	3	4	
Tennessee	0	0	2	
Texas	6	9	11	
Virginia	1	2	4	
Washington	1	3	2	
Wisconsin	0	1	1	
West Virginia	0	0	1	
Wyoming	1	0	0	
Foreign Countries Combined	62	52	71	

Total	4,895	6,975	11,032	58%
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Total	793	1,062	1,448	36%
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Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno

June 2, 2006

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 2, 2006

Project Description	Status	Fund Source
LB 309 Projects		
Burkhiser Elevator Modernization	In Progress	LB 309/CIF
Burkhiser Var. Frequency Drive	Funded	LB 309/CIF
Campus Fire Hydrant Installation	In Progress	LB 309/CIF
Heat Plant Feedwater Plant (materials only)	Complete	LB 309
Reta King Library Elevator Modernization	In Progress	LB 309/CIF
Reta King Library Reroof	In Progress	LB 309/CIF
Math/Science Bldg Elevator Modernization	In Progress	LB 309/CIF
Math/Science to Burkhiser Chilled Water Extension	In Progress	LB 309/CIF
LB 1100 Projects (99-00)		
Boiler House Modernization	In Progress	LB1100/CIF
Contingency Maintenance Projects		
Andrews Hall Rep/Repl Int Doors	In Progress	Contingency Maint.
Andrews Hall Bath Renovation	In Progress	Contingency Maint.
Campus Chiller Match	In Progress	Contingency Maint.
Campus Replace. Furnishings	In Progress	Contingency Maint.
Edna Work Security Electronics	In Progress	Contingency Maint.
High Rise Equip/Comp Supp Lab	In Progress	Contingency Maint.
Kent Hall Bath Renovation	Funded	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Sparks Hall Renovation	In progress	Cash

PHYSICAL PLANT STATUS REPORT

College: **Peru State College**

Meeting Date: June 2, 2006

Project Description	Status	Fund Source
LB 309 Projects		
Admin Bldg Parts A, B & C	Complete	LB 309
Admin Bldg Roof Replacement	Complete	LB 309
Al Wheeler Site Modifications	In Re-Design	LB 309
Campus Services Boiler Room Tuckpointing	Complete	LB 309
Fine Arts Ext. Renovation Design	Design Complete	LB 309
Fine Arts Ext. Renovation	Contract Prepared	LB 309
TJ Majors Bldg Envelope Repair	In Progress	LB 309
Theater Auditorium Parapet Protection (Design) and Repair	Complete	LB 309
Theater Structural Study	Complete	LB 309
TJ Majors Emergency Compressor Replacement	Complete	LB 309
Field House Water Softener	Complete	LB 309
Fine Arts Entry Doors Replacement	Complete	LB 309
TJ Majors Circulating Pump and Make-up Water System Replacement	In Progress	LB 309
Revenue Bond Projects		
Eliza Morgan	Preparing Design Phase II Renovation	Bonds
Delzell Hall Restrooms	Program Statement Approved	Bonds
Contingency Maintenance Projects		
Student Center Dish Room	Pre-Construction Mtg April 27, 2006	Conting. Maint.
Other Capital Construction Projects (Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
New College Entry	Foundation Fundraising In Progress	Foundation

PHYSICAL PLANT STATUS REPORT

College: **Wayne State College**

Meeting Date: June 2, 2006

Project Description	Status	Fund Source
LB 309 Projects		
Carhart Elevator/RR/Stair	Under Construction	LB 309
Carhart Sprinkler System	Under Construction	LB 309
Fine Arts Roof Replacement	Under Construction	LB 309
Studio Arts Roof Replacement	Under Construction	LB 309
Tuckpointing Design (9 Bldgs)	Under Construction	LB 309
US Conn Library Roof Replac.	Under Construction	LB 309
Water Distribution System	Bid; Pending Allocation	LB 309
LB 1100 Projects (99-00)		
Rice Floor Replacement	Substantially Complete	LB 1100
Broadcasting Studios	Final Equipment Being Purchased	LB 1100
LB 1 (2002)		
Revenue Bond Projects		
Anderson Fire Alarm	Under Contract	Revenue Bonds
Contingency Maintenance Projects		
Bowen Hall Pipes/Water Lines	Under Construction	Cont. Maint./Surplus
Commons/Parking Improve.	Lot 9 Bids Rec'd; Notice to Proceed	Cont. Maintenance
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

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

As required by Board Policy, the colleges have submitted the following capital construction progress reports on their campus construction projects.

Chadron

1. Sparks Hall Renovation – Initial report

Peru

1. Hoyt Science Building Addition/Renovation – Interim report
2. Library/Old Gym Renovation – Interim report

Wayne

1. Neihardt Hall Renovation – Interim report
2. 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
AS OF 6/2/06**

College: Chadron State College		Meeting Date: June 2, 2006	
Project Information	Project Title:	Sparks Hall Renovation	
	Program Number:		
	Professional Consultant:	Bahr Vermeer and Haecker	
	General Contractor:	Fuller Construction	
	Net Square Footage: 11,165	Gross Square Footage: 17,218	
	Bid Opening Date	3/23/2006	
	Notice of Proceed Date	4/12/2006	
	Estimated Completion Date		
Final Acceptance Date			
Project Dates	Professional Consultants:	Bahr Vermeer and Haecker	
	Needs Statement	(enter dates)	
	Program Statement	11/5/2002	
	Professional Services Contract	10/30/2005	
	Bonds Sold		
	Preliminary Plans		
	Design Development	11/23/2005	
	Construction Contract	4/12/2006	
	Substantial Completion	5/30/2007	
Final Completion	10/30/2007		
Report Information	Status	Initial Report:	6/2/2006
		Interim Report:	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:	\$2,680,450.00	
	Federal Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		
	Other		
	Total Available	\$2,680,450.00	
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	\$0.00	
Expenditure Information	Proposed Budget	Expended to Date	Balance
	Program Planning		\$0.00
Professional Fees	\$174,500.00	\$138,301.25	\$36,198.75
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$2,416,600.00	\$0.00	\$2,416,600.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.	\$95,000.00	\$0.00	\$95,000.00
Contingency	\$91,385.00	\$0.00	\$91,385.00
Artwork	\$20,000.00	\$0.00	\$20,000.00
Other Items			
1. Special/Tech. Equipment			
2.			
Change Orders			
1. Fuller Construction 4/25/06	-\$117,035.00		-\$117,035.00
2.			\$0.00
TOTALS	\$2,680,450.00	\$138,301.25	\$2,542,148.75

