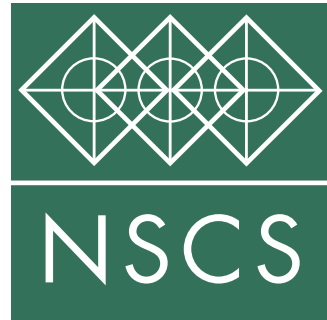


Three colleges.
Thousands of opportunities.



Nebraska State College System

BOARD OF TRUSTEES
Meeting

JANUARY 15, 2008
HILLCREST COUNTRY CLUB
8901 'O' STREET
LINCOLN, NE

Three colleges.
Thousands of opportunities.



BOARD OF TRUSTEES

Meeting Notice

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at Hillcrest Country Club, 8901 E "O" Street, Lincoln, Nebraska, on January 15, 2008.

Executive Session	January 15 –	9:00 a.m.
Committee Meetings	January 15 –	10:00 a.m.
Business Meeting	January 15 –	1:00 p.m.
Board of Trustees-Senators Reception	January 15 –	4:00 p.m.

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

-- NOT A PAID NOTICE --

BOARD OF TRUSTEES MEETING

**JANUARY 15, 2008
HILLCREST COUNTRY CLUB - 8901 "O" Street
LINCOLN, NEBRASKA**

TUESDAY, JANUARY 15 – Meetings will be held in the Ballroom unless otherwise indicated

8:00 – 10:00	Business Officers Council Meeting	Ball Room Section B
8:30 – 10:00	Admissions and College Relations Council Meeting	Ball Room Section C-D
8:00 – 10:00	Academic Officers Council Meeting	Coffee Shop
9:00 – 10:00	Board of Trustees Executive Session – Personnel Issues	Ball Room Section A
10:00 – 12:00	BOARD COMMITTEE MEETINGS Academic, Personnel & Student Affairs Committee Enrollment & Marketing Committee Fiscal & Facilities Committee	Coffee Shop Ball Room Section A Ball Room Section B
12:00 – 1:00	LUNCH	Ball Room Section C-D
1:00 – 3:00	BOARD OF TRUSTEES BUSINESS MEETING	Ball Room Section A
4:00	SENATORS' RECEPTION	Ferguson House

JANUARY 15, 2008
10:00 A.M. – 12:00 P.M.
Coffee Shop

ACADEMIC, PERSONNEL & STUDENT AFFAIRS COMMITTEE MEETING

Consent agenda items:

- 1.1 Accept Report on Personnel Action

Items for discussion and action:

- 2.1 Preliminary Notification of New Academic Programs
- 2.2 First Round Approval of Deletion of Board Policy 2045; Complaints Concerning College Personnel
- 2.3 First Round Approval of Deletion of Board Policy 2050; Appeals
- 2.4 First Round Approval of Deletion of Board Policy 2060; Hearings Before the Board
- 2.5 First Round Approval of Changes to Board Policy 3000; Admission Requirements; Undergraduate; General
- 2.6 First Round Approval of Changes to Board Policy 3100; Conduct & Discipline; Students
- 2.7 First Round Approval of Changes to Board Policy 3200; Due Process -- Students
- 2.8 First Round Approval of Changes to Board Policy 3210; Grievance Procedures – Students
- 2.9 First Round Approval of Board Policy 4220; Assessment Policy
- 2.10 First Round Approval of Changes to Board Policy 5406; Voluntary Retirement Settlement Program; State College Employees

Items for information and discussion:

- 5.1 Five-Year Academic Calendar
- 5.2 College Diversity Plan Reports
- 5.3 Athletic Gender Equity Reports (2003-2008)
- 5.4 Update on Faculty College Planning – PSC

**JANUARY 15, 2008
10:00 A.M. – 12:00 P.M.
Ballroom Section A**

ENROLLMENT & MARKETING COMMITTEE MEETING

Consent agenda items:

- 1.2 Final Round Approval of Proposed Changes to Board Policy 3000; Admission Requirements; Undergraduate; General
- 1.3 Final Round Approval of Proposed Changes to Board Policy 6022; Income; System-Wide Fees; Individual Campus Fees

Items for discussion and action:

No action items

Items for information and discussion:

- 6.1 Board of Trustees Scholarship Application Report
- 6.2 Davis Chambers Scholarship Applications Report
- 6.3 Outdoor Media Campaign
- 6.4 Student Trustees' Selection
- 6.5 Senators' Reception Dates

**JANUARY 15, 2008
10:00 A.M. – 12:00 P.M.
Ballroom Section B**

FISCAL & FACILITIES COMMITTEE MEETING

Consent agenda items:

- 1.4 Approve LB 309 Allocations and Retrievals

Items for discussion and action:

- 4.1 Approve Budget Guidelines (2009-2011)
- 4.2 Approve Capital Construction Board Initiatives
- 4.3 Approve Use of Capital Improvement Fees
- 4.4 Approve Architect Selection for South Sioux City College Center – WSC
- 4.5 Approve Engineer-Architect Selection for Peterson Fine Arts HVAC – WSC
- 4.6 Accept Substantial Completion of Campus Streets – WSC
- 4.7 Authorize Chancellor to Sign Voice Over IP Phone System Contract for CSC
- 4.8 Approve Contracts and Change Orders

Items for information and discussion:

- 7.1 Grant Applications and Awards
- 7.2 Contracts and Change Orders
- 7.3 Physical Plant Status Reports (Oct-Dec)
- 7.4 Update on ERP

JANUARY 15, 2008 BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the November 15-16, 2007 meeting

PUBLIC COMMENT

ITEMS FOR CONSENT AGENDA

- 1.1 Accept Report on Personnel Actions
- 1.2 Final Round Approval of Proposed Changes to Board Policy 3000; Admission Requirements; Undergraduate; General
- 1.3 Final Round Approval of Proposed Changes to Board Policy 6022; Income; System-Wide Fees; Individual Campus Fees
- 1.4 LB 309 Allocations and Retrievals

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC, PERSONNEL & STUDENT AFFAIRS

- 2.1 Preliminary Notification of New Academic Programs
- 2.2 First Round Approval of Deletion of Board Policy 2045; Complaints Concerning College Personnel
- 2.3 First Round Approval of Deletion of Board Policy 2050; Appeals
- 2.4 First Round Approval of Deletion of Board Policy 2060; Hearings Before the Board
- 2.5 First Round Approval of Changes to Board Policy 3000; Admission Requirements; Undergraduate; General
- 2.6 First Round Approval of Changes to Board Policy 3100; Conduct & Discipline; Students
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- 2.9 First Round Approval of Board Policy 4220; Assessment Policy
- 2.10 First Round Approval of Changes to Board Policy 5406; Voluntary Retirement Settlement Program; State College Employees

3. ENROLLMENT AND MARKETING

No action items

4. FISCAL AND FACILITIES

- 4.1 Approve Budget Guidelines (2009-2011)
- 4.2 Approve Capital Construction Board Initiatives
- 4.3 Approve Use of Capital Improvement Fees
- 4.4 Approve Architect Selection for South Sioux City College Center – WSC
- 4.5 Approve Engineer-Architect Selection for Peterson Fine Arts HVAC – WSC
- 4.6 Accept Substantial Completion of Campus Streets – WSC
- 4.7 Authorize Chancellor to Sign Voice Over IP Phone System Contract for CSC
- 4.8 Approve Contracts and Change Orders

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 5.1 Five-Year Academic Calendar
- 5.2 College Diversity Plan Reports
- 5.3 Athletic Gender Equity Reports (2003-2008)
- 5.4 Update on Faculty College Planning – PSC

6. ENROLLMENT AND MARKETING

- 6.1 Board of Trustees Scholarship Application Report
- 6.2 Davis Chambers Scholarship Applications Report
- 6.3 Outdoor Media Campaign
- 6.4 Student Trustees' Selection
- 6.5 Senators' Reception Dates

7. FISCAL AND FACILITIES

- 7.1 Grant Applications and Awards
- 7.2 Contracts and Change Orders
- 7.3 Physical Plant Status Reports (Oct-Dec)
- 7.4 Update on ERP

8. MISCELLANEOUS ACTION & INFORMATION ITEMS

- 8.1 Chancellor's Report
 - 8.1.1 Identify Board Members Attending May Commencements (May 3)
 - 8.1.2 National Conference on Trusteeship – April 12-15, 2008 – Boston, MA
- 8.2 Presidents' Reports
- 8.3 Student Trustees' Reports

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held March 27-28, 2008 at Peru.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF NOVEMBER 15-16, 2007 MEETING

A meeting of the Board of Trustees of the Nebraska State College System was held at Chadron State College, Chadron, Nebraska on Thursday and Friday, November 15-16, 2007.

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:

Bill Roskens, Omaha
Gary Bieganski, McCook
Cap Peterson, Wayne
Larry Teahon, Chadron
Floyd Vrtiska, Table Rock

Student Board Members present:

Tyler Thompson, Chadron State College
Cori Harmon, Peru State College
Jennifer Myers, Wayne State College

NSCS Office Staff, present:

Stan Carpenter, Chancellor
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology
Sheri Irwin-Gish, Associate Vice Chancellor for Communications, Marketing and System Relations
Carolyn Murphy, Vice Chancellor for Finance and Administration
Lynne Olson, Administrative Assistant to the Chancellor
Kristin Petersen, General Counsel and Vice Chancellor for Employee Relations
Korinne Tande, Vice Chancellor for Academic and Student Affairs

CSC Staff present:

Janie Park, President
Dale Grant, Vice President for Administration
Lois Veath, Vice President for Academic Affairs
Randy Rhine, Vice President of Enrollment Management & Student Services
Tena Cook, Director of Admissions
Justin Haag, Communications Coordinator

PSC Staff present:

Ben Johnson, President
Linda Jacobsen, Vice President for Administration and Finance
Todd Drew, Vice President for Academic and Student Affairs
Regan Anson, Director of Marketing and Public Affairs
Micki Willis, Director of Admissions and Recruitment

WSC Staff present:

Richard Collings, President
Beth Kroger, Vice President for Administration and Finance
Bob McCue, Vice President for Academic Affairs
Curt Frye, Vice President and Dean for Student Life

Jay Collier, Director of College Relations
Tammy Young, Director of Admissions
Tricia Akerlund, Marketing Coordinator
Tyrone Wrice, Interim Director of Multicultural Affairs

Others present:

Sean Crosbie, SunGard Higher Education

Thursday, November 15, 2007

CALL TO ORDER

EXECUTIVE SESSION

Board Chair Roskens called the meeting to order at 10:00 a.m.

Motion was made by Trustee Teahon and seconded by Trustee Bieganski to move into executive session to discuss personnel issues. No action was taken. Motion was made by Trustee Peterson and seconded by Trustee Teahon to move out of executive session at 11:05 a.m.

Carolyn Murphy, Vice Chancellor for Finance and Administration presented information to the Board regarding the biennium budget process and financial management. Ms. Murphy outlined the various sources and uses of funds for the system, funding trends and the various reports the system must provide to a wide variety of state and federal entities. Ms. Murphy also provided a timeline for the 2009-2011 biennium budget process.

Sheri Irwin-Gish, Associate Vice Chancellor for Communications, Marketing and System Relations shared the latest enhancements to the NSCS website. One of the enhancements included an "Apply Now" button for applying on-line to any of the three state colleges. Another enhancement included the billboard graphics on the NSCS website.

This session of the meeting was adjourned at 1:00 p.m.

The Academic, Personnel and Student Affairs Committee, the Enrollment and Marketing Committee and the Fiscal and Facilities Committee met separately starting at 1:00 p.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 3:00 p.m.

At 3:00 p.m., the Board of Trustees and the Chancellor held a college constituent focus group meeting for members of the college community to share their thoughts, concerns and ideas about CSC and the System.

Friday, November 16, 2007

CALL TO ORDER—BUSINESS MEETING

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

APPROVAL OF MEETING AGENDA

The meeting agenda for November 15-16, 2007 was approved.

APPROVAL OF MINUTES

Minutes of the September 13-14, 2007 meeting were unanimously approved.

CONSENT AGENDA ITEMS

A motion was made by Trustee Bieganski and seconded by Trustee Teahon to approve the following consent agenda items. Voting aye: Bieganski, Peterson, Roskens, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson. Motion was unanimously approved.

Accept Report of Personnel Actions

Final Round Approval of Proposed Changes to Board Policy 8020; Naming of Facilities

Approve LB 309 Allocations and Retrievals

ITEMS FOR DISCUSSION AND ACTION

Academic, Personnel and Student Affairs Committee

The Academic, Personnel and Student Affairs Committee did not have any action items.

Enrollment and Marketing Committee

First Round Approval of Changes to Board Policy 3000; Admission Requirements; Undergraduate; General

A motion to approve the proposed changes to Board Policy 3000; Admission Requirements; Undergraduate; General was recommended by the committee to the full Board, which unanimously approved the motion.

First Round Approval of Changes to Board Policy 6022; Income; System-Wide Fees; Individual Campus Fees

A motion to approve the proposed changes to Board Policy 6022; Income; System-Wide Fees; Individual Campus Fees was recommended by the committee to the full Board, which unanimously approved the motion.

Fiscal and Facilities Committee

Revenue Bond Audit Reports

A motion to accept the 2006-2007 Revenue Bond Audit reports as submitted for the Colleges by KPMG was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Peterson, Roskens, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

Ratify Use of LB 1100 Set Aside Funds

The ratification of use of LB 1100 set aside funds was removed from the action agenda for the November 15-16, 2007 meeting.

Approve Reallocation of LB 605 Funds

A motion to approve the reallocation of \$179,500 of LB 605 construction funds from PSC emergency power generator to PSC Al Wheeler Activity Center and bleachers replacement was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Peterson, Roskens, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

Appoint Architect Selection Committee – WSC

A motion to appoint the following individuals to the architect selection committee for the Peterson HVAC design and phase I project at Wayne 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
- Cap Peterson, Fiscal and Facilities Committee, Board of Trustees
- Carolyn Murphy, Vice Chancellor for Finance and Administration, NSCS
- Ed Hoffman, Vice Chancellor for Facilities, Planning and Information Technology, NSCS
- Richard Collings, President, WSC
- Beth Kroger, Vice President for Administration and Finance, WSC
- James O'Donnell, Dean of Arts and Humanities, WSC
- Derby Johnson, Director of Facility Services
- Mike Rindone, Architect, Building Division

Authorize Chancellor to Sign Rice Auditorium and Memorial Stadium Renovation Contract – WSC

A motion to authorize the Chancellor to sign the Rice Auditorium and Memorial Stadium renovation construction contract for Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Peterson, Roskens, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

Approve Return and Use of Capital Improvement Fee Funds

A motion to approve the return of \$23,168.75 of unused capital improvement fee funds from the following projects at Chadron State and the use of up to \$58,500 for the LB 309 match for the following project at Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Peterson, Roskens, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

<u>CSC PROJECTS</u>	<u>Original CIF Allocation</u>	<u>CIF Balance and Retrieval</u>
Chilled Water Extension	\$ 2,550.00	\$ 40.89
Elevator Upgrades Prof. Fees	\$ 9,000.00	\$ 100.00
Elevator Upgrades (Burkhiser, Math/Science, King Library)	\$ 34,635.00	\$.01
Library Reroof	\$ 29,500.00	\$ 2,819.81
Math/Science to Burkhiser Chiller	\$ 70,000.00	\$14,584.29
Memorial Hall Renovation	\$100,000.00	\$ 5,446.90
Miller Hall Reroof	\$ 825.00	\$ 176.85
<u>PSC PROJECT</u>	<u>LB 309 Funds</u>	<u>PSC Match</u>
TJ Majors Fire Sprinkler	\$331,500.00	\$ 58,500.00

Approve Artist and Design for Stadium and Rice Auditorium Projects – WSC

A motion to approve the artist and design for the 1% art project for the stadium and Rice Auditorium projects at Wayne State was recommended by the committee to the full Board, which unanimously approved the motion.

ITEMS FOR INFORMATION AND DISCUSSION

Academic, Personnel and Student Affairs

Revisions to Board Policies 2550 and 4620

Board Policy 2550; System Office Organizational Chart was revised to reflect the recent title changes within the System Office. Board Policy 4620; Accreditation was revised to reflect the name change for the organization that oversees accreditation in higher education. (Copies of the updated policies are attached to the official minutes.)

On-Line Program Offerings Report

A summary of the on-line programs offered by each of the colleges was reported to the Board. The summary included the programs offered on-line, enrollments, hours, oversight of faculty, academic support provided, courses offered and the approval process used to determine the programs that are offered on-line. (Copies are attached to the official minutes.)

Education Program Changes – WSC

The following changes were made to the Wayne State education programs. These changes will be forwarded to the Coordinating Commission for inclusion in the master list of programs.

Early Childhood Education Subject Endorsement (BA, BS)

The program was discontinued at the end of 2005-2006.

Early Childhood Education Unified Field Endorsement (BA, BS)

The program replaces the Early Childhood Education Subject Endorsement (BA, BS)

Sport Management (MSE)

The masters program was discontinued at the end of the 2005-2006 AY and replaced with the Sport/Recreation Management option in Organizational Management MS degree approved April 8, 2005.

Human Performance & Leisure Studies (MSE) – Coaching, Exercise Science, Health Education, Sport Administration and Management

Coaching and Health Education endorsements were discontinued in 2000-2001

Sport Administration and Management endorsement was changed to Sport Management (MSE) in 2001-2002 and was discontinued at the end of 2005-2006

As noted above, Sport Management was changed to Sport/Recreation Management option within the Organizational Management MS approved April 8, 2005.

Summer Enrollment Reports

Summer 2007 enrollment reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Summer Instructional Load Reports

Summer 2007 instructional load reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Off-Campus and Early Entry Course Offerings Report

Board members were provided a summary of off-campus and early-entry courses offered during 2006-07. Over 1,333 courses were offered at 71 locations throughout the state to 21,186 students. (Copies are attached to the official minutes.)

Quantitative Academic Reports

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

Update on Faculty College

An update on the second Faculty College, to be held at Peru State during the summer of 2008, was presented to the Board.

Enrollment and Marketing

Board of Trustees Scholarship Acceptance Report

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

Joint Enrollment Program

The Joint Admissions Program title was changed to the Joint Enrollment Program in an effort to better reflect the intended purpose.

System Advertisements

Ads promoting the Board of Trustees' scholarships have been published in special College Fair sections in the Omaha World Herald and the Lincoln Journal Star.

NSCS Guidance Counselor Tour

One hundred twenty two guidance counselors, community college representatives and Norfolk Upward Bound representatives attended the 2007 NSCS Guidance Counselor Tour. Again this year, the tour was a great success.

NSCS Month

The Governor proclaimed the month of October as NSCS month. Students who visited the colleges and took a campus tour during October were eligible for a \$1000 scholarship.

Fiscal and Facilities

Deficit Requests

Deficit requests were due to the DAS Budget Office on October 26. The following was approved by the Board at its September 13-14, 2007 meeting.

- Capital Request
 - ERP Software/Hardware
- Operating Requests
 - ERP Maintenance Costs/Staffing
 - Federal Minimum Wage Increase
 - Director at College Center at South Sioux City
 - Utilities

As noted in the September board item for deficits, several of the requests were continuing to be developed at that time. Actual deficit requests submitted are as follows:

ERP Software/Hardware (Capital Outlay: one-time request) \$8,900,000 (FY09)

This request includes the following:

Software	\$2,600,000
Hardware	650,000
Project Management	300,000
Migration Services	4,250,000
Training Support	300,000
Maintenance	200,000
Contingency	600,000
TOTAL	\$8,900,000

The request states that we will continue to review and refine it throughout vendor selection, which is currently in process.

ERP Ongoing Support \$ 605,000 (FY09)

The request includes \$405,000 for 6.0 FTE additional staff (3.0 FTE Database Administrators and 3.0 FTE Applications Support Specialists), and \$200,000 for increases in ongoing maintenance agreements for the new system. We also noted that it is difficult, at this time, to project future staffing requirements that will be necessary as a result of the implementation of the new system. Additional staffing requests may be made in the next biennium budget process.

**Federal Minimum Wage \$ 116,037 (FY08)
\$ 232,074 (FY09)**

This request reflects the first two years of impact of the federal minimum wage increase. The third and final year would be included in the 2009-11 biennium budget process.

Director for College Center at South Sioux City \$ 52,075 (FY09)

This request is for one-half (Wayne State's share) of the cost of getting a Director in place to be a key part of the planning processes for the College Center at South Sioux City.

Utilities No request at this time

We continue to monitor utility expenditures, and in our submission cover letter we indicated that we reserve the right to come in with a utility deficit request in the future, if necessary.

Grant Applications and Awards

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

Peru State Application

- Trails and Tales VI: Conflict, Compromise, and an Uneasy Coexistence on the Contested Plains (Nebraska Humanities Council) -- \$15,875

Wayne State Applications

- NAS Student Presentations 2008 (The Nebraska Academy of Sciences) -- \$2,470
- Omaha and Ponca Digital Dictionary (National Science Foundation through University of Nebraska-Lincoln) -- \$134,060
- L.I.F.E.: Literacy is For Everyone, Part 2 (Nebraska Coordinating Commission for Postsecondary Education Improving Teacher Quality: State Grants Program through ESU 1) -- \$83,282

Wayne State Awards

- CHAMPS/Life Skills Program Speaker (NCAA Health & Safety Speakers Grant Program) -- \$500
- The Network Addressing Collegiate Alcohol and Other Drug Issues (U.S. Department of Education's Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention through the IA-KS-MO-NE Regional Network) - \$5,216.62

Contract and Change Orders

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

Chadron State Contract

- Math/Science Building and Burkhiser Complex – (underground sprinkler system) - \$13,850

Peru State Contracts

- Al Wheeler Activity Center – (ADA lockers, alarm horn, air ductwork, demo catwalk, repair conduit) - \$6,962
- Auditorium/Theater – (installation of automated logic direct digital control system) - \$16,539
- Al Wheeler Natatorium – (skimmer repair) - \$14,550
- TJ Majors Fire Sprinkler – Site Utilities – (install the fire sprinkler water line) - \$10,100
- Student Center – (replace a set of doors on the south side) - \$4,447

Wayne State Contracts

- Brandenburg Hall – Ley Theatre – (remove/install lighting console) - \$6,754
- Softball Field – (remove/install backstop netting) - \$1,399
- Memorial Stadium – (install fence and repair sidewalk) - \$4,322
- Campuswide – (repair sidewalks) - \$10,053
- Memorial Stadium – (install concrete for visitor bleachers) - \$13,472
- Berry Hall – (repair front entry stoop) - \$1,141
- Campus Grounds (Pile Hall & US Conn Library) – (install concrete sidewalks and footings for 1% art project (Emser)) - \$13,509
- Baseball Field – (install new baseball scoreboard and footings-move old scoreboard to softball field) - \$13,525
- Rice Auditorium – Memorial Stadium – ADA Entrance/Elevator – (professional services) - \$20,104

Peru State Change Orders

- Campus Services/Boiler House – (#1 remove sleeve for boring under the road) - \$0.00
- Campus Services/Boiler House – (#2 remove day tank from generator) – \$-1,706
- Al Wheeler Activity Center Addition and Renovation – (#4 revised fire service, rated door, galvanized pipe, adjust beam size) – \$19,342
- AV Larson HVAC Codes Upgrade – (#2 replacing and re-routing electrical feeders for panels GL 1 and PD 1) - \$11,561
- AV Larson HVAC Codes Upgrade – (#3 ground all existing outlets per code regulations) - \$8,250
- Auditorium/Theater – (#1 change the attachment of the base layer of insulation) - \$4,189
- AWAC Addition and Renovation – (#5 return to original bridge design) - \$17,000

Wayne State Change Orders

- Campus Services Construction – (#6 drainage scour pad, communications lines, add stoops) - \$18,956
- Campus Services Construction – (#7 add soffit panel and pin stoops) - \$11,662
- Connell Re-Roof – (#2 adjust to actual conditions (ductwork, rafters, etc.) - \$1,199
- Hahn Soffit/Fascia/Gutters – (#1 increase downspout length and repair pest screens) - \$1,185
- Streets/Sidewalks Project – (#1 sidewalk layout revisions, additional storm drain inlet on Wendt Drive) - \$6,251.60

Remission Fund Awards Report

A summary of the remission funds awarded by category was presented. (Copies are attached to the official minutes.)

Cash Reserve Balance Report

An update on the status of each of the college's cash reserve funds was presented. (Copies are attached to the official minutes.)

Capital Construction Progress Reports

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

Chadron State

- Administration Building – Interim report
- Sparks Hall Renovation – Interim report

Peru State

- Al Wheeler Activity Center Addition/Renovation/Bleachers – Interim report
- Emergency Power Generation – Interim report

Wayne State

- Campus Services Construction & Renovation – Interim report
- Neihardt Hall Renovation – Interim report
- Rice-Stadium Renovations – Initial report
- Stadium Entry Plaza, Track and Restroom Project – Interim report

Physical Plant Status Reports

Each college provided a report of the status of physical plant projects to the Board. (Copies are attached to the official minutes.)

Expenditures per FTE Student Reports

A report showing a five-year history of each colleges' general operations expenditures per full-time equivalent student not requiring Board approval was provided for information. (Copy is attached to the official minutes.)

