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BOARD OF TRUSTEES

Meeting Notice

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at Hillcrest Country Club, 8901 E "O" Street, Lincoln, Nebraska, on June 5-6, 2008.

Committee Meetings	June 5 – 8:00 a.m.
Board of Trustees Retreat	June 5 – 10:00 a.m.
Board of Trustees Reception/Dinner	June 5 – 7:00 p.m.
Board of Trustees Executive Session	June 6 – 8:30 a.m.
Board of Trustees Meeting	June 6 - 10:00 a.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

JUNE 5-6, 2008
Hillcrest Country Club – 8901 “O” Street
LINCOLN, NEBRASKA

THURSDAY, JUNE 5, 2008

8:00 – 9:30	BOARD COMMITTEE MEETINGS Academic, Personnel & Student Affairs Committee Enrollment & Marketing Committee Fiscal & Facilities Committee	Coffee Shop Ball Room Section A Ball Room Section B
10:00 – 2:00	BOARD OF TRUSTEES RETREAT	Ball Room Section A
2:30 – 4:30	Business Officers Council Meeting	Ball Room Section B
2:30 – 4:30	Admissions and College Relations Council Meeting	Ball Room Section C-D
2:30 – 4:30	Academic Officers Council Meeting	Coffee Shop
6:00	BOARD OF TRUSTEES RECEPTION	Ballroom Section A & B
7:00	BOARD OF TRUSTEES DINNER	Ballroom Section A & B

FRIDAY, JUNE 6, 2008

8:30 – 9:30	Board of Trustees Executive Session – Personnel Issues	Coffee Shop
8:30 – 9:30	Joint Admissions Meeting Vice Chancellor for Academic & Student Affairs Associate Vice Chancellor for Communications, Marketing & System Relations Admissions Directors Academic Officers	Patio
9:30	BOARD OF TRUSTEES BUSINESS MEETING	Coffee Shop

**JUNE 5, 2008
8:00 A.M. – 9:30 A.M.
COFFEE SHOP**

ACADEMIC, PERSONNEL & STUDENT AFFAIRS COMMITTEE MEETING

Consent agenda items:

- 1.1 Accept Report on Personnel Actions
- 1.2 Final Round Approval of Deletion of Board Policy 5111; Tenure Recommendations
- 1.3 Final Round Approval of Deletion of Board Policy 5112; Granting of Tenure; Faculty
- 1.4 Final Round Approval of Deletion of Board Policy 5113; Promotion Criteria and Process; Faculty
- 1.5 Final Round Approval of Deletion of Board Policy 5205; Termination of Appointments Prior to Expiration of the Stated Term; Faculty and Professional Staff
- 1.6 Final Round Approval of Deletion of Board Policy 5400; Retirement Age and Date; State College Employees
- 1.7 Final Round Approval of Changes to Board Policy 5405; Retirement Plan; State College Employees
- 1.8 Final Round Approval of Changes to Board Policy 2510; Mission Statement

Items for discussion and action:

- 2.1 Approve CEO Contract Extensions and Salaries
- 2.2 Approve Employee Salary Recommendations
- 2.3 Approve Information Technology Management Option for Master of Science in Organizational Management – WSC

Items for information and discussion:

- 5.1 Update Policy 4160
- 5.2 Selection of Collective Bargaining Teams
- 5.3 Faculty College Report

**JUNE 5, 2008
8:00 A.M. – 9:30 A.M.
BALLROOM SECTION A**

ENROLLMENT AND MARKETING COMMITTEE MEETING

Consent agenda items:

- 1.9 Final Round Approval of the Changes to Board Policy 3401; Non-Resident Scholars
- 1.10 Final Round Approval of Deletion of Board Policy 3403; Student Opportunity Award

Items for information and discussion:

- 6.1 State of the System Address
- 6.2 Enrollment and Marketing Priorities
- 6.3 Community College Joint Enrollment
- 6.4 NSCS Tour

JUNE 5, 2008
8:00 A.M. – 9:30 A.M.
BALLROOM SECTION B

FISCAL & FACILITIES COMMITTEE MEETING

Consent agenda items:

- 1.11 Approve Recommended Depositories and Signatories
- 1.12 Final Round Approval of Board Policy 8005; Trespassing
- 1.13 Final Round Approval of Changes to Board Policy 9020; Services; Bookstore, Student Center
- 1.14 Final Round Approval of Changes to Board Policy 6005; Establishing and Use of Reserves
- 1.15 Approve LB 309 Allocations and Retrievals

Items for discussion and action:

- 4.1 Approve Revised Operating Budgets for 2007-08
- 4.2 Approve Revised Revenue Bond Budgets for 2007-08
- 4.3 Approve Preliminary Operating Budgets for 2008-09
- 4.4 Approve Preliminary Revenue Bond Budgets for 2008-09
- 4.5 Approve Biennium Operating Budget Request
- 4.6 Approve Biennium Capital Construction & LB 309 Budget Request
- 4.7 Approve Biennium Prioritization of Capital Construction Projects
- 4.8 Approve Use of Un-Appropriated Cash Funds – PSC and WSC
- 4.9 Approve Cash Fund Adjustment – PSC
- 4.10 Approve Fee Adjustments – CSC & WSC
- 4.11 Approve Resolution Authorizing Chadron State College to Spend Revenue Bond Surplus Funds for Repair and Replacement of Parking Lots
- 4.12 Approve Reallocation of Contingency Maintenance Funds – CSC
- 4.13 Approve Use of Capital Improvement Fee Funds
- 4.14 Approve Distribution of Additional LB 605 Funds
- 4.15 Accept Substantial Completion of Campus Streets – WSC
- 4.16 Accept Substantial Completion of South Building of Campus Services Project – WSC
- 4.17 Contracts and Change Orders

4.18 Approve Demolition of AD Majors – PSC

Items for information and discussion:

- 7.1 Physical Plant Status Reports (January – March)
- 7.2 Capital Construction Quarterly Reports (as of March 31, 2008)
- 7.3 Spring Occupancy and Income Reports
- 7.4 Modification Budgets
- 7.5 Contracts and Change Orders
- 7.6 Grant Applications and Awards

JUNE 6, 2008
BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the March 27-28, 2008, April 18, 2008 and
May 21, 2008 meetings

PUBLIC COMMENT

ITEMS FOR CONSENT AGENDA

- 1.1 Accept Report on Personnel Actions
- 1.2 Final Round Approval of Deletion of Board Policy 5111; Tenure Recommendations
- 1.3 Final Round Approval of Deletion of Board Policy 5112; Granting of Tenure; Faculty
- 1.4 Final Round Approval of Deletion of Board Policy 5113; Promotion Criteria and Process; Faculty
- 1.5 Final Round Approval of Deletion of Board Policy 5205; Termination of Appointments Prior to Expiration of the Stated Term; Faculty and Professional Staff
- 1.6 Final Round Approval of Deletion of Board Policy 5400; Retirement Age and Date; State College Employees
- 1.7 Final Round Approval of Changes to Board Policy 5405; Retirement Plan; State College Employees
- 1.8 Final Round Approval of Changes to Board Policy 2510; Mission Statement
- 1.9 Final Round Approval of the Changes to Board Policy 3401; Non-Resident Scholars
- 1.10 Final Round Approval of Deletion of Board Policy 3403; Student Opportunity Award
- 1.11 Approve Recommended Depositories and Signatories
- 1.12 Final Round Approval of Board Policy 8005; Trespassing
- 1.13 Final Round Approval of Changes to Board Policy 9020; Services; Bookstore, Student Center
- 1.14 Final Round Approval of Changes to Board Policy 6005; Establishing and Use of Reserves
- 1.15 Approve LB 309 Allocations and Retrievals

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 2.1 Approve CEO Contract Extensions and Salaries

- 2.2 Approve Employee Salary Recommendations
- 2.3 Approve Information Technology Management Option for Master of Science in Organizational Management – WSC

3. ENROLLMENT AND MARKETING

No action items

4. FISCAL AND FACILITIES

- 4.1 Approve Revised Operating Budgets for 2007-08
- 4.2 Approve Revised Revenue Bond Budgets for 2007-08
- 4.3 Approve Preliminary Operating Budgets for 2008-09
- 4.4 Approve Preliminary Revenue Bond Budgets for 2008-09
- 4.5 Approve Biennium Operating Budget Request
- 4.6 Approve Biennium Capital Construction & LB 309 Budget Request
- 4.7 Approve Biennium Prioritization of Capital Construction Projects
- 4.8 Approve Use of Un-Appropriated Cash Funds – PSC & WSC
- 4.9 Approve Cash Fund Adjustment – PSC
- 4.10 Approve Fee Adjustments – CSC & WSC
- 4.11 Approve Resolution Authorizing Chadron State College to Spend Revenue Bond Surplus Funds for Repair and Replacement of Parking Lots
- 4.12 Approve Reallocation of Contingency Maintenance Funds – CSC
- 4.13 Approve Use of Capital Improvement Fee Funds
- 4.14 Approve Distribution of Additional LB 605 Funds
- 4.15 Accept Substantial Completion of Campus Streets – WSC
- 4.16 Accept Substantial Completion of South Building of Campus Services Project – WSC
- 4.17 Contracts and Change Orders
- 4.18 Approve Demolition of AD Majors – PSC

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 5.1 Update Policy 4160
- 5.2 Selection of Collective Bargaining Teams
- 5.3 Faculty College Report

6. ENROLLMENT AND MARKETING

- 6.1 State of the System Address
- 6.2 Enrollment and Marketing Priorities
- 6.3 Community College Joint Enrollment
- 6.4 NSCS Tour

7. FISCAL AND FACILITIES

- 7.1 Physical Plant Status Reports (January – March)
- 7.2 Capital Construction Quarterly Reports (as of March 31, 2008)
- 7.3 Spring Occupancy and Income Reports
- 7.4 Modification Budgets
- 7.5 Contracts and Change Orders
- 7.6 Grant Applications and Awards

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

- 8.1 Chancellor's Report
- 8.2 Presidents' Reports – How Colleges Promote Economic Development in Service Area
- 8.3 Student Trustees' Reports
- 8.4 Election of Board Officers and Facilities Corp Officers
- 8.5 Appointment of System Lobbyist

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held September 4-5, 2008 at Chadron.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF MARCH 27-28, 2008 MEETING

A meeting of the Board of Trustees of the Nebraska State College System was held at Peru State College, Peru, Nebraska on Thursday and Friday, March 27-28, 2008.

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:

Gary Bieganski, Chadron
Doug Christensen, Lincoln
Cap Peterson, Wayne
Michelle Suarez, Lincoln
Larry Teahon, Chadron
Floyd Vrtiska, Table Rock

Student Board Members present:

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

System Office Staff present:

Stan Carpenter, Chancellor
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology
Carolyn Murphy, Vice Chancellor for Finance & Administration
Kristin Petersen, General Counsel & Vice Chancellor for Employee Relations
Korinne Tande, Vice Chancellor for Academic & Student Affairs
Sheri Irwin-Gish, Associate Vice Chancellor for Communications, Marketing & System Relations
Becky Kohrs, Network Specialist/Accountant

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

PSC Staff present:

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

Others present:

J. Richard Kunckel, CSC 2008-2009 Student Trustee
Taylor Dunekacke, PSC 2008-2009 Student Trustee
Amanda Gehle, WSC 2008-2009 Student Trustee

Thursday, March 27, 2008

CALL TO ORDER

EXECUTIVE SESSION

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

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

Kristin Petersen, General Counsel and Vice Chancellor for Personnel Relations presented information to the Board regarding collective bargaining.

Korinne Tande, Vice Chancellor for Academic and Student Affairs presented information to the Board regarding the issue of assessment. Dr. Tande stressed the importance of assessment at each of the colleges and outlined what each college is currently doing for assessment.

Ed Hoffman, Vice Chancellor for Facilities, Planning and Information Technology, presented information to the Board regarding the NSCS optimal enrollment model.

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

The Academic, Personnel and Student Affairs Committee, Enrollment and Marketing Committee and Fiscal and Facilities Committee met starting at 1:05 p.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 3:00 p.m.

The Board of Trustees and the Chancellor held a college constituent focus group meeting beginning at 3:10 p.m. for campus members to share their thoughts, concerns and ideas.

Friday, March 28, 2008

CALL TO ORDER—BUSINESS MEETING

Board Vice Chair Teahon called the business meeting to order at 9:08 p.m.

APPROVAL OF MEETING AGENDA

A motion was made by Trustee Bieganski and seconded by Trustee Peterson to approve the meeting agenda for March 28, 2008 with item 1.10 being removed from the consent agenda and included in the action items agenda as item 2.12. The item relates to the final approval of the Assessment Policy. Motion was unanimously approved.

APPROVAL OF MINUTES

Minutes of the December 19, 2007 and January 15, 2008 meetings were unanimously approved.