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2006

College: Peru State College		Meeting Date: June 2, 2006	
Project Information	Project Title: Library / Old Gym Renovation		
	Program Number:		
	Professional Consultant: The Clark Enersen Partners		
	General Contractor: A.H.R.S. Construction		
	Net Square Footage: 45,043		Gross Square Footage: 48,597
	Bid Opening Date		12/11/2001
	Notice of Proceed Date		1/15/2002
	Estimated Completion Date		November-03
Final Acceptance Date			
Project Dates	Professional Consultants:		(enter dates)
	Needs Statement		1988
	Program Statement		1988, 1996, 1999, 2000
	Professional Services Contract		5/1/2002
	Bonds Sold		
	Preliminary Plans		
	Design Development		04/01/01
	Construction Contract		12/14/2001
	Substantial Completion		1/12/2004
	Final Completion		1/12/2004
Report Information	Status		Initial Report:
			Interim Report: x Final Report:
Financial Information			
State Buildings			
	Proposed Budget	Expended to Date	Balance
State Funds--LB No:878	\$115,400.00	\$115,400.00	\$0.00
State Funds--LB No:542	\$210,919.00	\$210,919.00	\$0.00
Federal Funds	\$0.00	\$0.00	\$0.00
LB 309 Funds	\$0.00	\$0.00	\$0.00
Additional LB 1 funds allocated	\$237,756.87	\$237,756.87	\$0.00
Capital Imp. Fee Commitment	\$0.00	\$0.00	\$0.00
Other - Bond Funds LB 1	\$6,497,755.00	\$6,497,755.00	\$0.00
Total Available	\$7,061,830.87	\$7,061,830.87	\$0.00
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$49,680.00	\$49,680.00	\$0.00
Professional Fees	\$483,593.63	\$483,593.63	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$4,820,000.00	\$4,820,000.00	\$0.00
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Site work/Utilities	\$32,767.00	\$32,767.00	\$0.00
Furnishings/Moveable Equip.	\$1,005,474.50	\$1,005,474.50	\$0.00
Contingency	\$0.00	\$0.00	\$0.00
Artwork	\$47,500.00	\$47,500.00	\$0.00
Other Items			
1. Construction Administration	\$6,248.83	\$6,248.83	\$0.00
2. Relocation	\$80,349.39	\$80,349.39	\$0.00
3. Asbestos Design/Abatement	\$70,733.70	\$70,733.70	\$0.00
4. Testing and surveys	\$6,181.25	\$6,181.25	\$0.00
Change Orders and Directives			
CO 1. Replace on-grade concrete	\$42,764.00	\$42,764.00	\$0.00
CO 2. Reinforce floor joist	\$17,453.00	\$17,453.00	\$0.00
CO 3. Sagging joist at windows	\$19,502.00	\$19,502.00	\$0.00
CO 4. Sewage ejector	\$19,989.00	\$19,989.00	\$0.00
CO 5. Repair turrets	\$18,719.00	\$18,719.00	\$0.00
CO 6. Power changes	\$14,142.00	\$14,142.00	\$0.00
CO 7. Replace metal covering	\$33,021.00	\$33,021.00	\$0.00
CO 8. Revised framing over floor	\$16,829.00	\$16,829.00	\$0.00
CO 9. Floor replacement	\$16,573.00	\$16,573.00	\$0.00
CO 10. Fluid Cooler Mechanical	\$18,180.00	\$18,180.00	\$0.00
CO 11. Refrigerant lines	\$6,851.00	\$6,851.00	\$0.00
CO 12. Relocate PIV, rout drain	\$13,157.00	\$13,157.00	\$0.00
CO 13. Footings for Link, wall	\$19,499.00	\$19,499.00	\$0.00
CO 14. Slate floor, feeders, ducts	\$15,291.00	\$15,291.00	\$0.00
CO 15. Glass in circle tops	\$17,342.00	\$17,342.00	\$0.00
CO 16. Heat pump supply/return	\$19,631.00	\$19,631.00	\$0.00
CO 17. Site lighting Library	\$18,026.00	\$18,026.00	\$0.00
CO 18. Data and Cable changes	\$17,785.00	\$17,785.00	\$0.00
CO 19. Add aluminum circle tops	\$18,130.00	\$18,130.00	\$0.00
CO 20. Drywalled data and electrical	\$16,902.00	\$16,902.00	\$0.00
CO 21. Replace walls w/beams	\$18,289.00	\$18,289.00	\$0.00
CO 22. Route conduits	\$14,805.00	\$14,805.00	\$0.00
CO 23. Outdoor seating w/rail	\$18,036.00	\$18,036.00	\$0.00
CO 24. Return air duct install	\$17,616.00	\$17,616.00	\$0.00
CO 25 Fire Marshall Req	\$10,770.57	\$10,770.57	\$0.00
TOTALS	\$7,061,830.87	\$7,061,830.87	\$0.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2006

7.5-3

College: Peru State College		Meeting Date: June 2, 2006	
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	\$74,446.67	\$70,368.80	\$4,077.87
Other	\$0.00	\$0.00	\$0.00
Total Available	\$4,384,577.79	\$4,373,782.35	\$10,795.44
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$30,000.00	\$30,000.00	\$0.00
Professional Fees	\$250,537.99	\$250,537.99	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$3,599,930.00	\$3,599,930.00	\$0.00
2. Fixed Equipment	\$43,959.33	\$43,959.33	\$0.00
3. Site work/Utilities	\$21,273.50	\$21,273.50	\$0.00
Furnishings/Moveable Equip.	\$152,290.27	\$152,290.27	\$0.00
Contingency	\$0.00	\$0.00	\$0.00
Artwork	\$40,000.00	\$29,204.56	\$10,795.44
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	\$4,384,577.79	\$4,373,782.35	\$10,795.44

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT

7.5.-5

As of March 31, 2006

project being held open for artwork, fire alarm improvements, and wireless network