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Chancellor's Report

Chancellor Carpenter reminded Trustee Peterson and Trustee Teahon of December 14 commencement exercises at WSC and CSC respectively. Trustee Peterson will give greetings from the Board at Wayne and Trustee Teahon at Chadron. Chancellor Carpenter further reported that a videoconference meeting had been scheduled for December 19 from 10:30 – 12:00 noon (CST) to permit the Board to accept the audit report and possibly to authorize the Chancellor to negotiate a contract with the vendor selected to provide the colleges with a suitable Enterprise Resource Plan (ERP).

Chancellor Carpenter further noted that Ed Hoffman had met with college representatives November 15 to discuss the vendor proposal packages and hardware configurations and costs of the ERP. If all goes as planned, the vendor selection should be made by December 31.

Carolyn Murphy noted the exit interview with the auditors was scheduled for Tuesday, November 20. She remarked that she and the Chancellor were aware of three audit findings.

Chancellor Carpenter noted the next AGB (Association of Governing Boards of Universities and Colleges) meeting would be held April 12-15, 2008 in Boston, MA. He urged trustees to consider attending. If any trustee wishes to attend they should contact him to register and make travel arrangements.

Presidents' Reports

CSC President Park reported on the yearlong orientation course developed for first year faculty members at Chadron State. The course is constructed to model an ideal learning environment in the classroom and online. Currently, six new, full-time faculty and four new graduate assistants are enrolled in the course.

PSC President Johnson reported on the recent inductees to the PSC Athletic Hall of Fame. President Johnson also reported the Higher Learning Commission (HLC) had approved the Organizational Management MS degree at Peru.

WSC President Collings reported on the Career Services Office at Wayne State. According to recent data, 92% of WSC graduates are working or attending graduate school in the area of their degree choice.

CSC President Park recognized Trustee Teahon for his assistance during the recent lock down of the college search for the criminal suspects from Montana. His million watt flash light "techniques" reportedly helped guide the search plane in its efforts to fly south of Chadron.

Student Trustees' Reports

WSC Student Trustee Myers reported on the continued success of the Wildcat Wheels program and the various activities being held on campus recently.

PSC Student Trustee Harmon reported that marketing and management students from PSC had teamed with the Nebraska Department of Economic Development to develop the "Seven Wonders of Southeast Nebraska".

CSC Student Trustee Thompson reported the Eagles would be playing in the football playoffs on November 24 and the success of the campus cleanup activity held recently.

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held in Lincoln, Nebraska on January 15, 2008.

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

Respectfully submitted,

Stan Carpenter
Chancellor

Individuals 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

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

ACTION: Accept Report of Personnel Actions

Priority: Educational Excellence Throughout the System
Goal: 3. Recruit, retain and invest in excellent faculty and staff

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: January 15, 2008

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
Enos, Karen	EHPCP&SW; Education	Assistant Professor	22,813.00* AY	State	08/22/2008 - 12/19/2008	1.00	Leave of Absence (1 academic semester)	Specific Term Probationary - Tenure Track
Spranger, Greg	BEAMS; Mathematical Sciences	Assistant Professor	46,080.00 AY	State	08/15/2005 - 12/14/2007	1.00	Resignation	Specific Term Probationary - Tenure Track
Wentworth, Beth	BEAMS; Mathematical Sciences	Assistant Professor	21,643.00* AY	State	08/22/2008 - 05/09/2009	1.00	Leave of Absence (academic year)	Specific Term Probationary - Tenure Track
Wright, Ottley	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	21,257.50* AY	State	01/12/2009 - 05/09/2009	1.00	Leave of Absence (1 academic semester)	Specific Term Probationary - Tenure Track

*Salaries are contingent upon a satisfactory evaluation.

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: January 15, 2008

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
Albright, Jeri	Upward Bound; Academic Advisor	NA	25,184.00 (31,963.00) Grant FY	Grant	11/19/2007 - 08/31/2008	0.92	New Appointment; Received Chancellor Approval	Special Appointment; Probationary
Finerty, Jennifer	Admissions; Coordinator of Admissions Services	NA	14,500.00 (29,000.00) FY	State	01/02/2008 - 06/30/2008	1.00	New Appointment; Replaces Erika Pritchard	Special Appointment; Probationary
Korte, Ken	Cultural Programs & College Relations; Exhibit and Design Specialist	NA	10,924.00 FY	State	07/10/1995 - 06/30/2008	1.00	Voluntary Retirement Settlement Program; Policy 5406	Specific Term
Nipp, Amanda	Project Strive; Student Intervention Officer	NA	31,529.00 Grant FY	Grant	08/18/2003 - 12/20/2007	1.00	Resignation	Specific Term

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
MacNeill, Loree	Cultural Programs & College Relations; Director	NA	54,790.00 FY	State	08/29/1983 - 06/30/2008	1.00	Early Retirement Incentive Program; Policy 5401	Specific Term

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Burke, Ronald	BEAMS; Business & Economics	Professor	436.00 AY	State	10/22/2007 - 12/14/2007	NA	ECON 334; Enrollment over 30	Special
Burke, Ronald	BEAMS; Business & Economics	Professor	2,178.00 AY	State	08/20/2007 - 10/12/2007	NA	ECON 232; Enrollment over 30	Special
Burke, Ronald	BEAMS; Business & Economics	Professor	872.00 AY	State	10/22/2007 - 12/14/2007	NA	ECON 232; Enrollment over 30	Special
Burke, Ronald	BEAMS; Business & Economics	Professor	5,228.00 AY	State	10/22/2007 - 12/14/2007	NA	ECON 130; Enrollment over 30	Special
Butterfield, Charles	BEAMS; Applied Sciences	Associate Professor	291.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; AGRI 400 02 & 04; 1 cr hr & 3 cr hrs; 1 student each	Special
Campbell, Thomas	Extended Campus Programs; Adjunct Instructor	NA	1,800.00 AY	State	08/20/2007 - 12/14/2007	0.10	Appointment	Special
Cary, Phil	BEAMS; Mathematical Sciences	Associate Professor	109.00 AY	State	08/20/2007 - 12/14/2007	NA	Course Challenge Completion	Special
Derby, Mary	EHPCP&SW; Adjunct Instructor	NA	1,350.00 AY	State	11/27/2007 - 12/14/2007	0.07	Appointment	Special
Fickel, Monty	BEAMS; Mathematical Sciences	Professor	277.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; MATH 600; 3 cr hrs - 1 student	Special
Fillmore, Brad	Arts & Sciences; Physical Sciences	Assistant Professor	146.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; BIOL 400; 2 cr hrs - 1 student	Special
Hunn, Lorie	EHPCP&SW; Education	Assistant Professor	73.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; EDUC 400; 1 cr hr - 1 student	Special
Jackson, Allen	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	218.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; HPER 400 05; 3 cr hrs 1 student	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Kirsch, Kathleen	Arts & Sciences; Communication Arts	Associate Professor	218.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; CA 400; 3 cr hrs - 1 student	Special
Koehn, James	BEAMS; Business & Economics	Assistant Professor	277.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; BA 500; 3 cr hrs - 1 student	Special
Koza, Richard	BEAMS; Business & Economics	Associate Professor	1,525.00 AY	State	10/22/2007 - 12/14/2007	NA	MGMT 330; Enrollment over 30	Special
Leite, Mike	Arts & Sciences; Physical Sciences	Professor	73.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; GEOS 400; 1 cr hr - 1 student	Special
Perry, Luke	Arts & Sciences; Social Sciences	Assistant Professor	218.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; PS 400; 3 cr hrs - 1 student	Special
Petersen, Ann	EHPCP&SW; Education	Associate Professor	500.00 AY	State	08/18/2007 - 12/14/2007	NA	IDL Courses; EDUC 423 & EDUC 417e 2 sites	Special
Ritzen, Donna	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	146.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; HPER 400; 1 cr hr - 1 student	Special
Ritzen, Scott	EHPCP&SW; Health, Physical Education & Recreation	Professor	436.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; HPER 400 02 & 03; 3 cr hrs each - 1 student each	Special
Schaeffer, Susan	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	553.00 AY	State	08/18/2007 - 12/14/2007	NA	Independent Study; COUN 600; 3 cr hrs - 2 students	Special
Squier, Cindy	EHPCP&SW; Education	Instructor	756.00 AY	State	08/18/2007 - 12/14/2007	NA	IDL Courses; EDUC 413E, 414E, 415E, 416E, 422, 423 & 424; 9 credit hours - 1 site	Special
Waldo, Jamie	BEAMS; Business & Economics	Assistant Professor	3,267.00 AY	State	10/22/2007 - 12/14/2007	NA	MKTG 231; Enrollment over 30	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Waugh, Wendy	BEAMS; Business & Economics	Associate Professor	217.80 AY	State	08/20/2007 - 10/12/2007	NA	MIS 235; Enrollment over 30	Special
Waugh, Wendy	BEAMS; Business & Economics	Associate Professor	1,089.00 AY	State	10/22/2007 - 12/14/2007	NA	MIS 130; Enrollment over 30	Special
Waugh, Wendy	BEAMS; Business & Economics	Associate Professor	2,178.00 AY	State	10/22/2007 - 12/14/2007	NA	MIS 130-99; Enrollment over 30	Special
Wright, Jim	BEAMS; Business & Economics	Professor	1,306.80 AY	State	08/20/2007 - 10/12/2007	NA	BA 336; Enrollment over 30	Special
Wright, Jim	BEAMS; Business & Economics	Professor	2,614.00 AY	State	10/22/2007 - 12/14/2007	NA	BA 431; Enrollment over 30	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: January 15, 2008

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
Garrett, Jeff	BEAMS; Graduate Assistant	NA	6,000.00 AY	State	08/17/2007 - 12/14/2007	0.25	Resignation	Special Appointment
Larson, Jeff	Athletics; Graduate Assistant	NA	6,000.00 AY	State	08/18/2006 - 12/14/2007	0.25	Resignation	Special Appointment
Rosas, Jonathan	Athletics; Graduate Assistant	NA	3,000.00 AY	State	01/07/2008 - 05/03/2008	0.25	New Appointment	Special Appointment
Spargo, Megan	Social Sciences; Graduate Assistant	NA	6,000.00 AY	State	08/18/2006 - 12/14/2007	0.25	Resignation	Special Appointment
Spargo, Michael	Athletics; Graduate Assistant	NA	6,000.00 AY	State	08/18/2006 - 12/14/2007	0.25	Resignation	Special Appointment

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: January 15, 2008

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
Brickley, Erin	Project Strive; Academic Advisor	N/A	16.70 HR	Grant	9/24/2007	0.50	Department Correction	Special Appointment
Nash, Jeni	Upward Bound; Academic Advisor	NA	16.70 HR	Grant	11/14/2007	0.46	New Appointment; Received Chancellor Approval	Special Appointment
Shald, Jeff	Upward Bound; Academic Advisor	NA	16.70 HR	Grant	10/8/2007	0.46	New Appointment; Received Chancellor Approval	Special Appointment

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: January 15, 2008

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
Peters, Gene	Physical Facilities; Master Electrician	NA	3,622.50 MO	State	10/01/1991 - 11/30/2007	1.00	Retirement	Specific Term
Waggener, Denise	Physical Facilities; Maintenance Repair Worker I	NA	2,316.25 MO	State	09/01/1983 - 11/14/2007	1.00	Resignation	Specific Term
White, Lisa	Admissions; Academic Credentials Technician	NA	1,995.42 MO	State	11/1/2007	1.00	Position Restructured; New Appointment	Specific Term - Probationary
Zimmerman, Maria	Physical Facilities; Custodian	NA	1,540.33 MO	State	01/02/2003 - 11/30/2007	1.00	Resignation	Specific Term

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

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
Hinrichs, Paul	School of Arts and Sciences	Associate Professor	\$1,000	State	12/31/07-06/30/08	N/A	Stipend, student/faculty evaluation preparation	Special
Kunkel, Ellie	School of Education/Graduate Studies	Assistant Professor	\$1,200	State	12/31/07	N/A	Stipend, Online Course Development EDUC 310	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

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
Youngquist, Katie	Payroll/Benefits Manager	N/A	\$31,500 pro-rated	State	11/01/07	1 FY	Reclassified from Support Staff Accounting Clerk III (\$23,772)	Special

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
Laura Roberts	Director of Online Services and Offutt Programs	N/A	\$50/student/cr.hr. through 10 students; \$34/student/cr.hr. for 11 and above	State	01/07/08-02/29/08; 03/10/08-05/02/08	.20 AY	PSYC 250-49X; PSYC 250-49Y	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

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
Anderson, Josh	School of Arts and Sciences	N/A	\$50/student/ cr.hr. through 10 students; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	ART 206-49X; ART 206-49Y	Special, Part-time
DeFrain, Debbie	School of Arts and Sciences	N/A	\$500/cr.hr. for 10 or more; \$50/student/ cr.hr. for fewer than 10	State	01/07/08- 05/02/08	.20 AY	MUSC 213-00A; MUSC 342-00A	Special, Part-time
Dunekacke, Susan	School of Arts and Sciences	N/A	\$500/cr.hr. for 10 or more; \$50/student/ cr.hr. for fewer than 10	State	01/07/08- 05/02/08	.30 AY	ENG 201-00B; SPCH 152-00B; SPCH 152-00C	Special, Part-time
Forsberg, Peggy	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	SOC 201-49X; SOC 201-49Y	Special, Part-time
Fritschle, Karen	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 01/07/08- 02/29/08; 03/10/08- 05/02/08	.30 AY	BUS 347-49X; BUS 348-49X; BUS 350-49Y	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

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
Hayes, Daniel	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	CJUS 220-49X; CJUS 308-49Y	Special, Part-time
Ivy, Maurice	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10 students; \$34/student/ cr.hr. for 11 and above	State	01/07/08- 02/29/08	.20 AY	MGMT 662-49X; MGMT 662-49V	Special, Part-time
Johnson, Dale	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	BUS 301-49X; BUS 301-49Y	Special, Part-time
Kearney, James	School of Arts and Sciences	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	HIST 411-49X; HIST 202-49Y	Special, Part-time
Kearney, James	School of Arts and Sciences	N/A	\$500/cr.hr. for 10 or more; \$50/student/ cr.hr. for fewer than 10	State	01/07/08- 02/29/08	.10 AY	HIST 202-00A	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

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
Lee, Chris	School of Arts and Sciences	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08	.20 AY	HIST 114-49X; HIST 114-49V	Special, Part-time
Lundholm, Robert	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	BUS 251-49X; BUS 251-49Y	Special, Part-time
Marnell, Maria	School of Arts and Sciences	N/A	\$500/cr.hr. for 10 or more; \$50/student/ cr.hr. for fewer than 10	State	01/07/08- 05/02/08	.17 AY	SPAN 102-00A	Special, Part-time
Nedley-Newcomb, Jody	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	10/22/07- 12/14/07	.10 AY	PSYC 121-49Y	Special, Part-time
Nedley-Newcomb, Jody	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	PSYC 121-49X; PSYC 121-49Y	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

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
Odum, Jay Anthony	School of Professional Studies	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08; 03/10/08- 05/02/08	.20 AY	CJUS 360-49X; CJUS 385-49Y	Special, Part-time
Plettner, Elden	School of Arts and Sciences	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	03/10/08- 05/02/08	.17 AY	PHYS 202-49Y	Special, Part-time
Plettner, Kirsten	School of Arts and Sciences	N/A	\$500/cr.hr. for 10 or more; \$50/student/ cr.hr. for fewer than 10	State	01/07/08- 05/02/08	.20 AY	ENG 101-00C; ENG 101-00D	Special, Part-time
Radell, David	School of Arts and Sciences	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	10/22/07- 12/14/07	.10 AY	PHYS 201-49Y	Special, Part-time
Radell, David	School of Arts and Sciences	N/A	\$1,200	State	08/20/07- 12/14/07	.10 AY	Stipend, Online Course Modification PHYS 201-49Y	Special, Part-time
Radell, David	School of Arts and Sciences	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08	.20 AY	ESCI 215-49X; MATH 340-49X	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

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
Simmons, P.K.	School of Arts and Sciences	N/A	\$50/student/ cr.hr. through 10; \$34/student/ cr.hr. for 11 or more	State	01/07/08- 02/29/08	.10 AY	SPCH 154-49X	Special, Part-time
Yarrington, Jonathan	School of Arts and Sciences	N/A	\$500/cr.hr. for 10 or more; \$50/student/ cr.hr. for fewer than 10	State	01/07/08- 05/02/08	.20 AY	MUSC 211-00A; MUSC 251-00A	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: January 15, 2008

UNIONIZED SUPPORT STAFF (FULL-TIME / .75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Indicate Type of Appointment: Special -- * Probationary (6 months) Specific Term -- * Non-Probationary
Haveman, Deb	Accounting Clerk III	N/A	\$2,027/ month	State	11/01/07	1 FY	Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

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
Ellis, Susan	Sociology, Psychology and Criminal Justice	Associate Professor	\$50,054.00 + negotiated increase for 2008-09	State	1/12/09 – 5/13/09	1.0	Leave of absence for Spring 2009, with pay	Specific; Tenured
Filter, William	Business and Economics	Emeritus Professor	N/A	State	7/1/08	1.0	Retirement	N/A
Fuelberth, John	Physical Sciences and Mathematics	Professor	25% of \$65,841.00 (FY)	State	6/30/08	1.0	Retirement; Voluntary Retirement Settlement Program	Specific; Tenured
Hayford, Barbara	Life Sciences; School of Natural and Social Sciences	Assistant Professor	\$44,500.00	State	8/22/08 – 5/13/09	1.0	New Hire; replaces Patricia Szczys	Specific Term; Probationary/Tenure Track
Kuchta, Rod	Computer Technology and Information Systems	Instructor	\$40,040.00	State	5/7/08	1.0	Notification of non-renewal of contract	Specific; Probationary/Tenure Track
Lofgren, Ronald	Music	Associate Professor	\$51,786.00 + negotiated increase for 2008-09	State	1/12/09 – 5/13/09	1.0	Leave of absence for Spring 2009, with pay	Specific; Tenured
Mudge, Marilyn	Educational Foundations and Leadership	Professor	\$60,631.00 + negotiated increase for 2008-09	State	8/22/08 – 12/23/08	1.0	Leave of absence for Fall 2008, with pay	Specific; Tenured
Ras, Gerard	Business and Economics; School of Business and Technology	Instructor	\$48,487.00	State	8/22/08 – 5/13/09	1.0	New Hire; replaces Bill Filter	Specific Term; Probationary/Tenure Track
Renzelman, John	Technology and Applied Sciences	Professor	\$71,416.00 + negotiated increase for 2008-09	State	8/22/08 – 12/23/08	1.0	Leave of absence for Fall 2008, with pay	Specific; Tenured
Roney, Janet	Communication Arts	Professor	\$68,196.00 + negotiated increase for 2008-09	State	1/12/09 – 5/13/09	1.0	Leave of absence for Spring 2009, with pay	Specific; Tenured

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: January 15, 2008**

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
Sweeney, Karen	Educational Foundations and Leadership	Emeritus Professor	N/A	State	7/1/08	N/A	Retirement	N/A
Trites, Hansi	Sociology, Psychology and Criminal Justice	Interim Instructor	\$17,500.00	State	1/8/08 – 5/7/08	.50	Interim Appointment for faculty member on leave Spring 2008	Special; Interim
Willis, Keith	Counseling and Special Education	Professor	\$58,140.00 + negotiated increase for 2008-09	State	1/12/09 – 5/13/09	1.0	Leave of absence for Spring 2009, with pay	Specific; Tenured

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

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, Derek	Student Center Manager	N/A	\$43,981.00 (prorated)	State	10/1/07 – 6/30/08	1.0	Due to NSCPA Salary Guide	Special; Non-probationary
Bredenberg, Brooke	Head Women's Soccer Coach	N/A	\$34,500.00 (prorated)	State	1/1/08 – 6/30/08	1.0	New Hire; replaces Oliver Twelvetrees	Special; Probationary
Dostal, Makala	Admissions Specialist	N/A	\$27,515.00 (prorated)	State	12/17/07	1.0	New Hire; replaces Mandy Madsen	Special; Probationary
Guzman, Veronica	Admissions Specialist	N/A	\$28,691.00	State	1/17/08	1.0	Resignation	Specific; Probationary
Johnson, Maria	Reference Librarian	N/A	25% of \$47,759.00 FY	State	6/30/08	1.0	Retirement; Voluntary Retirement Settlement Program	Specific; Non-probationary
Loftis, Charissa	Reference Librarian	N/A	\$40,560.00	N/A	11/8/07	1.0	Title change to reflect duties	Special; 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
Johnson, Derby	Director of Facility Services	N/A	25% of \$70,854.00 (FY)	State	6/30/08	1.0	Retirement; Voluntary Retirement Settlement Program	Specific Term
Tiedtke, Teresa	Interim Assistant Manager, Student Center	N/A	\$29,120.00 (prorated)	Revenue Bond/ State	10/1/07 – 6/30/08	1.0	New position	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Agoumba, Darius	Physical Sciences and Mathematics	Assistant Professor	\$1,448.00	State	1/7/08 – 5/7/08	.055	Appointment; overload	Special
Alexander, Andrew	Language and Literature	Professor	\$502.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Anderson, Wayne	Art and Design	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Arneson, Patricia	Business and Economics	Professor	\$281.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Atkins, Scott	Physical Sciences and Mathematics	Interim Instructor	\$1,208.00	State	1/7/08 – 5/7/08	.061	Appointment; overload	Special
Bertolas, Randy	History, Politics and Geography	Professor	\$443.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Black, Barbara	Educational Foundations and Leadership	Professor	\$148.00	State	8/17/07 - 12/18/07	.07	Appointment; overload IS/DS*	Special
Blankenau, Joseph	History, Politics and Geography	Professor	\$723.00	State	8/17/07 – 12/18/07	.30	Appointment; overload IS/DS*	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Professor	\$468.00	State	8/17/07 – 12/18/07	.17	Appointment; overload IS/DS*	Special
Bondhus, JoAnn	Business and Economics	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Bondhus, JoAnn	Continuing Education	Professor	\$4,598.00	State	1/7/08 – 5/2/08	.10	BUS 222-W0	Special
Brufat, Alan	Language and Literature	Professor	\$1,622.00	State	8/17/07 – 12/18/07	.27	Appointment; overload IS/DS*	Special
Brummels, J. V.	Language and Literature	Associate Professor	\$1,225.00	State	8/17/07 – 12/18/07	.50	Appointment; overload IS/DS*	Special
Buryanek, Donald	Technology and Applied Sciences	Assistant Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Buryanek, Donald	Continuing Education	Assistant Professor	\$3,311.00	State	1/7/08 – 5/2/08	.10	ITE 320-W0	Special
Butler, Katherine	Language and Literature	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Cacheiro, Adolfo	Language and Literature	Associate Professor	\$443.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Campbell, Paul	Continuing Education	Professor	\$4,546.00	State	1/8/08 – 4/22/08	.10	SOC 315-80	Special
Carrigg, Maureen	Communication Arts	Associate Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Christensen, Douglas	Life Sciences	Associate Professor	\$516.00	State	8/17/07 – 12/18/07	.23	Appointment; overload IS/DS*	Special
Christensen, Douglas	Life Sciences	Associate Professor	\$1,986.00	State	1/7/08 – 5/7/08	.067	Appointment; overload	Special
Conley, Donovan	Health, Human Performance and Sport	Professor	\$281.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Dalal, Meena	Continuing Education	Professor	\$5,578.00	State	1/7/08 – 5/2/08	.10	ECO 650-W0	Special
DeBoer, Buffany	Life Sciences	Interim Instructor	\$210.00	State	1/7/08 – 5/7/08	.01	Appointment; overload	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$4,164.00	State	1/7/08 – 5/2/08	.10	BUS 620-W0	Special
Diaz, Joseph	Continuing Education	Associate Professor	\$2,865.00	State	1/9/08 – 4/23/08	.10	CJA 444/544-80	Special
Dixon, Pamela	Continuing Education	Assistant Professor	\$2,820.00	State	1/7/08 – 5/2/08	.10	BUS 408-W0	Special
Ebmeier, Sally	Technology and Applied Sciences	Instructor	\$443.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Ebmeier, Sally	Technology and Applied Sciences	Instructor	\$590.00	State	8/17/07 – 12/18/07	.07	Appointment; overload IS/DS*	Special
Elliott, Steven	Art and Design	Assistant Professor	\$664.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Engbretsen, Barbara	Health, Human Performance and Sport	Associate Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Farmer, Todd	Health, Human Performance and Sport	Assistant Professor	\$885.00	State	8/17/07 – 12/18/07	.30	Appointment; overload IS/DS*	Special
Farmer, Todd	Continuing Education	Assistant Professor	\$2,808.00	State	1/7/08 – 5/2/08	.10	EDU 311-W0	Special
Fuelberth, John	Physical Sciences and Mathematics	Professor	\$2,634.00	State	1/7/08 – 5/7/08	.067	Appointment; overload	Special
Garvin, Sharon	Business and Economics	Assistant Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Garvin, Timothy	Continuing Education	Professor	\$4,562.00	State	1/7/08 – 4/28/08	.10	BUS 652-H1	Special
Geisert, Cameron	Health, Human Performance and Sport	Assistant Professor	\$443.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hallgren, Kenneth	Business and Economics	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Hammer, Mark	Life Sciences	Professor	\$3,829.00	State	1/7/08 – 5/7/08	.11	Appointment; overload	Special
Hansen, Pearl	Art and Design	Professor	\$664.00	State	8/17/07 – 12/18/07	.23	Appointment; overload IS/DS*	Special
Harms, Sally	Physical Sciences and Mathematics	Associate Professor	\$2,025.00	State	1/7/08 – 5/7/08	.066	Appointment; overload	Special
Herling, Lordes	Computer Technology and Information Systems	Instructor	\$885.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Indieke, Jack	Continuing Education	Professor	\$4,435.00	State	1/7/08 – 4/28/08	.10	CIS 430-80	Special
Irlmeier, Joni	Educational Foundations and Leadership	Interim Instructor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Jensen, Gwen	Communication Arts	Associate Professor	\$502.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	Professor	\$856.00	State	8/17/07 – 12/18/07	.33	Appointment; overload IS/DS*	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$295.00	State	8/17/07 – 12/18/07	.03	Appointment; overload IS/DS*	Special
Karsky, Jason	Continuing Education	Associate Professor	\$3,083.00	State	1/7/08 – 4/28/08	.10	SSC 300-80	Special
Kietzmann, Glenn	Life Sciences	Professor	\$1,670.00	State	1/7/08 – 5/7/08	.044	Appointment; overload	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$281.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Lawrence, Gloria	Continuing Education	Professor	\$4,056.00	State	1/10/08 – 4/24/08	.10	PSY 444/544-82	Special
Leeper, Mark	History, Politics and Geography	Professor	\$295.00	State	8/17/07 – 12/18/07	.13	Appointment; overload IS/DS*	Special
Lindberg, Judith	Technology and Applied Sciences	Professor	\$664.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Lindberg, Judith	Technology and Applied Sciences	Professor	\$3,981.00	State	1/7/08 – 5/7/08	.10	Appointment; overload	Special
Lutt, Patricia	Continuing Education	Associate Professor	\$3,987.00	State	1/7/08 – 5/2/08	.10	BUS 690-W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Mancastroppa, Roger	History, Politics and Geography	Interim Instructor	\$281.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Marek, Michael	Communication Arts	Assistant Professor	\$443.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Meyer, Jeffrey	Health, Human Performance and Sport	Instructor	\$782.00	State	8/17/07 – 12/18/07	.30	Appointment; overload IS/DS*	Special
Nelson, Jeryl	Continuing Education	Professor	\$4,714.00	State	1/7/08 – 5/2/08	.10	BUS 608-W0	Special
Nicholson, Lori	Computer Technology and Information Systems	Assistant Professor	\$443.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
O'Leary, Jay	Music	Professor	\$74.00	State	8/17/07 – 12/18/07	.03	Appointment; overload IS/DS*	Special
Parker, Charles	Continuing Education	Professor	\$4,374.00	State	1/7/08 – 5/2/08	.10	BUS 625-W0	Special
Paxton, John	Continuing Education	Professor	\$4,819.00	State	1/10/08 – 4/24/08	.10	BUS 366-80	Special
Pearcy, Shawn	Life Sciences	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Pearcy, Shawn	Life Sciences	Professor	\$6,833.00	State	1/7/08 – 5/7/08	.20	Appointment; overload	Special
Peitz, David	Physical Sciences and Mathematics	Professor	\$2,848.00	State	1/7/08 – 5/7/08	.083	Appointment; overload	Special
Peitzmeier, Barbara	Life Sciences	Interim Instructor	\$1,518.00	State	1/7/08 – 5/7/08	.077	Appointment; overload	Special
Ras, Gerard	Continuing Education	Interim Instructor	\$2,798.00	State	1/7/08 – 5/2/08	.10	BUS 241-W0	Special
Renzelman, John	Technology and Applied Sciences	Professor	\$1,446.00	State	8/17/07 – 12/18/07	.40	Appointment; overload IS/DS*	Special
Roney, Janet	Communication Arts	Professor	\$811.00	State	8/17/07 – 12/18/07	.27	Appointment; overload IS/DS*	Special
Ronnow, Gretchen	Language and Literature	Professor	\$560.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Schmitz, Janet	Language and Literature	Associate Professor	\$885.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Sikich, Sharmin	Physical Sciences and Mathematics	Assistant Professor	\$1,121.00	State	1/7/08 – 5/7/08	.044	Appointment; overload	Special
Slymaker, William	Language and Literature	Professor	\$502.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Snowden, Monica	Sociology, Psychology and Criminal Justice	Associate Professor	\$443.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Taber, Douglass	History, Politics and Geography	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Vander Weil, Greg	Technology and Applied Sciences	Assistant Professor	\$281.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Walker, Karen	Continuing Education	Professor	\$3,489.00	State	1/7/08 – 4/28/08	.10	PSY 444/544-81	Special
Whitt, Deborah	Communication Arts	Professor	\$443.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Whitt, Ronald	Communication Arts	Professor	\$664.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Wilcox, Daryl	Counseling and Special Education	Professor	\$561.00	State	8/17/07 – 12/18/07	.20	Appointment; overload IS/DS*	Special
Willis, Keith	Counseling and Special Education	Professor	\$222.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Young, Todd	Physical Sciences and Mathematics	Associate Professor	\$664.00	State	8/17/07 – 12/18/07	.10	Appointment; overload IS/DS*	Special
Young, Todd	Physical Sciences and Mathematics	Associate Professor	\$4,637.00	State	1/7/08 – 5/7/08	.16	Appointment; overload	Special