CONSENT AGENDA ITEMS

A motion was made by Trustee Bieganski and seconded by Trustee Christensen to approve the consent agenda items listed below with the following correction to item 1.2. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson. Motion was unanimously approved.

James Nevitt and Judith Ruskamp, faculty members from PSC, should have been reported as recommended for tenure instead of Michael Barger and Dennis Welsh.

Accept Report of Personnel Action

Copies are attached to the official minutes.

Accept Promotion and Tenure Report

Copies are attached to the official minutes.

Final Round Approval of Deletion of Board Policy 2045; Complaints Concerning College Personnel

Copy is attached to the official minutes.

Final Round Approval of Deletion of Board Policy 2050; Appeals

Copy is attached to the official minutes.

Final Round Approval of Deletion of Board Policy 2060; Hearings Before the Board

Copy is attached to the official minutes.

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

Copy is attached to the official minutes.

Final Round Approval of Changes to Board Policy 3100; Conduct & Discipline; Students

Copy is attached to the official minutes.

Final Round Approval of Changes to Board Policy 3200; Due Process – Students

Copy is attached to the official minutes.

Final Round Approval of Changes to Board Policy 3210; Grievance Procedures – Students

Copy is attached to the official minutes.

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

Copy is attached to the official minutes.

Approve LB 309 Allocations and Retrievals

Copy is attached to the official minutes.

ITEMS FOR DISCUSSION AND ACTION

Academic, Personnel & Student Affairs Committee

Approve Applied History Major Changes – CSC

A motion to approve the change of applied history comprehensive major to subject major with a title change and approve new minor in museum studies at Chadron was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

Program Review

A motion to approve the program review recommendations relating to each degree program was forwarded by the committee to the full Board, which unanimously approved the motion. The report that will be forwarded to the Nebraska Coordinating Commission for Postsecondary Education will include the applied history major changes as part of the commission's requested follow-up program review report. (Copies are attached to the official minutes.)

Chadron State College:

Counseling – continue the program

Education Specialist – continue the program

Education Curriculum & Instruction – continue the program

Health, Physical Education and Recreation – continue the program

Elementary and Early Childhood Education – continue the program

Special Education – continue the program

School Library Media – continue the program
Technical Occupations – continue the program

Peru State College:

Curriculum & Instruction – continue the program
Physical Education and Sports Management – continue the program
Early Childhood Education – continue the program
Elementary Education – continue the program
Middle Grades Education – continue the program
Special Education – continue the program

Wayne State College:

Applied Human & Sport Physiology – continue the program
Counselor Education – continue the program
Curriculum & Instruction – continue the program
Early Childhood Education – continue the program
Elementary Education – continue the program
Exercise Science – continue the program
Health & Physical Education – continue the program
Human Service Counseling – continue the program
Middle Level Education – continue the program
Physical Education – continue the program
School Administration – continue the program
Education Specialist in School Administration – continue the program
Special Education – continue the program
Sport Management – continue the program

Teaching Excellence Award Nomination

A motion to approve the recommendation of the Academic, Personnel and Student Affairs Committee for the 2008 Teaching Excellence Award recipient and submission of that recommendation to the Lincoln Foundation for final approval was forwarded by the committee to the full Board, which unanimously approved the motion.

2008-09 Salary Policy

A motion to approve the 2008-09 salary policy as follows was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

Unionized Faculty (SCEA): As per collective bargaining Agreement (4.00% increase over the existing 2007-08 salary for all bargaining unit members with satisfactory performance).

Unionized Professional Staff (NSCPA): As per collective bargaining Agreement (4.00% increase over the existing 2007-08 salary for all bargaining unit members with satisfactory or better performance. For those unit members who qualify in accordance with the NSCPA Salary Guidelines appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 4.00% increase to recognize length of satisfactory service).

Unionized Support Staff (NAPE): As per collective bargaining Agreement (4.00% increase over the existing 2007-08 salary for all bargaining unit members with satisfactory or better performance. For those unit members who qualify in accordance with the provisions outlined in the NAPE Salary Guidelines, appended to the negotiated agreement, a salary adjustment may be made in addition to the negotiated 4.00% increase to recognize length of satisfactory service).

Non-unionized Professional Staff: Each college and the System Office is authorized to provide a salary increase of 4.00% over the existing 2007-08 salary base to each non-union professional staff employee with satisfactory performance.

Non-unionized Support Staff: Each college and the System Office is authorized to provide a salary increase of 4.00% over the existing 2007-08 salary base to each non-union support staff employee with satisfactory performance.

Approve Academic Resource Center (ARC) Reorganization – PSC

A motion to approve the reorganization of the Academic Resource Center (ARC) at Peru was recommended by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

Approve Special Accreditation Request – WSC

A motion to approve the special accreditation request in art and music for Wayne with the correction of the approximate annual membership dues for art accreditation of \$1,500 instead of \$2,250 was recommended by the committee to the full Board, which unanimously approved the motion.

First Round Approval of Changes to Board Policy 5012; Employment Contract; Faculty

A motion for first round approval of the proposed changes to Board Policy 5012; Employment Contract; Faculty was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

First Round Approval of Changes to Board Policy 5013; Employment Contract; Professional Staff

A motion for first round approval of the changes to Board Policy 5013; Employment Contract; Professional Staff with the addition of the following statement at the end of the policy was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

“At a president’s approval and subsequent request to the chancellor, an extension of the four (4) year time period may be granted by the chancellor due to extenuating circumstances.”

First Round Approval of Changes to Board Policy 5014; Types of Appointments; Notice Requirements; Faculty and Professional Staff

A motion for first round approval of the changes to Board Policy 5014; Types of Appointments; Notice Requirements; Faculty and Professional Staff with the addition of the following statement at the end of section two (2) was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

“At a president’s approval and subsequent request to the chancellor, an extension of the four (4) year time period may be granted by the chancellor due to extenuating circumstances.”

First Round Approval of Changes to Board Policy 5015; Type of Appointments; Notice Requirements; Support Staff

A motion for first round approval of the proposed changes to Board Policy 5015; Types of Appointments; Notice Requirements; Support Staff was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

Approval of Peru State College Academic Reorganization

A motion to approve the academic reorganization at Peru State College, to return to a four dean model, was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

Final Round Approval of Policy 4220; Assessment; Policy and Procedures

A motion for final round approval of the proposed Board Policy 4220; Assessment; Policy and Procedures with the following replacement language for item two (2) in under the reporting requirements section was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

“Annually, the Chancellor shall report to the Board the results of assessment measures as indicated on the 6 (six) year schedule developed by the Academic, Personnel and Student Affairs Committee.”

Enrollment and Marketing Committee

The Enrollment and Marketing Committee had no action items.

Fiscal and Facilities Committee

Contingency Maintenance Requests

A motion to approve the resolutions authorizing the colleges to spend revenue bond surplus funds for contingency maintenance projects at their colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers, and Thompson. (Resolutions are attached to the official minutes.)

Chadron-\$450,000
Peru-\$25,000
Wayne-\$630,000

Approve Use of LB 1100 Set Aside Funds FY08 and FY09

A motion to approve the use of LB 1100 set aside funds for FY08 and FY09 for the following projects and amounts for each college was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers, and Thompson. (Copy attached to official minutes.)

FY08

Chadron - \$128,556 for Miller Hall Window Replacement Phase I
Peru - \$152,921 for Al Wheeler Activity Center HVAC Renovation
Wayne - \$156,547 for Campus Services Building Roof and Siding Renovation

FY09

Chadron - \$128,556 for Miller Hall Window Replacement Phase II
Peru - \$165,803 for Jindra Fine Arts Building Renovation Planning
Wayne - \$175,000 for Rice Auditorium Fire Sprinklers & Renovation
\$17,397 for U.S. Conn Library Art Gallery Design

Audit Contracts

A motion to approve the selection of KPMG to conduct the revenue bond and facilities corporation audits at a cost of \$26,700 for the revenue bond audit and \$8,400 for the facilities corporation audit was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon, and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers, and Thompson.

Authorize Chancellor to Obtain Federal and State Identification Numbers

A motion to authorize the Chancellor to obtain Federal and state identification numbers was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers, and Thompson.

Bookstore Contracts

A motion to approve the 2008-09 bookstore contracts for Chadron, Peru and Wayne State, as follows, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

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

Insurance Renewal

A motion authorizing the chancellor to renew the current insurance coverages in the most cost-effective manner was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

Appoint Substantial Completion Committee for Al Wheeler Activity Center – PSC

A motion to appoint the following to the substantial completion committee for the Al Wheeler Activity Center project at Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers, and Thompson.

Larry Teahon, Chair, Fiscal and Facilities Committee, Board of Trustees
Floyd Vrtiska, Enrollment & Marketing Committee, Board of Trustees
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS
Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS
Linda Jacobsen, Vice President for Administration and Finance, PSC
Todd Drew, Vice President for Academic & Student Affairs, PSC
Richard Speas, Athletic Director, PSC
Paul Pate, Director of Campus Services, PSC
Mike Rindone, State Building Division
Eric Pavey, The Clark Enersen Partners
Rob Olson, The Clark Enersen Partners

Accept Substantial Completion of North Building of Campus Services Project – WSC

A motion to accept substantial completion of the north building of the Campus Services project at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers, and Thompson.

First Round Approval of Board Policy 8005: Trespassing

A motion for first round approval of Board Policy 8005; Trespassing was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to official minutes.)

First Round Approval of Changes to Board Policy 9020: Services; Bookstore, Student Center

A motion for first round approval of changes to Board Policy 9020; Services; Bookstore, Student Center was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to official minutes.)

Contracts and Change Orders

A motion to approve the change order for Wayne's street/sidewalk project was recommended by the committee to the full Board, which unanimously approved the motion. The voice over IP system contract for Chadron was moved to the "contracts and change orders for information" section as the Chancellor was given the authority to sign the contract at the January 18 meeting. Voting aye: Bieganski, Christensen, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon, Myers and Thompson.

Wayne State Change Order

- Streets/Sidewalk (#3 – sidewalk layout and landscaping revisions; additional work - \$23,777.50

ITEMS FOR INFORMATION AND DISCUSSION

Academic, Personnel & Student Affairs

PSC Mission Statement Revision

Board members reviewed and discussed the proposed revision to Peru's mission statement. The Board will be asked to approve the revised mission statement at the April 18, 2008 Board of Trustees' meeting.

Non-Resident Scholars Report

A summary of the 2007-08 non-resident scholars report was presented to the Board. (Copy attached to the official minutes.)

Student Opportunity Award Report

A summary of the 2007-08 student opportunity award report was presented to the Board. (Copy attached to the official minutes.)

Fall Enrollment Reports

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

Fall Graduation Summary

Board members reviewed the graduate summary reports submitted by the colleges. (Copies are attached to the official minutes.)

Fall Instructional Load Reports

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

Update on Faculty College

An update on the proposed Faculty College to be held at Peru State during the summer of 2008 noted the Faculty College would be held May 8-9, 2008 and Judy Ruskamp would be the coordinator. Emphasis will be on teaching and learning during the upcoming Faculty College.

Enrollment and Marketing

Optimal Enrollment Model Report

The enrollment model reports for Fall 2006 and Fall 2007 from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

2008 Board of Trustees' Scholarship Report

As of January 31, 2008, 290 Board of Trustees' scholarship applications were received in the System Office. Of the total number of applicants, 102 were for Chadron, 43 for Peru and 145 for Wayne. The committee would like to have the report format changed to include the number of students who accept and enroll at each institution.

Student Trustees' Update

Governor Heineman has selected the 2008-09 NSCS student trustees. They are as follows:

J. Richard Kunckel of Casper, WY, Chadron State College
Taylor Dunekacke of Elk Creek, Peru State College
Amanda Gehle of Chester, Wayne State College

2008-09 Davis-Chambers Scholarship

Currently two NSCS students receive Davis Chambers Scholarships. One attends Chadron and the other is at Peru. Both students were successful during the fall semester and their scholarships were renewed for the spring semester.

In February, one 2008-2009 scholarship application was received and the student will attend Peru.

The Davis-Chambers Scholarship was created to recognize academically promising, under-represented transfer students from a Nebraska Community College to attend Chadron, Peru or Wayne State. The scholarship includes full-tuition, room, board, fees, and other expenses. The Davis-Chambers Scholarship Committee agreed to allow the NSCS to extend the deadline for applications beyond the February 1 deadline. The committee further agreed that the transfer students need not have earned an associate's degree nor have received a Davis-Chambers' Scholarship while attending the community college in order to be eligible for the NSCS scholarship.

Senators' Reception Dates

Twenty-three senators attended the 2008 Senators' Reception Tuesday, January 11 from 4-7 p.m. at The Ferguson Center. The Wayne State Foundation sponsored the event. The dates for the following years' receptions are Tuesday, January 13, 2009 and Tuesday, January 12, 2010.