College: Wayne State College		Meeting Date: June 2, 2006	
Project Information	Project Title:	Neihardt Hall Renovation	
	Program Number:	na	
	Professional Consultant:	Bahr Vermeer & Haecker, Architects	
	General Contractor:	B.D. Construction	
	Net Square Footage:	42994	
	Bid Opening Date	11/7/2003	
	Notice of Proceed Date	11/02	
	Estimated Completion Date	10/03	
Final Acceptance Date			
Project Dates	Professional Consultants:	June, 2002	
	Needs Statement		
	Program Statement	February, 2002 (Sinclair Hille)	
	Professional Services Contract	June, 2002 (BVH)	
	Bonds Sold	August, 2002	
	Preliminary Plans		
	Design Development	September, 2002	
	Construction Contract	January, 2003	
	Substantial Completion	November 13, 2003	
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:	\$	
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	
	Other	\$	
	Total Available	\$	
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$3,150,000	
	2. Interest Earnings		
	3. Other (cont. maint. - roof)	\$90,000	
	Total Available	\$3,240,000	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees	\$245,021.75	\$245,021.75	\$0.00
Life Cycle Cost Analysis			
Construction			
1. General, Mech., Elec.	\$2,810,628.00	\$2,823,909.71	-\$13,281.71
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$15,200.00	\$0.00	\$15,200.00
Contingency	\$9,532.25	\$0.00	\$9,532.25
Artwork	\$28,795.00	\$0.00	\$28,795.00
Other Items			
1. Roof	\$99,850.00	\$82,509.00	\$17,341.00
2. Cable, Sign, Key, Asb, Adv	\$30,973.00	\$21,205.28	\$9,767.72
Change Orders			
1.	\$	\$	
2.	\$	\$	
TOTALS	\$3,240,000.00	\$3,172,645.74	\$67,354.26

7.5.-6

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT

As of March 31, 2006

project being held open for artwork

College: Wayne State College		Meeting Date: June 2, 2006		
Project Information	Project Title: Stadium Entry Plaza, Track and Restroom Project			
	Program Number:			
	Professional Consultant: DLR Group			
	General Contractor: Christiansen Construction			
	Net Square Footage:		Gross Square Footage:	
	Bid Opening Date		8/8/2002	
	Notice of Proceed Date			
	Estimated Completion Date		8/31/2003	
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement			
	Program Statement		5/19/2000	
	Professional Services Contract		6/19/01 for Phase I	
	Bonds Sold			
	Preliminary Plans			
	Design Development		5/21/2001	
	Construction Contract		9/18/2002	
Substantial Completion		9/25/2003		
Final Completion				
Report Information	Status		Initial Report:	
			Interim Report: X Final Report:	
Financial Information				
State Buildings	State Funds--Crumb Rubber Grnt		\$34,500.00	
	LB 1100 approved 6/03		\$125,000.00	
	LB 309 Funds			
	Cash Funds		\$25,000.00	
	Capital Imp. Fee Commitment		\$400,000.00	
	Other - Wayne State Foundation		\$847,340.00	
	Total Available		\$1,431,840.00	
Revenue Bond Buildings	Bonds Sold		\$	
	Costs of Issuance/Reserves		\$	
	Balances of Proceeds		\$	
Revenue Sources for Construction	1. Bond Proceeds		\$	
	2. Interest Earnings		\$	
	3. Other		\$	
	Total Available		\$	
Expenditure Information	Proposed Budget		Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00	
Professional Fees	\$34,075.00	\$34,075.00	\$0.00	
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00	
Construction				
1. General, Mech., Elec.	\$1,176,345.00	\$1,176,345.00	\$0.00	
2. Fixed Equipment	\$1,862.00	\$0.00	\$1,862.00	
3. WSC Direct & Utilities	\$113,319.00	\$113,319.00	\$0.00	
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00	
Contingency	\$8,372.00	\$0.00	\$8,372.00	
Artwork	\$11,010.00	\$0.00	\$11,010.00	
Other Items				
1. Adv.	\$1,393.00	\$1,393.00	\$0.00	
2. Lighting	\$64,000.00	\$64,000.00	\$0.00	
3. Retaining Wall	\$21,464.00	\$21,464.00	\$0.00	
Change Orders				
1.	\$	\$		
2.	\$	\$		
TOTALS	\$1,431,840.00	\$1,410,596.00	\$21,244.00	

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

Occupancy/Income Reports for Spring 2006

As required by the master bond resolution, the colleges have provided information on occupancy and the income earned by their revenue bond facilities during spring, 2006.

In summary, the following ratios are noted:

	% Residence Hall Occupancy Spring 06*	% Residence Hall Income Spring 06
Chadron State	82%	90%
Peru State	74%	64%
Wayne State	82%	63%

*Room Occupancy Percentage

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2006

Report Date: 05-03-06
Final Report: Spring 2006

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2005	Beds Occupied Spring 2006	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2006	Percent Room Occupancy
Residence Hall									
ANDREWS	304	284	193	170	-11.92%	59.86%	147	135	91.84%
BROOKS	110	84	29	22	-24.14%	26.19%	40	16	40.00%
EDNA WING	94	94	49	34	-30.61%	36.17%	47	30	63.83%
EDNA WORK ***	92	92	0	59	100.00%	64.13%	46	46	100.00%
HIGH RISE	400	422	267	266	-0.37%	63.03%	218	201	92.20%
KENT HALL	304	275	169	147	-13.02%	53.45%	147	102	69.39%
SUBTOTALS	1,304	1,251	707	698	-1.27%	55.80%	645	530	82.17%

	Apartments Available	Apartments Occupied Spring 2005	Apartments Occupied Spring 2006	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0	0.00%
SPARKS HALL	0	11	0	0	0.00%
WEST COURT	41	40	40	0	97.56%
SUBTOTALS	41	51	40	0	97.56%
TOTALS	1,304	1,292	758	738	57.12%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Actual Income
Residence Halls *	1,304		822-1580	\$905,300	\$815,558	90.09%
Student Apartments N/A						
Family Housing	41		265-420	\$74,000	68,260	92.24%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				\$31,000	557	1.80%
Other						
TOTALS				\$1,010,300	\$884,375	87.54%

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

*** Edna Work Hall was closed during Spring 2005.

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2006

REPORT DATE: JUNE 2, 2006
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2005	Beds Occupied Spring 2006	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2006	Percent Room Occupancy
Residence Hall									
ELIZA MORGAN (1)	170	98	78	84	7.69%	85.71%	50	43	86.00%
DELZELL	146	144	100	85	-15.00%	59.03%	72	49	68.06%
CLAYBURN/MATHEWS	120	106	70	65	-7.14%	61.32%	58	38	65.52%
DAVIDSON/PALMER	116	106	60	60	0.00%	56.60%	58	44	75.86%
NICHOLAS/PATE	24	48	27	31	14.81%	64.58%	28	24	85.71%