**Independent Study and/or Directed Study courses*

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

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
Barnes, Johanna	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Grand Island Learning Community	Special, part-time
Baumert, Mary	Continuing Education	Part-time	\$2,100.00	State	1/7/08 – 4/28/08	.10	SPD 151-80	Special, part-time
Beair, Misty	Continuing Education	Part-time	\$2,100.00	State	1/7/08 – 5/2/08	.10	EDU 367/567-W0	Special, part-time
Blum, Jamie	Educational Foundations and Leadership	Part-time	\$350.00	State	8/17/07 – 12/18/07	.017	Appointment	Special, part-time
Bonds, Deborah	Counseling and Special Education	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Boyer, Chad	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Education Administration Learning Community	Special, part-time
Brown, Rae	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	South Sioux City #4 Learning Community	Special, part-time
Carnes, Ron	Educational Foundations and Leadership	Part-time	\$4,200.00	State	1/7/08 – 5/7/08	.20	Appointment	Special, part-time
Chambers, Amy	Educational Foundations and Leadership	Part-time	\$350.00	State	8/17/07 – 12/18/07	.017	Appointment	Special, part-time
Dion, Lora	Counseling Center	Part-time	\$2,800.00	State	1/7/08 – 5/7/08	.133	Appointment	Special, part-time
Fillipi, Sheri	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Fremont #2 Learning Community	Special, part-time
Fink, Kathleen	Educational Foundations and Leadership	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Fink, Kathleen	Technology and Applied Sciences	Part-time	\$4,200.00	State	1/7/08 – 5/7/08	.20	Appointment	Special, part-time
Fleming, Angela	Technology and Applied Sciences	Part-time	\$3,500.00	State	1/7/08 – 5/7/08	.167	Appointment	Special, part-time
Hansen, Mary	Educational Foundations and Leadership	Part-time	\$1,400.00	State	1/7/08 – 5/7/08	.067	Appointment	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

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
Headley, Lindsay Sanders	Physical Sciences and Mathematics	Part-time	\$3,731.00	State	1/7/08 – 5/7/08	.178	Appointment	Special, part-time
Heier, Elizabeth	Continuing Education	Part-time	\$2,250.00	State	1/8/08 – 5/2/08	.10	Appointment	Special, part-time
Henning, Mark	Technology and Applied Sciences	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Hinrichs, Andrea	Counseling and Special Education	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Hix, Dave	Continuing Education	Part-time	\$700.00	State	1/9/08 – 2/6/08	.033	HSC 345-80	Special, part-time
Hix, Dave	Continuing Education	Part-time	\$700.00	State	2/13/08 – 3/19/08	.033	HSC 345-81	Special, part-time
Hochstein, Dale	Educational Foundations and Leadership	Part-time	\$2,800.00	State	1/7/08 – 5/7/08	.133	Appointment	Special, part-time
Jeffries, Curt	Technology and Applied Sciences	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Jindra, Rhonda	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Norfolk Learning Community	Special, part-time
Johnson, Brian	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Fremont #3 Learning Community	Special, part-time
Johnson, Maria	Continuing Education	Part-time	\$700.00	State	1/7/08 – 5/2/08	.033	IDS 368-W3	Special, part-time
Knotwell, Denise	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Fremont #2 Learning Community	Special, part-time
Krupicka, Timothy	Educational Foundations and Leadership	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Kucera, Loren	Continuing Education	Part-time	\$2,100.00	State	3/10/08 – 5/2/08	.10	Appointment	Special, part-time
Larmore, Cheryl	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	South Sioux City #5 Learning Community	Special, part-time
Machacek, Darlene	Physical Sciences and Mathematics	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 15, 2008

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
Maryott, Elizabeth	Educational Foundations and Leadership	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Maryott, Elizabeth	Continuing Education	Part-time	\$2,100.00	State	1/9/08 – 5/2/08	.10	EDU 211-W0	Special, part-time
Muller, Geraldine	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Grand Island Learning Community	Special, part-time
Murguia, Luzelena	Multicultural Center	Graduate Assistant	\$4,000.00 + 18 hrs. tuition	State	12/14/07	.25	Resignation	Special, part-time
Murphy, Richard	Continuing Education	Part-time	\$2,100.00	State	1/7/08 – 5/2/08	.10	CNA 100-W0	Special, part-time
Nelson, Rochelle	Continuing Education	Part-time	\$2,100.00	State	1/7/08 – 5/2/08	.10	BUS 507-W0	Special, part-time
Niemann, Jill	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Fremont #3 Learning Community	Special, part-time
O'Leary, Jane	Educational Foundations and Leadership	Part-time	\$4,200.00	State	1/7/08 – 5/7/08	.20	Appointment	Special, part-time
Parker, Karen	Computer Technology and Information Systems	Part-time	\$1,400.00	State	1/7/08 – 5/7/08	.067	Appointment	Special, part-time
Quance, Marilyn	Continuing Education	Part-time	\$700.00	State	8/20/07 – 12/14/07	.033	IDS 368-W3	Special, part-time
Quance, Marilyn	Continuing Education	Part-time	\$1,400.00	State	1/7/08 – 5/2/08	.067	IDS 196-W1	Special, part-time
Quance, Marilyn	Continuing Education	Part-time	\$700.00	State	1/7/08 – 5/2/08	.033	IDS 196-W2	Special, part-time
Rittscher, Sonia	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	South Sioux City #4 Learning Community	Special, part-time
Roff, Thomas	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	South Sioux City #5 Learning Community	Special, part-time
Rotter-Hansen, Cyndi	Continuing Education	Part-time	\$2,250.00	State	1/8/08 – 4/22/08	.10	EDU 658-W0	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

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
Schmitz, Dennis	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Education Administration Learning Community	Special, part-time
Schrunk, Daryl	Educational Foundations and Leadership	Part-time	\$1,400.00	State	1/7/08 – 5/7/08	.067	Appointment	Special, part-time
Sedivy, Theresa	Health, Human Performance and Sport	Graduate Assistant	\$2,000.00 + 9 hrs. tuition	State	1/7/08 – 5/7/08	.125	Due to medical reasons, unable to fulfill responsibilities during 2008 Spring semester	Special, part-time
Smith, Ruth	Technology and Applied Sciences	Part-time	\$2,310.00	State	1/7/08 – 5/7/08	.11	Appointment	Special, part-time
Snowdon, Mary	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Norfolk Learning Community	Special, part-time
Stalling, Janice	Counseling and Special Education	Part-time	\$3,000.00	State	1/7/08 – 5/7/08	.133	Appointment	Special, part-time
Sturgis, Dan	Counseling and Special Education	Part-time	\$2,250.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Suehl, Cheryl	Educational Foundations and Leadership	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Theophilus, Anita	Continuing Education	Part-time	\$2,100.00	State	1/7/08 – 5/2/08	.10	Appointment	Special, part-time
Van Cleave, Sharon	Educational Foundations and Leadership	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Walton, Robert	Continuing Education	Part-time	\$1,400.00	State	1/10/08 – 3/20/08	.067	CSL 445/545-80	Special, part-time
Widner, Jennifer	Continuing Education	Part-time	\$2,250.00	State	1/7/08 – 5/2/08	.10	EDU 626-W0	Special, part-time
Wiedenfeld, Brett	Business and Economics	Part-time	\$2,100.00	State	1/7/08 – 5/7/08	.10	Appointment	Special, part-time
Williams, Kerry	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Fremont #2 Learning Community	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: January 15, 2008**

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
Williams, Kerry	Continuing Education	Part-time	\$5,150.00	State	1/7/08 – 5/2/08	n/a	Fremont #3 Learning Community	Special, part-time
Wingett, Wes	Continuing Education	Part-time	\$2,925.00	State	1/7/08 – 3/10/08	.10	EDU 568-82	Special, part-time
Wingett, Wes	Continuing Education	Part-time	\$975.00	State	2/1/08 – 2/2/08	.033	CSL 458/568-80	Special, part-time
Worner, Greg	Technology and Applied Sciences	Part-time	\$6,300.00	State	1/7/08 – 5/7/08	.30	Appointment	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 15, 2008

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
Eischeid, Melissa	Accounting Clerk I	N/A	\$1,668.00/mo.	State	1/1/08	1.0	Additional responsibilities	Non-probationary
Hintz, John	Maintenance Repair Worker III	N/A	\$2,916.19/mo.	State	6/30/08	1.0	Retirement; Voluntary Retirement Settlement Program	Non-probationary
Hintz, John	Maintenance Repair Worker III	Emeritus Status	N/A	N/A	7/1/08	N/A	Retirement	N/A
Metzler, Darrel	Custodial Leader	N/A	\$1,957.28/mo.	State	12/31/07	1.0	Resignation	Non-probationary
Soden, Dustin	Storekeeper	N/A	\$1,948.00/mo.	State	11/28/07	1.0	New Hire; replaces Steve Gross	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
Dunn, Dave	Custodian	N/A	\$860.00/mo.	State	11/18/07	.50	New Hire; replaces Charles Owens	Part-time

Enrollment and Marketing Committee

Willa Kosman, Chair
Floyd Vrtiska
Cori Harmon

November 15-16, 2007

ACTION: Final Round Approval of Proposed Changes to Board Policy 3000; Admission Requirements; Undergraduate; General

Priority: Educational Excellence Throughout the System

- Goal:
1. Promote educational excellence through academic achievement
 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers.
 - c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students

Policy 3000 has been revised to include the minimum Test of English as a Foreign Language (TOEFL) scores that will be acceptable for evidence as proficiency in the use of the English language. The term foreign countries was also changed to non-U.S. citizens.

Attached is a copy of Policy 3000 with the proposed changes.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3000 Admission Requirements; Undergraduate; General

Page 1 of 3

BOARD POLICY

1. It is the policy of the Board and of the Colleges under its jurisdiction; to prohibit illegal discrimination.
~~that n~~No one shall be denied admission to or continuance in any college on the basis of race, creed, color, sex, religion, age, disability, national origin, or any other factor prohibited by law;
2. The Board shall make such rules and regulations for the admission of students to the State Colleges as may seem to be best for the interest of the State Colleges and not inconsistent with the purpose for which they have been established;
3. The State Colleges shall admit as students those persons who have graduated from an accredited high school in Nebraska, or who present evidence of the achievement of an equivalent academic level to that of high school graduation, or evidence of eligibility for admission on the basis of special merit.
 - a. Achievement equivalent to a high school diploma may be demonstrated in the form of a High School Equivalency Certificate based on the General Educational Development examination, or an acceptable ACT or SAT score as determined by the individual College.
 - b. Each college shall assure that the process of admission on the basis of special merit will make provisions for a variety of circumstances, including allowance for special consideration to be given to non-traditional students who present evidence of being able to succeed, as well as returning adult students, students educated at home schools, students who are members of under-represented groups, and students who can provide evidence of special talents such as creative artists or those with unique educational experience or career achievements.
 - c. No one shall be denied admission to or continuance in any College on the basis of any individual characteristics other than qualifications for admission, academic performance and conduct in accord with State College policies, rules and laws applicable to student conduct.
4. The State Colleges may admit as students those persons who are not residents of the State of Nebraska, provided that such non-residents meet the minimum standards applied to the Nebraska resident students, and that the Colleges have the necessary facilities and staff to accommodate such non-resident students.
5. The State Colleges may admit as students those persons previously in attendance at another community college, college or university subject to the following minimum conditions:
 - a. The transferring student must meet all the minimum requirements of either a resident or non-resident student, as the case may be;
 - b. The individual State College shall evaluate the academic credits of the transferring student within the context of accreditation procedures and requirements; and
 - c. Each of the State Colleges shall honor, without reservation, all academic credits earned by students attending any of the State Colleges in the Nebraska State College System.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3000 Admission Requirements; Undergraduate; General

Page 2 of 3

PROCEDURE

1. Each State College may establish a cut-off date for the submission of complete credentials for admission, and any applicant who does not submit a complete application by that date may be required to delay entrance until a subsequent semester.
- ~~2. Falsification or willful suppression by a student of any information called for on an application for admission may be grounds for cancellation of admission.~~
- ~~32. Pursuant to Board Policies 3100 and 3200, Any State College may deny or condition admission, readmission, or continuing enrollment of any individual who, in the judgment of the College, presents an unreasonable risk to the safety and welfare of the campus and persons thereon. In making such judgment, the College may, among other things, take into account the individual's history and experience relative to:

 - a) violence and destructive tendencies;
 - b) student status on other College campuses; and
 - c) any rehabilitative therapy the individual may have undergone.
 A decision to utilize the authority conferred by this paragraph shall be communicated to the individual in writing. Each College shall have a procedure by which such decisions may be appealed.~~
34. Except as provided in Procedures a and b below, all students entering any institution of the Nebraska State College System must show a physician-validated immunization record for measles, rubella, diphtheria, and tetanus. Applicants from foreign countries are required to present a record of skin testing completed within six (6) months prior to first enrollment in addition to the above required record of immunization. This evidence must be presented before a student is permitted to register.
 - a. A person qualifies for a medical exemption from the requirement to show proof of immunization when the person files a bona fide statement signed by a physician licensed to practice medicine within the United States verifying that the physical condition of the person seeking admission makes the required immunization unsafe and indicating the specific nature and probable duration of the condition. The exemption shall not extend beyond the period of the condition, which contraindicates immunization. A person qualifying for this exemption must sign a waiver form provided by the college stating that, if an outbreak of measles or rubeola occurs on campus, the person may be subject to exclusion from the campus and college related activities during the outbreak period.
 - b. A person qualifies for a religious exemption when the person files a notarized affidavit on an approved form that immunization is contrary to the religious tenets and practices of the signer. A person qualifying for this exemption must sign a waiver form provided by the college stating that, if an outbreak of measles or rubeola occurs on campus, the person may be subject to exclusion from the campus and college related activities during the outbreak period.
 - c. A person qualifies for a temporary exemption from the requirement to show proof of immunization when an exempt form provided by the College is filed indicating an intent to enroll only in off-campus courses or courses offered off-campus by distance learning technology. This exemption will be reviewed each semester as students who enroll in on-campus courses will be required to show proof of immunization prior to registration.

2.5.-4

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3000 Admission Requirements; Undergraduate; General

Page 3 of 3

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45. All first-time entering, first-year undergraduate students are encouraged to take the ACT or SAT and submit the results to the institution to be used for counseling purposes.
56. At least three (3) months prior to the application deadline for the desired semester or session of enrollment, the State Colleges shall require applicants who are not U.S. citizens, from foreign countries, excluding Canadian citizens, to present evidence of proficiency in the use of the English language. Evidence of proficiency may be established by a minimum Test of English as a Foreign Language (TOEFL) score of 550 for the paper based test with no section score lower than 56 points; or, a minimum score of 79 for the internet based test; or, a minimum score of 213 for the computer based test with no section score lower than 22 points. Evidence of proficiency other than the minimum TOEFL scores may be determined on a case by case basis by the appropriate college administrator. Colleges may impose additional requirements on applicants from foreign countries.
67. Each of the State Colleges are encouraged to emphasize the recruitment of minorities and other under-represented groups of persons to create diversity among the student body.

Legal Reference: RRS 85-310
RRS 85-502

State Colleges; students; admission
State educational institutions, domicile; defined; requirements; attendance of students; effect

Policy Adopted: 1/28/77
Policy Revised: 6/5/93
Policy Revised: 4/9/02
Policy Revised:

Enrollment and Marketing Committee

Willa Kosman, Chair
Floyd Vrtiska
Cori Harmon

January 15, 2008

ACTION: Final Round Approval of Proposed Changes to Board Policy 6022; Income; System-Wide Fees; Individual Campus Fees

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategies: g. Continually find ways to stretch limited resources as far as possible

k. Promote innovative funding programs

Policy 6022 has been revised to make the policy consistent throughout the system and clarify that the colleges may charge an admission or matriculation fee.

Attached is a copy of Policy 6022 with the proposed changes.

FISCAL OPERATIONS, NEBRASKA STATE COLLEGES

POLICY: 6022 **Income; System-wide Fees;
Individual Campus Fees**

Page 1 of 3

BOARD POLICY

The Board shall fix and authorize the Colleges to collect fees from resident and nonresident students who apply for admission or matriculate in the State College System.

The colleges shall collect a Board-approved, per-credit hour State College Capital Improvement Fee. Revenues generated by this fee are deposited to the State College System Facility Fee Fund (Capital Improvement Fund) and may be used for paying the cost of capital improvement projects approved by the Board of Trustees for any facilities on campuses or lands owned or controlled by the Board, except that no such amounts shall be expended for capital improvement projects relating to revenue bond facilities. No expenditure may be made from the fund without prior approval of the Board of Trustees.

Board-approved, campus-based fees are to be charged for the following:

1. Admission/matriculation
2. Late registration
3. Late payment
4. Transcript
5. Degree
6. Student health
7. Placement
8. Student activity
9. Event
10. Parking permits
11. Facilities
12. Off-campus
13. Distance Learning

Description of these fees is as follows:

1. Admission~~/or~~ Matriculation

Every student who applies for admission or matriculates applying for admission to any State College for the first time shall pay either an admission or /matriculation fee. ~~The admission fee shall be honored for one year from the term or semester for which the student is applying. The admission/matriculation fee will not be applied to tuition and fees upon enrollment.~~ The fee is non-refundable except in cases where the student is denied admission to the College.

2. Late Registration

A late registration fee is authorized for State College students. Each institution is granted authority to extend the registration period or waive the late registration fee under extenuating circumstances.

FISCAL OPERATIONS, NEBRASKA STATE COLLEGES

POLICY: 6022 **Income; System-wide Fees;
Individual Campus Fees**

Page 2 of 3

3. Late Payment

Authority is granted to each College to establish a late payment fee to be assessed when payments are not deposited within the schedule established by each College. The late payment fee shall be a percentage of the outstanding tuition, specific fee, room and /or board charges, and shall be charged according to the schedule adopted by each institution.

4. Transcript

Each College shall establish a fee structure for official transcripts issued at the request of a student.

5. Degree

At the time of graduation, the State Colleges are to collect a degree (graduation) fee from each graduate according to an approved schedule.

6. Student Health

A health fee shall be levied to assist in the cost of providing students with first aid and general health care while enrolled at each of the State Colleges.

7. Placement

Placement services may be provided by each State College at the request of a student. An annual fee may be charged for those students soliciting this service.

8. Student Activity

Student activity fees shall not be considered as earmarked funds in Board policy. These funds are designated for student activities, which are managed by student groups. The funds shall be distributed according to an annual budget developed by the appropriate student government organization on each campus. Activities receiving support from these funds must benefit a broad based student population. The funds shall not be distributed to individuals, except in the form of wages for services performed, nor to groups or organizations that are not established by and under the direct control of student government. Each campus is authorized to establish its own student activity fee level.

9. College Events

Each State College, at its discretion, may establish a student fee to support college-sponsored events.

10. Parking Permits

Each State College may establish a motor vehicle parking fee, with the amount to be established at the discretion of the institution. The monies received from the fee will be distributed to Cash Funds and/or the revenue bond Revenue Fund, as appropriate. The funds received from revenue bond parking may be used for the development and improvement of revenue bond parking lots.

1.3.-4

FISCAL OPERATIONS, NEBRASKA STATE COLLEGES

**POLICY: 6022 Income; System-wide Fees;
 Individual Campus Fees**

11. Facilities

Each on-campus student will pay a per-credit-hour fee to assist in paying the cost of operating and maintaining the facilities. The fee will be credited to the cash fund of the institution or the revenue bond fund as applicable.

12. Off-Campus Fee

Each State College is authorized to establish an off-campus service fee. It is anticipated that off-campus offerings will be self-supporting as far as costs for rental/lease of space and materials supplied to the students.

13. Distance-Learning Fee

Each State College is authorized to establish a distance-learning fee. The fee shall be established at up-to-150% of the resident rate for undergraduate and graduate courses. The amount of the fee may vary from campus to campus, depending upon the costs of providing credit courses by instructional technology to sites remote from the main campus.

The Board also authorizes the Colleges to fix and collect fees, fines and penalties other than those listed above. Such fees will ordinarily be for special privileges or services, materials furnished, or use of specialized equipment. Such fees will be published in the general catalogs of each College or otherwise made public.