Fiscal and Facilities

Preliminary Review of Budget Request

Budget preparation continues in the System Office and at the colleges. The proposed NSCS budget request will be presented to the Board for approval at the June meeting.

Six-Month Operating Expenditure Reports

July – December 2007 operating expenditure reports from each college and the System Office not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Six-Month Financial Reports

July – December 2007 financial reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Six-Month Revenue Bond Expenditure Reports

July – December 2007 revenue bond operating expenditure reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Occupancy and Income Report

The colleges provided information on occupancy and the income earned on the revenue bond facilities during the fall 2007 semester. (Copies are attached to the official minutes.)

Potential Occupancy and Income Reports

The colleges provided potential 2008-09 occupancy and income projections. (Copies are attached to the official minutes.)

LB 309 Progress Reports

LB 309 progress reports from each college not requiring Board approval were reported for information. (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 Renovation – 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 – Interim Report
- Campus Streets Project – Interim Report
- Neihardt Hall Renovation – Interim Report
- Rice – Stadium Renovations Project – Initial Report
- Stadium Entry Plaza, Track and Restroom Project – Interim Report

Contingency Maintenance Progress Reports

Contingency maintenance progress reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Grant Applications

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

Chadron State Applications

- 100 Wetlands of the US (US Geological Survey, National Atlas Program) -- \$159,146.60
- Encouraging Healthy Student CHOICES (NCAA) -- \$30,000
- False River: 2008 Fiscal Year WETMAPP Training Phase 2 (Carol and Caroline Swanson Foundation, Inc.) -- \$13,000.74
- Promoting Behavioral Health Among Northwest Nebraska Children (Birth-18) and Their Parents Through Information, Engagement, and Advocacy (Alan and Marcial Baer Foundation) -- \$10,000
- Promoting Behavioral Health Among Northwest Nebraska Children (Birth-18) and Their Parents Through Information, Engagement, and Advocacy (Gardner Foundation) -- \$100,000
- Promoting Behavioral Health Among Northwest Nebraska Children (Birth-18) and Their Parents Through Information, Engagement, and Advocacy (Mutual of Omaha Foundation) -- \$250,910 (first year support only)
- Promoting Behavioral Health Among Northwest Nebraska Children (Birth-18) and Their Parents Through Information, Engagement, and Advocacy (Oprah's Angel Network) -- \$543,293
- Promoting Behavioral Health Among Northwest Nebraska Children (Birth-18) and Their Parents Through Information, Engagement, and Advocacy (Doug Riley Family Foundation) -- \$30,000
- Promoting Behavioral Health Among Northwest Nebraska Children (Birth-18) and Their Parents Through Information, Engagement, and Advocacy (Carol and Caroline Swanson Foundation) -- \$60,000
- Promoting Behavioral Health Among Northwest Nebraska Children (Birth-18) and Their Parents Through Information, Engagement, and Advocacy (Robert Wood Johnson Foundation) -- \$608,608
- Rural People, Rural Policy Initiative (Kellogg Foundation) -- \$100,000

Wayne State Application

- RUI (Research at an Undergraduate Institution): An Ecological Guild-Based Biodiversity Inventory and Survey of the Aquatic Non-biting Midges (Diptera: Chironomidae) of the Altai and Hangai Mountain Drainages, Mongolia (National Science Foundation) -- \$110,476

Wayne State Awards

- Language Arts Festival 2008 (Nebraska Humanities Council) -- \$1,000
- NAS Student Presentations 2008 (The Nebraska Academy of Sciences) -- \$2,455
- Plains Writer's Fiesta 2008 (Nebraska Humanities Council) -- \$1,450
- Project L.I.F.E.: Literacy Is For Everyone, Part 2 (Nebraska Coordinating Commission for Postsecondary Education Improving Teacher Quality: State Grants Program) -- \$83,282
- 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) -- \$15,000

Contracts and Change Orders

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

Chadron State Contracts

- Campus-wide – (voice over IP phone system) - \$473,166.84
- Miller Hall – (window replacement design) - \$4,800
- Reta King Library – (fire sprinkler design) - \$10,100

Peru State Contracts

- Jindra Fine Arts Building – (feasibility study of upgrading the building for current codes) - \$32,500
- Neal Hall and Delzell Hall Room 00A – (lease) - \$2,297 per month
- AD Majors Hall – (lease of 26,514 square feet of space) - \$29,960.82 + utility costs not to exceed \$7,423.92

Wayne State Contracts

- Student Center – (admissions wall) - \$11,607
- Rice – (remove asbestos tiles and mastic, rooms 105, 105A, 107)

Chadron State Change Order

- Administration Building – (#1 additional bearing walls, skim coating and demolition) – \$16,816.80

Peru State Change Orders

- Al Wheeler Activity Center – (#11 change lavatory type, add elevator sump/pit, revise louvers, dampers) - \$15,226
- Al Wheeler Activity Center – (#12 provide gymnasium curtains) - \$24,980 (Chancellor authorized to sign per BoT Policy 8065)
- Al Wheeler Activity Center – (#13 additional cross-bracing, add structural steel beam, extend CIP piers) - \$5,292
- Al Wheeler Activity Center – (#14 corrugated panels for north existing building) - \$3,468 (Corrected from amount reported January 15, 2008)
- Al Wheeler Activity Center – (#15 new relay panel RP-GYM) - \$2,354

Wayne State Change Orders

- Campus Services Construction – (#10 portal frame/brace/support beam/additional siding) - \$15,063
- Rice Auditorium – (#1 north ramp, ceiling, stadium landscape revision) – (\$59,450)

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Chancellor's Report

Chancellor Carpenter noted the NeSIS committee had received five (5) bids for the academic software proposal and several bids for the implementation process. Ed Hoffman, Vice Chancellor for Facilities, Planning and Information Technology, has been attending the meetings with the University. The collaborative effort has been working very well. The NeSIS group will be attending vendor presentations in Kearney mid-April.

The deficit funding bill, which includes funding for the SIS/SAP implementation, was to be discussed and voted on by the Legislature during the meeting. We have been told that the Governor would not sign an unbalanced budget. The leadership on the Appropriations Committee understands our request for

funding for the student information system. As things move forward, Chancellor Carpenter said he would keep the Board informed.

Each trustee received a new Board of Trustees' Handbook. The Handbook includes the listing of acronyms requested at the retreat in 2007. Also shared with the Board were copies of the Omaha World Herald College Bound Guide, which included the NSCS advertisement on the back page of the advertising supplement.

The following will provide greetings from the Board of Trustees at the May 3, 2008 NSCS institution commencement ceremonies:

Gary Bieganski – Chadron
Floyd Vrtiska – Peru
Cap Peterson – Wayne

The Chancellor asked the Board to review the proposed meeting schedule for the next two years and to get back to Lynne Olson with any substantial conflicts with the proposed meeting dates.

Chancellor Carpenter encouraged all board members and system staff who had not filed their C-1 with the Accountability and Disclosure Commission to do so soon. The deadline for filing the report is April 1.

Presidents' Reports

PSC Vice President for Academic and Student Affairs, Todd Drew, noted the community contributions Peru has provided through its various campus events. The events include academic-based competitions, fairs and presentations.

CSC President Park noted Chadron is working to increase awareness of health and wellness in their region. Chadron hosted its first regional health fair in January 2008. The plan is to make the health fair an annual event.

WSC President Collings noted the publicity Wayne has received through press releases as well as alumni, students and faculty appearing in numerous news reports, radio segments and network TV news.

Student Trustees' Reports

PSC Student Trustee Harmon reported on the various activities occurring at Peru. She especially noted the first Student Senate presidential and vice presidential candidate debate was held recently and was well received. Student Trustee Harmon thanked everyone for her time on the Board.

WSC Student Trustee Myers reported on activities occurring at Wayne including the 50th Annual Children's Play. Student Trustee Myers further noted that several student groups had traveled to various locations during spring break including Greece, Georgia and Florida. The Wildcat Wheels continue to be an excellent program for WSC students. Student Trustee Myers thanked everyone for her opportunity to serve on the Board.

CSC Student Trustee Thompson reported on the various activities being held at Chadron that involve area high school students. He further noted that Josh Majerus had won a national championship in wrestling. Student Trustee Thompson thanked everyone for his opportunities and experiences during his term as a student trustee.

Next Meeting

The next meeting of the NSCS Board of Trustees is schedule for April 18, 2008. The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Lincoln, Nebraska June 6, 2008.

ADJOURNMENT -- The meeting was adjourned at 11:15 a.m.

Respectfully submitted,

Stan Carpenter
Chancellor

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

**NEBRASKA STATE COLLEGES SYSTEM
BOARD OF TRUSTEES**

MINUTES OF APRIL 18, 2008 MEETING

A special meeting of the Board of Trustees of the Nebraska State Colleges System was held via videoconference on Friday, April 18, 2008.

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 participating:

Bill Roskens, Omaha
Larry Teahon, Chadron
Floyd Vrtiska, Table Rock
Michelle Suarez, Lincoln

Student Board Members participating:

Richard Kunckel, Chadron State (08-09)
Cori Harmon, Peru State
Taylor Dunekacke, Peru State (08-09)
Jennifer Myers, Wayne State

NSCS Office Staff participating:

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

CSC Staff participating:

Randy Rhine, Vice President, Enrollment Management & Student Services
Lois Veath, Vice President for Academic Affairs

PSC Staff participating:

Todd Drew, Vice President for Academic & Student Affairs
Linda Jacobsen, Vice President for Administration & Finance

WSC Staff participating:

Richard Collings, President
Curt Frye, Vice President & Dean of Students
Beth Kroger, Vice President for Administration & Finance
Bob McCue, Vice President for Academic Affairs
Tammy Young, Director of Admissions

CALL TO ORDER

Chair Roskens called the special meeting to order at 10:04 a.m.

APPROVAL OF THE AGENDA

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the meeting agenda for April 18, 2008 with item 1.1 and item 1.2 being removed from the consent agenda and included in the action items agenda as item 2.9 and 2.10 respectively. The items relate to the final approval of Board Policy 5012 and Board Policy 5013. The motion was unanimously approved.

CONSENT AGENDA ITEMS

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the consent agenda with items 1.1 and 1.2 being included in the action items agenda as 2.9 and 2.10 respectively and the remaining items listed below. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

Final Round Approval of Changes to Board Policy 5014; Types of Appointments; Notice Requirements; Faculty and Professional Staff

Copy is attached to the official minutes.

Final Round Approval of Changes to Board Policy 5015; Types of Appointments; Notice Requirements; Support Staff

Copy is attached to the official minutes.

ITEMS FOR DISCUSSION AND ACTION

A motion was made by Trustee Vrtiska and seconded by Trustee Suarez to approve the action agenda items listed below. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

First Round Approval of Deletion of Board Policy 5111; Tenure Recommendations Procedure; Faculty

Copy is attached to the official minutes.

First Round Approval of Deletion of Board Policy 5112; Granting of Tenure

Copy is attached to the official minutes.

First Round Approval of Deletion of Board Policy 5113; Promotion Criteria and Process; Faculty

Copy is attached to the official minutes.

First Round Approval of Deletion of Board Policy 5205; Termination of Appointments Prior to Expiration of the Stated Term; Faculty and Professional Staff

Copy is attached to the official minutes.

First Round Approval of Deletion of Board Policy 5400; Retirement Age and Date; State College Employees

Copy is attached to the official minutes.

First Round Approval of Changes to Board Policy 5405; Retirement Plan; State College Employees

Copy is attached to the official minutes.

First Round Approval of Changes to Board Policy 2510; Mission Statement

Copy is attached to the official minutes.

Approve Revision to Peru State College Mission Statement

Copy is attached to the official minutes.

Final Round Approval of Changes to Board Policy 5012; Employment Contract; Faculty

The phrase “be approved by” is replaced by “reported to” in the first paragraph of Board Policy 5012. Copy is attached to the official minutes.

Final Round Approval of Changes to Board Policy 5013; Employment Contract; Professional Staff

The phrase “be approved by” is replaced by “reported to” in the first paragraph of Board Policy 5013. Copy is attached to the official minutes.

Approve Food Service Contract Extensions

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the food service contract extension recommendations for Chadron, Peru and Wayne, as follows. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

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

Approve 2008-09 Tuition Rates and Online Rates

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the following tuition rates and on-line rates per credit hour for 2008-2009. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

TUITION:	
Undergraduate, resident	\$116.50
Graduate, resident	\$147.75
Undergraduate, non-resident	\$233.00
Graduate, non-resident	\$295.50
ON-LINE RATE:	
Undergraduate On-Line	\$168.50
Graduate On-line	\$210.75

Approve 2007-08 Fees

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the following proposed fee schedules for 2008-2009 as submitted by the colleges, with a change to Wayne's library penalty fee to variable based on the article borrowed. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

Chadron may bring a change to its student activity fee forward for Board consideration at the June 6, 2008 meeting.