SUBTOTALS	576	502	335	325	-2.99%	64.74%	266	198	74.44%
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	Apartment Available	Apartment Occupied Spring 2005	Apartment Occupied Spring 2006	Percent of Change	Percent Occupancy	
Family Housing						
OAK HILL	12	8	10	0	83.33%	
FACULTY	8	4	7	1	87.50%	
SUBTOTALS	0	20	12	17	0	85.00%
TOTALS	576	522	347	342	0	65.52%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Projected Income	Percent of Potential Income
Residence Halls *	552	454	1098-1288	\$447,742	\$287,125	64.13%
Student Apartments	12	28	1680-2205	\$23,310	15,770	67.65%
Family Housing	24	24	330-478	\$43,632	34,192	78.36%
Faculty Apartments	8	8	360-452	\$14,616	11,787	80.64%
Summer, Guest Housing & Rentals					355	
Other					14,420	
TOTALS				\$529,300	\$363,649	68.70%

* Residence Hall rental revenue is less waivers, refunds and receivables.

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

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2006

REPORT DATE: 06/02/06
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2005	Beds Occupied Spring 2006	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2006	Percent Room Occupancy
Residence Hall	165	160	75	116	54.67%	72.50%	66	62	93.94%
Anderson Hall	328	310	220	247	12.27%	79.68%	159	145	91.19%
Berry Hall	448	436	222	148	-33.33%	33.94%	208	102	49.04%
Bowen Hall**	240	231	177	175	-1.13%	75.76%	119	114	95.80%
Morey Hall	185	165	118	134	n/a	81.21%	91	87	95.60%
Neihardt Hall	150	136	104	104	0.00%	76.47%	72	69	95.83%
Pile Hall	147	143	107	117	9.35%	81.82%	74	71	95.95%
Terrace Hall	1,663	1,581	1,023	1,041	1.76%	65.84%	789	650	82.38%
SUBTOTALS									

	Apartment Available	Apartment Occupied Spring 2004	Apartment Occupied Spring 2005	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,663	1,581	1,023	1,041	1.76%	65.84%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,581	\$1040-\$1560	\$1,593,040	\$1,008,560	63.31%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	0	n/a
Other				\$10,912	10,912	100.00%
TOTALS				\$1,603,952	\$1,019,472	63.56%

* 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 2006 semester.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno

June 2, 2006

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.

System Office	
Location on Campus:	System-wide
Contracted Work:	Audit Consulting
Contract Amount:	\$Not to exceed \$25,000
Fund Source:	General Fund
Contractor:	Melinda Clarke, CPA, Nebraska City, NE

Chadron State College	
Location on Campus:	Sparks Hall
Contracted Work:	Tunnel Access and Bathroom Countertops
Contract Amount:	\$9,050
Fund Source:	Cash
Contractor:	Fuller Construction
Location on Campus:	Sparks Hall
Contracted Work:	North ADA Entry Renovation
Contract Amount:	\$27,500
Fund Source:	ADA/Cash
Contractor:	Fuller Construction
Location on Campus:	Central Campus
Contracted Work:	Site Work
Contract Amount:	\$61,900
Fund Source:	Pedestrian Infrastructure Fees
Contractor:	Fuller Construction
Location on Campus:	Armstrong Physical Education Building
Contracted Work:	Program Statement for Renovation
Contract Amount:	\$40,000 plus reimbursables not to exceed \$4,000
Fund Source:	Cash
Contractor:	Leo A Daly

Chadron State College continued:	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Boiler House Provide Materials for Floor Scrapes (wear pad sheet goods) \$367.50 LB 309 EBM Milling Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Boiler House Provide Labor and Materials for Floor Scrape Replacement \$7,002 LB 309 Ron's Repair Shop
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Boiler House Provide Hold Down Clips for Boiler House Floor Scrapes \$2,040 LB 309 Hurst Boiler Company
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Burkhiser Technology Complex Replacement of Variable Frequency Drive \$7,127.75 LB 309 Knapp Electric

Peru State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra Fine Arts Building Exterior Restoration \$113,737 (Approved by Chancellor) LB 309 Alden-Parks
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Library Art – Stained Glass \$20,000 Cash Kessler Studios, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Center Asbestos Containing Materials Survey \$1,690 Cash AMI Environmental
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	AD Majors Asbestos Containing Materials Survey \$2,660 Cash AMI Environmental
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Delzell Hall Professional Services for Restroom Exhaust System \$2,000 including reimbursables Revenue Bond Leo A Daly

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson Hall Upgrade Fire Alarm System \$99,219 (Approved by Chancellor) Revenue Bond Construction Electronic Systems, Hastings, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	East of Morey Hall Construction of Parking Lot \$294,822.90 (Approved by Chancellor) Contingency Maintenance Castle Construction, Columbus, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	U.S. Conn Library Re-Roofing \$207,200 (Approved by Chancellor) LB 309/Capital Improvement Fee Ida Grove Roofing, Carroll, IA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Studio Arts Re-Roofing \$98,670 (Approved by Chancellor) LB 309/Capital Improvement Fee Ida Grove Roofing, Carroll, IA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Energy Plant Drain, Scuppers & Cap Flashing, Snow Guard \$3,339 General Operating Budget Guarantee Roofing & Sheet Metal, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Near Education Building Remove/Replace Manhole \$3,019.80 General Operating Budget Robert Woehler & Sons Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Near Recreation Center Remove and Install New Primary Junction Cabinet \$4,951 General Operating Budget Schmader Electric Construction, West Point, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	McCorkindale School House Repair/Paint Siding, Replace Roof \$8,287 General Operating Budget Hattig Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	U.S. Conn Library Replace Coil \$13,250 General Operating Budget Merit Mechanical, Tilden, NE

7.7.-4

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:	Edna Work Hall
No. & Description:	#12 Elevator fire wall, access door, handrails
Change Order Amount:	\$11,121.66
Fund Source:	Allocation
Contractor:	Fuller Construction