Among such fees may be locker fee, laboratory fee, registration fee for special or readmitted students, materials fee, computer use fee, and others as may be assessed from time to time. Unless already established by law, the desired fee shall be determined at the local campus level.

Details of all the fees shall be printed and available in the business office of each campus and in the System Office. The money received from fees for state-related activities shall be paid into the accounts of the State Treasurer and held for disbursement as an institutional cash fund for the specific College remitting the funds.

Legal Reference: RRS 85-307
 RRS 85-311
 RRS 85-503
 RRS 85-328

State Colleges: President; Collection of fees
State Colleges; Matriculation fees; Institutional cash fund
State educational institutions; Fees
State College Facility Fee Fund; created; use; investment

Policy Adopted: 1/28/77
Policy Revised: 3/24/88
Policy Revised: 3/11/94
Policy Revised: 9/26/97
Policy Revised: 4/13/00
Policy Revised: 2/12/04

Policy Revised:

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Jennifer Myers*

January 15, 2008

ACTION: Approve the Acceptance and Retrieval of LB 309 Allocations

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources

5. Secure public and private funding sources

Strategies: g. Continually find ways to stretch limited resources as far as possible

i. Ensure that plans for resource allocation support the system and institutional priorities

j. Maintain facilities and improve physical environment

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

Chadron

1. Acceptance of \$85,000.00 for Memorial Hall chiller tie-in
Allocation Date/Amount 12/4/07 \$85,000.00
College Contributed Amount 47,600.00
Estimated Project Cost \$132,600.00

2. Acceptance of \$15,000.00 to replace hydraulic cylinders in the Heat Plant
Allocation Date/Amount 12/5/07 \$15,000.00
College Contributed Amount Labor
Estimated Project Cost \$15,000.00

3. Acceptance of \$128,556.00 for window replacement in Miller Hall
Allocation Date/Amount 12/5/07 \$128,556.00
College Contributed Amount Labor
Estimated Project Cost \$128,566.00

Peru

1. Acceptance of \$17,000.00 for roof replacement design on AV Larson
Allocation Date/Amount 11/8/07 \$17,000.00
College Contributed Amount 3,000
Estimated Project Cost \$20,000.00

2. Acceptance of \$8,500.00 for Phase IV window replacement in T.J. Majors
Allocation Date/Amount 12/5/07 \$8,500.00
College Contributed Amount 1,500.00
Estimated Project Cost \$10,000.00

1.4.-2

Wayne

1. Retrieval of \$3,949.19 for ADA restroom design in Humanities building

Allocation Date/Amount	5/11/06	\$15,300.00
Retrieval Date/Amount	11/19/07	<u>3,949.19</u>
Estimated Project Cost		\$11,350.81

2. Retrieval of \$3,930.96 for ADA restroom design in Education building

Allocation Date/Amount	5/11/06	\$15,300.00
Retrieval Date/Amount	11/19/07	<u>3,930.96</u>
Estimated Project Cost		\$11,369.04

3. Acceptance of \$799,000.00 for 3rd floor HVAC in Carhart Science Building

Allocation Date/Amount	11/20/07	\$799,000.00
College Contributed Amount		<u>141,000.00</u>
Estimated Project Cost		\$940,000.00

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

ACTION: Approve the Following Preliminary New Program Notification List to be Submitted to the Coordinating Commission for Postsecondary Education

Wayne State College	Nursing (BS degree – degree completion program for students with Associates of Nursing degree)
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Priority: Educational Excellence Throughout the System

Goal: 4. Strengthen academic programs

Chapter 4, Section 004.01 of the Rules and Regulations of the Coordinating Commission for Postsecondary Education requires each public institution to submit to the Commission a list of instructional programs that are under consideration by the institution and that are in an early stage of planning. The purpose of early notification is to provide an opportunity for the Commission to offer comments to the institution regarding potential state level issues for consideration during the planning of the proposed program.

The list is to include the title and a brief description of each new instructional program. NSCS institutions are required to submit the list to the Commission in September and March of each year.

The above represents the new program currently under consideration at the State Colleges that may be brought forward for Board and Coordinating Commission consideration sometime during the next year.

In addition to the above new programs, the following endorsements, options and minors are under consideration by the colleges and may be submitted to the Board of Trustees for approval as required by NSCS Policy 4100. Options and endorsements within majors, and minors where a major does not exist require Board approval, but do not require approval by the Commission. Academic program termination and subsequent reinstatement of a program also require Board approval.

Wayne State College

Business Administration minor in Leadership
 (undergraduate)
 Business Administration option in Logistics (undergraduate)
 Business Administration option in Banking (undergraduate)
 Industrial Technology minor in Industrial Computing Technology
 (undergraduate)
 Higher Education Instruction (MSE degree)
 Information Technology Management option in Organizational
 Management (MS)

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair

Gary Bieganski

Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Deletion of Board Policy 2045; Complaints Concerning College Personnel

Priority: Educational Excellence Throughout the System

- Strategies:
- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
 - e. Support an environment that promotes collaborative research and service
 - j. Establish an environment conducive to creating new programs

Board Policy 2045 describes how complaints concerning college personnel are processed. The Colleges already have directions regarding how to respond to complaints about employees pursuant to the policies and procedural requirements that exist in the collective bargaining agreements, college handbooks and the 5000 series of the Board Policies. This policy is duplicative and the System Office recommends that it be deleted.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

POLICY: 2045

Complaints Concerning College Personnel

Page 1 of 1

BOARD POLICY

The Presidents or their designees shall hear complaints against the College or its personnel and act as judge in matters of controversy between the various college employees and patrons when the controversies relate to college affairs. The Board will not intercede in such matters except on appeal from a President's decision.

Complaints against a faculty member may be referred to the Chief Academic Officer (or equivalent) who shall in turn discuss the issue with the dean or department head (or equivalent) and the teacher involved. If any disciplinary action is to be considered, the matter must be conducted in accordance with provisions outlined in Board policies that relate to faculty grievance and dismissal procedures.

Complaints against professional or support staff employees may be referred to the Chief Business Officer or Chief Academic Officer, as appropriate, (or equivalent) who shall in turn discuss the issue with the appropriate Director (or equivalent) and the employee involved. Every effort should be made to resolve complaints at the administrative level closest to the individuals involved. If a complaint is received by the campus President, the President may refer the complaint to the appropriate campus administrator. If any disciplinary action is to be considered, the matter must be handled in accordance with procedures outlined in Board policies relating to professional or support staff due process considerations, grievance, disciplinary, or dismissal procedures.

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair

Gary Bieganski

Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Deletion of Board Policy 2050; Appeals

Priority: Educational Excellence Throughout the System

Strategies: c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students

e. Support an environment that promotes collaborative research and service

j. Establish an environment conducive to creating new programs

Board Policy 2050 describes how the final decision of a College President can be appealed to the Board. Employment appeals and grievances are addressed in the 5000 series of the Board Policies and the collective bargaining agreements. Student appeals and grievances are addressed in the 3000 series of the Board Policies. Since it is not necessary to provide an additional level of appeal to the Board, the System Office recommends that this policy be deleted.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 2050

Appeals

Page 1 of 2

BOARD POLICY

Any party adversely affected by the final decision of a College President may appeal, within 30 days of the President's decision, to the Chancellor, unless a Board policy or an employment agreement explicitly provides that the decision of the President is the final administrative review. The Chancellor's decision may be appealed to the Board as provided below.

The Chancellor may in his or her discretion limit the scope of review to procedural matters.

The Chancellor may not substitute his or her judgement for the substantive decision made by the President, unless the President's decision was arbitrary and capricious, or clearly erroneous based on the facts in the record.

This policy does not apply to any matters, which are subject to the grievance procedure of a collective bargaining contract.

Appeals of decisions initially made by the Chancellor may be appealed to the Board pursuant to Procedure 6 below.

PROCEDURE

1. Appeals must be in writing, addressed to the Chancellor, and shall state the decision being appealed, the basis for the appeal, and the relief desired. Upon receipt of the appeal, the Chancellor shall notify the party of the scope of review and the procedure to be followed.
2. A party must use the procedures established at the college level before appealing to the Chancellor. In the absence of applicable procedures, the party may appeal a determination by a college official to the immediate supervisor. The final administrative decision at the college level is that of the President.
3. The Chancellor may attempt to achieve an informal disposition of the appeal. An informal disposition is binding only if the appealing party and the college President agree to the proposed resolution.
4. Subject to the provisions of Procedure 5, the appeal will be decided based upon materials submitted by the appealing party and by the President. The parties to the appeal have no right to introduce materials or raise issues that have not been part of the college record. A full or partial hearing may be conducted, if
 - a. the right to a hearing is established by a Board policy on the particular subject matter; or
 - b. failure to conduct a hearing would violate the party's constitutional due process rights.
5. The Chancellor may request that the parties submit additional materials or may take initiative notice of other relevant matters. The Chancellor may remand the matter back to the college or he may affirm, reverse, or modify the campus decision or he may present the appeal to the Board for its consideration.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 2050 Appeals****Page 2 of 2**

6. Within 30 days of the Chancellor's decision a party may appeal the decision to the Board. Such appeals must be in writing, be addressed to the Board in care of the Chancellor, shall state the decision being appealed, the basis for the appeal, and the relief desired. The Chancellor shall place the matter on the Board's agenda, though the Board may choose not to entertain the appeal. If the Board accepts the appeal, it will specify the scope of review and may request a full or partial hearing. The decision of the Board affirming, reversing, modifying or refusing to hear the appeal is the final administrative determination.
7. No matters subject to this policy shall be considered final until the procedures of this policy have been used to present the matter to the Board. When a party fails to exercise the appeal rights guaranteed by this policy, the party accepts the lower level decision as final and waives the right to contest the matter further.

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair

Gary Bieganski

Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Deletion of Board Policy 2060; Hearings Before the Board

Priority: Educational Excellence Throughout the System

Strategies:

- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
- e. Support an environment that promotes collaborative research and service
- j. Establish an environment conducive to creating new programs

Board Policy 2060 prescribes how hearings before the Board will be conducted in conjunction with Board Policy 2050 in order to assure due process. Other Board policies, Collective Bargaining Agreements and College Handbooks address specific due process requirements for student and employment matters without necessitating an additional hearing before the Board. The System Office recommends that this policy be deleted.

BOARD POLICY

In order to assure due process of law, a hearing procedure is hereby established to address matters not resolved at the campus level or by the Office of the Chancellor. Said hearing procedure shall be conducted in the following manner.

PROCEDURE

1. **Hearing Request**

A written request for a hearing before the Board, containing those facts which substantiate that there has been a denial of due process of law, must be forwarded to the office of the Chancellor by the appellant within 30 days following the final administrative action of the Chancellor which caused the alleged denial of due process.

2. **Due Process Violation Determined**

Upon review and investigation of the facts presented by the appellant, the Board or designee shall determine whether due process of law has been denied. If it is determined that due process of law has not been denied, the appellant shall be informed of that decision and that all administrative remedies have thus been exhausted.

3. **Responsibility for Hearing**

If it is determined that due process of law has been denied, the Board or designee shall remand the matter back to the College President for a full hearing, or shall notify the College and the appellant of the time and place of a hearing to be conducted by the Board or designee.

4. **Authority of Hearing Officer**

The person designated by the Board, who serves as hearing officer, shall have full authority to seek informal settlement, conduct prehearing conferences, seek stipulations from the parties, determine the order of presentation and admissibility of evidence, set the time and place for conferences or the hearing, and generally conduct the hearing consistent with the provisions of this policy. The hearing officer may be given authority by the Board to render a decision on its behalf. If the hearing officer is delegated such authority, such authority is limited to rendering decisions which are consistent with any applicable Board policy, any terms of a collective bargaining agreement, and state and federal law. If the Board's decision fails to satisfy the appellant, the appellant may continue to seek relief under applicable state and federal law.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 2060 Hearings Before the Board****Page 2 of 2**

5. Conduct of the Hearing

The hearing shall generally be conducted in accordance with the following:

- a. Each party shall have an opportunity to make an opening statement.
- b. The parties shall present their cases, including testimony of witnesses and documentary evidence, and generally the party who initiated the proceeding will go first.
- c. The parties shall have the right to cross-examine witnesses, and at the conclusion of their cases, the parties may present rebuttal evidence.
- d. The parties may make closing arguments.
- e. The presiding officer may request briefs and proposed decisions be submitted by the parties within a specified time.
- f. Every reasonable effort will be made to elicit and consider the most reliable evidence. The strict rules of evidence need not be applied and the decision of the hearing officer on questions of evidence shall be final.
- g. A recording shall be made of the proceedings and copies of all written or other physical evidence shall be retained for the record.
- h. A party may request a stenographic record be made of the hearing, providing the requesting party agrees to pay the cost thereof.
- i. A party may be represented by an attorney or advisor of choice at the hearing.
- j. The final decision shall be in writing, based on the evidence presented, and shall contain a statement of reasons therefor. A copy of the decision shall be forwarded to all parties.

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair

Gary Bieganski

Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Changes to Board Policy 3000; Admission Requirements; Undergraduate; General

Priority: Educational Excellence Throughout the System

- Strategies:
- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
 - e. Support an environment that promotes collaborative research and service
 - j. Establish an environment conducive to creating new programs

The recommended new language on page 1 of this policy is non-substantive; it simply provides a label for the prohibited illegal discrimination.

Deletions are recommended on page 2 as student misconduct and consequences are more appropriately addressed in Board Policy 3100 and 3200.

The new language and deletions on page 3 will be acted on in the Enrollment and Marketing Committee consent agenda portion of the meeting.

Attached is a copy of Policy 3000 with the proposed changes.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3000 Admission Requirements; Undergraduate; General

Page 1 of 3

BOARD POLICY

1. It is the policy of the Board and of the Colleges under its jurisdiction; to prohibit illegal discrimination.
~~that n~~No one shall be denied admission to or continuance in any college on the basis of race, creed, color, sex, religion, age, disability, national origin, or any other factor prohibited by law;
2. The Board shall make such rules and regulations for the admission of students to the State Colleges as may seem to be best for the interest of the State Colleges and not inconsistent with the purpose for which they have been established;
3. The State Colleges shall admit as students those persons who have graduated from an accredited high school in Nebraska, or who present evidence of the achievement of an equivalent academic level to that of high school graduation, or evidence of eligibility for admission on the basis of special merit.
 - a. Achievement equivalent to a high school diploma may be demonstrated in the form of a High School Equivalency Certificate based on the General Educational Development examination, or an acceptable ACT or SAT score as determined by the individual College.
 - b. Each college shall assure that the process of admission on the basis of special merit will make provisions for a variety of circumstances, including allowance for special consideration to be given to non-traditional students who present evidence of being able to succeed, as well as returning adult students, students educated at home schools, students who are members of under-represented groups, and students who can provide evidence of special talents such as creative artists or those with unique educational experience or career achievements.
 - c. No one shall be denied admission to or continuance in any College on the basis of any individual characteristics other than qualifications for admission, academic performance and conduct in accord with State College policies, rules and laws applicable to student conduct.
4. The State Colleges may admit as students those persons who are not residents of the State of Nebraska, provided that such non-residents meet the minimum standards applied to the Nebraska resident students, and that the Colleges have the necessary facilities and staff to accommodate such non-resident students.
5. The State Colleges may admit as students those persons previously in attendance at another community college, college or university subject to the following minimum conditions:
 - a. The transferring student must meet all the minimum requirements of either a resident or non-resident student, as the case may be;
 - b. The individual State College shall evaluate the academic credits of the transferring student within the context of accreditation procedures and requirements; and
 - c. Each of the State Colleges shall honor, without reservation, all academic credits earned by students attending any of the State Colleges in the Nebraska State College System.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3000 Admission Requirements; Undergraduate; General

Page 2 of 3

PROCEDURE

1. Each State College may establish a cut-off date for the submission of complete credentials for admission, and any applicant who does not submit a complete application by that date may be required to delay entrance until a subsequent semester.
- ~~2. Falsification or willful suppression by a student of any information called for on an application for admission may be grounds for cancellation of admission.~~
- ~~32. Pursuant to Board Policies 3100 and 3200, Any State College may deny or condition admission, readmission, or continuing enrollment of any individual who, in the judgment of the College, presents an unreasonable risk to the safety and welfare of the campus and persons thereon. In making such judgment, the College may, among other things, take into account the individual's history and experience relative to:

 - a) violence and destructive tendencies;
 - b) student status on other College campuses; and
 - c) any rehabilitative therapy the individual may have undergone.
 A decision to utilize the authority conferred by this paragraph shall be communicated to the individual in writing. Each College shall have a procedure by which such decisions may be appealed.~~
34. Except as provided in Procedures a and b below, all students entering any institution of the Nebraska State College System must show a physician-validated immunization record for measles, rubella, diphtheria, and tetanus. Applicants from foreign countries are required to present a record of skin testing completed within six (6) months prior to first enrollment in addition to the above required record of immunization. This evidence must be presented before a student is permitted to register.
 - a. A person qualifies for a medical exemption from the requirement to show proof of immunization when the person files a bona fide statement signed by a physician licensed to practice medicine within the United States verifying that the physical condition of the person seeking admission makes the required immunization unsafe and indicating the specific nature and probable duration of the condition. The exemption shall not extend beyond the period of the condition, which contraindicates immunization. A person qualifying for this exemption must sign a waiver form provided by the college stating that, if an outbreak of measles or rubeola occurs on campus, the person may be subject to exclusion from the campus and college related activities during the outbreak period.
 - b. A person qualifies for a religious exemption when the person files a notarized affidavit on an approved form that immunization is contrary to the religious tenets and practices of the signer. A person qualifying for this exemption must sign a waiver form provided by the college stating that, if an outbreak of measles or rubeola occurs on campus, the person may be subject to exclusion from the campus and college related activities during the outbreak period.
 - c. A person qualifies for a temporary exemption from the requirement to show proof of immunization when an exempt form provided by the College is filed indicating an intent to enroll only in off-campus courses or courses offered off-campus by distance learning technology. This exemption will be reviewed each semester as students who enroll in on-campus courses will be required to show proof of immunization prior to registration.

2.5.-4

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3000 Admission Requirements; Undergraduate; General

Page 3 of 3

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45. All first-time entering, first-year undergraduate students are encouraged to take the ACT or SAT and submit the results to the institution to be used for counseling purposes.
56. At least three (3) months prior to the application deadline for the desired semester or session of enrollment, the State Colleges shall require applicants who are not U.S. citizens, from foreign countries, excluding Canadian citizens, to present evidence of proficiency in the use of the English language. Evidence of proficiency may be established by a minimum Test of English as a Foreign Language (TOEFL) score of 550 for the paper based test with no section score lower than 56 points; or, a minimum score of 79 for the internet based test; or, a minimum score of 213 for the computer based test with no section score lower than 22 points. Evidence of proficiency other than the minimum TOEFL scores may be determined on a case by case basis by the appropriate college administrator. Colleges may impose additional requirements on applicants from foreign countries.
67. Each of the State Colleges are encouraged to emphasize the recruitment of minorities and other under-represented groups of persons to create diversity among the student body.

Legal Reference: RRS 85-310
RRS 85-502

State Colleges; students; admission
State educational institutions, domicile; defined; requirements; attendance of
students; effect

Policy Adopted: 1/28/77

Policy Revised: 6/5/93

Policy Revised: 4/9/02

Policy Revised:

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Changes to Board Policy 3100; Conduct & Discipline; Students

Priority: Educational Excellence Throughout the System

- Strategies:
- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
 - e. Support an environment that promotes collaborative research and service
 - j. Establish an environment conducive to creating new programs

Board Policy 3100 describes conduct standards and disciplinary sanctions for students.

The recommended changes in the first paragraph allow the colleges to direct their own internal process and appeal procedures in cases of student academic dishonesty, grade appeal, failed financial obligations or academic performance. All other student misconduct will be addressed in a uniform manual under the requirements of this policy and the due process steps contained in Policy 3200.

Multiple minor revisions have been made in the policy in order to more specifically identify and list the potential types of student misconduct.

Attached is a copy of Policy 3100 with the proposed changes.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3100

Conduct & Discipline; Students

Page 1 of 4

BOARD POLICY

The Board grants authority to the Presidents of the State Colleges to designate appropriate officers, ~~and to~~ establish representative college committees, render initial decisions and provide appeal procedures in regard to allegations of academic dishonesty; grade appeals; failure to pay a financial obligation; or academic performance achievement, probation and suspension. All disciplinary sanctions imposed for misconduct identified in this policy are to be governed by terms of this policy and the due process requirements set forth in Policy #3200 ~~relative to conduct and discipline, for the conduct of such matters beyond the initial level, except that minimum standards as may be established by the Board must be observed.~~ Acceptance of this policy by the student is implied as a condition of his or her enrollment.

PROCEDURE

Students are responsible to obey the laws of the state and nation, the regulations and policies of the Board and of the Colleges; and to refrain from any conduct injurious to themselves, to others, or to the reputation or interests of the College.

A student shall not ignore a summons from the president or other officer of administration of the College, or from a member of the faculty.

~~Failure by a student to pay a financial obligation owing to the State College or to any department, division or agency thereof, will result in denial of readmission, denial of transcripts, denial of registration for ensuing terms, and withholding of diplomas and, in addition, may result in suspension and/or denial of grade reports, until such debt be paid in full. The Presidents are hereby authorized to promulgate specific policies at each College to enforce the provisions of this section.~~

~~Student misconduct as identified under this policy or a~~ A violation of college regulations or policy, whether ~~the violation~~ occurring on or off the campus, may result shall cause in disciplinary action being taken against the student ~~to be liable to suspension following a hearing designated for that purpose.~~

~~Students may be ordered to leave the College campus under a temporary suspension pending disciplinary action due process per Board Policy 3200 in the event the student's continued presence is believed to threaten the safety or health of another person or for other reasons at the discretion of the Vice-President responsible for Student Affairs. Such order shall be given in writing by the Vice-President responsible for Student Affairs.~~

Students suspended or ~~dismissed expelled~~ from one of the State Colleges may be admitted to another Nebraska State College only under the same conditions that they would be readmitted to the College from which they were suspended.

Misconduct

~~In the development of College regulations specifying acts of student misconduct for which an offending individual or student organization may be subject to disciplinary sanctions under College disciplinary procedures, t~~ The following acts, ~~among others,~~ shall be considered to constitute misconduct in the State College System for which an offending student or student organization may be subject to disciplinary sanctions.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3100 Conduct & Discipline; Students

Page 2 of 4

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1. Participation in a demonstration on the campus which materially and substantially disrupts or obstructs the normal operations, activities or functions of the College, including unauthorized occupation of College premises;
 2. ~~Any act of academic dishonesty~~ Failure to evacuate campus facilities or willfully ignoring any emergency or alarm signal or request to evacuate by appropriate emergency personnel;
 3. Falsification or willful suppression of any information for or on an application for admission, or falsification or misuse of College identification and other documents;
 4. Misuse of computers or computing resources;
 5. Unlawful or unauthorized possession, use, distribution, dispensing, delivery, sale or consumption, manufacture, or being in the presence of any alcoholic beverage, including empty bottles/cans or any alcohol container on any part of the College campus including outdoor areas and parking lots;
 6. ~~6.~~ 6. —Alcohol consumption that endangers the health, safety, or property of oneself or another, or requires medical treatment or College staff intervention;
 7. ~~7.~~ Unlawful or unauthorized possession, use, distribution, delivery, dispensing, manufacture of sale, or being in the presence of any drug; being in possession of paraphernalia for drug use, except as expressly permitted by law, or being unlawfully under the influence of any drug unless directed by a licensed physician;
 87. Inflicting unwanted physical contact on another person; conduct that intimidates, harasses, or threatening to endanger the safety, health, property, or life of others or oneself; participating or contributing to an incident of abuse or assault; causing, provoking or engaging in any fight, brawl or riotous behavior; Physically abusing or threatening to physically abuse or harm any person or oneself;
 98. Any act occurring on the College campus or on the premises of a student housing unit which intentionally disturbs the peace and quiet of any person or group of persons;
 910. Sexually ~~harassment,~~ harassment, ~~assaulting~~ or any other uninvited behavior of a sexually explicit nature;
 110. Conduct which is unreasonably dangerous to the health or safety of other persons or oneself;
 121. Theft or attempted theft of any property or receipt of stolen property;
 132. Damaging or attempting to damage property of the College or of another individual;
 143. Using or possessing bombs, explosives, incendiary devices, or fireworks;
 154. Setting or attempting to set any fire on the campus or on the premises of any student housing unit, except in fireplaces or other facilities designated for fires;
 165. Failing to report a fire or any other extremely dangerous condition when known or recognized on the campus or on the premises of any student housing unit;

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3100 Conduct & Discipline; Students

Page 3 of 4

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176. Possessing or selling firearms, ammunition, ~~other dangerous~~ weapons, explosives, or dangerous chemicals on the campus or on the premises of any student housing unit;
Weapons used for hunting and other legitimate sport may be stored in an area designated by the College;
The checking in and out of weapons from the designated storage area must be accomplished in accordance with procedures established by each College and published in their Student Handbook; Colleges are not required to provide weapon storage areas but may do so at their discretion.
187. Obstructing or failing to comply with the directions of a law enforcement officer, firefighter, or College official in the performance of his or her duty on the College campus, on the premises of any student housing unit or at any activity or event sponsored by the College or an organization;
198. Hazing any person; consent of the victim of the hazing will not constitute a defense to an allegation of misconduct for hazing;
2049. Committing any unlawful act of indecent exposure or public indecency;
210. Participating in any gambling activity in violation of the laws of the State of Nebraska or of the United States;
224. Unauthorized use of any College property, facilities, equipment or materials;
232. Possessing, producing, manufacturing, or having manufactured without proper authorization, any key or unlocking device for use on any College facility or lock;
243. Serious traffic violations on the campus, including operating any vehicle while intoxicated, speeding, reckless endangerment, or reckless driving;
254. Violation of any student housing unit policy, rule or regulation;
265. Failure to redeem or make arrangements to redeem, within one week after receipt of written notice, an insufficient funds or no account check submitted to the College for cash or for payment of College goods or services;
276. Abuse of College disciplinary proceedings which includes, but is not limited to, failure to obey a request to appear before a disciplinary officer or committee, falsification of testimony, disruption or interference with the orderly conduct of any hearing, attempting to discourage any person from using College disciplinary procedures or participating in such procedures, attempting to influence the impartiality of a member of a disciplinary committee prior to any proceeding, filing a malicious or frivolous complaint, verbal or physical harassment or intimidation of a member of a disciplinary committee prior to, during, or after a proceeding, failure to comply with any sanction imposed, influencing or attempting to influence another person to commit an abuse of disciplinary proceedings, and a violation of the privacy rights of any student or College employee in regard to a disciplinary proceeding; and
287. Any act by a student which occurs on the campus, on the premises of any student housing unit or at any activity or event sponsored by the College or an organization which is in violation of any ordinance of the municipality in which the College resides, shall constitute misconduct.