	Chadron	Peru	Wayne
Mandatory Fees:			
Admission/Matriculation Fee	\$15.00	\$10.00	\$30.00
Degree Fee	\$20.00	\$30.00/\$40.00	\$35.00/\$60.00
Health Fee			\$3.50/hr
	\$33.60/max	\$20.00/max	\$42.00/max
Late Registration Fee	-----	\$10.00	\$15.00
Placement Fee	\$30.00	\$5.00/\$10set-up	\$30.00
Transcript Fee	\$5.00		\$4.00
Capital Improvement Fee	\$9.00/hr	\$9.00/hr	\$9.00/hr
Late Payment Fee	-----	10% balance	2% monthly
Facilities Fee	\$13.10/hr-on	\$7.00/hr	\$13.00/hr
	\$11.10/hr-off		\$156 max
Parking Permit	\$20.00	\$20.00	\$40/\$24/\$13
Parking Penalty	\$20.00	\$25.00	varies
Student Activity Fee:	1-10 hrs. \$5.50/hr. max \$66.00	\$3.50/hr	0-11 hrs. \$2.75/hr \$33.00 max
Event Fee:	1-6 hrs. \$17.95 7+ hrs. \$35.90	\$1.75/hour	0-11 hrs. \$7.50/hr \$90 max
Technology Fee	\$4.25/hr	\$3.50/hr	\$6.50/hr (\$78 max)
Student Record Fee			\$.25/hour
Other Fees:			
ARC Services Fee		\$6.00	
LEAP Fee		\$6.00	
Publications Fee		\$1.20/hr	
CLEP Test Fee		Vary	
Lab Fees	\$5.00-\$75.00	Vary	as published
Site Specific Fee		\$40.00	
Failure to Pay Penalty			\$100.00
Reinstate. Fee After Adm. Withdrw			\$100.00
Deferment Fee		\$35.00	
Extended Campus Fee			\$20.00/hr
Student ID Card		\$2.00	
Replacement ID Card	\$5.00	\$3.00	\$15.00
Intrn'l Student Adm. Fee			\$0.00
Housing Deposit	\$100.00	\$100.00	\$100.00
New Student Orientation Fee	\$75.00		
Returned Check Charge		\$20.00	\$35.00
Library Penalty	\$.05/day	\$.10/day	vary by article
Music, Private Lessons		\$90.00	\$0.00
Music Locker Rental			\$10.00/semester
Music, Instrument Rental Fee			\$10.00/semester
Library User Fee			\$5.00/annual
Material Fee			at cost

Approve 2007-08 Room and Board Rates

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the 2008-2009 room and board rate proposals as submitted by the colleges. Voting aye: Roskens, Suarez, Teahon, and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved. (Copies attached to official minutes.)

Approve Distribution of Operations Appropriations for Fiscal Year 2008-09

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the distribution of operations appropriations for fiscal year 2008-09 with the following changes. Voting aye: Roskens, Suarez, Teahon, and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

WSC Subtotal General and Cash should be \$29,886,159 instead of \$29,761,159
 WSC 2007-08 All Funds Total should be \$37,782,219 instead of \$37,657,219
 Total Subtotal General and Cash should be \$66,660,477 instead of \$66,535,477
 Total 2007-08 All Funds Total should be \$91,582,411 instead of \$91,457,411

Proposed Distribution of Funds

2008-09
April 18, 2008

	CSC	PSC	WSC	SO	TOTAL
DISTRIBUTION 2007-08					
General Fund	14,914,810	8,539,737	18,393,130	1,262,221	43,109,898
Cash Funds	6,756,825	5,300,725	11,368,029	0	23,425,579
Board Approved Adjustment (9/14/07)	0	0	125,000	0	125,000
Total Cash Funds (est.)	6,756,825	5,300,725	11,493,029	0	23,550,579
Subtotal General and Cash	21,671,635	13,840,462	29,886,159	1,262,221	66,662,477
Federal Funds (est.)	9,000,000	4,866,090	4,225,000	0	18,091,090
Revolving Funds	2,375,601	745,382	3,395,633	0	6,516,616
Board Approved Adjustment (6/7/07)	0	38,801	275,427	0	314,228
Revolving Funds (est.)	2,375,601	784,183	3,671,060	0	6,830,844
2007-08 All Funds Total	33,047,236	19,490,735	37,782,219	1,262,221	91,582,411
2008-09 Gen./Cash Fund Adjustments					
Gen. Fund - LB 321 – FY2008-09 appropriation	745,776	436,013	1,042,538	58,976	2,283,303
Total Gen. Fund adjustments	745,776	436,013	1,042,538	58,976	2,283,303
Cash Fund – based on proposed tuition increase	363,865	306,840	507,706	0	1,178,411
Cash Fund – based on proposed fee increases	65,000	55,000	0	0	120,000
Total Cash Fund adjustments	428,865	361,840	507,706	0	1,298,411
Total Gen./Cash Adjustments	1,174,641	797,853	1,550,244	58,976	3,581,714

Proposed Distribution of Funds Continued

**2008-09
April 18, 2008**

DISTRIBUTION 2008-09	CSC	PSC	WSC	SO	TOTAL
Gen. Fund	15,660,586	8,975,750	19,435,668	1,321,197	45,393,201
Cash Funds (est.)	7,185,690	5,662,565	12,000,735	0	24,848,990
Subtotal General and Cash	22,846,276	14,638,315	31,436,403	1,321,197	70,242,191
Federal Funds (est.)**	9,000,000	4,866,090	4,225,000	0	18,091,090
Revolving Funds (est.)***	2,375,601	784,183	3,671,060	0	6,830,844
2008-09 All Funds Total	34,221,877	20,288,588	39,332,463	1,321,197	95,164,125

*Tuition income net of remissions and refunds – Tuition rate \$116.50/cr. hr. (undergraduate resident)

**Federal Funds for 2008-09 are estimates based on LB321. Adjustments are made as needed by the colleges.

***Revolving funds for 2008-09 are estimates based on LB321 and adjusted for Board-approved increases. Adjustments are made when approved by the Board.

Authorize Chancellor to Negotiate Contracts for Student Information System (SIS) and SAP Software

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to authorize the Chancellor to negotiate contracts SIS and SAP software. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

Vice Chancellor Hoffman shared information on the demonstrations given by SunGard and People Soft/Oracle Soft in Kearney April 14-17, 2008. The software providers reviewed the functionality of their products with a group of individuals from the three state colleges as well as the four universities. The implementation process and financial portion of the software review will be held over the next month. It is anticipated that the software provider will be selected in June. Progress reports will be provided to the Board on a regular basis.

Authorize Chancellor to Sign Construction Contracts

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to authorize the Chancellor to sign construction contracts for the following projects at Chadron, Peru and Wayne State Colleges. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

Chadron – Andrews Hall Renovation and Crites Hall Reroof

Peru – AD Majors Asbestos Abatement

Wayne – Peterson HVAC and Sprinklers, Bowen Roof and Terrace Fire Alarms

Contracts and Change Orders

A motion was made by Vice Chair Teahon and seconded by Trustee Suarez to approve the following contracts as submitted by the Colleges. Voting aye: Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Harmon and Myers. The motion was unanimously approved.

Chadron State Contracts

- Nelson Physical Activity Center (HVAC controls upgrade) - \$192,030
- King Library (sprinkler system) - \$229,300

- High Rise Residence Hall (parking lot) - \$665,000
- Miller Hall (window replacement) - \$181,000

Peru Contract

- AV Larson (upper deck roof replacement) - \$113,388

ITEMS FOR INFORMATION AND DISCUSSION

Contracts and Change Orders

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

Chadron Contracts

- Softball Field – (sound system) - \$5,680
- Nelson Physical Activity Center – (HVAC controls professional design services) - \$12,136
- High Rise Residence Hall – (parking lot professional design services) - \$25,260
- Andrews Hall Wing Renovation – (professional design services) - \$3,000

Peru Contracts

- Emergency Power Generator/Campus Services – (design fuel filter system) - \$4,850 (not to exceed)
- AD Majors/Proposed Parking Lot – (environmental study) - \$39,000
- AD Majors – (asbestos abatement oversight) - \$19,319

Peru Change Orders

- Al Wheeler Activity Center – (#16 power disconnects for heat pump per electrical inspector) - \$2,263
- Al Wheeler Activity Center – (#17 rigid insulation for existing ductwork) - \$18,717
- Emergency Power Generator – (#1 electrical change, delete day tank, add support, delete box, overtime at PSC request) - \$4,528
- AV Larson – (#5 replace windows in office area) - \$817.60
- AV Larson – (#6 provide wiring to pump control package) - \$3,900 (reduction of contingency allowance)

Appointment of Board Nominating Committee

Chair Roskens along with Vice Chair Teahon and Trustee Suarez will serve as the nominating committee for the 2008-2009 Board officers.

Chancellor Carpenter reminded the Board of the upcoming retreat and Board meeting scheduled for June 5 and June 6, 2008. The Board committees will meet from 8:00 – 9:30 a.m. and the Board retreat will begin at 10:00 a.m. Marty Mahler, P-16 Coordinator, will present information regarding higher education in 5-10 years. Carolyn Murphy, Vice Chancellor for Finance and Administration, will present information regarding enterprise risk management and how it will impact the NSCS and its strategic goals.

ADJOURNMENT

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

Next Meeting

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held at Hillcrest Country Club in Lincoln, Nebraska on June 6, 2008. The Board of Trustees of the Nebraska State Colleges will conduct its annual retreat at Hillcrest Country Club in Lincoln, on June 5, 2008.

Respectfully submitted,

Stan Carpenter
Chancellor

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

**NEBRASKA STATE COLLEGES SYSTEM
BOARD OF TRUSTEES**

MINUTES OF MAY 21, 2008 MEETING

A special meeting of the Board of Trustees of the Nebraska State Colleges System was held via videoconference on Wednesday, May 21, 2008.

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 participating:

Bill Roskens, Omaha
Larry Teahon, Chadron
Gary Bieganski, Chadron
Cap Peterson, Wayne
Michelle Suarez, Lincoln

NSCS Office Staff participating:

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

CSC Staff participating:

Randy Rhine, Vice President, Enrollment Management & Student Services
Dale Grant, Vice President of Administration & Finance

WSC Staff participating:

Richard Collings, President
Beth Kroger, Vice President for Administration & Finance
Tammy Young, Director of Admissions

CALL TO ORDER

Chair Roskens called the special meeting to order at 4:00 p.m.

APPROVAL OF THE AGENDA

A motion was made by Trustee Bieganski and seconded by Trustee Peterson to approve the meeting agenda for May 21, 2008. The motion was unanimously approved.

Chancellor Carpenter noted the vice presidents from each college were invited and encouraged to participate in the Board retreat scheduled from 10:00 – 2:00 on June 5, 2008. All individuals involved with the Board meeting were invited to attend the reception and dinner. The reception is scheduled for 6:00 p.m. immediately followed by the dinner.

ITEMS FOR DISCUSSION AND ACTION

Connerly Resolution

A motion was made by Trustee Bieganski and seconded by Trustee Suarez to approve the resolution in response to the Connerly petition. Voting aye: Bieganski, Peterson, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion: None: The motion was unanimously approved.

**NEBRASKA STATE COLLEGE SYSTEM
RESOLUTION IN OPPOSITION TO CONNERLY PETITION**

WHEREAS, the Board of Trustees of the Nebraska State College System is committed to achieving diversity in its student body and workforce in order to enrich the educational experience of students and strengthen the intellectual and financial well-being of the state of Nebraska; and

WHEREAS, the State of Nebraska is diverse in many ways, including race, national origin and gender, and the state colleges provide access to educational opportunities necessary for the prosperity of all Nebraskans; and

WHEREAS, there is currently being circulated among the electorate of the State of Nebraska an initiative petition commonly called the Connerly petition, that seeks to amend the Nebraska Constitution in ways that could eliminate lawful measures to carry out the Board of Trustees' diversity efforts at the state colleges, and appears to be part of a national strategy developed, cultivated, and financed by interests outside Nebraska,

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Nebraska State College System that the Connerly petition is not good public policy and may result in elimination of existing lawful measures that the state colleges could utilize in furtherance of educational goals, economic interests and a commitment to diversity; and

BE IT FURTHER RESOLVED that the Board of Trustees opposes the Connerly petition and urges the voters of the State of Nebraska not to sign or support the same.

Approved this 21st day of May, 2008.