Wayne State College	
Location on Campus:	Bowen Hall Piping Project
No. & Description:	#2 Remove tub units, replace flooring, hose bibs, faucets, drains, laundry sinks
Change Order Amount:	\$15,915
Fund Source:	Revenue Bond Surplus Funds
Contractor:	RaDec Construction, Hartington, NE
Location on Campus:	Bowen Hall Piping Project
No. & Description:	#3 Repairs to first floor bathroom/shower
Change Order Amount:	\$987
Fund Source:	Revenue Bond Surplus Funds
Contractor:	RaDec Construction, Hartington, NE
Location on Campus:	Carhart Science ADA Tower
No. & Description:	#4 Add waste lines to serve condensate of fan coils
Change Order Amount:	\$2,853
Fund Source:	LB 309/Capital Improvement Fee
Contractor:	Sampson Construction, Omaha, NE
Location on Campus:	Benthack Hall Tuckpointing
No. & Description:	#1 Structural repair to NE corner of building
Change Order Amount:	\$1,350
Fund Source:	LB 309/Capital Improvement Fee
Contractor:	Mid-Continental Restoration, Ft. Scott, KS

Fiscal & Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Tyler Pribbeno*

June 2, 2006

Revision to Board Policy 9006 Revenue Bonds; Use of Surplus Funds

The following policy has been revised to harmonize policy provisions with changes either mandated by law or by former acts of the Board. The change has been made in accordance with Article XIV of the Board By-Laws, Revisor of Board By-Laws and Policies, and Board Policy 2010, Duties of the Chancellor. The policy was revised as follows:

Policy 9006 – Revenue Bond; Use of Surplus Funds (revision of amount of expenditure requiring Coordinating Commission for Postsecondary Education and legislative approval from \$100,000 to \$500,000; revision of Executive Director title change to Chancellor; and revision of Associate Executive Director for Fiscal and Facilities Management to Vice Chancellor for Finance & Facilities); proposed changes are statutorily authorized (LB 196) for the Board;

REVENUE BOND - AUXILIARY OPERATIONS, NEBRASKA STATE COLLEGE SYSTEMS

POLICY: 9006 Revenue Bonds; Use of Surplus Funds

Page 1 of 2

BOARD POLICY

The Surplus Funds on each campus are those funds remaining each year after costs of operations and maintenance have been paid and after the required minimum dollar amounts have been deposited into the various other bond funds at the end of the fiscal year. The Surplus Fund shall be drawn upon first to make up any deficiencies in the Bond Fund and/or the Bond and Interest Reserve Funds. The Surplus Fund may then be used, upon approval of the Board, to complete the Costs of Construction or Acquisition of any Improvement in the event the funds on deposit in the Construction Fund are not adequate; to pay the Costs of Construction or Acquisition of additional buildings and facilities appropriate to be purchased with revenue bond funds; and to make any extraordinary repairs, renewals, replacements, renovations, equippings, and furnishings to the revenue bond facilities of which all or part of the revenue, fees and earnings are derived from the operations and which are pledged under the revenue bond resolution to payment on the debt of the facilities. These extraordinary items are those which are not customarily included as costs of operation and maintenance and which are deemed necessary or desirable by the Board in order to maintain such revenues, fees and earnings or to maintain the facilities as a revenue-producing enterprise. It is the Board of Trustees' intent that the minimum balance to be maintained in the Surplus Funds at each of the State Colleges shall be 72% of the outstanding debt; however, in no circumstance shall any of the colleges' Surplus Funds be drawn down below \$200,000.

Before an expenditure exceeding \$~~500,000~~^{100,000} for any one item can be initiated, and subsequent to Board approval, the ~~Chancellor~~^{Executive Director} will submit such project to the Coordinating Commission for Postsecondary Education and to the Legislature for approval as required by law.

PROCEDURE

An annual Contingency Maintenance Request for extraordinary repair items shall be submitted to the System Office in the format and according to the schedule developed by the System Office. The request material shall be reviewed by the Board's revenue bond financial management consultant and ~~Vice Chancellor for Finance & Administration~~^{Associate Director of Fiscal and Facilities Management}, and a recommendation submitted by them to the Board. The projects being requested are authorized to be initiated at the beginning of the subsequent fiscal year and expenditures for them are to be transacted after July 1 of that new fiscal year. An exception to this procedure is granted for those projects that must be completed during the subsequent summer months. The colleges are authorized to begin planning and design activities and to place purchase orders for such Contingency Maintenance projects as soon as the Board has approved the requests. However, no payments shall be made on those projects until after July 1 of the request year. Approved projects will be initiated and completed within three years of the resolution's applicable fiscal year period. Projects that have not been initiated within that time period shall be closed out and Surplus Fund balances earmarked for those specific projects shall be reclassified as uncommitted Surplus Funds. Designated funds may continue to be earmarked for those projects that have been initiated within the three-year period but, due to extraordinary circumstances, have not been completed and payment made to the vendor.

Periodically it may be necessary to expend Surplus Funds on an emergency-type project. The System Office should be notified and the College may proceed with the project, after approval is given by the ~~Chancellor~~^{Executive Director} and the Revenue Bond Subcommittee Chair. Such approvals shall be reported to the Board at the subsequent meeting.

If any contingency maintenance item approved by the Board exceeds its estimated cost, the College may reallocate up to \$1,000 in fund balances from other completed projects and report same to the System Office.

**REVENUE BOND - AUXILIARY OPERATIONS, NEBRASKA STATE COLLEGE
SYSTEMS****POLICY: 9006****Revenue Bonds; Use of Surplus Funds****Page 2 of 2**

If any fund balances remain from completed Contingency Maintenance projects, the College may expend up to \$5,000 of those funds for additional, related projects, after consultation with System Office staff. Such reallocation shall be reported to the Board in the subsequent Contingency Maintenance Progress Report. Reallocations exceeding \$5,000 shall be submitted to the Board for approval prior to initiating the projects using those funds.

Legal Reference: RRS 85-408

Dormitories; housing facilities; rates, fees, charges; pledge for payment of bonds; surplus; expend; approval of Legislature

Policy Adopted: 3/11/94

Policy Revised: 8/29/97

Policy Revised: 2/26/99

Policy Revised: 6/2/06

- Chancellor's Report –
June 2006

1. Retirements – Jean Dale & Bruce Donelson

As most of you already know, both Jean and Bruce will be leaving the Nebraska State College System Office. Bruce's last day is June 30 and Jean's last day is July 30. Bruce has been with the state colleges since September 1, 1999. Jean has been with the state colleges since June 1, 2000. I want to thank them for their excellent and outstanding service to the NSCS.