2.6.5

STUDENT AFFAIRS, NEBRASKA STATE COLLEGES

POLICY: 3100

Conduct & Discipline; Students

Page 4 of 4

~~298. Falsely setting off or otherwise tampering with any emergency safety equipment, alarm, or other device established for the safety of individuals and/or college facilities.~~

~~3029. Any other activity or conduct prohibited by the College in published policies.~~

Disciplinary Sanctions

~~Disciplinary sanctions may be imposed as provided by College procedures whenever a student or student organization is found to be guilty of misconduct under the provisions stated above or under other published policies or regulations of the College prescribing standards of student conduct. Such sanctions may include warnings, demands for restitution or reimbursement, a period of probation, remedial behavioral requirements, remedial educational requirements, suspension, or expulsion.~~

~~Sanctions involving suspension or expulsion for misconduct may not be imposed without a disciplinary proceeding in accordance with Board policy and campus rules, regulations and procedures.~~

In the event that a concurrent civil or criminal action for the same behavior which forms the basis of misconduct allegations ~~a complaint~~ under the provisions of this policy ~~or under other published policies or regulations of the College~~ is in progress, the accused student may request in writing to the ~~Dean or~~ Vice President responsible for ~~of~~ Students Affairs, or equivalent administrator, that the College delay the continuance of the due process procedures ~~College resolution~~. By requesting to delay ~~the College resolution of the complaint~~ until the external civil or criminal proceeding has concluded, the ~~accused~~ student ~~accepts suspension from the College and agrees that he or she shall~~ may not attend any College classes or College-sponsored events or activities or shall ~~may~~ not enter or use College property without specific written authorization from the ~~Dean or~~ Vice President for Students.

Legal Reference: RRS 85-301

State college; official names; Board of Education; appointment; no compensation; travel expenses

RRS 53-186

Consumption of liquor on public property, public roads, streets, alleys; prohibition; exceptions

Policy Adopted: 1/28/77

Policy Revised: 4/3/81

Policy Revised: 6/5/93

Policy Revised: 3/11/94

Policy Revised: 8/29/97

Policy Revised:

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Changes to Board Policy 3200; Due Process -- Students

Priority: Educational Excellence Throughout the System

- Strategies:
- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
 - e. Support an environment that promotes collaborative research and service
 - j. Establish an environment conducive to creating new programs

Board Policy 3200 addresses the procedural due process requirements necessary to sanction students for misconduct.

We recommend extending the number of days the college has to convene a hearing regarding alleged student misconduct from 5 days to 10 days. It is often difficult to make hearing arrangements in just 5 days (see #4 on the first page).

In the event of an appeal, we recommend that the Chancellor review the record in order to determine if the hearing offered the necessary procedural fairness since the Chancellor would be able to adhere to the grievance process schedule in a more timely and efficient manner (see #9 on the second page).

Note: Section #10 regarding temporary suspensions has not been deleted it simply was moved to Board Policy 3100 which is a more appropriate point of reference.

Attached is a copy of Policy 3200 with the proposed changes.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3200 Due Process -- Students

Page 1 of 3

BOARD POLICY

It is the policy of the Board to grant procedural due process to students accused of misconduct under the terms of Board Policy 3100, ~~violating regulations at the Colleges, except those involving academic performance and achievement for which~~ Regarding allegations of academic dishonesty; grade appeals; failure to a financial obligation; or, academic performance, achievement, probation and suspension each college will devise its own adjudication procedures ~~for addressing academic misconduct~~. However, in for allegations of misconduct identified in Policy 3100 that instances where misconduct may result in disciplinary sanctions a student's suspension or expulsion from the College, the due process 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 misconduct 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 in writing, and request a hearing before the appropriate hearing panel designated by the College.
 - c. The student may deny the alleged violation, in which case the administrative officer shall refer him/her to the appropriate hearing panel designated by the College.
3. Under option 2a noted above, ~~The~~ College may ~~seek to settle the grievance~~ address the alleged misconduct without providing further due process 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~~ sanction 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 option 2b or 2c as noted above ~~course of action as noted above~~, a hearing shall be conducted in accordance with the following procedure within ten five (510) 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:
 - Written notification of the time and place of the hearing with reasonable time allowed for grievant to prepare a presentation and defense.
 - A written statement of the allegations (incident or behavior) with charges ~~of~~ sufficient particularity so that the student may prepare his/her defense.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3200 Due Process -- Students

Page 2 of 3

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- The grounds which would justify ~~expulsion or suspension that are~~ disciplinary action cited in the student handbook or Board Policy and the possible sanctions ~~to that may~~ be imposed.
 - Written notification of the names of the witnesses who are directly responsible for having reported the allegations ed-violation, or, if there are no such witnesses, written notification of how the allegations ed-violation came to the hearing panel's attention, and
 - A copy of all documentary evidence to go before the hearing panel body.
- b. The student shall be entitled to appear in person ~~and present his/her defense to before~~ 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 If the student does~~ not ~~to~~ appear before the hearing panel, the hearing shall be held in his/her absence.
 - 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 designated by the College 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 or designated Vice 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.
 7. Technical rules of evidence or procedure need not be employed in hearing proceedings. A student's guilt misconduct 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 misconduct guilt on hearsay evidence alone is not appropriate in hearings, including a serious disciplinary case such as suspension or expulsion.

2.7.-4

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3200

Due Process -- Students

Page 3 of 3

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8. 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.
 9. The student shall be notified of his/her right to appeal the decisions of the hearing panel to the ~~campus~~ College President, who has final authority. Should the student appeal, any action assessed by the hearing panel shall be ~~suspended held in suspense~~ until acted upon by the ~~campus~~ College President. ~~Appeals of the President's decision may be submitted to the Chancellor but to the Board of Trustees~~ shall be limited to allegations that fair procedural process has not been provided in accordance with Board Policy 3200.
 - ~~10. 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 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
Policy Revised:

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Changes to Board Policy 3210; Grievance Procedures -- Students

Priority: Educational Excellence Throughout the System

Strategies:

- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
- e. Support an environment that promotes collaborative research and service
- j. Establish an environment conducive to creating new programs

Board Policy 3210 provides a grievance process for students to address requests or complaints with the colleges.

We recommend adding language in Section 2 in order to clearly describe the types of issues that cannot be grieved under this policy due to the availability of separate college appeal procedures.

Step 3 currently provides for a committee to conduct a hearing on the grievance and provide a non-binding recommendation to the college administrator for student affairs. We recommend that committee hearing process be eliminated. The administrator will conference with the student regarding the grievance but we do not believe that a formal hearing convened before a committee is a necessary part of the process.

Step 5 allowed grievance appeals to come before the Board of Trustees to determine if basic procedural fairness was offered. The System Office recommends that the Chancellor assume that role and conduct the review since the Chancellor would be able to adhere to the grievance process schedule in a more timely and efficient manner.

Attached is a copy of Policy 3210 with the proposed changes.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3210

Grievance Procedures -- Students

Page 1 of 2

BOARD POLICY

- Section 1. The grievance procedure set forth herein is designed to provide a method for a student to resolve a request or complaint with the College 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~~. Issues involving academic dishonesty; grade appeals; failure to pay a financial obligation; or, academic performance and achievement, probation or suspension for which the College has established appeal procedures are not eligible for grievance under this policy. Issues of student misconduct for which appeal procedures are available pursuant to Board Policy 3200 are not eligible for the grievance procedure under this policy.
- 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 The grievant 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 grievant ~~aggrieved person~~ shall first discuss the grievance with the appropriate College administrator, 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 college administrator, faculty or professional staff member or the person at the first level in the chain of command~~ 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 grievant student shall discuss the matter with the Academic Vice President responsible for Academic Affairs. ~~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 responsible 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.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3210

Grievance Procedures -- Students

Page 2 of 2

The Vice President responsible for Student Affairs, ~~or Dean of Students, as appropriate,~~ may conduct a conference with the grievant 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.~~

~~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~~ the Vice President responsible for Student Affairs 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 ~~4~~ 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 ~~34~~, by filing the grievance and all prior responses with the campus President.

Step ~~5~~ 6 Should all prior steps fail to resolve the grievance, and the grievant wishes to pursue the grievance, the grievant may appeal to the Chancellor Board, within thirty (30) working days of the receipt of the response in Step ~~45~~, by filing the grievance and all prior responses with the Chancellor ~~of the Board~~. ~~In filing the grievance with the Board, the Board~~ The Chancellor will only consider whether basic procedural fairness, ~~as outlined in Board Policy 3200,~~ was offered. The Chancellor may request additional information from the grievant and the College in order to render a decision. The Chancellor will issue a written decision within twenty (20) working days after receipt of the appeal. 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 ~~6~~ 7 If the grievant is not satisfied with the decision made by the Chancellor 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

[Policy Revised:](#)

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Policy 4220; Assessment; Policy and Procedures

Priority: Educational Excellence Throughout the System

- Strategies:
- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
 - e. Support an environment that promotes collaborative research and service
 - j. Establish an environment conducive to creating new programs

During the past several weeks, the academic officers have met to develop an assessment policy that would require each college to provide information portraying the assessment efforts taking place at each college along with relevant data. The draft policy is Item 2.6 in the Board materials for review and discussion.

Board Policy 4220 also refers to the Voluntary Assessment System (VSA). The VSA communicates information on the undergraduate student experience through a common web reporting template called the College Portrait. The VSA is a voluntary initiative developed through a partnership between the American Association of State Colleges and Universities (AASCU) and the National Association of State Universities and Land Grant Colleges (NASULGC).

The academic vice presidents and the Council of Presidents have discussed the advantages and disadvantages of participating in this national effort. At the last Council of Presidents' meeting, a recommendation was made that each of the state colleges participate in the initiative.

Additional information will be provided to the Board of Trustees at the March board meeting. You can also find information about the VSA at www.voluntarysystem.org

Board Policy 4220 also refers to an annual summary report that will be provided by the Chancellor. This report template has been developed and a draft is submitted for review. The purpose of the summary report is to provide data to key stakeholders on an annual basis.

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 4220****Assessment; Policy and Procedures****Page 1 of 2**

BOARD POLICY

Introduction

1. The Board of Trustees of the Nebraska State College System believes that an effective assessment system is essential because it promotes accountability, informing program development and review, assuring that students achieve established educational course and program goals, and providing evidence of institutional progress over time. In addition, an effective assessment system provides an effective review of its student support services.
2. In recognition of the importance of assessment, each college shall engage in a college-wide assessment system of student learning, program quality, and institutional effectiveness to enhance the quality and excellence of learning and teaching for students.
3. The assessment system in place at each college shall meet the requirements of the Higher Learning Commission of the North Central Association and any specialty accreditations held by the college in addition to requirements outlined in this policy.
4. An effective assessment system will rely on measures that are reliable, valid, and practical; incorporate a variety of direct and indirect measurements; use appropriate technologies; and exhibit the multiple roles of assessment.
 - a. Examples of direct measurements:
 1. Standardized tests used to assess general education, academic majors, and professional capstone courses
 2. Portfolios scored with rubrics
 3. Scored exhibitions and/or performances
 - b. Examples of indirect measurements:
 1. Interviews of students, alumni or focus groups
 2. Surveys of students, graduates, or employers
 3. Self-reported job placement data

Reporting Requirements

1. Each college will participate in the Voluntary System of Accountability project developed through a partnership of the American Association of State Colleges and Universities (AASCU) and the National Association of State Universities and Land Grant Colleges (NASULGC). This accountability system requires each college to report on a set of data elements that will focus on three areas to be made available in the College Portrait: Student and Family Information, Student Experiences and Perceptions, and Student Learning Outcomes.
 - a. Following enrollment in the accountability system fall semester 2008, each college will submit required data in a timely manner as prescribed through membership rules and procedures. The Board of Trustees of the Nebraska State College System will review membership and its impact following every review cycle as appropriate to determine whether or not continued participation is gaining the desired results.

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 4220****Assessment; Policy and Procedures****Page 2 of 2**

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2. In an effort to provide current and accurate data to key stakeholders, the Chancellor of the Nebraska State College System will submit a summary report to the Board of Trustees which will focus on a variety of data elements. This report will focus on Student and Faculty Information; Revenue and Expenses; Retention, Graduation and Success Rates; and Affordability.
 - a. The data utilized for the summary report will be based on fall semester information and will be updated annually.
 - b. The report will be submitted at the June Board of Trustees meeting on an annual basis.

Policy Adopted:

Draft – Chancellor’s Summary Report**

Student and Faculty Information

Undergraduate Enrollment by Headcount

	CSC	PSC	WSC	All NSCS*
Fall 2008				
One year change				
Five year change				
Male				
Female				

*NSCS is unduplicated headcount

Undergraduate Enrollment by FTE

	CSC	PSC	WSC	All NSCS
Fall 2008				
One year change				
Five year change				
Male				
Female				

Graduate Enrollment by Headcount

	CSC	PSC	WSC	All NSCS*
Fall 2008				
One year change				
Five year change				
Male				
Female				

*NSCS is unduplicated headcount

Graduate Enrollment by FTE

	CSC	PSC	WSC	All NSCS
Fall 2008				
One year change				
Five year change				
Male				
Female				

*NSCS is unduplicated headcount

Faculty Numbers

	CSC	PSC	WSC	All NSCS
Fall 2008				
Full-time				
Adjunct				
Male				
Female				

Revenue and Expenses

Nebraska Appropriation per Nebraska State College FTE Student

Fall 2008	Fall 2007	Fall 2006	Fall 2005	Fall 2004

Operating Expenses per FTE (all students)

	CSC	PSC	WSC	All NSCS
Fiscal 2007-2008				
One year change				

Retention, Graduation and Student Success Rates

First to Second Year Retention (Fall 2006-Fall 2007)

	CSC	PSC	WSC	All NSCS
% Returning				
One year change				

Cohort Graduation and Success Rate (2001 cohort)

	CSC	PSC	WSC
% Graduated in six years			
% Left in good standing*			
% Still enrolled			
Success rate (Total)			

*Left in good standing refers to students who have transferred to another institution or who left and are eligible to enroll elsewhere.

Graduates (Spring 2007)

	CSC	PSC	WSC	All NSCS
Baccalaureate Degrees				
Graduate Degrees				

2.9.-6

Employment of NSCS Graduates (Spring 2007 Graduates)

	CSC	PSC	WSC
# grads employed			
% employed			
# responding			
% responding			

Affordability

Tuition (All Colleges)

Undergraduate Resident	
Graduate Resident	
Undergraduate Non-Resident	
Graduate Non-Resident	

Fees (Mandatory – per semester – 15 credit hours)

	CSC	PSC	WSC
Health			
Capital Improvement Fee			
Facilities Fee			
Student Activity Fee			
Event Fee			
Technology Fee			
Total Mandatory Fees			

Online Courses (Per Credit Hour) Flat rate cost for in-state and out-of-state students

	CSC	PSC	WSC
Undergraduate			
Graduate			

Room and Board

	CSC*	PSC*	WSC
Room			
Board			

*CSC – 14 meal +\$100/7 day per semester

*PSC – no restrictions on number of meals

**The summary report will be submitted at the June BOT meeting on an annual basis.

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

ACTION: First Round Approval of Changes to Board Policy 5406; Voluntary Retirement Settlement Program; State College Employees

Priority: Educational Excellence Throughout the System

- Strategies:
- c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students
 - e. Support an environment that promotes collaborative research and service
 - j. Establish an environment conducive to creating new programs

The substantive changes are proposed to 1) update the timeline references since this retirement option has been extended and 2) modify insurance coverage options for retiring employees over the age of 65 to be consistent with collective bargaining terms for the 2007-09 period.

Attached is a copy of Policy 5406 with the proposed changes.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5406 Voluntary Retirement Settlement Program;
State College Employees

BOARD POLICY

The ~~20057-079~~ Voluntary Retirement Settlement Program is a temporary benefit program of the Nebraska State College System available only to eligible employees as hereafter provided. This temporary benefit program shall exist separate and apart from all other employee benefit programs provided in the Nebraska State College Board Policy Manual. It shall remain in effect only for the time period provided below. ~~The goal of the 2005-07 Voluntary Retirement Settlement Program is as follows:~~

- ~~▪ To provide flexibility and avoid potential problems in staffing and associated costs for the operations and programs of the Nebraska State College System.~~
- ~~▪ To provide employees who qualify for the benefits of this program with an opportunity to consider early retirement or new or alternative career opportunities.~~

Terms and Conditions of the Voluntary Retirement Settlement Program

1. Eligibility

To retire under the terms and conditions of the Voluntary Retirement Settlement Program, the ~~employee participant~~ must be fifty-five (55) years of age or more on July 1, of the year in which he or she chooses to retire and ~~terminate employment separate from service with the State Colleges and Nebraska State College System~~ and have ten (10) or more years of consecutive service to the College or ~~within the~~ State College System.

2. Process

- ~~a. To retire on June 30, 2007 under the terms of the Voluntary Retirement Settlement Program, written notification to the College President and appropriate Vice President by June 15, 2007 is required.~~
- ~~b. To retire on June 30, 2008 under the terms and conditions of this program, written notification to the College President and appropriate Vice President or Chancellor by January 15, 2008, is required.~~
- ~~b.e. To retire on June 30, 2009 under the terms and conditions of this program, written notification to the College President and appropriate Vice President or Chancellor by January 15, 2009 is required.~~

3. Time Limits

- ~~a. Eligible employees interested in retiring on July 1, 2007 under the terms and conditions of this program will have from the effective date of this Policy until June 15, 2007 to announce their intention to participate in the program. Eligible participants must signify in writing by no later than June 15, 2007 of their intent to retire and receive the incentive payments and health insurance benefit to take effect for the fiscal year beginning July 1, 2007; or~~
- ~~b. Employees eligible to retire on July 1, 2008 under the terms and conditions of this program will have from July 1, 2007 until January 15, 2008 to announce their intention to participate in the program. Eligible participants must signify in writing by no later than January 15, 2008 of their intent to retire and to receive the incentive payments and health insurance benefit to take effect for the fiscal year beginning July 1, 2008.~~

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5406 Voluntary Retirement Settlement Program;
State College Employees**

Page 2 of 3

be. Employees eligible to retire on July 1, 2009 under the terms and conditions of this program will have from July 1, 200~~8~~6 until January 15, 2009 to announce their intention to participate in the program. Eligible participants must signify in writing by no later than January 15, 2009 of their intent to retire and to receive the incentive payments and health insurance benefit to take effect for the fiscal year beginning July 1, 2009.

4. Incentive Payment

In exchange for the agreement to retire ~~promise of retirement~~, employees participants will receive a financial settlement incentive of twenty-five percent (25%) of their final year base salary as approved by the Board with payment to be made in twelve (12) equal monthly installments following termination of employment.

5. Incentive Health Insurance Benefit

In consideration of the employee's agreement to retire, ~~participant retiring from College service, the College agrees that on~~ as of the first day of the month following the date of retirement the following terms are agreed to. ~~participant will be:~~

- a. The employee will be pPermitted to remain in the group medical and dental insurance plan offered retirees by Blue Cross/Blue Shield during the 12-month period following termination of employment; ~~and.~~
- b. ~~That~~ the College or System's Office, as applicable, will pay the full cost of such coverage which includes both the cost the employee participant would pay for such coverage if still employed ~~by the College~~, and the employer's cost ~~that the College pays~~ for such coverage as the employer, and.
- c. ~~That s~~Such coverage payments will continue for a period of twelve months (12) with termination of payments and coverage on June 30 of the fiscal year in which received. However, if an employee reaches sixty-five (65) years of age during the payment period the employee will no longer be eligible to participate in the group medical and dental plan offered retirees by BC/BS. In this instance the College or System's Office will pay an amount equivalent to the cost of the 65 Gold Plus Medicare Supplemental plan offered through NSEA ~~chosen by the employee~~ for the payout period remaining.

6. Death of Participant

If death of the employee participant occurs during the payout period, the employee's participant's beneficiaries will receive any remaining incentive payments due under the terms of this program. The medical and dental incentive benefit will terminate upon the date of death.

7. Voluntary Requirement

No employee individual employed in the Nebraska State College System shall be coerced into participating in this Voluntary Retirement Settlement Program, or have his or her employment terminated for the purpose of preventing him or her from becoming eligible to participate.

2.10.-4

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5406 Voluntary Retirement Settlement Program;
State College Employees**

Page 3 of 3

8. Duration of Program

The program is intended to be operative through the time period indicated with incentive payments and incentive health insurance coverage available only during the fiscal year following retirement.

Policy Adopted: 4/11/03

Policy Revised: 2/10/05

Policy Revised: 4/13/07

Policy Revised:

Fiscal and Facilities Committee

Larry Teahon, Chair
 Cap Peterson
 Jennifer Myers

January 15, 2007

ACTION: **Approve Budget Request Guidelines for the 2009-20011 Biennium**

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

Budget requests for the 2009-11 biennium must be submitted to the Coordinating Commission by August 15, 2008 and to the Governor and Legislature by September 15, 2008. Board-approved request guidelines are necessary at this time to allow the NSCS to prepare a preliminary request document for review in March and a final version for Board approval in June.

Salary increases are not technically a part of our request, since collective bargaining does not conclude until after budget requests are submitted. The Governor and the Legislature are attuned to the bargaining time frames and do give consideration to salary needs.

CONTINUATION REQUESTS

Meeting Core Needs remains a high priority. These items are considered continuation items for the biennium request. The recommended increases above the 2008-09 base amounts include:

Health insurance rate increase	9%
Utilities rate increases	15%
DAS rate increases which exceed*	3%
Operating increases not covered above	3%

*information not available until July 1; request authorization from the Board to modify requests when rates are published

BUDGET ADJUSTMENT REQUESTS

There are two items we also consider core needs that are considered areas of emphasis or budget adjustment requests for the budget request. These are:

- LB1100 depreciation amounts (2% of total project costs)
- New building opening costs

Beyond these core items, serious needs exist for new funding. In keeping with the system's strategic plan and recommendations of the Legislature's LR 174 committee, several Areas of Emphasis are included under which requests may be formulated:

- Increase potential for enrollment and retention (*NSCS Strategic Plan Goal: Increase enrollment and retention*)
- Enhance educational opportunities (*NSCS Strategic Plan Priority: Educational Excellence Throughout System*)

4.1.-2

- Improve safety & security, facilities, technological support and the learning environment
(*NSCS Strategic Plan Goal: Strengthen fiscal, environmental, technological and physical resources; NSCS Core value: Provide a safe....learning experience*)

CAPITAL REQUESTS

Capital requests being considered must be listed for the Coordinating Commission by April 1, 2008. The Board will be asked to give approval to that list at the March board meeting. Tentatively, along with our deferred maintenance/fire and life safety requests to the LB 309 Task Force, new capital construction requests being considered include:

- CSC Armstrong renovation/addition
Rangeland Center (Ag Classroom/Lab/Arena)
- PSC Athletic Complex planning
- WSC Carhart Science Building addition/renovation
- SYS Student Information Administrative System (pending deficit funding)

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Jennifer Myers

January 15, 2008

ACTION: Approve the 2009-2011 Biennium NSCS Capital Construction Initiatives

One of the items upon which the Coordinating Commission judges and prioritizes capital construction requests is how well our requests fit within the Board's stated capital construction initiatives. For the next biennium, the following language is recommended 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 College System will focus its attention during the 2009-11 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."

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Jennifer Myers*

January 15, 2008

**ACTION: Approve the Use of Up to \$150,000 of Capital Improvement Fee Funds for
Carhart Science Building Project at Wayne**

Priority: Financial Strength of the System

Goal: 5. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

Wayne State requests the use of \$150,000 in capital improvement fee dollars for the Phase I of the Carhart Science Main Building Renovation project.

The System Office recommends the approval of this request.

Fiscal and Facilities Committee

Larry Teahon, Chair
 Cap Peterson
 Jennifer Myers

January 15, 2008

ACTION: Approve BCDM/The Clark Enersen Partners as Architect for South Sioux City College Center for Wayne State College

Priority: Financial Strength
 Strategy: 2
 Goal: c

Wayne State and Northeast Community Colleges have been working together to advance the 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. The program statement for the project was accepted by the Board on April 18, 2006 and the NSCS architect selection committee members were appointed at the September 13-14, 2007 Board meeting.