Chair, Board of Trustees

Chancellor, Nebraska State
College System

First Round Approval of Changes to Board Policy 3401; Non-Resident Scholars

A motion was made by Trustee Suarez and seconded by Trustee Bieganski for first round approval of changes to Board Policy 3401; Non-Resident Scholars with a change to phrase "a" under Section 1 Freshman so that it reads "must score a 22 ACT or 1530 SAT or above. Voting aye: Bieganski, Peterson, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion: None: The motion was unanimously approved. (Copy is attached to the official minutes.)

First Round Approval of Deletion of Board Policy 3403: Student Opportunity Award

A motion was made by Trustee Suarez and seconded by Trustee Bieganski for first round approval of the deletion of Board Policy 3403; Student Opportunity Award. Voting aye: Bieganski, Peterson, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion: None: The motion was unanimously approved. (Copy is attached to the official minutes.)

First Round Approval of Changes to Board Policy 6005; Establishing and Use of Reserves

A motion was made by Trustee Teahon and seconded by Trustee Peterson for first round approval of changes to Board Policy 6005; Establishing and Use of Reserves. Voting aye: Bieganski, Peterson, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion: None. The motion was unanimously approved. (Copy is attached to the official minutes.)

The impetus of this change is to allow the colleges to have a range of cash reserves to allow more flexibility in the budget structure. Trustee Teahon asked that this change not be used to increase tuition in order to maintain a higher cash reserve. Chancellor Carpenter assured the Board this was not the intention of the change.

Approve Use of Capital Improvement Fee Funds – CSC

A motion was made by Trustee Teahon and seconded by Trustee Peterson to approve the use of up to \$7,000 of capital improvement fee funds from the Memorial Hall re-roof project to the Memorial Hall chiller project at Chadron. Voting aye: Bieganski, Peterson, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion: None. The motion was unanimously approved.

Approve Office Space Lease for NSCS Office

A motion was made by Trustee Teahon and seconded by Trustee Peterson to approve the office space lease for the Nebraska State College System Office. Voting aye: Bieganski, Peterson, Roskens, Suarez, and Teahon. Voting nay: None. Student Opinion: None. The motion was unanimously approved.

Chancellor Carpenter noted he had been looking for additional office space since 2005 and has worked with both DAS Building Division and the Capitol Commission in an effort to find suitable space within the family of state buildings. Unfortunately no such space has become available. Thus, when suitable space became available through private ownership at a reasonable cost, the Chancellor deemed it appropriate to relocate the System Office to that space. The System Office in the Capitol is inadequate as three of the Vice Chancellors do not have offices—only cubicles and there is no adequate work space nor meeting space. The Board of Trustees has statutory authority to acquire real property and consequently may enter into leases such as this one for office space.

Chancellor Carpenter further noted the move could happen as early as July 1 but realistically the office was looking at mid-summer for the move to take place. The final terms and conditions of the lease are yet to be negotiated.

ADJOURNMENT

The meeting was adjourned at 4:26 p.m.

Next Meeting

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held at Hillcrest Country Club in Lincoln, Nebraska on June 6, 2008. The Board of Trustees of the Nebraska State Colleges will conduct its annual retreat at Hillcrest Country Club in Lincoln, on June 5, 2008.

Respectfully submitted,

Stan Carpenter
Chancellor

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

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 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: June 6, 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
Amukamara, Humphrey	EHPCP&SW; Education	Assistant Professor	54,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	New Appointment; Replaces Cynthia Squier	Specific Term Probationary - Tenure Track
Borgemenke, Arthur	EHPCP&SW; Education	Assistant Professor	47,580.00 AY	State	08/17/2006 - 05/03/2008	1.00	Resignation	Specific Term Probationary - Tenure Track
Brust, Mathew	Arts & Sciences; Physical & Life Sciences	Assistant Professor	38,031.00 AY	State	08/21/2008 - 05/09/2009	1.00	New Appointment; Replaces Barbara Hayford	Specific Term Probationary - Tenure Track
Carnes, M. Elizabeth	EHPCP&SW; Counseling, Psychology & Social Work	Lecturer	44,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	Special Appointment; Replaces Judith Bechler	Special Appointment - Non-Tenurable
Fickel, Twila	Arts & Sciences; Physical & Life Sciences	Assistant Professor	50,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	New Appointment; Replaces Brad Fillmore	Specific Term Probationary - Tenure Track
Glass, Thomas	BEAMS; Mathematical Sciences	Lecturer	35,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	Special Appointment; B. Wentworth Leave of Absence	Special Appointment - Non-Tenurable
Heier, Don	BEAMS; Mathematical Sciences	Lecturer	52,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	Special Appointment; Replaces Greg Spranger	Special Appointment - Non-Tenurable
Hinesley, Gail	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	48,952.00 AY	State	08/18/2005 - 05/03/2008	1.00	Resignation	Specific Term Probationary - Tenure Track
Jamison, Wendy	Arts & Sciences; Physical & Life Sciences	Assistant Professor	46,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	New Appointment; Replaces Ann Krejci	Specific Term Probationary - Tenure Track
Koopman, Dan	EHPCP&SW; Education	Visiting Assistant Professor	47,500.00 AY	State	08/21/2008 - 05/09/2009	1.00	Special Appointment; Replaces Arthur Borgemenke	Special Appointment - Non-Tenurable
Morgan, Jeff	Arts & Sciences; Social Sciences	Assistant Professor	38,031.00 AY	State	08/21/2008 - 05/09/2009	1.00	New Appointment; Replaces Randall Austin	Specific Term Probationary - Tenure Track
Perry, Luke	Arts & Sciences; Social Sciences	Assistant Professor	43,116.00 AY	State	08/18/2005 - 05/03/2008	1.00	Resignation	Specific Term Probationary - Tenure Track
Rotherham, Terry	Arts & Sciences; Physical & Life Sciences	Instructor	41,110.00 AY	State	08/19/2004 - 05/03/2008	1.00	Resignation	Specific Term Probationary - Tenure Track
Sinaga, Simon	Arts & Sciences; Communication Arts	Assistant Professor	48,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	New Appointment; Replaces Sally Blomstrom	Specific Term Probationary - Tenure Track
Squier, Charles	EHPCP&SW; Education	Assistant Professor	50,347.00 AY	State	08/19/2004 - 05/03/2008	1.00	Resignation	Specific Term Probationary - Tenure Track
Swanke, Thomas	BEAMS; Business & Economics	Associate Professor	57,285.00 AY	State	08/17/2001 - 05/03/2008	1.00	Resignation	Tenured

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 6, 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
Absalon-Bogner, Cari	Programs; Assistant to the Vice President	NA	31,255.00 FY	State	09/01/1997 - 06/06/2008	1.00	Resignation	Specific Term Appointment; Non-Probationary
Besco, Shirley	Project STRIVE; Retention Specialist	NA	17,342.00 (32,132.00 annual) FY	Grant	02/18/2008 - 05/23/2008	1.00	Resignation	Special Appointment; Probationary
Crofutt, Keith	Computer Services; Computer Support Specialist	NA	200.00 FY	State	4/10/2008	NA	Workshop	Special
Frank, Martin	Admissions; Admissions Representative	NA	33,280.00 FY	State	06/19/2007 - 03/31/2008	1.00	Resignation	Specific Term Appointment; Probationary
Lewis Fravel, Deborah	Extended Campus Programs; Academic Advisor	NA	43,427.00 FY	State	07/09/2007 - 06/16/2008	1.00	Resignation	Special Appointment; Probationary
Pourier, Sheila	Financial Aid; Financial Aid Counselor	NA	4,535.00 (28,500 annual) FY	State	05/05/2008 - 06/30/2008	1.00	Position Restructured; New Appointment; Replaces Dani Donker	Special Appointment; Probationary
Spargo, Megan	Project STRIVE; Retention Specialist	NA	9,251.00 (32,132 annual) FY	Grant	05/19/2008 - 08/31/2008	1.00	New Appointment; Replaces Shirley Besco	Special Appointment; Probationary
Underwood, Chad	Computer Services; Webmaster	NA	41,600.00 AY	State	02/14/2000 - 05/02/2008	1.00	Resignation	Specific Term Appointment; Non-Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 6, 2008

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
Binkard, Daniel	Cultural Programs & College Relations; Interim Graphic Design Artist	NA	4,725.00 (29,700 annual) FY	State	05/05/2008 - 06/30/2008	1.00	Temporary Appointment	Special Appointment
Bargen, Leslie	Alumni; Coordinator of Special Events	NA	2,549.00 (30,580 annual) FY	State	08/17/2006 - 06/30/2008	1.00	Additional Duties	Specific Term Appointment
Sapp, Shar	BEAMS; Rodeo Coach	NA	8,000.00 AY	State	08/17/2008 - 06/30/2008	0.15	Resignation	Special Appointment
Williams, Samuel	Computer Services; Interim Programmer/Analyst	NA	7,891.00 (33,596 annual) FY	State	04/07/2008 - 06/30/2008	1.00	Position Restructured; New Interim Appointment; Replaces Don Anderson	Special Appointment