Both Bruce and Jean worked diligently to see the system through the difficult economic times we faced in the past several years. They also provided wisdom and insight as we changed the physical face of Peru, added a power plant at Wayne, renovated Memorial Hall at Chadron, and completed a host of other important capital projects throughout the system. Jean was also instrumental in the significant change the NSCS made in our capital bonding process. Both Jean and Bruce have provided sound advice and wise counsel—I shall miss them and I know those around the system will miss them as well. We wish them both the best in their future endeavors.

2. Welcome – Ed Hoffman & Carolyn Murphy

The System Office welcomes both Ed and Carolyn to our enterprise. They will join us on July 1. Ed will be the Vice Chancellor for Facilities, Planning and Information Technology, and Carolyn will be the Vice Chancellor for Finance and Administration. Ed has been at Chadron since July 1, 1988, and Carolyn has been at Wayne since December 29, 1989. We are fortunate to have both long-time employees remain in the system. In their respective capacities, they will bring skills, talents and abilities to serve the colleges and the system office.

3. LB 605

The LB 605 legislation becomes effective July 1, 2006. The NSCS bond advisor is recommending that we consider issuing bonds as quickly as we are authorized to do so, due to the upward movement of interest rates. Scott Keene and Lauren Wismer will be meeting with system office staff on May 30 to discuss plans for the project. We will be able to provide an update for you from those conversations at the June 2 meeting.

4. System Masters Degree

As you will recall, the organizational management masters degree is the cooperative degree program collaboratively designed by the state colleges and the system office. Primarily the program will utilize existing courses and resources already found in the system. Students will be able to complete graduate courses at any of the state colleges and apply those credits toward the completion of their M.S. degree at their "home institution".

8.1.-2

Currently, at CSC, 22 students are enrolled and 11 others have completed the application but have not enrolled for courses. As of mid-May at PSC, 13 students have applied for admission to the program. At WSC, several students are enrolled in the coursework required for the program but will not declare the major until the 2006-2007 catalog is published.

The fall of 2006 will be the first term for offering the system masters degree at the state colleges. We expect the program to be in full swing by 2007-2008 with growing numbers of students entering the program.

Each of the colleges is extensively advertising the program through brochures, direct mail, and strategic placement of advertisements. PSC is also working with the Nebraska Department of Economic Development in its efforts to increase awareness of the program.

5. May Commencement

Commencement was held at each of the colleges on May 6. Willa Kosman delivered greetings from the Board at Chadron, Bill Roskens at Peru and Steve Lewis at Wayne.

At Chadron, Dr. Allen Shepherd, Professor of History was the speaker for the graduate ceremony and Mr. Steve Gardiner, Billings, MT High School English teacher was the speaker for the undergraduate ceremony. Congressman Jeff Fortenberry delivered the commencement address at Peru. Speakers for the graduate ceremony at Wayne were Sarah Armstrong, learning communities graduate, providing the invocation and Sonia Rittscher, learning communities graduate, providing the remarks. The speakers for the undergraduate ceremony were Enrique Guevara, graduate, providing the invocation and Senator Mike Flood, Norfolk, providing the remarks.

As you will see below, over 800 students received their bachelor's degree and nearly 250 students received their master's degree.

Candidates for Degrees

	CSC	PSC	WSC
Undergraduates	227	290	295
Graduates	24	45	178

CHADRON STATE COLLEGE
- President's Report –
June 2006

Athletic Department Overview

The Chadron State College athletic program is an integral part of the total educational experience provided to students by the institution. The CSC athletic program participates fully in the operational, programmatic, and administrative aspects of the institution and operates within the parameters of the Vision 2011 strategic plan at Chadron State College.

The CSC athletics program provides talented male and female athletes the opportunity to participate in competitive sports with students of like ability from other colleges and universities. Equally important, the CSC athletic program serves as a model for life as it stresses the democratic ideals of ethical values, respect for others, gender and ethnic diversity, and pride in individual and team accomplishments.

Further, it is the belief of the institution and the athletic staff that the CSC athletes are an integral part of the student body. In addition to their extra responsibilities as members of intercollegiate sport programs, athletes are expected to perform academically and conduct themselves socially in accordance with the standards established for all students at the institution.

Chadron State College is committed to providing intercollegiate sport activities and programs to all students who wish to participate and demonstrate the requisite talents and commitment to succeed.

Athletic Opportunities

Chadron State College offers the following sports:

Women- Volleyball, Basketball, Golf, Track & Field (Indoor & Outdoor), and Softball.
Softball will play its first season in the 2006-2007 academic year.

Men- Football, Basketball, Wrestling, and Track & Field (Indoor & Outdoor)

The addition of women's softball has been well received by the college and the community since its inception in the fall of 2005. Women's softball has also helped CSC in its compliance with the federal government guidelines for gender equity and Title IX. The women who have been recruited to date are from a wide variety of academic majors and represent the states of Nebraska, Wyoming, South Dakota, Colorado, and Arizona.

Student Athletics and Academic Success

The Chadron State Athletic Department is proud of the academic success of its athletes. Such success is evidenced by the number of CSC student-athletes who made the President's (4.0 GPA) and Dean's list (3.50 GPA). Twenty-nine student athletes were honored on the Presidents list while sixty-six were honored on the Dean's list.

8.2.-2

Another major academic recognition for student athletes is the Rocky Mountain Athletic Conference (RMAC) scholar athlete award. For the fall semester twenty-two football players, five volleyball players, and three golfers were awarded RMAC Scholar Athlete awards. For winter sports one men's basketball, two women's basketball, three wrestling, ten women's indoor track, and ten men's indoor track athletes were honored. These numbers rank CSC near the top of all of the institutions represented in the RMAC.

Graduation Rate of CSC student-athletes

The athletic department provides academic support for student-athletes to help them be successful in college through a mandatory study table, mandatory tutor sessions, and academic progress reports throughout the semester. This hands-on mentoring has increased the athletic programs graduation rate success as well as the retention of the participants. Six year graduation rate calculations for the Chadron State College athletes are 58.7% compared to the graduation rate calculations for the general student population at CSC which is 46.9%. (2005-06 IPEDS report). The graduation rate of CSC athletes also ranks very high in the RMAC.

Recruitment of Student Athletes

It is the philosophy of the CSC coaching staff that the lifeline of their programs is developing a strong and effective recruiting plan. This is evident by the success of the athletic recruiting numbers each year. To date the Chadron State College athletic coaches have recruited approximately ninety-eight students for 2006-07. Track and field and women's softball are estimated to recruit another fifteen to twenty additional student athletes by the beginning of the next academic school year.