Wayne State and Northeast Community Colleges have completed their committee work on the selection process of an architect for the South Sioux City College Center project. The selected firm will develop schematic design documents, design development documents, construction documents, and provide construction oversight for the project. The joint selection committee members included:

Wayne State

Dr. Richard Collings, President
 Carolyn Murphy, NSCS Vice Chancellor for Finance & Administration
 Ed Hoffman, NSCS Vice Chancellor for Facilities, Planning & Information Technology
 Mike Rindone, State Building Division
 Larry Teahon, Vice Chair NSCS Board of Trustees, Chair, Fiscal and Facilities Committee
 Cap Peterson, NSCS Board of Trustees

Northeast Community College

Dr. Bill Path, President
 Steve Schram, Vice President of Administrative Services
 Brandon McLean, Director of Physical Plant
 Nell Votruba, Director of Purchasing
 Marlin Meisinger, Board of Governors
 Van Phillips, Board of Governors

The committee received ten proposals from architectural firms that were interested in the project. On November 19, the committee reviewed all the proposals and selected three firms to interview. The three firms were BCDM/The Clark Enersen Partners, Charles Rose Architects, Inc., and Bahr Vermeer & Haecker, Architects, Ltd. Those interviews were conducted on December 18 at Wayne State. Following the interviews the Committee reviewed and discussed each firm and reached a consensus. The recommendation from the System Office and the committee is to hire the BCDM/The Clark Enersen Partners firm.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Jennifer Myers

January 15, 2008

ACTION: Approve Engineer-Architect for Peterson HVAC Design and Phase I at Wayne State College

Priority: Financial Strength
Strategy: 2
Goal: c

Wayne State College has received a funding allocation from the Task Force for Building Renewal to address critical HVAC needs in the Peterson Fine Arts Building. The project will address the first of two phases of work in the building. Phase 1 will provide a 4-pipe fan coil system and unit ventilators to provide better temperature control and simultaneous heating and cooling for the first and second floor classrooms and offices. Phase 2 will be a future project and will provide new air handling units and VAV boxes. Phase 1 costs include design for both phases and are estimated at \$1,000,000.

In November 2007, the Board appointed an architect selection committee for the Peterson HVAC project. The committee interviewed three firms on January 7, 2008. WCS will report on the selection by the committee at the Board meeting.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Jennifer Myers*

January 15, 2008

ACTION: Accept Substantial Completion of Campus Streets at Wayne State College

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy:j. Maintain facilities and improve physical environment

Policy 8069 requires that when the architect, engineer, contractor and college-retained inspector or college representative determine that a project is substantially complete. After all work on any outstanding items is 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 acceptance is accomplished.

The members of the substantial completion committee of the Board of Trustees inspected the Campus Streets project at Wayne on January 7, 2008 and determined that the project has reached substantial completion.

Committee Members

Cap Peterson, Board of Trustees, Fiscal & Facilities Committee
Carolyn Murphy, Vice Chancellor of Finance & Administration, NSCS Office
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Management,
NSCS Office
Mike Rindone, Representative of the State Building Division
Beth Kroger, Vice President Administration & Finance, Wayne State
Derby Johnson, Director of Facility Services, Wayne State
Richard Collins, President, Wayne State

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Jennifer Myers*

January 15, 2008

**ACTION: Authorize Chancellor to Sign Voice Over IP Phone System Contract
 for Chadron State**

Priority: Financial Strength
Strategy: 1
Goal: c

Chadron State College opened bids for the Voice Over IP Phone System contract in early December 2007.

In order to expedite work on this project the System Office and CSC respectfully request the Board to authorize the Chancellor to approve the final contract for the project providing the bid does not exceed \$500,000.

Funding for this project will be provided through the master lease program.

Fiscal and Facilities Committee*Larry Teahon, Chair**Cap Peterson**Jennifer Myers*

January 15, 2008

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

- Memorial Hall (roof replacement) -- \$320,000
- Memorial Hall (chiller tie-in) -- \$126,000

Peru Change Orders

- Al Wheeler Activity Center (#6 add composite metal panels on north elevation of addition) -- \$36,988
- Al Wheeler Activity Center (#7 Add composite metal panels on north elevation of natatorium) -- \$39,950
- Al Wheeler Activity Center (#8 Reinforcing steel, concrete foundation, framing, sealants/blocking) -- \$27,781
- Al Wheeler Activity Center (#9 New brick for north natatorium) -- \$25,676

Wayne Contracts

- Rice Auditorium-Memorial Stadium-ADA Entrance/Elevator (construction) -- \$3,488,928
- South Sioux City College Center (professional services) -- \$687,721

Priority: Financial Strength of the System

Goal: 5. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

Board policies 7015, 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:	Memorial Hall
Contracted Work:	Roof Replacement
Contract Amount:	\$320,000
Fund Source:	LB 309/CIF
Contractor:	Mac Construction
Location on Campus:	Memorial Hall
Contracted Work:	Chiller Tie-In
Contract Amount:	\$126,000
Fund Source:	LB 309/CIF
Contractor:	Mac Construction

4.8.-2

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rice Auditorium-Memorial Stadium-ADA Entrance/Elevator Construction \$3,488,928 LB 605/LB 309/LB 1100 Otte Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	South Sioux City College Center Professional services \$687,721 (including reimbursable expenses) State Capitol Appropriation/Private Donations/NECC BCDM-TCEP

CHANGE ORDER – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are more than \$20,000. If approval of change order is critical to project schedule, \$20,000 to \$60,000 range change orders may be approved by Chancellor and ratified at next Board meeting.

Peru State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	AI Wheeler Activity Center #6 Add composite metal panels on the north elevation of the addition \$36,988 LB 605/Cash/CIF/Foundation Lueder Construction Company
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	AI Wheeler Activity Center #7 Add composite metal panels on the north elevation of natatorium \$39,950 LB 605/Cash/CIF/Foundation Lueder Construction Company
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	AI Wheeler Activity Center #8 Reinforcing steel, concrete foundation, framing, sealants/blocking \$27,781 LB 605/Cash/CIF/Foundation Lueder Construction Company
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	AI Wheeler Activity Center #9 New brick for north natatorium \$25,676 LB 605/Cash/CIF/Foundation Lueder Construction Company

Academic, Personnel & Student Affairs Committee*Doug Christensen, Chair**Gary Bieganski**Tyler Thompson*

January 15, 2008

2008-09 through 2012-13 System-wide Academic Calendars

Priority: System Prominence

Board Policy 4001 states that all units of the Nebraska State College System will utilize the same semester calendar and class starting times. Each semester shall contain 75 instructional days. Below is the academic calendar schedule to be observed by each college for the upcoming five-year period.

	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012
Faculty Orientation	8/22	8/21	8/20	8/19	8/17
Classes Begin	8/25	8/24	8/23	8/22	8/20
Labor Day Holiday	9/1	9/7	9/6	9/5	9/3
Fall Mid-Term Break	10/20-21	10/19-20	10/18-19	10/17-18	10/15-16
Fall Break	11/26-28	11/25-27	11/24-26	11/23-25	11/21-23
Last Day of Classes	12/15	12/14	12/13	12/12	12/10
Exam Week	12/16-19	12/15-18	12/14-17	12/13-16	12/11-14
Fall Commencement	12/19	12/18	12/17	12/16	12/14

	Spring 2009	Spring 2010	Spring 2011	Spring 2012	Spring 2013
Classes Begin	1/12	1/11	1/10	1/9	1/7
Spring Mid-Term Break	3/9-13	3/8-12	3/7-11	3/5-9	3/4-3/8
Spring Break	4/13	4/5	4/25	4/9	4/1
Last Day of Classes	5/4	5/3	5/2	4/30	4/29
Exam Week	5/5-8	5/4-7	5/3-6	5/1-4	4/30-5/3
Spring Commencement	5/9	5/8	5/7	5/5	5/4

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair

Gary Bieganski

Tyler Thompson

January 15, 2008

College Diversity Reports

Priority: Educational Excellence Throughout the System

Goal: 5. Create a diverse intellectual and social environment

Strategy:c. Develop practices that foster a culture of inclusion, openness and collaboration among administrators, faculty, staff, and students

The NSCS, through experience, believes that a more diverse intellectual and social environment is imperative in fulfilling our mission of providing a high quality education.

This belief in the inherent value of diversity to the academic environment is manifested in diversity plans that have formally been in place since 1998. These plans target and make specific commitments to underrepresented groups in greater numbers as faculty, students and staff, and promote culturally diverse academic programming and campus activities.

The plans propose realistic goals and initiatives, rather than unattainable dreams. Fashioned with broad input at each college, the plans call upon the institutions to enhance appreciation, awareness, and actuality of diversity in ways that take local conditions, communities and resources into account.

Annually each college provides a written report summarizing campus activities that promote cultural appreciation and progress on the implementation of their Diversity Plans. A copy of the 2006-07 report has been provided to the Board and is available for viewing in the System Office.

Chadron State College
Annual Report, 2005-2006
Executive Summary

Chadron State College continues its commitment in realizing the value and importance of diversity within the educational experience at our institution.

The Presidentially appointed Diversity Committee is responsible for coordinating many of the campus diversity goals and events although each member of the campus is responsible for taking an active role in this important task. The Diversity Committee is comprised of faculty, staff, and students.

The essential goals of the Diversity Committee include:

- Diversity Awareness and Appreciation
- Integrating Diversity into the Curriculum
- Recruiting and Retaining Students and Employees of Under-Represented Populations

The Student Services Counselor continues to provide essential support for multicultural activities at Chadron State College. One of the essential functions of this position is to coordinate efforts that emphasize diversity awareness/appreciation and student recruitment and retention at Chadron State College. The role of the Student Services Counselor has been expanded in order to focus on international students and Study Abroad programs.

Diversity Awareness/Appreciation

Numerous speakers and diversity events were held at Chadron State College to provide diversity education and awareness to the campus and community:

- Diversity Forum coordinated by CSC student Patrice Henson
- "RELEASE" performance coordinated by CSC student Javon Mays
- Annual Chadron State College Pow Wow
- Chadron Community Pow Wow
- International Food Tasting Dinner
- Martin Luther King, Jr. Freedom Walk
- International Coffee Hours
- Native American Welcome Day
- Native American Scholarship Program
- Project Strive/TRIO Academic Success Seminars
- Native American Symposium
- Oktoberfest
- Multicultural Trip
- Dr. Archie Beauvais, Disability Issues for Native American Veterans
- Derek Goodwin, Buffalo Soldiers
- "You Make a Difference" recognition program
- Los Guadalupanos Dancers
- Heartland Latino Conference

- Monthly Cultural Celebrations ~
 - Hispanic Heritage
 - Disability Awareness
 - Native American Heritage
 - Martin Luther King, Jr.
 - Black History
 - Women's History
 - Asian Pacific Islander
- Mari Sandoz High Plains Heritage Center Exhibits
- The Diversity Committee co-chairs met with Tyrone Wrice, Interim Director of Multicultural Center at WSC, to discuss collaborating on Diversity events and issues across the Nebraska State College System.

Integrating Diversity Into Curriculum

Chadron State College faculty incorporate multicultural perspectives into classroom curriculum through selection of textbooks, required readings, class discussions, classroom activities, debates, presenters, and video presentations.

Faculty also include field trips to regional and international locations as a way to incorporate diversity topics into the educational experience. Field trips this year included: Wounded Knee, Red Cloud Mission School, Crazy Horse, Oglala Lakota College, Journey Museum, Pine Ridge Indian Reservation, Treaty Tree, Fort Robinson, and Fur Trade Museum. The Study Abroad Program also included trips to London, Paris, and Mexico.

CSC sponsored two visiting faculty through the US State Department Junior Faculty Development Program in the spring 2007. Munira Akilova, an Assistant Professor of Economics from Tajikistan, and Guncha Komekova, a Lecturer from the Turkmen State Power-Engineering Institute in Turkmenistan resided on campus and were mentored by the Business and Economics department faculty.

In the summer 2007, numerous CSC faculty and administrators travelled to the National Agricultural University of Ukraine in Kiev to develop a cooperative agreement with them which will allow the Study Abroad Program to expand.

In the fall of 2006, Dr. William Roweton was named Director of Sponsored Research & Funded Initiatives for Minority Student Achievement and Retention. He is actively working on additional grant applications to support implementation of the important initiatives developed by the Title III planning grant. He is also partnering with a primarily Hispanic school, Roosevelt Elementary, in Scottsbluff, Nebraska working with elementary school children to enhance their educational experience in order to encourage them to attend college.

Chadron State College also continues to provide disability accommodations to qualified students to help ensure that they have an equal opportunity to succeed in higher education.

Recruitment and Retention

Recruitment and retention of students and employees from diverse populations will continue to be an area of focus and challenge for Chadron State College. Increased employment of online instructors who have a diverse background will allow CSC to expand diversity experiences in the classroom for our students.

5.2.-4

Advertising in targeted publications as well as attendance at college and career fairs will continue. Participation in regional conferences, hosting diverse groups on campus, collaborating with area community and tribal colleges will continue in order to increase recruitment efforts.

To assist in student recruitment efforts, the CSC Foundation has established scholarship funding for minority students as well as an endowment to support and promote Native American programs and activities.

Additional diversity efforts include participation in the Title III planning grant, Foundations of Excellence, and the Project Strive/TRIO and Upward Bound programs.

Peru State College Annual Diversity Report 2006

Peru State College continues to follow the established campus Diversity Plan. This report addresses the five institutional goals established by the Diversity Plan, with emphasis on developing awareness and sensitivity in our students, faculty and staff and expanding the diversity of our student population. The College continues to benefit from the work of the Director of Diversity Programs, Mr. Zoon Wood, and the student Multicultural Club. Supporting diversity and promoting multicultural understanding remain, however, the responsibilities of all areas of the campus. Recruiting underrepresented individuals for the student body and for the faculty and staff remains a challenge for Peru State College.

Goal 1 Increase cultural diversity in all areas of campus life

Peru State College continues to broaden awareness programs and provide academic opportunities designed to enhance the campus environment in the area of diversity. Many activities are ongoing while numerous faculty and staff members develop and initiate new activities throughout the academic year. A sampling of activities is described below:

- The College continues to use a national survey instrument (HERI) to gain insights from entering freshmen on values and attitudes, giving us the opportunity to compare our students to national norms. The results of this survey are shared with faculty as part of the ongoing assessment efforts.
- Services for students with special learning needs are housed in the Academic Resource Center (ARC). The number of students with documented learning needs that require special teaching and learning accommodations increases every semester. The ARC houses our ADA Compliance Officer to ensure students are receiving the appropriate accommodations. The College continues to invest in various adaptive technologies, including JAWS (a program that reads printed text), a personal assistive listening device, an institutional membership in Reading for the Blind and Disabled, and most recently, a machine that will enlarge print for the visually impaired students.

Staff members from the ARC are involved in a variety of activities related to diversity other than through ADA services. In the past year, activities included an open house in recognition and celebration of National Hispanic Heritage Month, field trips to the Kansas City Renaissance Fair and to a studio of a photographer of old Europe, and presentations and workshops on acceptance and tolerance of diversity, including racial, ethnic, and sexual orientation.

The ARC was also a key sponsor of a musical performance by Michael Murphy and Dan Holtz. Mr. Murphy is an American Indian musician and the presentation addressed socially conscious themes such as civil rights, peace, family values, and the family. In addition to the musical performance, Mr. Charles Fort, a Nebraska poet who is African American, came to campus to give a poetry reading.

- The Admissions Office provides a new student experience for non-traditional students in conjunction with the new student weekend offered in the fall for

entering freshmen. The Admissions Office has developed an online version of the

5.2.-6

orientation session aimed at the non-traditional student and/or online student who is unable to attend an on-campus orientation session.

- The campus food service sponsors a “multicultural” meal on a regular basis as a vehicle to promote an awareness of cultural difference. These meals are usually offered in conjunction with specific holidays.
- The campus continues to host the Special Education Job Olympics. This event provides an opportunity for students enrolled in special education programs in area schools to come to campus to compete in various job/life skills events. The Job Olympics is sponsored by the School of Education and is managed by faculty and students from various educational programs. Area businesses donate various items needed for the event.
- The student Multicultural Club continues to be an active group and is truly student led, reflecting a commitment of the student body to learn about, accept, and value cultural differences. The student members conduct a variety of on-campus events that encourage discussions with international students and minority students in order to increase cross-cultural awareness. Many events are also used to raise funds with the students donating funds to various area causes, e.g., the food bank in Auburn or Nebraska City.
- The academic programs continue to emphasize multicultural understanding in course and program content. All students are required to take a course in Global Studies and the courses that are approved for that requirement are specifically designed to include diversity issues. New courses on current global topics are currently making their way through the curricular approval process to ensure students have access to up-to-date material and topics.

Many faculty members report that a number of diversity related activities are a regular part of their course content. Students participate in a variety of activities, including, but not limited to: interviewing someone of a different culture, developing brochures celebrating another culture, touring the Nebraska State Penitentiary, touring the Henry Doorly Zoo with an emphasis on visiting scientists from other countries, and serving as pen pals of young children with special needs. A great group of guest speakers have visited the PSC campus during the last year, in addition to those already mentioned. Visitors included students from other campuses who have traveled to Spain, Venezuela, and Guatemala; Jessie Myes, Director of Multicultural/Urban Education and Equal Educational Opportunity, Nebraska Department of Education; Mike Ramirez, retired FBI Special Agent and 1964 Peru State College Graduate; a George Drouillard representative from the Nebraska Humanities Council speaker program; and Rick Gonzalez, Omaha Police Department Lieutenant and Gang Unit supervisor. Faculty and staff members continue to be involved in professional organizations related to diversity, including Women in Higher Education, the Organization of American Historians Regional Conference, and the Council for Exceptional Children.

Goal 2 Increase the recruitment of underrepresented administrators, faculty and staff

The Peru State College search process continues to emphasize the importance of identifying qualified minority candidates. Job advertisements for open positions are placed in minority-

oriented periodicals and online job search sites. The College was successful in hiring a minority faculty member in the School of Arts and Sciences for the 2006-2007 academic year. The successful candidate is a female and a Native American. Attracting qualified minorities to rural Nebraska at the pay levels available remains a challenge. The College continues to have its greatest success in hiring female faculty members for open positions and for adjunct faculty. In addition, the College has hired adjunct faculty who represent minority cultures.

Goal 3 Increase the retention of minorities and women who are in administration, faculty, and staff positions

Peru State College continues its commitment to the success and professional growth of individuals in underrepresented groups on campus. Three individuals in the President's Cabinet are female: the Vice President for Academic and Student Affairs, the Vice President for Administration and Finance, and the Director of Marketing and Public Affairs. In addition, the Dean of the School of Education is a female. A review of the campus organizational chart indicates several women are in leadership positions serving as Directors of various campus areas, including student records, admissions, financial aid, online learning, graduate studies, student support services and the business office.

Goal 4 Increase the recruitment of minority and female students

The Admissions Office continues to emphasize recruiting in minority communities, especially in the Omaha and Lincoln urban areas where recruiters participate in the area bus tours and in a variety of school presentations. Recruiters are also active with organizations that serve minority groups. Examples include the Boys/Girls Club Fair, Latino Conference, Urban League Fair; Hispanic Career/College Fair, SHE Conference, Girls, Inc. activities, Early Awareness programs with the Omaha Public Schools, and Native American Conferences. A group of the top Hispanic students from Omaha South spent an overnight on campus this past spring as part of a college awareness program. Other high school visits and fairs also provide opportunities for contact with minorities. These connections are emphasized whenever possible. The College also enlists the assistance of minority students and alumni to support recruiting efforts. Of the students reporting race/ethnicity as of October 2006, 9 percent of PSC students are classified as minorities.

The campus offers a multicultural leadership scholarship that is available to a student with a multicultural background. This can include race as well as students who have studied abroad while in high school or who are actively participating in a multicultural organization.

Goal 5 Increase the retention of minority and female students, especially in fields where they are underrepresented

The Academic Resource Center (ARC) continues to play an instrumental role in providing academic and social support for all students on campus. Cultural events and activities are often sponsored by ARC personnel. One of the campus sponsors for the student Multicultural Club is housed in the ARC and this person works closely with others across campus to promote a variety of multicultural activities.

5.2.-8

The total number of student athletes at Peru State College for 2005-2006 was 188. There were 123 men and 65 women participating in intercollegiate athletics: 65 percent men and 35 percent women. This represents a 2 percent increase in women participants from last year. The breakdown of athletic expenditures indicates the same percentages exist for actual dollars spent on athletics with men's sports spending \$137,893 (65%) and women's sports spending \$74,044 (35%) during the 2005-2006 year.

**Wayne State College
Report on Diversity and
Multicultural Initiatives at
Fall 2007**

Executive Summary

The Multicultural Center(MC) has taken on a broad range of initiatives to enhance diversity at Wayne State College. The Office of Multicultural Affairs(OMA) promotes various programs and projects within the framework of several categories. These are education and awareness, programming and projects, outreach, research, counseling and advising, professional and career development, and recruitment and retention.

Education and Awareness

The OMA is very pleased to continue a program that is considered very informative at Wayne State College. The Brown Bag Luncheon is a series of noon-hour discussions/presentations on cultural issues and social/cultural awareness. The presenters range from students and faculty to guest speakers.

ESL and Language Emersion programs are sponsored through the language department. Sessions are three days a week (two or three times a day). The MC is used to conduct most of these sessions. This educational awareness initiative will continue for the Spring 2008 semester as well as a language café that emphasizes more cultural outreach through the learning of several languages and language emersion.

The NSCCISL or Diversity Conference currently in the planning stages, is a joint venture between the MC and the President's Council on Diversity). We hope to call this conference the Nebraska State Colleges Conference on Intercultural Student Leadership (NSCCISL) which will ultimately include all three colleges within the Nebraska State College System.

Co-Teaching and Instruction with professors and graduate assistants on campus puts the OMA in front of students outside of the MC. It also addresses students in an academic environment where there is instant application of diversity information. Students are also held accountable to remember and recite this information on exams and class projects.

Programming and Projects

The Virtual Diversity Initiative uses technology to close the informational and cultural divide within rural communities in Nebraska and diversity. This information will be accessible through the WSC MC webpage. This project will be managed by students receiving the Wayne State Multicultural Scholarship.

The TRIBE is a monthly discussion group on social issues that impact communities with significant or growing populations of ethnic and social minority groups. The Wrice Process will be discussed in stages. We hope to apply this method (in part) to address some of the social and cultural ills of growing diverse communities. This discussion group will be co-facilitated by a different student organization each month.

5.2.-10

The OMA has co-sponsored several cultural food festivals and events where students have prepared and shared food from their respective cultures. OMA also works with dining services to plan and prepare a theme night in the cafeteria. Food from a multitude of ethnic backgrounds are prepared by dining services and served to the general student population.

Team Wayne is a network of campus volunteers, supervised by students at the MC, provide outreach and service to regional and national charitable organizations. Team Wayne currently is involved in an initiative to assist the Marathon Running Club in the 2008 Spring semester train for the Lincoln Marathon and participate in guiding blind runners in the annual Wacky Snacky race in Chicago, IL. It is thought that by wearing Wayne State College shirts the college will get free publicity. Team Wayne hopes to coordinate this with the Alumni and Development offices at both events. With additional help from the public relations office, we hope to invite Alumni from the Lincoln and Chicago area to a reception following both running events. Team Wayne also plans to have a booth at both running events with donated giveaways for alumni who visit any of the booths.

Outreach

Outreach Initiatives have been modified somewhat as not to cover many of the same venues other offices within the college use in trying to enhance diversity. It is hoped that through the sharing of ideas with other offices of diversity, many of our outreach efforts will materialize into opportunities for minority students (graduate and professional) and exchanges of information with various colleges, universities, and community officials.

Colleges and Universities

Northeast Community College
Northwestern College of Orange City, Iowa
University of Pittsburgh
Carnegie Mellon University
University of Nebraska, Lincoln, NE
State College System of Nebraska
Ohio State University
University of Chicago
Villanova University
Duquesne University
Briar Cliff University

Regional and National Communities

Creighton University
Wayne Public Library
Wayne Chamber of Commerce
Kawanis organization of Norfolk, NE
Wayne Public School System
Wakefield Public Schools
West Point Public Schools
Norfolk Public Schools
Sioux City Public Schools
South Sioux City Public Schools
Sanford Community Center, Sioux City, Iowa

Winnebago, Nebraska
 YMCA of Norfolk, NE
 Philadelphia, PA
 Washington, DC

Research and Technology

Students have done research on urban and rural changes on the diversity landscape. It is hoped that this continued research could be posted on the OMA website so that other communities familiar with Wayne State College will use it as a resource in the growing changes in the social and cultural diversity within their small communities. The OMA will work with NATS on this groundbreaking project or cyber breaking project.

Counseling and Advising

Student Organizations that meet in the multicultural center:

- Latinos Uniting
- MACT
- International Student Organization
- PRIDE
- Native American Student Association

Professional and Career Development

GOT RESUME!! Campaign – In January 2008 all Multicultural Scholarship recipients (and students who either use or participate in any of the programs or projects within the Wayne State College Multicultural Center) are required to have an updated draft of their resume on file in the Career Center.