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 6, 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
Anderson, Timothy	BEAMS; Business & Economics	Professor	5,196.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Blundell, Patricia	EHPCP&SW; Education	Professor	3,038.31 AY	State	01/07/2008 - 05/03/2008	NA	EDCI 633; Enrollment over 30	Special
Bogner, Michael	Arts & Sciences; Justice Studies	Associate Professor	3,921.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Brammer, Dawn	EHPCP&SW; Health, Physical Education & Recreation	Instructor	2,730.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Burke, Ronald	BEAMS; Business & Economics	Professor	5,289.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special
Butterfield, Charles	BEAMS; Applied Sciences	Associate Professor	1,021.00 AY	State	01/07/2008 - 05/03/2008	NA	Independent Study; AGRI 400 1 cr hr 5 students; AGRI 400 2 cr hrs 1 student; AGRI 400 3 cr hrs 1 student; AGRI 600 3 cr hrs 1 student	Special
Carnot, Mary Jo	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,312.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Cary, Phil	BEAMS; Mathematical Sciences	Associate Professor	109.00 AY	State	01/07/2008 - 02/29/2008	NA	Course Challenge; IST 130	Special
Cary, Phil	BEAMS; Mathematical Sciences	Associate Professor	221.00 AY	State	01/07/2008 - 03/31/2008	NA	Course Challenge; IST 304 & 305	Special
Cary, Phil	BEAMS; Mathematical Sciences	Associate Professor	666.00 AY	State	01/07/2008 - 05/03/2008	NA	Independent Study; IST 400; 3 cr hrs 3 students	Special
Donahue, Tim	BEAMS; Business & Economics	Associate Professor	3,987.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special
Engel, Michael	EHPCP&SW; Education	Assistant Professor	252.00 AY	State	05/19/2008 - 05/23/2008	NA	ITV Course; EDCI 414 3 sites; 1 cr hr	Special
Engel, Michael	EHPCP&SW; Education	Assistant Professor	811.00 AY	State	05/19/2008 - 05/23/2008	0.03	Summer Appointment; 2/3 tuition	Special
Fickel, Monty	BEAMS; Mathematical Sciences	Professor	725.00 AY	State	01/07/2008 - 05/03/2008	NA	Independent Study; MATH 400; 3 cr hrs 2 students; MATH 600; 3 cr hrs 1 student	Special
Fickel, Monty	BEAMS; Mathematical Sciences	Professor	5,655.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 6, 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
Fickel, Monty	BEAMS; Mathematical Sciences	Professor	1,500.00 AY	State	01/07/2008 - 05/03/2008	NA	Online Course Development; MATH 138	Special
Gardener, Clark	EHPCP&SW; Education	Professor	2,485.89 AY	State	01/07/2008 - 05/03/2008	NA	EDCI 638; Enrollment over 30	Special
Griffith, George	Arts & Sciences; English & Humanities	Professor	5,868.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Haugland, Jerry	BEAMS; Business & Economics	Associate Professor	4,068.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special
Haugland, Jerry	BEAMS; Business & Economics	Associate Professor	2,211.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment; 2/3 tuition	Special
Hinesley, Gail	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	4,500.00 AY	State	01/07/2008 - 05/03/2008	NA	Online Course Development; PSYC 541, 331, & 434	Special
Hoem, Bruce	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,198.00 AY	State	05/5/2008 - 05/30/2008	0.10	Summer Appointment	Special
Hunn, Lorie	EHPCP&SW; Education	Assistant Professor	72.60 AY	State	01/07/2008 - 05/03/2008	NA	EDUC 270; Enrollment over 30	Special
Hyer, Joel	Arts & Sciences; Social Sciences	Associate Professor	218.00 AY	State	01/07/2008 - 05/03/2008	NA	Independent Study; HIST 400; 3 cr hrs 1 student	Special
Hyer, Joel	Arts & Sciences; Social Sciences	Associate Professor	3,600.00 AY	State	05/19/2008 - 05/30/2008	0.10	Summer Appointment	Special
Hyer, Joel	Arts & Sciences; Social Sciences	Associate Professor	3,600.00 AY	State	05/05/2008 - 05/16/2008	0.10	Summer Appointment	Special
Kendrick, Roger	Arts & Sciences; Physical & Life Sciences	Instructor	3,066.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
King, Don	EHPCP&SW; Education	Professor	1,424.00 AY	State	05/05/2008 - 05/30/2008	0.03	Summer Appointment	Special
King, Don	EHPCP&SW; Education	Professor	811.00 AY	State	05/26/2008 - 05/30/2008	0.03	Summer Appointment; 2/3 tuition	Special
King, Don	EHPCP&SW; Education	Professor	811.00 AY	State	06/02/2008 - 06/06/2008	0.03	Summer Appointment; 2/3 tuition	Special
King, Don	EHPCP&SW; Education	Professor	504.00 AY	State	05/26/2008 - 06/06/2008	NA	ITV Courses; EDCI 412 & 418 3 Sites; 1 cr	Special
Koehn, James	BEAMS; Business & Economics	Assistant Professor	750.00 AY	State	03/10/2008 - 05/03/2008	NA	ITV Course; ACTG 438 3 sites	Special
Limbach, Barbara	BEAMS; Business & Economics	Professor	400.00 AY	State	04/07/2008 & 04/15/2008	NA	Workshops	Special
Limbach, Barbara	BEAMS; Business & Economics	Professor	4,389.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 6, 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
Limbach, Barbara	BEAMS; Business & Economics	Professor	800.00 AY	State	11/7/2007, 11/27/2007, 02/12/2008 & 02/20/2008	NA	Workshops	Special
Nobiling, Tracy	Arts & Sciences; Justice Studies	Associate Professor	4,518.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Novy, Laurie	Arts & Sciences; English & Humanities	Assistant Professor	3,255.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Perry, Luke	Arts & Sciences; Social Sciences	Assistant Professor	3,234.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Petersen, Ann	EHPCP&SW; Education	Associate Professor	811.00 AY	State	05/05/2008 - 05/09/2008	0.03	Summer Appointment; 2/3 tuition	Special
Petersen, Ann	EHPCP&SW; Education	Associate Professor	252.00 AY	State	05/05/2008 - 05/09/2008	NA	ITV Course; EDUC 411 3 sites; 1 cr hr	Special
Rahman, Shafiqur	Arts & Sciences; Communication Arts	Assistant Professor	3,375.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special
Ritzen, Scott	EHPCP&SW; Health, Physical Education & Recreation	Professor	2,997.00 AY	State	05/05/2008 - 05/16/2008	0.07	Summer Appointment	Special
Schaefer, G. Sandy	Arts & Sciences; Music	Associate Professor	3,828.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Schaeffer, Susan	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	552.42 AY	State	01/07/2008 - 05/03/2008	NA	COUN 536; Enrollment over 30	Special
Schaeffer, Susan	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,279.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Schaeffer, Susan	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,279.00 AY	State	05/05/2008 - 08/01/2008	0.10	Summer Appointment	Special
Squier, Charles	EHPCP&SW; Education	Assistant Professor	252.00 AY	State	05/12/2008 - 05/16/2008	NA	ITV Course; SPED 412 3 sites; 1 cr hr	Special
Squier, Charles	EHPCP&SW; Education	Assistant Professor	811.00 AY	State	05/12/2008 - 05/16/2008	0.03	Summer Appointment; 2/3 tuition	Special
Stewart, Deb	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,546.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Tucker, T. Deane	Arts & Sciences; English & Humanities	Associate Professor	7,518.00 AY	State	05/05/2008 - 05/30/2008	0.20	Summer Appointment	Special
Waldo, Jamie	BEAMS; Business & Economics	Assistant Professor	3,987.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 6, 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
Watson, George	Arts & Sciences; Justice Studies	Professor	5,400.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Waugh, Wendy	BEAMS; Business & Economics	Associate Professor	400.00 AY	State	03/18/2008 & 03/19/2008	NA	Workshops	Special
Waugh, Wendy	BEAMS; Business & Economics	Associate Professor	400.00 AY	State	02/27/2008 & 02/28/2008	NA	Workshops	Special
Waugh, Wendy	BEAMS; Business & Economics	Associate Professor	4,353.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special
Wentworth, Beth	BEAMS; Mathematical Sciences	Assistant Professor	2,344.00 AY	State	09/30/2007 - 02/26/2008	0.10	Nebraska Math Professional Development Series	Special
Wright, James	BEAMS; Business & Economics	Professor	5,290.00 AY	State	05/05/2008 - 06/27/2008	0.10	Summer Appointment	Special
Wright, Ottley	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	3,066.00 AY	State	05/05/2008 - 05/30/2008	0.10	Summer Appointment	Special
Wright, Ottley	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	1,022.00 AY	State	05/05/2008 - 05/16/2008	0.03	Summer Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 6, 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
Brown, Bevin	EHPCP&SW; Education	Adjunct	2,025.00 AY	State	01/07/2008 - 05/03/2008	0.10	Appointment	Special Appointment
Pogue, Laura	BEAMS; Business & Economics	Adjunct	2,025.00 AY	State	05/05/2008 - 06/27/2008	0.10	Appointment	Special Appointment

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Chadron State College****MEETING DATE: June 6, 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	NA	16.70 HR	Grant	10/15/2007 - 04/05/2008	0.46	Resignation	Special Appointment
Nash, Jeni	Upward Bound; Academic Advisor	NA	16.70 HR	Grant	11/14/2007 - 04/11/2008	0.46	Resignation	Special Appointment

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Chadron State College****MEETING DATE: June 6, 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
Daniels, Susan	Library; Library Assistant	NA	1,594.00 MO	State	06/04/2007 - 08/01/2008	1.00	Resignation	Specific Term - Non-Probationary
Griebel, Alicia	Library; Library Assistant	NA	1,532.00 MO	State	09/25/2006 - 05/30/2008	1.00	Resignation	Specific Term - Non-Probationary
Petersen, Brenda	Extended Campus Programs; Office Assistant II	NA	1,706.00 MO	State	10/15/2007 - 05/09/2008	1.00	Resignation	Special - Non-Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: June 6, 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
Galardi, Gregory	School of Professional Studies	Assistant Professor	\$1,200	State	03/31/08	.10 AY	Stipend, Online Course Development, CJUS 495-49A	Special
Galardi, Gregory	Director, Graduate Studies	N/A	N/A	N/A	06/30/08	N/A	Resigned	N/A
Goebel-Lundholm, Mary	School of Professional Studies	Assistant Professor	\$3,245.00	State	03/10/08-05/02/08	.10 AY	Stipend, Special Assignment	Special
Knippelmeyer, Ryan	School of Education	Instructor	N/A	N/A	End of Current Contract	1 AY	Resignation	N/A
Waln, Randy	School of Arts and Sciences	Professor	\$2,000	State	04/30/08	N/A	Stipend, Graphic Design and PSC Times Lab Supervision	Special
Zost, Greg	School of Education	Assistant Professor	\$1,200	State	03/31/08	.10 AY	Stipend, Online Course Development, EDUC 405	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: June 6, 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
Christiansen, Heath	Graphic Design Artist-Digital	N/A	\$32,715 prorated	State	03/01/08-06/30/08	1 FY	Appointment	Special
Christiansen, Heath	Graphic Design Artist	N/A	\$500/month	State	03/01/08-06/30/08	N/A	Stipend, Additional Duties	Special
Ellis, Crystal	Admissions Representative	N/A	\$27,782 prorated	State	05/01/08-06/30/08	1 FY	Appointment	Special
Johnson, Rebecca	Graphic Design Artist	N/A	\$500/month	State	03/01/08-06/30/08	N/A	Stipend, Additional Duties	Special
Wehrmeier, Jari	Admissions Representative	N/A	\$27,782 prorated	State	05/01/08-06/30/08	1 FY	Appointment	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
Roberts, Laura	School of Professional Studies	N/A	\$50/student/ cr.hr.-10 students; \$34/student/ cr.hr.-11 or more	State	05/12/08-07/05/08	.10 AY	PSYC 250-49X	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: June 6, 2008

RANKED FACULTY (SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special
Clemente, William	School of Arts and Sciences	Professor	\$4,579.43	State	05/12/08-07/05/08	.10 AY	Summer Term, ENG 203-49V	Special
Clemente, William	School of Arts and Sciences	Professor	\$4,579.43	State	05/12/08-07/05/08	.10 AY	Summer Term, ENG 203-49X	Special
Davis, Spencer	School of Arts and Sciences	Professor	\$5,492.40	State	05/12/08-07/05/08	.10 AY	Summer Term, HIST 425-02A	Special
Davis, Spencer	School of Arts and Sciences	Professor	\$5,492.40	State	05/12/08-07/05/08	.10 AY	Summer Term, HIST 114-49X	Special
Galardi, Gregory	School of Professional Studies	Assistant Professor	\$8,011.08	State	06/02/08-07/25/08	.20 AY	Summer Term, MGMT 602-49X; MGMT 602-49Y	Special
Goebel-Lundholm, Mary	School of Professional Studies	Assistant Professor	\$4,071.00	State	05/12/08-07/05/08	.10 AY	Summer Term, BUS 480-49X	Special
Gottschalk, Carrie	School of Professional Studies	Instructor	\$2,340.00	State	05/12/08-07/05/08	.10 AY	Summer Term, SOC 340-49V	Special
Grotrian, Judy	School of Professional Studies	Associate Professor	\$3,868.65	State	05/12/08-07/05/08	.10 AY	Summer Term, BUS 301-49X	Special
Hinrichs, Paul	School of Professional Studies	Associate Professor	\$4,191.98	State	05/12/08-07/05/08	.10 AY	Summer Term, MATH 120-49X	Special
Hnida, John	School of Arts and Sciences	Associate Professor	\$5,238.20	State	05/12/08-07/05/08	.13 AY	Summer Term, BIOL 130-00A	Special
Jackson, Alan	School of Professional Studies	Instructor	\$2,846.03	State	05/12/08-07/05/08	.10 AY	Summer Term, BUS 373-49X	Special
Knippelmeyer, Sheri	School of Professional Studies	Instructor	\$2,894.85	State	05/12/08-07/05/08	.10 AY	Summer Term, BUS 381-49X	Special
Long, Daryl	School of Arts and Sciences	Professor	\$2,273.40	State	06/16/08-06/19/08	.03 AY	Summer Term, ESCI 520-01A	Special
Lundak, Joel	School of Professional Studies	Professor	\$4,579.43	State	05/12/08-07/05/08	.10 AY	Summer Term, SOC/PHIL 322-49X	Special
Nevitt, James	School of Professional Studies	Associate Professor	\$3,591.00	State	05/12/08-07/05/08	.10 AY	Summer Term, PSYC 121-49X	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