Academic Major Break Down

Student athletes' academic majors encompass most of the academic offerings at Chadron State College. (Please see attachment). This diversity indicates that our coaches do an excellent job of marketing our institution's strong academic record. The four most popular majors for CSC student-athletes are Business, Education, Biology, and Criminal Justice. Other strong programs are our pre-professional majors in medical fields. The athletic program encourages its participants to major in areas that will make them marketable and challenge their academic proficiencies.

Summary

We will continue to foster the philosophy that an NCAA Division II student athlete attends Chadron State College as a student first and an athlete second. Our student athletes represent over twenty-five states with the majority residing in our regional service region and Wyoming. We are proud of our athletic and academic tradition, student achievement, retention and graduation rate. We are also proud of the regional and state exposure our program gains and the strong bond athletics creates for our alumni base.

**CSC Athletic Team
Academic Major Breakdown
2005-2006**

	Current Student Athletes	06-07 Incoming Student Athletes	Totals
Accounting	1	0	1
Ag Business/Marketing	2	0	2
Business	42	16	58
Art (Graphics)	2	4	6
Biology	25	3	28
Chemistry	2	2	4
Communications	4	0	4
Criminal Justice	18	5	23
Education	5	11	16
History	12	1	13
English	1	0	1
HPER	22	9	31
Elementary Ed	11	0	11
Sciences	5	0	5
Math	11	0	11
Environmental Studies	1	0	1
History	3	0	3
IMS	3	0	3
ITE	2	0	2
FCS Human Services	0	0	0
Livestock/Range Mgt	4	1	5
Journalism	0	1	1
Pre-Paleontology	0	1	1
Pre-Med	6	5	11
Pre-Dentistry	1	3	4
Pre-Physical Therapy	6	3	9
Pre-Pharmacy	2	3	5
Pre-Engineering	0	1	1
Pre-Vet	0	2	2
Pre-Nursing	0	1	1
Psychology	10	2	12
Occupational Therapy	0	0	0
Health Sciences	1	2	3
Recreation	5	2	7
Sociology	0	1	1
Sports Medicine	0	1	1
Wildlife/Forestry	0	1	1
Undecided	15	17	32
Totals	222	98	320

PERU STATE COLLEGE
- President's Report -
June 2006

“PSC Foundation to Fund 10 Full Tuition Scholarships for New System Masters Degree”

The Nebraska State College System's (NSCS) new online Masters Degree in Organizational Management is about creating opportunities for small towns and communities across the state.

With its strong emphasis in Entrepreneurial and Economic Development, we believe the degree will prepare community leaders to be effective change agents in order to create more entrepreneurial corporate cultures, start their own businesses and/or facilitate community growth. The fact that the degree is available entirely online and can be completed in two to three years will allow working men and woman from across Nebraska a chance to make their dream of earning a masters degree come true.

The Peru State College (PSC) Foundation has graciously offered to help jump-start the new online degree at PSC by offering 10 full tuition scholarships to proven and potential community leaders. Ten of Nebraska's most promising individuals will have a once in a lifetime opportunity to get a no-cost masters degree that has far-reaching implications for both their futures and the future of our state.

Foundation Director Dr. Dan Johnson and I created the Selective Entrepreneurship and Economic Development (SEED) Scholarship Program to fund the awards. The SEED Scholarship Program is our contribution to a larger effort to revitalize the state's economic landscape. We believe it will help get the word out to community leaders that the NSCS and PSC have a vested interest in helping spur economic growth in Nebraska's communities by supporting, educating and helping develop future leaders.

The SEED Scholarship Program will fund up to 36 hours of graduate online tuition (a value of nearly \$6,000) for individuals who have demonstrated leadership skills and a record of success in one or more of the following areas (listed in order of priority of emphasis for evaluation by the scholarship committee):

1. Successful individual entrepreneurial activity with a vision for further ventures of consequence to a community in Nebraska. Both for-profit and not-for profit ventures will be considered.
2. Working to develop a Nebraska community or region's commercial capacity as a formal or informal economic development or political official or volunteer.
3. Serving as change agent in a corporate or non-profit organization to increase the organization's capacity to employ and/or serve Nebraskans.

The SEED Scholarship Program Committee will also review scholarship requests from individuals who want to eventually share what they have learned by teaching in community colleges to support growing entrepreneurship education programs.

In order to be considered for the scholarship program, applicants must submit a letter detailing relevant experiences to the PSC Admissions Office communicating their interest in the scholarship program. Applicants are also encouraged to provide references from current/former community leaders and/or economic development officials. Applications are being accepted now through June 30. Students must remain continuously enrolled to retain the scholarship.

We are excited for what the future holds for the new online degree, Peru State College and Nebraska.

WAYNE STATE COLLEGE
- President's Report -
June 2006

Wayne State College Community Impact

Colleges, and the communities which surround them, need to have symbiotic relationships, that is, mutual benefits from their interactions. There are always pressure points that cause friction such as parking, noise, traffic, student partying that sometimes gets out of hand. However, usually the relationships are mutually beneficial. Examples include the community's provision of utilities, fire and police protection, retail outlets, restaurants and grocery stores, parks and other recreational facilities, health care, banking, and many other goods and services. The community also contributes to the college with its attendance at college events and through generous contributions of goods, services, and financial support. The college provides educational, economic, cultural, athletic, service and entertainment activities that would not be present in the community without their existence. Below are a few facts and figures:

By the Numbers: 2005-06 Economic Impact Data

- 475 full- and part-time employees at Wayne State College. This does not include part-time continuing education faculty, work-study students, and straight-time (hourly) students. If the rest are included, 600+ employees are on the WSC payroll.
- 302 (64%) of the 475 full-time and part-time employees have Wayne zip codes and 170 (36%) commute. If we look at the 358 full-time faculty and staff 68% (243) live in Wayne and 32% (115) commute. Looking at full-time faculty only, 71% (126) live in Wayne and 29% (37) commute.
- \$29.5 million is in the operating budget (from general, cash, revenue bond). A total of **\$21.5 million** is paid out in salaries, wages, and employee benefits and **\$8 million** in non-personnel operating expenses.