Hy-Vee management training program for multicultural students. This program will begin in March/April 2008 through the Norfolk, NE Hy-Vee Store.

Virtual Volunteers

Students offering their services to do research for small communities in Nebraska that have questions on where to find information on diversity and cultural awareness. This will be an “off-site” initiative.

Graduate Assistant’s Networking Luncheon

An invitational networking meeting of graduate assistants to hear some of their feedback on multicultural initiatives on campus. This is also an opportunity for graduate students working in the classroom and with athletic teams to network and share ideas with each other about how the office of multicultural affairs might develop additional modules to retain students at Wayne State College and within the Nebraska State College System.

Recruitment and Retention

The OMA works closely with the Admissions office through college fairs and visitation days to make a visible effort to promote diversity to prospective students. The OMA also works with coaches and academic offices to counsel and advise prospective and current students on ways to work through understanding cultural or social “stumbling blocks” that might be an interference to minority students succeeding at Wayne State.

Retention efforts are also made through tracking of students who currently receive a Multicultural Scholarship. Students receiving this award are required to volunteer a minimum number of hours at the Office of Multicultural Affairs.

Timely assessments and referrals to the counseling center, student support services, and the learning center is a continuous effort. The OMA has an initial conversation or assessment intake with students who come to the office for assistance. After careful assessment the OMA refers close to 90 % of all students facing serious adjustment issues to the appropriate offices on campus. It is believed that most of the issues that students of color face on campus who need to “speak with someone” generally are about financial aid, lack of course preparation, tutoring, time management, home sickness, or social-cultural adjustment.

It is believed that one of the strongest recruitment and retention tools that this college (or college system) has to offer is its connection to employers (career development) and alumni (alumni and development office). Creating a culture of institutional identity and student loyalty is one of the new projects of the center. This was advocated through an event during the 2007 Homecoming weekend. It is suggested that this be an ongoing event and done in collaboration with the Wayne State Foundation, Development Office, and the Alumni Office.

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

Athletic Gender Equity ReportsPriority: Educational Excellence

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

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

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

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

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

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

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

Each of the colleges are currently in compliance with Title IX Gender Equity requirements in athletics having recently expanded participation opportunities for female students, the athletically under-represented gender.

CHADRON STATE COLLEGE
Athletic Gender Equity Report
Plan for Title IX Compliance

INTRODUCTION:

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

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

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

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

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

Since the addition of Woman's Softball, Chadron State College has become compliant with the prong two mechanism. Historically Chadron State College has elected to use prong three as its determination of compliance with Gender Equity. Chadron State College will still remain open to the interests and abilities of the members of the athletically under-represented gender and attempt to fully and effectively accommodate them by its present programs. Chadron State College will also keep investigating more athletic opportunities with additional offerings for the female gender.

5.3.-4

ANALYSIS OF CURRENT STATUS

Number of Athletes

The total number of student athletes at Chadron State College in 2006-2007 was 360 based on an unduplicated count. There were 229 men and 131 women who participated in intercollegiate athletics. 63.6% of the participants were men and 36.4% were women. The breakdown by individual sports is as follows:

Men: Basketball	19	Women: Basketball	24
Football	121	Golf	5
Indoor Track	36	Softball	14
Outdoor Track	36	Indoor Track	37
Wrestling	34	Outdoor Track	36
		Volleyball	16

Additionally, 36 student-athletes participated in a second sport.

Operating Expenditures

The total operating expenditures, for athletics in 2006-2007 were \$419,496. The men's programs spent \$298,748 and the women's programs spent \$120,748. 71.2% of operating expenditures were by men and 28.8% was spent on the women's program. Please note that the additional two play-off games for football added additional budgetary dollars. A breakdown by individual sports is as follows:

Men: Basketball	\$ 30,946	Women: Basketball	\$30,233
Football	\$192,809	Golf	\$ 9,651
Track, Combined	\$ 38,719	Softball	\$23,705
Wrestling	\$ 36,274	Track, Combined	\$38,719
		Volleyball	\$18,440

Recruiting Expenditures

The total recruiting expenditures, for athletics in 2006-2007, were \$8,672 with the men's programs spending \$6,457 and the women's program spending \$2,215. 74.5% of the recruiting dollars were for men and 25.5% for women. A breakdown by individual sports is as follows:

Men: Basketball	\$2,255	Women: Basketball	\$ 106
Football	\$4,002	Golf	\$ 0
Track, Combined	\$ 0	Softball	\$ 651
Wrestling	\$ 200	Track, Combined	\$ 0
		Volleyball	\$ 1,458

Athletic Student Financial Aid

The total athletic student financial aid expenditures for athletics in 2006-2007 were, \$532,397. The men's programs were awarded \$364,575 (68.5%) and the women's programs received \$167,822 (31.5%). A breakdown follows:

Men: Basketball	\$ 56,413	Women: Basketball	\$62,979
Football	\$226,526	Golf	\$ 6,833
Track, Combined	\$ 35,825	Softball	\$20,112
Wrestling	\$ 45,811	Track, Combined	\$37,142
		Volleyball	\$40,756

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

Men: Basketball	\$4,030	Women: Basketball	\$3,314
Football	\$2,729	Golf	\$1,367
Track, Combined	\$1,628	Softball	\$2,873
Wrestling	\$2,181	Track, Combined	\$1,486
		Volleyball	\$2,547

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

Men: Basketball	14	Women: Basketball	19
Football	83	Golf	5
Track, Combined	22	Softball	7
Wrestling	21	Track, Combined	25
		Volleyball	16

Chadron State College athletic student financial aid for fiscal year 2006-2007 reported athletic scholarship assistance at a combined "state and other" funding level of \$532,397. Male athletes received \$364,575 (an average of \$4,604 per athlete) while female athletes received \$167,822 (an average of \$2,331 per athlete). These averages are calculated on the total number of males and females who received athletically-related student aid. (See figures immediately preceding this paragraph.)

5.3.-6

Summary of Chadron State College Expenditures Data

63.6% of the total athletes participating in intercollegiate athletics at Chadron State College were men, and 36.4% were women. Men received 71.2% of the operating budget, and women received 28.8%. In recruiting expenditures, men spent 74.5% and women spent 25.5%. Athletic student financial aid received by men was 68.5% and aid granted to women was 31.5%.

Resource/Facility Analysis

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

PLAN TO ENSURE CONTINUED COMPLIANCE WITH ATHLETIC GENDER EQUITY

The addition of Woman's Softball was accomplished through the support of the Chadron State College administration and institutional budget.

Women's Softball competed in the NCAA non-championship segment, fall '06, and competed in the Rocky Mountain Athletic Conference and the NCAA championship segment spring '07. The softball field has been completed and is one of the finest facilities in the conference.

Research is currently being done to investigate the addition of Women's and Men's Cross Country and the budget impact these sports would incur.

With the funding available through the College's Gender Equity Funds, the weight room was remodeled and moved to the balcony of the Armstrong Building and additional athletic offices provided more office space for Women sport coaches.

Staffing needs are also considered to address Gender Equity with the additional position of Senior Women's Administrator. This position has been assumed by the Chadron State volleyball coach. Also the addition of an Administrative Aid for the Athletic Department has supported the Director of Athletics in the areas of budgeting, compliance and insurance. This position was an upgrade of the current support staff position.

PERU STATE COLLEGE Institutional Gender Equity Report

INTRODUCTION

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

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

The number of participation opportunities for male and female students is substantially proportionate to their respective enrollments in the College;

The institution can demonstrate a historical and continuing practice of program expansion, that demonstrates responsiveness to the developing interests and abilities of the athletically under-represented gender; or

The interests and abilities of the members of the athletically under-represented gender have been and continue to be fully and effectively accommodated by the present program.

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

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

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

5.3.-8

ANALYSIS OF CURRENT STATUS

Number of Athletes

The total number of student athletes at Peru in 2006-2007 was 213. There were 150 men and 63 women who participated in intercollegiate athletics; 70% of the participants were men and 30% were women. The breakdown by individual sport is as follows:

Men:	Football	116	Women:	Basketball	12
	Baseball	23		Softball	20
	Basketball	12		Volleyball	14
	Volleyball	8		Golf	4
	Total	159		Cross-Country	7
	(Total less multiple sport – 150)			Cheer	8
				Total	65
				(Total less multiple sport – 63)	

Operating Expenditures

The total operating expenditures for athletics in 2006-2007 were \$231,370. Men's programs spent \$154,241 and women's programs \$77,129; a breakdown by gender shows that 67% of the total operating expenditures were allocated for men's sports, while 33% of expenditures went to women's athletics. These totals also include money spent from the individual sport fundraising accounts (BAA) for operating expenses.

Men:	Baseball	\$44,143	Women:	Softball	\$21,987
	Basketball	\$26,008		Basketball	\$18,073
	Volleyball	\$11,266		Volleyball	\$19,323
	Football	\$72,824		Golf	\$ 7,276
				Cross-Country	\$ 6,444
				Cheer	\$ 4,026

Recruiting Expenditures:

The total recruiting expenditures for athletics in 2006-2007 were \$13,800 with men's programs spending \$8,600 and women's programs spending \$5,200. Thirty-eight percent of the recruiting dollars were for women and 62% for men.

Men:	Baseball	\$1,600	Women:	Softball	\$1,400
	Basketball	\$1,400		Basketball	\$1,400
	Volleyball	\$ 600		Volleyball	\$1,400
	Football	\$5,000		Golf	\$ 500
				Cross-Country	\$ 500

Athletic Student Financial Aid

The total student financial aid allocations for athletics in 2006-2007 were \$253,635. The men's program was awarded \$160,026 and the women's program received \$93,609. Sixty-three percent of athletic student financial aid was granted to men and 37% to women. These totals also include money awarded from the individual sport fundraising accounts (BAA) for scholarships. Breakdown by sport and gender:

Men: Baseball	\$27,376	Women: Softball	\$26,500
Basketball	\$26,900	Basketball	\$29,444
Volleyball	\$11,250	Volleyball	\$20,875
Football	\$94,500	Golf	\$ 5,400
Totals:	\$160,026	Cross-Country	\$ 8,440
		Cheer	\$ 2,950
		Totals:	\$93,609

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

Men: Baseball	\$1,190	Women: Softball	\$1,325
Basketball	\$2,241	Basketball	\$2,454
Volleyball	\$1,406	Volleyball	\$1,491
Football	\$ 814	Golf	\$1,350
Avg.	\$1,413	Cross-Country	\$1,206
		Cheer	\$ 547
		Avg.	\$1,396

Comparison of resources provided by gender:

	Male	Female
Number of student-athletes:	150	63
Operating Expenditures:	\$154,241	\$ 77,129
Recruiting Expenditures:	\$ 8,600	\$ 5,200
<u>Financial Aid:</u>	<u>\$160,026</u>	<u>\$ 93,609</u>
Total:	\$322,867	\$175,938
<u>Divided by number of S/A</u>	<u>150</u>	<u>63</u>
Expenditures per student athlete:	\$ 2,152	\$ 2,793

Summary of Peru State College Athletic Operating Expenditures Data

Seventy percent of the total number of athletes participating in intercollegiate athletics at Peru State were men and 30% were women. Men received 67% of the operating budget and women received 33%. Men's programs received 62% of recruiting expenditures and women 38%. Male athletes received 63% of athletic student financial aid awards, female athletes 37%.

5.3.-10

Resource/Facility Analysis

Athletic facilities are equal and balanced for men and women. Women's and men's volleyball and women's and men's basketball were played in the Al Wheeler Activity Center on the wooden court. All teams used the same court for practice and competition. Football was played at the Oak Bowl with practice facilities located north of the game field. Baseball and softball each have their own fields at the campus complex.

FUTURE PLAN TO ENSURE CONTINUED COMPLIANCE WITH ATHLETIC GENDER EQUITY

Renovations to the Al Wheeler Activity Center are currently underway, with completion targeted for the end of April 2008. New locker rooms, athletic training facilities, weight rooms, offices, storage, and student health center will be located in the renovated areas of the AWAC. Each team by gender and sport (with the exception of football) will have access to the use of equal locker room facilities. Football dresses and stores equipment in the field house at the Oak Bowl. All other renovated areas will offer equal services to each team by gender and sport, including, but not limited to; coaches offices, storage, weight training and conditioning opportunities, athletic training and rehabilitation, access to the swimming pool, and meeting rooms.

Peru State provides opportunities for male and female participation in intercollegiate athletics; said opportunities meet the basic requirements of students who want to participate.

Feasibility studies are currently being conducted by the administration regarding the possible expansion of sport opportunities to the student population at Peru State for the expressed purpose of exceeding the standards for the enhancement of the student experience.

WAYNE STATE COLLEGE
Athletic Gender Equity
Plan for Title IX Compliance

INTRODUCTION

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

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

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

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

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

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

5.3.-12

ANALYSIS OF CURRENT STATUS

Student Need and Demand:

Number of Athletes

The total of number of student athletes at Wayne State in 2006-07 was 374. There were 244 men and 130 women who participated in intercollegiate athletics. 65.2% of the participants were men and 34.8% were women. The breakdown by individual sport is below:

Men:	Baseball	39	Women:	Basketball	13
	Basketball	14		Golf	6
	Football	99		Soccer	23
	Golf	11		Softball	28
	Cross Country	11		Cross Country	10
	Indoor Track	35		Indoor Track	18
	Outdoor Track	35		Outdoor Track	18
				Volleyball	14

Operating Expenditures

The total operating expenditures for athletics in 2006-07 were \$448,515. The men's program spent \$251,005 and the women's program spent \$197,510. Fifty-six percent of operating expenditures were spent for men's programs and 44% spent on the women's programs. A breakdown by individual sport is below:

Men:	Baseball	\$80,302	Women:	Basketball	\$39,444
	Basketball	\$40,476		Golf	\$ 7,403
	Football	\$89,678		Soccer	\$28,729
	Golf	\$ 6,249		Softball	\$38,694
	Track/CC	\$34,300		Track/CC	\$30,763
				Volleyball	\$52,477

Recruiting Expenses

The total recruiting expenditures for athletics in 2006-07 were \$57,422 with the men's program spending \$40,840 and the women's program spending \$16,582. 71.1% of the recruiting dollars were for men and 28.9% for women. A breakdown by individual sport is below:

Men:	Baseball	\$ 4,520	Women:	Basketball	\$6,512
	Basketball	\$ 5,290		Golf	\$ 28
	Football	\$29,328		Soccer	\$3,242
	Golf	\$ 8		Softball	\$1,801
	Track/CC	\$ 1,794		Track/CC	\$1,502
				Volleyball	\$3,497

Athletic Student Aid

The total athletic student financial aid expenditures for athletics in 2006-07 were \$531,101. The men's programs awarded \$325,902 and the women's programs awarded \$205,199. 61.4% of athletic student financial aid was granted to men and 38.6% was granted to women. A breakdown by individual sport is below:

Men:	Baseball	\$ 37,079	Women:	Basketball	\$ 85,305
	Basketball	\$ 92,691		Soccer	\$ 20,580
	Football	\$183,312		Softball	\$ 14,237
	Golf	\$ 1,800		Track/CC	\$ 25,500
	Track/CC	\$ 11,020		Volleyball	\$ 57,377
				Golf	\$ 2,200

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

Men:	Baseball	\$ 951	Women:	Basketball	\$6,562
	Basketball	\$6,621		Golf	\$ 367
	Football	\$1,852		Soccer	\$ 895
	Golf	\$ 164		Softball	\$ 508
	Track/CC	\$ 136		Track/CC	\$ 554
				Volleyball	\$4,098

Summary of Wayne State College Operating Expenditures Data

65.2% of the total athletes participating in intercollegiate athletics at Wayne State were men and 34.8% women. The men's athletic programs received 56% of the operating budget and the women's athletic programs received 44%. In recruiting expenditures, the men's programs spent 71.1% and women's programs spent 28.9%. Athletic student financial aid awarded to men was 61.4% and aid granted to women was 38.6%.

Resource/Facility Analysis

Wayne State College Supplemental Budget Report on Financial Aid for fiscal year 2006-07 reported athletic scholarship assistance at a combined "state and other" funding level of \$531,101. Male athletes received \$325,902 (an average of \$1,335.66 each) while female athletes received \$205,199 (an average of \$1,578.45 each).

Game facilities for male and female athletes are nearly identical, while offices and locker rooms continue to improve for women. We currently have a locker room for men's basketball, baseball and football. A locker room for the softball team was just completed in spring of 2007. The current Rice and Stadium Renovations Project will provide team locker rooms for women's basketball, volleyball and soccer. Additionally, women's basketball and volleyball will receive new offices that will be identical to the men's basketball offices. There are also plans to renovate office space for the Senior Women Administrator and Assistant Athletic Director for Business.

5.3.-14

FUTURE PLAN TO ENSURE CONTINUED COMPLAINE WITH ATHLETIC GENDER EQUITY

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

Scholarships: Currently, scholarship spending is heavily favored toward our underrepresented gender - women. Title IX requirements state that scholarship spending should be within 1% of participation numbers. Our scholarship spending is off by 3.8%, in favor of women (women's participation is 34.8%, while scholarship spending for women is 38.6%).

Operational Expenses: Operating expenses favor women's sports, based on participation. In other words, while our participation for women's sports is 34.8%, we spend 44% of our operating budget on women's sports. As we continue to increase participation in women's sports, we will need to give careful consideration as to how that will affect operational budgets in order to maintain equity.

Staff/Hiring: We currently have two full time female head coaches and two full time female assistant coaches. We will continue to seek to hire the best candidate for each open position, but we will ensure that we continue to actively recruit female applicants where/when appropriate.

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Tyler Thompson

January 15, 2008

Update on Faculty College

Priority: Educational Excellence Throughout the System

Goal: 3. Recruit, retain and invest in excellent faculty and staff

Strategies: d. Increase support for professional development

f. Facilitate system-wide discipline-based meetings to talk about new initiatives

The planning process for Faculty College 2008 to be held at Peru State College is underway. Representatives/committees have been identified on each campus and the process for determining the theme(s) for the event has begun. Peru expects to have more information about themes in January and then a communication process will occur to let faculty know about specific aspects of the event and to ask for presenters. This will likely happen in February. The event is scheduled for May 8 and 9, which is the Thursday and Friday after Finals Week. Last year's Teaching Excellence Award winner for Peru State College, Judy Ruskamp, is the event coordinator this year. One question that has arisen is how can we encourage more attendance from Chadron? Feedback regarding the last event was to allow individuals to take their private cars from Chadron and still be reimbursed. This way, families could go to the Zoo in Omaha or some other attraction while the faculty members attend the event, or faculty members who wish to conduct other business on this side of the state could do that with their own car on their own schedule before and after the event.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Cori Harmon

January 15, 2008

2008 Board of Trustees' Scholarship Report

Priorities: Educational Excellence and Greater Prominence

As of January 4, 59 applications for the NSCS Board of Trustees' Scholarship were received in the System Office. Of that number, 19 were for Chadron, 11 for Peru and 29 for Wayne. An update will be provided at the board meeting, since the application deadline is January 15. The number of scholarships awarded by each college is determined through a formula based on the FTE of the previous fall semester.

All Nebraska students who received ACT scores of 25 or above were mailed postcards about the BOT Scholarships and directed to a specific web page. Posters, high school newspaper press releases, and applications were mailed to high school guidance counselors in Nebraska. Press releases were also sent to Nebraska newspapers.

Once the recipients are selected, the System Office will send press releases to the *Omaha World Herald* and *Lincoln Journal Star* and the colleges will send releases to the recipients' hometown media.

Enrollment and Marketing Committee

*Michelle Suarez, Chair
Floyd Vrtiska
Cori Harmon*

January 15, 2008

2008-09 Davis-Chambers Scholarship

Priorities: Educational Excellence and System Prominence

The Davis-Chambers Scholarship was created to recognize academically promising students from diverse racial, ethnic, and cultural backgrounds who often find that financial requirements of postsecondary education are a major obstacle. The renewable scholarship is provided through the Nebraska State College System for transfers from Nebraska Community Colleges. The scholarship includes full-tuition, room, board, fees, and other expenses.

Applications were sent to the community colleges to all Nebraska Community Colleges sites in November. The application is available on the NSCS website as well as each community college website. The deadline for applications is February 1.

To be eligible for the Davis-Chambers Scholarship, an applicant must meet the following qualifications:

1. Be a graduate of an accredited high school located in the State of Nebraska
2. Be a transfer student of junior standing from a Nebraska Community College and enrolled or planning to enroll as a full-time undergraduate student at Chadron, Peru or Wayne State College in the fall of 2008
3. Have a 3.0 Nebraska Community College cumulative grade point average
4. Be a resident of the State of Nebraska
5. Must complete an application form for Chadron, Peru or Wayne State College
6. Must complete and submit an estimated Free Application for Federal Student Aid (FAFSA)
7. Must include a letter of recommendation from a community college professor or official

Other factors may be considered as appropriate, such as honors, activities and evidence of leadership.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Cori Harmon

January 15, 2008

Outdoor Media Campaign

Priority: Greater Prominence
Strategies: 1, 3, 4
Goals: b

A new outdoor media campaign began in November and features Jamie Stech of Wayne State. The billboards are located in Lincoln and Omaha near high schools and rotate every two months. Five billboards are also located in western Nebraska on Interstate 80.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Cori Harmon

January 15, 2008

Student Trustees' Selection

Priorities: Educational Excellence & System Prominence

Randy Rhine, CSC; Todd Drew, PSC and Curt Frye, WSC, will coordinate the 2008-09 Student Trustees' nomination process at their respective colleges. They will then forward three nominations to the NSCS Office by Friday, February 22. Governor Heineman will be presented with a booklet of all nominations from the system and will select the new trustees in March.

Enrollment and Marketing Committee

*Michelle Suarez, Chair
Floyd Vrtiska
Cori Harmon*

January 15, 2008

Senators' Reception Dates

Priority: System Prominence

The 2008 Senators' Reception will be held following the NSCS Board meeting, Tuesday, January 15 from 4-7 p.m. at The Ferguson Center. The Wayne State College Foundation is sponsoring the event this year.

The date for next year's reception is Tuesday, January 13, 2009.

Fiscal and Facilities Committee

Larry Teahon, Chair
 Cap Peterson
 Jennifer Myers

January 15, 2008

Grant Applications and Awards for Information Only

Chadron State Application

- Chadron State College Service Learning Program (Midwest Consortium for Service Learning in Higher Education) -- \$7,500

Peru State Application

- Trails and Tales VI: Conflict, Compromise, and an Uneasy Coexistence on the Contested Plains (Department of Education: Improving Teacher Quality) -- \$46,887

Wayne State Applications

- Language Arts Festival 2008 (Nebraska Humanities Council) -- \$1,436
- Plains Writer's Fiesta 2008 (Nebraska Humanities Council) -- \$1,500
- Student Leadership in Service Learning at Wayne State College in 2008 (Corp. for National Service/Midwest Consortium for Service Learning in Higher Education/University of Nebraska-Lincoln) -- \$20,000

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources

5. Secure public and private funding sources

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system

g. Continually find ways to stretch limited resources as far as possible

Board policy 6024 requires that grant applications and awards, which have as part of the agreement the obligation to accept fiscal responsibility in future years, or require maintenance of effort require approval by the Board. Grant applications and awards not requiring maintenance of effort or an obligation to accept fiscal responsibility in future years are attached for information only.