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NON-RANKED FACULTY (PART-TIME / LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Effective Date	FTE	Reason for Change	Type of Appointment: Special -- * Part-Time
Feldmann, Ann	School of Education	N/A	\$50/student/ cr.hr.-10 students; \$34/student/ cr.hr.-11 or more	State	03/10/08- 05/02/08	.10 AY	EDUC 556-49W	Special, Part-time
Hoehn, Jorja	School of Education	N/A	\$50/student/ cr.hr.-10 students; \$34/student/ cr.hr.-11 or more	State	03/10/08- 05/02/08	.07 AY	PE 101-49W	Special, Part-time
Kearney, James	School of Arts and Sciences	N/A	\$50/student/ cr.hr.-10 students; \$34/student/ cr.hr.-11 or more	State	05/12/08- 07/05/08	.10 AY	HIST 411-49X	Special, Part-time
Lundholm, Robert	School of Professional Studies	N/A	\$50/student/ cr.hr.-10 students; \$34/student/ cr.hr.-11 or more	State	05/12/08- 07/05/08	.10 AY	BUS 251-49X	Special, Part-time
Popelka, Susan	School of Professional Studies	N/A	\$50/student/ cr.hr.-10 students; \$34/student/ cr.hr.-11 or more	State	05/12/08- 07/05/08	.10 AY	BUS 353-49X	Special, Part-time
Radell, David	School of Arts and Sciences	N/A	\$50/student/ cr.hr.-10 students; \$34/student/ cr.hr.-11 or more	State	05/12/08- 07/05/08	.10 AY	MATH 340-49X	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: June 6, 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.-10 students; \$34/student/ cr.hr.-11 or more	State	05/12/08- 07/05/08	.10 AY	SPCH 154-49X	Special, Part-time
Fethkenher, Larry	School of Education	N/A	\$4,650.00	State	01/07/08- 05/03/08	.60 AY	Student Teacher Supervision (revised cr.hrs.)	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: June 6, 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
Chapin, Arden	Office Assistant III	N/A	\$36,968	State	06/30/08	1 FY	Retirement	N/A
Judkins, Christian	Maintenance Repair Worker II	N/A	\$23,450	State	04/30/08	1 FY	Resignation	N/A
Streit, Andrea	Accounting Clerk II	N/A	\$20,567	State	04/30/08	1 FY	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 6, 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
Curnyn, Molly	School of Business and Technology; Computer Technology and Information Systems	Instructor	\$34,000.00 (will be adjusted to \$37,000.00 if masters degree completed by 8/22/08)	State	8/22/08 – 5/13/09	1.0	New Hire; replaces Rod Kuchta	Specific Term; Probationary, Tenure Track
Davis, Adam	School of Natural and Social Sciences; Physical Sciences and Mathematics	Assistant Professor	\$41,500.00	State	8/22/08 – 5/13/09	1.0	New Hire, replaces Anura Goonewardene	Specific Term; Probationary, Tenure Track
Diaz, Joseph	School of Natural and Social Sciences; Sociology, Psychology, Criminal Justice	Associate Professor	\$46,000.00	State	5/7/08	1.0	Resignation	Specific Term; Probationary, Tenure Track
Dorman, Sherry	School of Education and Counseling; Educational Foundations and Leadership	Interim Instructor	\$34,320.00	State	8/22/08 – 5/13/08	1.0	Interim Appointment, continuing	Specific Term; Interim
Eskay, Michael	School of Education and Counseling; Counseling and Special Education	Assistant Professor	\$41,600.00	State	5/7/08	1.0	Resignation	Specific Term; Probationary, Tenure Track
Greene, Todd W.	School of Natural and Social Sciences; Sociology, Psychology and Criminal Justice	Interim Assistant Professor	\$37,000.00	State	8/22/08 – 5/13/09	1.0	Interim Appointment to cover for Jean Karlen's phased retirement	Special; Interim
Gutshall, Elise	School of Arts and Humanities; Music	Assistant Professor	\$43,500.00	State	8/22/08 – 5/13/09	1.0	New Hire, replaces Peggy Holloway	Specific Term; Probationary, Tenure Track
Hinrichs, Andrea	School of Education and Counseling; Counseling and Special Education	Interim Instructor	\$33,000.00	State	8/22/08 – 5/13/09	1.0	Interim Appointment	Special; Interim
Irimeier, Joni	School of Education and Counseling; Educational Foundations and Leadership	Instructor	\$37,500.00	State	8/22/08 – 5/13/09	1.0	New Hire, replaces Karen Sweeney	Specific Term; Probationary, Tenure Track
Langdon, Jennifer	School of Natural and Social Sciences; Physical Sciences and Mathematics	Assistant Professor	\$42,500.00	State	8/22/08 – 5/13/09	1.0	New Hire, replaces John Fuelberth	Specific Term; Probationary, Tenure Track

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 6, 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
Mancastroppa, Roger	School of Natural and Social Sciences; History, Politics and Geography	Interim Instructor	\$32,760.00	State	8/22/08 – 5/13/09	1.0	Interim Appointment, continuing	Specific Term; Interim
Moeller, Judy	School of Education and Counseling; Educational Foundations and Leadership	Interim Instructor	\$33,343.00	State	8/22/08 – 5/13/08	1.0	Interim Appointment, continuing	Specific Term; Interim
Newcomb, Lori	School of Arts and Humanities; Language and Literature	Instructor	\$39,000.00	State	8/22/08 – 5/13/09	1.0	New Hire, replaces Katja Hawitjka	Specific Term; Probationary, Tenure Track
Roney, Janet	School of Arts and Humanities; Communication Arts	Professor	\$68,196.00	State	5/7/08	1.0	Dismissal	Specific Term; 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; rescinded	Specific; Tenured

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 6, 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
Edwards, Kim	Assistant Volleyball Coach	N/A	\$33,500.00	State/ Revenue Bond	7/1/08	1.0	New Hire; replaces Sara Horn	Specific Term; Probationary
Horn, Sara	Assistant Volleyball Coach	N/A	\$29,990.00	State/ Revenue Bond	6/30/08	1.0	Resignation	Specific Term; Probationary
Kruger, Allison	Assistant Women's Basketball Coach/Event Management	N/A	\$31,304.00	State/ Revenue Bond	4/25/08	1.0	Resignation	Specific Term; Probationary
Quist, Naoma	Learning Skills Specialist	N/A	\$30,056.00	Federal	5/31/08	.792	Retirement	Specific Term; Probationary
Smith, Alexander	Reference Librarian – Electronic Services	N/A	\$40,000.00	State	7/1/08	1.0	New Hire, replaces Maria Johnson	Specific Term; Probationary

NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Burmood, Vickie	Custodial Services Manager	N/A	\$41,216.00	State/ Revenue Bond	6/30/08	1.0	Choice to not renew	Specific Term
Kielsmeier, Chris	Head Women's Basketball Coach	N/A	\$65,000.00 + \$5,000.00 moving expenses	State	5/19/08	.92	New Hire; replaces Ryun Williams	Special
Williams, Ryun	Head Women's Basketball Coach	N/A	\$65,853.00	State	4/7/08	.92	Resignation	Specific Term

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 6, 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
Adams, Frank	Education and Counseling	Professor	\$1,582.00	State	5/5/08 – 5/28/08	n/a	NCATE report/survey release	Special
Agoumba, Darius	Physical Sciences and Mathematics	Assistant Professor	\$3,538.00	State	5/5/08 – 5/28/08	.167	CHE 305-01/02	Special
Anderson, Wayne	Art and Design	Professor	\$4,020.00	State	1/7/08 – 5/7/08	.098	Appointment, overload; due to Judith Berry's sick leave	Special
Arneson, Patricia	Business and Technology	Professor	\$561.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Arneson, Patricia	Education and Counseling	Professor	\$1,717.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Bauer, Jeffrey	Physical Sciences and Mathematics	Associate Professor	\$443.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Bertolas, Randy	History, Politics and Geography	Professor	\$885.00	State	1/7/08 – 5/7/08	.40	Appointment; overload IS/DS*	Special
Blaser, L. Kent	History, Politics and Geography	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Bohnert, David	Music	Associate Professor	\$148.00	State	1/7/08 – 5/7/08	.07	Appointment; overload IS/DS*	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,747.00	State	5/5/08 – 7/2/08	.10	BUS 222-W0	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,747.00	State	5/5/08 – 7/2/08	.10	BUS 418-W0	Special
Bruflat, Alan	Language and Literature	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Bruflat, Alan	Education and Counseling	Professor	\$1,611.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Buryanek, Donald	Technology and Applied Sciences	Assistant Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Buryanek, Donald	Continuing Education	Assistant Professor	\$4,138.00	State	5/5/08 – 7/2/08	.10	ITE 320-W1	Special
Butler, Katherine	Communication Arts	Professor	\$1,656.00	State	3/31/08 – 5/7/08	.03	Appointment; overload for five weeks	Special
Campbell, Paul	Sociology, Psychology and Criminal Justice	Professor	\$3,793.00	State	3/17/08 – 5/7/08	.085	Appointment, overload; due to resignation of Joseph Diaz	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Campbell, Paul	Sociology, Psychology and Criminal Justice	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Carrigg, Maureen	Communication Arts	Associate Professor	\$1,106.00	State	1/7/08 – 5/7/08	.27	Appointment; overload IS/DS*	Special
Christensen, Doug	Life Sciences	Associate Professor	\$12,413.00	Grant	5/5/08 – 8/15/08	.333	INBRE Grant	Special
Christensen, Linda	Education and Counseling	Associate Professor	\$1,236.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Conway, Gerald	Continuing Education	Associate Professor	\$5,408.00	State	5/5/08 – 7/2/08	.10	BUS 322-W0	Special
Conway, Gerald	Continuing Education	Associate Professor	\$5,408.00	State	5/5/08 – 7/2/08	.10	BUS 362-W0	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$3,744.00	State	5/5/08 – 5/28/08	.067	CSL 497-01	Special
Curtiss, James	Educational Foundations and Leadership	Professor	\$3,040.00	State	5/5/08 – 5/28/08	n/a	NCATE Release	Special
Dalal, Meenakshi	Business and Economics	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Dalal, Meena	Continuing Education	Professor	\$5,578.00	State	5/5/08 – 7/2/08	.10	ECO 202-W0	Special
DeBoer, Buffany	Life Sciences	Interim Instructor	\$2,433.00	State	5/5/08 – 5/28/08	.111	BIO 104-01/02	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$4,164.00	State	5/5/08 – 7/2/08	.10	BUS 308-W0	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$5,205.00	State	5/5/08 – 7/2/08	.10	BUS 620-W0	Special
Diaz, Joseph	Continuing Education	Associate Professor	\$2,865.00	State	3/14/08	.10	Resignation	Special
Dinsmore, Janice	Educational Foundations and Leadership	Assistant Professor	\$5,123.00	State	5/5/08 – 5/28/08	.10	EDU 517-H0	Special
Dixon, Pamela	Continuing Education	Assistant Professor	\$3,525.00	State	5/5/08 – 7/2/08	.10	BUS 350-W0	Special
Dixon, Pamela	Continuing Education	Assistant Professor	\$3,525.00	State	5/5/08 – 7/2/08	.10	BUS 408-W0	Special
Driewer, Carolyn	Education and Counseling	Assistant Professor	\$1,058.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Ebmeier, Sally	Education and Counseling	Instructor	\$1,003.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Elliott, Steven	Art and Design	Assistant Professor	\$2,567.00	State	1/7/08 – 5/7/08	.098	Appointment, overload; due to Judith Berry's sick leave	Special
Elliott, Steven	Art and Design	Assistant Professor	\$443.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Engbretsen, Barbara	Health, Human Performance and Sport	Associate Professor	\$443.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Evetovich, Tammy	Health, Human Performance and Sport	Associate Professor	\$0.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS* <i>[Fulfilling teaching obligation; declining payment]</i>	Special
Evetovich, Tammy	Health, Human Performance and Sport	Associate Professor	\$3,982.00	State	5/5/08 – 5/28/08	.10	PED 487/587-01	Special
Evetovich, Tammy	Continuing Education	Associate Professor	\$842.00	State	5/5/08 – 7/2/08	.10	PED 650-W0	Special
Farmer, Todd	Health, Human Performance and Sport	Assistant Professor	\$1,593.00	State	1/7/08 – 5/7/08	.37	Appointment; overload IS/DS*	Special
Farmer, Todd	Continuing Education	Assistant Professor	\$3,510.00	State	5/5/08 – 7/2/08	.10	Appointment, EDU 331-W0	Special
Farmer, Todd	Health, Human Performance and Sport	Assistant Professor	\$2,340.00	State	5/5/08 – 5/28/08	.067	PED 381-01	Special
Fuelberth, John	Physical Sciences and Mathematics	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Garvin, Sharon	Business and Economics	Assistant Professor	\$443.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Garvin, Sharon	Continuing Education	Assistant Professor	\$3,660.00	State	5/5/08 – 7/2/08	.10	BUS 240-W0	Special
Garvin, Tim	Computer Technology and Information Systems	Professor; Department Chair	\$3,006.00	State	5/5/08 – 8/21/08	n/a	Summer department chair duties	Special
Geisert, Cameron	Health, Human Performance and Sport	Assistant Professor	\$502.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Gilligan, Janet	Education and Counseling	Professor	\$1,709.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Hallgren, Kenneth	Business and Economics	Professor	\$885.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hansen, Pearl	Art and Design	Professor	\$2,172.00	State	1/7/08 – 5/7/08	.05	Appointment, overload; due to Judith Berry's sick leave	Special
Hansen, Pearl	Art and Design	Professor	\$369.00	State	1/7/08 – 5/7/08	.17	Appointment; overload IS/DS*	Special
Hansen, Pearl	Art and Design	Professor	\$7,056.00	State	5/5/08 – 5/28/08	.10	ART 325-01	Special
Hansen, Pearl	Education and Counseling	Professor	\$1,810.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Harms, Sally	Physical Sciences and Mathematics	Associate Professor	\$295.00	State	1/7/08 – 5/7/08	.13	Appointment; overload IS/DS*	Special
Harms, Sally	Education and Counseling	Associate Professor	\$1,272.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Hinnerichs, Kris	Health, Human Performance and Sport	Assistant Professor	\$1,990.00	State	5/5/08 – 5/28/08	.10	PED 275-H0	Special
Imdieke, Jack	Computer Technology and Information Systems	Professor	\$664.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Jensen, Gwen	Communication Arts	Associate Professor	\$2,938.00	State	3/31/08 – 5/7/08	.09	Appointment; overload for five weeks	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	Professor	\$811.00	State	1/7/08 – 5/7/08	.23	Appointment; overload IS/DS*	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$4,941.00	State	5/5/08 – 5/28/08	.111	PHS 102-02	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Associate Professor	\$2,544.00	State	3/17/08 – 5/7/08	.085	Appointment, overload; due to resignation of Joseph Diaz	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Associate Professor	\$443.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$502.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$2,211.00	State	5/5/08 – 5/28/08	.10	FCS 316-01	Special