Economists say that each dollar spent in the economy turns over **2.5** times. Taking that into consideration, the total effect of WSC salaries & benefits is \$53.75 million (**\$21.5 million x 2.5**) + \$20 million (**\$8 million x 2.5**), the total effect of the non-personnel operating budget. This results in \$73.75 million total college impact from the personnel and operating budgets. This does not include \$2-\$10 million/year in capital funds for construction and renovation, some of which goes directly and indirectly into the local economy.

The potential effect on the local economy from salaries and benefits is \$34.4 million (**64%** of **\$21.5 million** in salaries and benefits [**\$13.76 million x 2.5**]). Of course, local residents do not spend all of their income in Wayne and northeast Nebraska, but they do spend a large portion of it here. In addition, most of the rest of the salary and benefit dollars (36% [**\$21.5 million x 2.5 = \$19.35 million**]) are spent in the region, some of it in Wayne by non-resident employees.

A total of 2,370 undergraduates are taking at least one course on campus. This does not include graduate students, off-campus students, distance learning, etc.). Of those, 1,039 live on campus, 659 live in the Wayne community and 671 commute from outside Wayne. Conservatively, if each student living in Wayne and on-campus spent \$40 per week in Wayne for 30 weeks a year, they would put \$5.1 million into the local economy (1,698 x 30 weeks x \$40 = \$2 million x 2.5). This excludes spending by commuters, graduate students, summer school students, families and friends who visit students, and visitors who come to campus to look at the college, attend events, and participate in camps, conferences, etc. If each of the 659 students living in Wayne paid \$225/month for rent, this would put approximately \$4.5 million into the Wayne economy ($225 \times 12 \times 659 = \$1.8 \text{ million} \times 2.5$).

8.2.-7

In summary, a conservative estimate of the annual economic impact of spending in the local economy by faculty, staff, and students who live in Wayne would be:

Salaries and benefits:	\$34.4 million
Student spending:	\$5.1 million
Student housing:	<u>\$4.5 million</u>
Total:	\$44 million

Some of the \$8 million in non-personnel funds are spent in the immediate area. One example is \$850,000 to the city for utilities. Capital construction (e.g., \$5 million in 2003/04) is not included in the above figures, but one can see from this example that non-personnel fund expenditure locally is significant.

Outreach to the Community

Money is important, but it is not everything. The quality of life in a college town is different in important ways from a town without a college or university. The most obvious difference is that both traditional students and place-bound adults are able to obtain undergraduate and graduate education. Whether the purpose is obtaining a degree, enhancing specific skills or taking courses purely for enjoyment, having the educational resources of the college available makes a difference. In addition, the presence of a college library is important for many.

Our NENTA (Northeast Nebraska Teacher Academy) program provides substitute teachers to school districts that might otherwise be without them while giving Wayne State College upper-level education majors an opportunity to serve as substitute teachers and earn a stipend. Faculty and staff provide consulting services to the community. In addition, some businesses are attracted to college towns by the presence of faculty expertise, an educated workforce, and student workers (e.g., Ameritas, First National Bank Wayne-Omaha Service Center).

Other Educational and Cultural Programs and Services Provided by Wayne State College:

- Academic competitions (Business, History, Music, Science Fairs, Industrial Technology, Modern Languages, etc.) which enhance the educational experiences of K-12 students.
- Summer camps for music, student councils, etc.
- Black and Gold Performing Arts Series (concerts, plays, other entertainment).
- Fine and performing arts productions (faculty and student music, drama, art exhibits, annual children's play, etc.)
- Campus Showcase (highlights campus programs and people)
- WSC Multicultural Brown Bag Lunch Series
- Martin Luther King, Jr. Celebration
- Plains Writers & Poetry Series
- Fred G. Dale Planetarium programs

Civic Involvement

Programs (offered or hosted by Wayne State College):

- The annual Wayne Chicken Show, which has been hosted by WSC for the past five years.
- Chamber of Commerce legislative forums
- Dr. Sheila Stearns President's Lecture Series on Public Affairs
- Nebraska Humanities Council-sponsored programs
- American Democracy Project forums
- Cooperation with the Boy Scouts on paper recycling

8.2.-8

- Service-learning, which integrates academic study with community service (400 students in 30 classes per semester working with approximately 30 non-profit community organizations)

Athletics

- Hundreds, perhaps thousands, of local residents join WSC students, faculty, parents, and staff in attending NCAA Division II athletic events in baseball, basketball, football, golf, soccer, softball, track and field, and volleyball.
- Summer camps for various sports and cheerleading are held on campus.

College Involvement in the Community

College faculty, staff, and students often play key roles in the community by providing service, leadership, and financial contributions. Many are involved in service clubs, churches, fraternal organizations, chambers of commerce, civic groups, elective offices, volunteer organizations, local public and private schools, and charitable groups. Wayne State participates in a number of health-related programs, including the WSC Senior Wellness Program, American Red Cross blood drives, the Wildcat Sports Medicine Center, community disease prevention programs (women's heart health, for example), and hosting Relay for Life and similar events on campus.

Cooperation with the Community through Interlocal and Other Agreements

Wayne State College works closely with the community to provide facilities that are used by the college, city, and Wayne Community Schools for a variety of community and regional events. These include the Esther Carlson Natatorium (college swimming pool), WSC football field, track, Ramsey Theatre, and the WSC Student Center. In addition, the college participates in joint ventures, i.e. paper purchases with the school, city and county as well as the proposed greywater initiative to use recycled water from the city water treatment plant for sprinkling campus grounds.

In summary, the relationship between Wayne State College, the City of Wayne, and the region is one that is mutually beneficial and important to each of the entities and to the people of northeast Nebraska.

June 2, 2006

ACTION: Nominating Committee Report and Election of Officers

At the March 31 Board meeting, Board Chair Lewis appointed himself and Trustee Peterson to serve as the nominating committee for the 2006-2007 Board officers.

The Committee will be asked to give their report at the June 2 meeting.

June 2, 2006

ACTION: Approve the Appointment of Bruce Cutshall to Serve as Lobbyist Through June 30, 2008 for the Nebraska State College System at a Fee of \$29,680 for FY 07 & a Fee to be Determined for FY 08

Bruce Cutshall has served as the registered lobbyist for the State College System since the 1991 Legislative year. The appointment commencing July 1, 2006 through June 30, 2008 will continue Mr. Cutshall's services for the Nebraska State College System. Mr. Cutshall's fee for FY 07 will be \$29,680. Mr. Cutshall's salary shall be adjusted for FY 08 in an amount not to exceed the general salary increase for NSCS employees.