7.1.-2

NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Chadron State College		Date: November 28, 2007
Notice of Intent	Application: X	Accept Award:
Name of Program: Chadron State College Service Learning Program		
Funding Source: Midwest Consortium for Service Learning in Higher Education		
Amount Requested: \$7,500	Amount Awarded:	Funding Period: 1/1/ 08 - 12/31/08
Closing Date for Application Submission: October 30, 2007		
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: X	No:
If yes, indicate dollar amount and specific uses of funds: The Director of Internship and Career Services and faculty time for meeting and conference attendance for the Alternative Spring Break) plus related fringe benefits and cost of transportation and registration fee for Alternative Spring Break. Total of match = \$8,880.		
Will this grant require In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort or Future Fiscal Responsibility 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?	0	
How many of these are new positions?	0	
Briefly describe the purpose(s) of this application/award: The 2008 Chadron State College Service-Learning Program is intended to make service-learning operational on campus and to promote these activities in the College's curricular/co-curricular activities. To facilitate this program faculty, students, and staff will be offered opportunities for mini-grants to conduct service learning activities, access to service learning experts, and resources, and to attend the annual service learning conference. The Consortium funds requested in this application will support faculty mini-grants, travel and conference fees for three faculty and one staff person, training and technical assistance for faculty and staff, dissemination of service learning information across campus and in the community, and an alternative spring break which is being coordinated by the CSC TRIO/Project Strive program.;		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Ms. Deena Keenell		
Administrator responsible for approving the application: Janie Park, PhD, President		

NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Peru State College		Date: October 30, 2007
Notice of Intent	Application: X	Accept Award:
Name of Program: Trails and Tales VI: Conflict, Compromise, and an Uneasy Coexistence on the Contested Plains		
Funding Source: Department of Education: Improving Teacher Quality		
Amount Requested: \$46,887	Amount Awarded:	Funding Period: Summer 2008
Closing Date for Application Submission: November 1, 2007		
When reporting Grant Award— Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: X
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): See attached.		
Will this grant require In-Kind Funds ?		Yes: X No:
If yes, describe briefly: faculty release time, support personnel, use of office space, telephone, office supplies, etc. See attached.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: This grant is being sought to supplement participant expenses associated with the tour component of the two graduate courses. We have also requested monies for participating schools for their media centers to expand their collection on this topic, and for participants to cover their textbook expenses. Monetary amounts are also requested for organizational duties reimbursement for Drs. Holtz and Crook, two honoraries for guest speakers, a stipend for an education (standards) consultant – Peru State College's Judith Ruskamp, and transportation costs for both Mrs. Ruskamp and Dr. Trucks-Bordeaux who will serve as the Humanities Consultant.		
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: Drs. Dan Holtz and Sara B. Crook		
Administrator responsible for approving the application: President Ben Johnson		

7.1.-4

NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Wayne State College		Date: January 15, 2008
Notice of Intent	Application: X	Accept Award:
Name of Program: Language Arts Festival 2008		
Funding Source: Nebraska Humanities Council		
Amount Requested: \$1,436	Amount Awarded:	Funding Period: 01/08-04/08
Closing Date for Application Submission: January 1, 2008		
When reporting Grant Award— Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: X
Will this grant require State Matching Funds ?		Yes: X No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): State matching funds include artist fees, communication expenses and supplies.		
Will this grant require In-Kind Funds ?		Yes: x No:
If yes, describe briefly: faculty release time, support personnel, use of office space, telephone, office supplies, etc. In-kind support includes time commitment of several faculty and staff and equipment usage.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: This project will provide an opportunity for Nebraska middle and secondary schools to gather together and celebrate the language arts. Funds would be used for artist fees, communication expenses and supplies.		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Janet Gilligan, Professor, Language and Literature Department		
Administrator responsible for approving the application: Beth Kroger, Administration and Finance		

NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Wayne State College		Date: January 15, 2008
Notice of Intent	Application: X	Accept Award:
Name of Program: Plains Writer's Fiesta 2008		
Funding Source: Nebraska Humanities Council		
Amount Requested: \$1,500	Amount Awarded:	Funding Period: 01/08-04/08
Closing Date for Application Submission: January 1, 2008		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes: X	No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): Matching funds by Wayne State College include communication expenses and artists fees/travel costs.		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-kind support includes time commitment of several faculty and staff members, telephone and equipment usage.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award: This proposal will allow Nebraska writers and small presses located in Nebraska to present their work before an audience, creating a personal relationship with them. This will hopefully expand the audience's interest in humanities and the arts. Funds are requested for artists fees.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Ms. Lisa Sandlin, Professor, Language & Literature Department		
Administrator responsible for approving the application: Beth Kroger, Administration and Finance		

7.1.-6

NOTICE OF INTENT TO APPLY FOR, OR TO ACCEPT, AWARDS OF NON-STATE CONTRACTS OR GRANTS

College: Wayne State College		Date: January 15, 2008
Notice of Intent	Application: X	Accept Award:
Name of Program: Student Leadership in Service Learning at Wayne State College in 2008		
Funding Source: Corp. for National Service/Midwest Consortium for Service Learning in Higher Education/University of Nebraska-Lincoln		
Amount Requested: \$20,000	Amount Awarded:	Funding Period: 01/08-12/08
Closing Date for Application Submission:		
When reporting Grant Award— Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the Colleges use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-kind support includes the time commitment of several faculty and staff members.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award: This proposal requests funding for a faculty summer stipend, workshop/resource materials, assessment forms, refreshments, supplies and travel expenses. The objective of the proposal is to increase faculty and student involvement in service-learning, expand a co-curricular component to service-learning, participate in Consortium-sponsored activities, increase connections with community partners with emphasis on PK-12 schools and other agencies who serve rural youth and developing student leadership in service-learning.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: While this is technically a new application for funding, it continues an effort for maintaining and advancing the service-learning programs established through funding received in 2004, 2005, 2006 and 2007 of \$20,000 each.		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Jean Karlen, Professor, Sociology, Psychology, and Criminal Justice Department		
Administrator responsible for approving the application: Beth Kroger, Administration and Finance		

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Jennifer Myers

January 15, 2008

Contracts and Change Orders for Information Only

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

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

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

Chadron State College	
Location on Campus:	Nelson Physical Activity Center
Contracted Work:	ADA Ramp
Contract Amount:	\$3,500
Fund Source:	LB 309/Cash
Contractor:	Dave Coe, Coe Engineering

Peru State College	
Location on Campus:	Student Center
Contracted Work:	Replace doors at Bob Inn (south)
Contract Amount:	\$4,447
Fund Source:	Contingency Maintenance
Contractor:	Brown Glass Company Inc.
Location on Campus:	AV Larson
Contracted Work:	Roof test cuts
Contract Amount:	\$200 to 300 (up to four test cuts)
Fund Source:	LB 309/Cash
Contractor:	Weathercraft
Location on Campus:	TJ Majors
Contracted Work:	Window replacement Phase IV
Contract Amount:	\$9,170
Fund Source:	LB 309/Cash
Contractor:	Brown Glass Company Inc.

Peru State College continued:	
Location on Campus:	AV Larson
Contracted Work:	Roof replacement design
Contract Amount:	\$17,100
Fund Source:	LB 309/Cash
Contractor:	Jackson Jackson and Associates

Wayne State College	
Location on Campus:	Track-SW Corner
Contracted Work:	Repair sinking area
Contract Amount:	\$6,850
Fund Source:	Cash
Contractor:	Midwest Tennis & Track Co., Omaha, NE
Location on Campus:	Athletic Fields
Contracted Work:	Concrete drive and sidewalks
Contract Amount:	\$57,460
Fund Source:	Cash
Contractor:	Otte Construction, Wayne, NE

CHANGE ORDERS – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are less than \$20,000. If approval of change order is critical to project schedule, \$20,000 to \$60,000 range change orders may be approved by Chancellor and ratified at next Board meeting.

Chadron State College	
Location on Campus:	Sparks Hall
No. & Description:	#7 Discovery allowance, light fixtures, soffit, drywall texture, paneling
Change Order Amount:	(\$6,225)
Fund Source:	Allocation
Contractor:	Fuller Construction
Location on Campus:	Sparks Hall
No. & Description:	#8 Finish flooring
Change Order Amount:	\$7,909
Fund Source:	Allocation
Contractor:	Fuller Construction

Peru State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Al Wheeler Activity Center #10 Add mirrors in weight room, eliminate surface mount conduit \$4,300 LB 605/Cash/CIF/Foundation Lueder Construction Company
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Hoyt Science Building #2 Hoyt additional decking, modify wall and scupper \$2,370 LB 309/Cash WeatherCraft Enterprises, Inc.
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Al Wheeler Activity Center #11 Additional corrugated metal for upper north side \$12,007 LB 605/Cash/CIF/Foundation Lueder Construction Company

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Campus Services Construction #8 Portal frame/brace/support beam/additional siding \$7,570 LB 605 RaDec Construction, Hartington, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Campus Services Construction #9 Mezzanines/reinforce generator slab/paint open ceilings \$18,946 LB 605 RaDec Construction, Hartington, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Streets/Sidewalks Project #2 Sidewalk layout and landscaping revisions; additional work \$10,447.67 Cash Castle Construction, Columbus, NE

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Jennifer Myers

January 15, 2008

Physical Plant Status Reports for Information
(October-December)

Priority: Financial Strength of the System

Goal: 3. Strengthen fiscal, environmental, technological and physical resources

Strategy: j. Maintain facilities and improve physical environment

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: January 15, 2008

Project Description	Status	Fund Source
LB 309 Projects		
Heat Plant Access Stairs to Tunnel	Complete	LB 309/CIF
Heat Plant Hydraulic Cylinder Replacement	Funded-Materials Only	LB 309/CIF
Memorial Hall Chiller Tie-In	In Progress	LB 309/CIF
Memorial Hall Roof Replacement	In Progress	LB 309/CIF
NPAC Handicapped Accessible Ramp	In Progress	LB 309/CIF
NPAC Fire Sprinkler	Complete	LB 309/CIF
Revenue Bond Projects (including BANS)		
LB 605 Projects		
Administration Building Renovation	In Progress	LB 605
LB 1100 Projects		
NPAC Controls Upgrade	In Progress	LB1100
Contingency Maintenance Projects		
Andrews Hall Rep/Repl Int Doors	In Progress	Contingency Maint.
Andrews Hall Floor/Wing Renov.	In Progress	Contingency Maint.
Campus Furnishings	In Progress	Contingency Maint.
Edna Work Security Electronics	In Progress	Contingency Maint.
Kent Hall/Andrews Hall Window Replacement	In Progress	Contingency Maint.
Residence Hall Carpet	In Progress	Contingency Maint.
Residence Hall Parking Lots	In Progress	
Revenue Bond Building Misc. Furnishings	In Progress	Contingency Maint.
Student Center Specialty Equip	In Progress	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Crites Hall One-Stop Shop	In Progress	Cash

PHYSICAL PLANT STATUS REPORT

College: **Peru State College**

Meeting Date: Jan. 15, 2008

Project Description	Status	Fund Source
LB 309 Projects		
AV Larson HVAC/Code Upgrade	In Progress	LB 309
Hoyt Roof Replacement	In Progress	LB 309
Theater Auditorium Roof Replace.	In Progress	LB 309
AV Larson ADA Accessible Walkway	In Progress	LB 309
TJ Majors Fire Sprinkler	Contract prepared, work scheduled	LB 309
AV Larson Roof Design	In Design	LB 309
Jindra Fine Arts Code Upgrade Study	Allocation Requested	LB 309
TJ Majors Window Replacement IV	Allocation Requested	LB 309
LB 605 Projects (2006)		
Al Wheeler Addition/Renovation	Work In Progress	LB 605, LB 1100, Cash, Foundation
Campus Services Emergency Power Generator	Work In Progress	LB 605
Revenue Bond Projects (including BANS)		
Eliza Morgan	Next Step is to Design Phase II of the Renovation – The project on hold waiting for funding	Bonds
Delzell Hall Restrooms	Program Statement Approved – ventilation portion of the project complete	Bonds
Contingency Maintenance Projects		
Student Center – Chiller Replacement	In Progress	Revenue Bond Surplus Fund – Contingency Maintenance
Student Center	Door replacement – one set complete, one set ordered	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)		
New College Entry	Foundation Fundraising In Progress	Foundation

PHYSICAL PLANT STATUS REPORT

College: **Wayne State College**

Meeting Date: January 15, 2008

Project Description	Status	Fund Source
LB 309 Projects		
Benthack Fire Alarms	Complete – Final Report Sent	LB 309
Benthack Re-Roof	Complete – Final Report Pending	LB 309
Campus Grounds Water Main	Complete – Final Report Sent	LB 309
Carhart Hall Elevator/Stairs	Complete – Final Report Pending	LB 309
Carhart Hall Restroom Add.	Complete – Final Report Pending	LB 309
Carhart Hall Sprinkler System	Complete – Final Report Pending	LB 309
Connell Hall Design Roof/Fascia/Soffit Repair	Complete – Final Report Sent	LB 309
Education ADA Door Hardwre	Construction In Process	LB 309
Hahn HVAC Study	In Process	LB 309
Hahn Soffit/Fascia Restoration	Complete – Final Report Sent	LB 309
Peterson HVAC Upgrade	Architect Selection 1/7/08 – then begin design	LB 309
Rice Auditorium ADA Elevator	Construction in Process	LB 309
LB 1100 Projects (99-00)		
Rice Auditorium Seating & Stage Partitions	Complete – Final Report Sent	LB 1100 FY 06
Campus Services Roof, Siding & Renovations	Construction in Process	LB 1100 FY 07
LB 605 Projects (2006)		
Campus Services Bldg	Construction in Process	LB 605
Campus Streets/Commons	Construction in Process Substantial Completion 1/7/08	LB 605
Rice Basement	Construction in Process	LB 605
Stadium (weight room/lockers/offices)	Construction in Process	LB 605
Visitor Bleachers (FB)	Complete	LB 605
Revenue Bond Projects (including BANS)		
Residence Halls	Installation of HVAC for wiring closets	RB 2002 Const Fund
Contingency Maintenance Projects		
Berry Hall Window Treatments	Complete	Cont. Maintenance
Commons Parking Lot & Streets	Construction in Process Substantial Completion 1/7/08	Cont. Maintenance
Conference Equipment	Construction in Process	Cont. Maintenance
Food Service Equipment	Pending Bids	Cont. Maintenance
Morey Hall Fire Alarm Upgrade	Complete	Cont. Maintenance
Pile Hall Step Repair	Complete	Cont. Maintenance
Purchase of Real Estate	Complete	Cont. Maintenance
Student Center Carpet Replacement	Complete	Cont. Maintenance
Terrace Hall Tuckpoint Design	Complete	Cont. Maintenance
Terrace Hall Tuckpointing	Complete	

PHYSICAL PLANT STATUS REPORT

College: **Wayne State College (continued)**

Meeting Date: January 15, 2008

Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Baseball Scoreboard	Complete	Cash
Campus Drive – Athletics/Observatory	Construction in Process	Cash
Campus Entrance Digital Sign	Complete	Cash
Carhart Master Classroom	Complete	Cash
Connell Exterior Wood Restoration	Complete	Cash
Greywater	Request to EPA to Reclassify Funds	Cash/Federal Funds

Fiscal & Facilities Committee

Larry Teahon, Chair
Cap Petersen
Jennifer Myers

January 15, 2008

Update on ERP

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources
4. Improve efficiency of operations

Strategies: g. Continually find ways to stretch limited resources as far as possible
i. Ensure that plans for resource allocation support the system and institutional priorities
l. Implement comprehensive master plans and strengthen investment for technology

The Board was last updated on the progress of the ERP and the December 3, 2007 meeting with the Governor, Department of Administrative Services, the University, and the Nebraska State College System (NSCS) at the December 19, 2007 meeting. At that time the NSCS was in the process of confirming that existing proposals provided by three vendors (Datatel, Oracle, and SunGard) would be extended by the vendors through the end of the current fiscal year. Datatel and SunGard have both extended proposals through late June of 2008 and Oracle has extended through the end of May 2008 with the understanding that an additional 30 day extension could be applied.

The system office has also meet on several occasions with the University and the consulting team hired by the University to combine efforts relative to the student information component of the process. The colleges met with the consultants and key university team members on January 9 and 10 to discuss process and to finalize the NSCS participation in development of a combined request for proposal for a student information system. It is expected that the combined request for proposal for a student information system will be distributed in February of 2008.

A separate, but related process began on January 4, 2008 to consider the appropriate path to move financial, budget, and human resource components of the NSCS operations from the current process to the University's SAP system. That meeting was hosted by the University at Nebraska Hall and included a general overview session of the SAP program and lengthy breakout sessions for financial, human resources, and technical personnel from the colleges and the system office. Approximately 24 individuals from the NSCS participated.

Chancellor's Report

Upcoming Legislative Session

By the time we meet the Unicameral will have been in session for just short of a week. This 60-day short session will be one of dealing with carry-over legislation, new bills (which have to be introduced no later than January 23), and deficit requests.

As you know, deficit requests are provided when an agency of the state experiences unanticipated costs that were not covered in the biennial budget. For us, these requests include the impact of the federal minimum wage increase, the Director's position for the South Sioux City College Center, and the ERP (Student Information Administrative System) the last of which is the most significant of our requests. It is critical that we obtain funding for the new system because of the sunset date of 2011 for our current SunGard software products.

You will recall that, at the request of the Governor, we have formed a partnership with the University for our system replacement. Because the University is currently on the same SunGard SIS product as the NSCS, it must also replace that system. The NSCS was also looking for financial software as part of the ERP process. The University is currently using SAP for their financials, payroll, and human resources. The partnership with the University has gotten off to an excellent start. With this partnership, then, the NSCS will have two "tracks" of implantation:

- SAP: Implementation of University's current SAP system for the NSCS, to include financials, payroll and human resources components. The University has already established "interfaces" with NIS from their SAP system, so this implementation will minimize the NSCS's use of the NIS system.
- SIS: Combined RFP for purchase of a new Student Information System (SIS).

Because the NSCS was further along in the process, we have now slowed down and will continue our efforts jointly with NU. A web site has been established to keep folks abreast of plans and progress. The website will be updated to include the NSCS. Anyone can see just what is happening by going to www.collegiateproject.com/nebraska. As I mentioned above, funding this project is critically important to our future and to NU's future as well.

State revenues have been coming in above anticipated levels and it appeared that there may be funds available for one-time needs such as the SIS/administrative system. All of us involved were feeling fairly confident about funding—at least in large part—until the news about the increase in TEOSA requirements. As was reported in the *Lincoln Journal Star* and *Omaha World Herald*, the K-12 funding formula will require an additional \$53 million for the coming year, nearly \$40 million more than had been projected. Suddenly, funds that might have been available for other purposes are now required for K-12 funding. This will make it more difficult in our work with the appropriations committee. We know the chair of the appropriations committee understands the difficult situation we are in with our current software and we remain hopeful that funding will be approved during the session. Clearly, our work with the legislature on this issue will be critical over the next few months; and as always, we will continue to keep you updated.

**Chadron State College
President's Report
January 2008**

**An Example of Undergraduate Research at Chadron State
College: The P3 Project**

Research opportunities involving undergraduate students are highly valued at Chadron State. Recently, an undergraduate research project focusing on the Chadron Creek watershed has garnered national attention after being selected by the Environmental Protection Agency (EPA) to compete against research projects from about 40 other colleges and universities at the annual Sustainable Design Conference in Washington, D.C. in April 2008. The EPA effort is called "P3" for "People, Prosperity and the Planet". The Chadron State project team, led by senior Jennifer Balmat and Dr. Mike Leite, a CSC geosciences professor, includes students and faculty from several different scientific disciplines and economics. Additional partners are being developed from the surrounding community.

The project focuses on sustainable use of fire-impacted resources in the Chadron Creek watershed. The small creek begins near the top of the Pine Ridge about 12 miles south of Chadron and converges with the White River a few miles west of the city. Much of the watershed was burned in the wildfires of 2006; the same fires that burned the hills bordering the CSC campus.

Professor Leite, in describing the project, pointed out that the creek flows into the White River at just two to five cubic feet per second for much of the year, and at times runs dry before it reaches that point. Chadron Creek relies heavily on springs coming from underground water sources such as the Ogallala aquifer. The creek flows through the Chadron City Reservoirs, which are used as a community water supply and for recreation. Although the creek is very small, "when you start listing the resources that are available to the community as a result of Chadron Creek, the list gets very long," Leite said. "When you consider the needs of agriculture and the community water supply alone, it's clear that [the] little creek makes life here possible."

The project goals are to study and understand the sustainability of a water resource vital to Chadron. In addition to the students and faculty in biological and physical sciences, two faculty members in Economics, Dr. Tom Swanke and Dr. Ron Burke and their students, are developing economic models of the Chadron Creek resource. Members of the project team are also developing partnerships with community entities and people affected by the Chadron Creek Watershed.

Team members contacted people living along the creek and have received permission to conduct quarterly water-quality surveys on their land. The findings are part of an ongoing record of the water resource itself. Every Friday at 4:00 PM in the CSC Math and Science Building the team conducts project meetings. Community members are invited to attend and share their input. In December, the project team invited the community to a poster presentation of the project, including their preliminary research.

The CSC team will present their project at the Sustainable Design Conference in April. Teams of exhibitors from all the invited institutions will demonstrate the possibilities of innovative designs to simultaneously benefit people, bring economic prosperity, and protect the planet. The national competition funds college students to research, develop, and design scientific, technical and policy solutions to sustainability challenges.

**Peru State College
President's Report
January 2008**

***Marketing Class Teams up with State Economic Development
Agency to Name 7 Wonders of Southeast Nebraska***

Last fall, Peru State Professor of Economics Dr. William Snyder and his marketing management class devised an innovative project that teamed the college with the Nebraska Department of Economic Development (DED) to name the 7 Wonders of Southeast Nebraska. The goal of the project was to provide DED with information and tools they could use to increase tourism in southeast Nebraska. It was a wonderful opportunity for students to get hands-on experience in the marketing field with guidance from business and marketing professionals that proved to be invaluable to their overall learning experience.

The class began the project by creating a Web site, www.7wondersse.com, where it accepted nominations from the public for wonders located in Nemaha, Otoe, Pawnee, Johnson and Richardson counties. Some of the criteria that were considered included uniqueness or essential "Nebraska-ness", value to Southeast Nebraska, spectacular man-made or natural structures, ability to inspire, personal or cultural significance, scenic or historic value, and commercial value (a business venture unique or special to Southeast Nebraska).

After selecting the top 15 candidates (three from each county) from 46 total nominations, the public had the opportunity to vote for their favorites. The nominated sites, listed according to county, were as follows:

Otoe County

John Brown's Cave and the Mayhew Cabin in National Park Service Underground Railroad Network to Freedom
Arbor Day Farm
Sunset and Windmill at Kimmel Orchard in Nebraska City

Johnson County

Cook, Nebraska's Night Sky
Horse and Buggy Days Festival in Tecumseh
Johnson County Courthouse and the Memorial Cannon near the Tecumseh Historical District

Nemaha County

Peru State College
Hearts United for Animals
Steamboat Trace and Roland Sherman Memorial Area

Pawnee County

Birthplace of Harold Lloyd
Schilling Bridge Winery and Microbrewery
Burchard Lake State Park

Richardson County

Indian Cave State Park
Stanton Lake Park
Missouri River

The order of the final 7 Wonders was determined according to the number of votes cast. The overwhelming winner was Hearts United for Animals, a no-kill animal shelter in Nemaha County, with 9,527 votes. Not surprisingly, the historic campus of Peru State College also made the final list at number five. The final results were as follows:

1. [Hearts United for Animals](#) (Nemaha County) - 9,527 votes
2. [Steamboat Trace and Roland Sherman Memorial Area](#) (Nemaha County) - 4,325 votes
3. [John Brown's Cave and the Mayhew Cabin](#) (Otoe County) - 388 votes
4. [Cook Nebraska Night Sky](#) (Johnson County) - 708 votes
5. [Peru State College Campus](#) (Nemaha County) - 399 votes
6. [Indian Cave State Park](#) (Richardson County) - 378 votes
7. [Schilling Bridge Winery](#) (Pawnee County) - 78 votes

The project was an unrivaled success. Not only did several thousand Nebraskans take time to weigh in on the contest, the students also generated a great deal of positive media attention for the college. In fact, a Nov. 18 *Omaha World Herald* editorial titled "Wonders? Why Not?" called the project "an idea other parts of the state should consider stealing." It just doesn't get any better than that.

We've made a point at Peru State College of thinking outside the box and encouraging our students, faculty and staff to explore new and innovative ideas and techniques. This project is a prime example of that logic at work.

**Wayne State College
President's Report
January 2008**

Residence Life at Wayne State College

Students' activities outside the classroom play just as important a part in their educational process as the lectures, exams, and practical experiences they encounter under the guidance of their professors. For students living in Wayne State residence halls, these activities provide the opportunity to forge strong bonds with students from diverse areas and backgrounds. Residence life professionals and their student assistants form the core of the college's commitment to ensuring the academic success, social development and personal growth of all persons living and working within college housing by creating intentional programs and experiences within safe, comfortable and well-maintained communities.

Each of Wayne State's residence life assistants creates programming for his or her hall designed around the three central themes of character, community and culture. Many of the activities these students create focus on freedom of responsible expression, academic skills, respect, campus and personal safety, knowledge of WSC traditions, appreciation of inclusiveness, and awareness of the relationship between culture and education. With an average of 15.5 residence life programs per week in our seven residence halls, that equates to at least two student-centered, student-driven programs per week per hall.

Our resident assistants -- who are compensated graduate or undergraduate students and who serve as leaders in their residence halls, carry a full load of classes and maintain solid grade-point averages -- design programs closely tied to youth culture with an eye toward improving students' college experience. These programs often have a quite practical component that will serve students in other areas of personal growth and development. Resident assistants receive awards each semester for the initiative and creativity shown in the development of their activities.

During the fall 2007 semester, a Morey Hall resident assistant coordinated "Facebook It," a program designed to educate students about the dangers of posting personal information on Web sites such as Facebook and MySpace. The RA wrote of the event, "This really sparked discussion about cyberstalking because a couple of the attendees have had experience with that before." The RA had students research names taken from the Nebraska sex offender registry without telling the students who the people were. She later told them the true identity of the "faces" and where she got the names. The looks on the students' faces were priceless, she said. Identity theft and employer issues also were discussed.

Other award-winning activities included a paparazzi-themed photo hunt of students from other states, athletes, and other unique residence hall activities; a gathering of students, staff and faculty for card games; recycling drives; and a toy drive for Christmas. Resident assistants also coordinated "WSC Idol," a spinoff of American Idol, in the search for Wayne State's most talented singer; a food drive that exchanged the chance to duct tape an RA to the wall for the donation of canned goods to the local food pantry; and the production of a film documenting RA's experiences working various jobs on campus. Our RAs also helped with Family Day activities by arranging tours of rooms and the creation of fun events for little siblings visiting during the weekend.

Residence life activities also ensure that returning students will want to continue to live on campus. During the past five years, occupancy rates for Wayne State residence halls have risen by nearly 150 students. A substantial portion of this increase can be attributed to higher levels of interaction, a stronger sense of community among students in the dorms, and changes in residence hall occupancy policies. These changes reflect our desire to respond to student preferences, which have guided us in the creation of co-ed floors, the expansion of visitation times, and the balancing of male to female ratios in our halls.