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lawrence, Gloria	Continuing Education	Professor	\$1,623.00	State	3/19/08	.04	CJA 444/544-80, teaching 40% of course, due to resignation of Dr. Joseph Diaz	Special
Leeper, Mark	History, Politics and Geography	Professor	\$664.00	State	1/7/08 – 5/7/08	.30	Appointment; overload IS/DS*	Special
Leeper, Mark	History, Politics and Geography	Professor	\$4,312.00	State	5/5/08 – 5/28/08	.10	POS 444/500-01	Special
Lichty, Dennis	Continuing Education	Professor	\$4,467.00	State	5/5/08 – 6/27/08	.10	EDU 321-W0	Special
Lindberg, Judith	Technology and Applied Sciences	Professor	\$295.00	State	1/7/08 – 5/7/08	.13	Appointment; overload IS/DS*	Special
Lindberg, Judith	Technology and Applied Sciences	Professor; Department Chair	\$3,317.00	State	5/5/08 – 8/21/08	n/a	Summer department chair duties	Special
Linster, Carolyn	Graduate Studies	Director of Graduate Studies; Professor	\$5,340.00	State	5/5/08 – 8/8/08	n/a	Director of Graduate Studies release time	Special
Mancastroppa, Roger	History, Politics and Geography	Interim Instructor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Mancastroppa, Roger	Academic Affairs	Interim Instructor	\$1,890.00	State	1/7/08 – 5/7/08	n/a	First Year Experience and American Democracy Programs for Spring 2008	Special
Mancastroppa, Roger	Academic Affairs	Interim Instructor	\$5,000.00	State	5/5/08 – 8/8/08	n/a	First Year Experience and Advising Programs for Summer 2008	Special
Mancastroppa, Roger	History, Politics and Geography	Interim Instructor	\$1,327.00	State	5/5/08 – 5/28/08	.10	HIS 150-01	Special
Marek, Michael	Communication Arts	Assistant Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
McElwain, David	Communication Arts	Associate Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Meyer, Jeffrey	Health, Human Performance and Sport	Instructor	\$664.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 6, 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
Meyer, Jeffrey	Continuing Education	Instructor	\$4,119.00	State	5/7/08 – 5/23/08	.10	PED 631-W0	Special
Mudge, Marilyn	Educational Foundations and Leadership	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Mudge, Marilyn	Education and Counseling	Professor	\$1,516.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Mueller, J. Marlene	Art and Design	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Nelson, Jeryl	Continuing Education	Professor	\$4,714.00	State	5/5/08 – 7/2/08	.10	BUS 420-W0	Special
Nelson, Jeryl	Continuing Education	Professor	\$5,893.00	State	5/5/08 – 7/2/08	.10	BUS 696-W0	Special
Novotny, Jason	Continuing Education	Instructor	\$2,925.00	State	5/5/08 – 7/2/08	.10	ITE 320-W0	Special
O'Leary, Jay	Music	Professor	\$74.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Ossian, James	Educational Foundations and Leadership	Associate Professor	\$561.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Ossian, James	Education and Counseling	Associate Professor	\$1,274.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Parker, Charles	Continuing Education	Professor	\$4,374.00	State	5/5/08 – 7/2/08	.10	BUS 226-W0	Special
Parker, Charles	Continuing Education	Professor	\$4,374.00	State	5/5/08 – 7/2/08	.10	BUS 352-W0	Special
Parker, Charles	Business and Economics	Professor; Department Chair	\$2,916.00	Sate	5/5/08 – 8/21/08	n/a	Summer department chair duties	Special
Pearcy, Shawn	Life Sciences	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Pearcy, Shawn	Life Sciences	Professor	\$14,236.00	Grant	5/5/08 – 8/15/08	.333	INBRE Subgrant	Special
Peitz, David	Physical Sciences and Mathematics	Professor	\$4,741.00	State	5/5/08 – 5/28/08	.111	PHS 102-01	Special
Renzelman, John	Technology and Applied Sciences	Professor	\$1,106.00	State	1/7/08 – 5/7/08	.40	Appointment; overload IS/DS*	Special
Ronnow, Gretchen	Continuing Education	Professor	\$4,548.00	State	5/5/08 – 5/23/08	.10	ENG 150-W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 6, 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
Rump, Carl	Physical Sciences and Mathematics	Associate Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Schmitz, Janet	Language and Literature	Associate Professor	\$1,548.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$443.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$4,920.00	State	5/5/08 – 5/28/08	n/a	NENTA Release	Special
Sikich, Sharmin	Physical Sciences and Mathematics	Assistant Professor	\$737.00	State	1/7/08 – 5/7/08	.33	Appointment; overload IS/DS*	Special
Slaymaker, William	Language and Literature	Professor	\$5,135.00	State	5/5/08 – 5/28/08	.10	PHI 300-01	Special
Sweetland, Robert	Educational Foundations and Leadership	Professor	\$782.00	State	1/7/08 – 5/7/08	.30	Appointment; overload IS/DS*	Special
Sweetland, Robert	Educational Foundations and Leadership	Professor	\$5,209.00	State	5/5/08 – 5/28/08	n/a	NCATE Release	Special
Taber, Douglass	History, Politics and Geography	Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Vander Weil, Greg	Technology and Applied Sciences	Assistant Professor	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; overload IS/DS*	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$443.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$2,211.00	State	5/5/08 – 5/28/08	.10	PSY 316-01	Special
Weixelman, Joseph	Education and Counseling	Assistant Professor	\$1,050.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Whitt, Deborah	Communication Arts	Professor	\$664.00	State	1/7/08 – 5/7/08	.23	Appointment; overload IS/DS*	Special
Whitt, Deborah	Continuing Education	Professor	\$1,000.00	State	5/31/08 – 7/2/08	n/a	Appointment, Director's Fee for Costa Rica Study Abroad	Special
Whitt, Ronald	Communication Arts	Professor	\$443.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Wilcox, Daryl	Counseling and Special Education	Professor	\$689.00	State	1/7/08 – 5/7/08	.27	Appointment; overload IS/DS*	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 6, 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
Wilcox, Daryl	Education and Counseling	Professor	\$1,916.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	Special
Willis, Keith	Education and Counseling	Professor	\$1,454.00	State	5/5/08 – 5/28/08	n/a	NCATE Folio Release	SPecail
Worner, Tamara	Physical Sciences and Mathematics	Associate Professor	\$561.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Young, Todd	Physical Sciences and Mathematics	Associate Professor	\$443.00	State	1/7/08 – 5/7/08	.20	Appointment; overload IS/DS*	Special
Young, Todd	Physical Sciences and Mathematics	Associate Professor	\$6,219.00	State	5/5/08 – 5/28/08	.167	PHY 201-01/PHY 321-01	Special

* *Independent Study and/or Directed Study courses*

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 6, 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
Baker, Lynn	Educational Foundations and Leadership	Part-time	\$350.00	State	1/7/08 – 5/7/08	.017	Appointment	Special, part-time
Beair, Misty	Continuing Education	Part-time	\$2,100.00	State	5/5/08 – 6/27/08	.10	EDU 367/567-W0	Special, part-time
Bell, Kelvin	Athletics – Football	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/1/08 – 5/13/09	.25	Appointment	Special, part-time
Beyer, Patrick	History, Politics and Geography	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Brand, Dean	Health, Human Performance and Sport	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Buller, Abby	Educational Foundations and Leadership	Part-time	\$350.00	State	1/7/08 – 5/7/08	.017	Appointment	Special, part-time
Eaton, Janelle	Educational Foundations and Leadership	Part-time	\$175.00	State	1/7/08 – 5/7/08	.008	Appointment	Special, part-time
Fleming, Angela	Technology and Applied Sciences	Part-time	\$222.00	State	1/7/08 – 5/7/08	.10	Appointment; IS/DS	Special, part-time
Gamble, Robin	Health, Human Performance and Sport	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Haas, Sr., Stephen	Art and Design	Part-time	\$1,050.00	State	1/7/08 – 5/7/08	.05	Appointment; due to Judith Berry's sick leave	Special, part-time
Hasanbegovic, Mirza	Athletics – Women's Soccer	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Houghtelling, Christina	Athletics – Volleyball	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/21/08 – 5/13/09	.25	Appointment	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 6, 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
Iwen, Joan M.	Counseling and Special Education	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Karli, Alicia	Language and Literature	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Korinke, Mandi	Counseling and Special Education	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Kucera, Loren	Continuing Education	Part-time	\$2,100.00	State	5/5/08 – 7/2/08	.10	BUS 370-W0	Special, part-time
Kuhl, Stephanie	Athletics – Softball	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Lingenfelter, Michelle	Educational Foundations and Leadership	Part-time	\$350.00	State	1/7/08 – 5/7/08	.017	Appointment	Special, part-time
McLaughlin, Scott	Athletics – Football	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/1/08 – 5/13/09	.25	Appointment	Special, part-time
Meyer, Michelle	Sociology, Psychology and Criminal Justice	Part-time	\$914.00	State	3/17/08 – 5/7/08	.044	Appointment; due to resignation of Dr. Joseph Diaz	Special, part-time
Murguia, Luzelena	Language and Literature	Part-time	\$2,100.00	State	5/5/08 – 5/28/08	.10	SPA 110-01	Special, part-time
Murphy, Richard	Continuing Education	Part-time	\$2,100.00	State	5/5/08 – 5/23/08	.10	CNA 100-W0	Special, part-time
Ohm, Brenda	Educational Foundations and Leadership	Part-time	\$350.00	State	1/7/08 – 5/7/08	.017	Appointment	Special, part-time
Retzlaff, Scott	Athletics – Sports Information	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Robertson, Janice	Educational Foundations and Leadership	Part-time	\$350.00	State	1/7/08 – 5/7/08	.017	Appointment	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 6, 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
Schoenfish, Kari	Athletics – Athletic Training	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/1/08 – 5/13/09	.25	Appointment	Special, part-time
Shepherd, Patricia	Educational Foundations and Leadership	Part-time	\$350.00	State	1/7/08 – 5/7/08	.017	Appointment	Special, part-time
Stegemann, Christopher	Athletics – Athletic Training	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/1/08 – 5/13/09	.25	Appointment	Special, part-time
Triplett, Timothy	Athletics – Football	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/1/08 – 5/13/09	.25	Appointment	Special, part-time
Walkenhorst, Adam	Athletics – Baseball	Graduate Assistant	\$4,000.00 + 18 hrs. tuition waiver	State	8/22/08 – 5/13/09	.25	Appointment	Special, part-time
Williams, Kerry	Continuing Education	Part-time	\$2,100.00	State	5/5/08 – 6/27/08	.10	EDU 211-W0	Special, part-time
Worner, Greg	Technology and Applied Sciences	Part-time	\$2,100.00	State	5/5/08 – 5/28/08	.10	ITE 320-01	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 6, 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
Ell, Nicholas	Senior Resident Assistant	N/A	\$4,180.00	Revenue Bond	5/3/08	.33	Resignation	Special; part-time
Kaup, Elizabeth	Senior Resident Assistant	N/A	\$4,180.00	Revenue Bond	5/3/08	.33	Resignation	Special; part-time
Miller, Jacob	Senior Resident Assistant	N/A	\$4,035.00	Revenue Bond	5/3/08	.33	Resignation	Special; part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 6, 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
Ahmann, Nancy	Office Assistant II (Records and Registration Office)	N/A	\$1,825.18/mo.	State	4/14/08	1.0	Resignation	Non-probationary
Ahmann, Nancy	Office Assistant II (Admission's Office)	N/A	\$1,825.18/mo.	State	4/15/08	1.0	New Hire; replaces Cindy Sperry	Probationary
Backstrom, Virginia	Office Assistant II	N/A	\$2,748.01	State	10/21/08	1.0	Resignation; Early Retirement Incentive Program	Non-probationary
Franzen, Cindy	Academic Records Clerk (Records and Registration Office)	N/A	\$1,773.71/mo.	State	4/14/08	1.0	Resignation	Non-probationary
Franzen, Cindy	Office Assistant II (Records and Registration Office)	N/A	\$1,791.30/mo.	State	4/15/08	1.0	New Hire; replaces Nancy Ahmann	Probationary
Hart, Britney	Accounting Clerk I	N/A	\$1,547.70/mo.	State	4/21/08	1.0	New Hire; replaces Melissa Eischeid	Probationary
Heikes, Lacey	Office Assistant II	N/A	\$1,950.28/mo.	State	5/2/08	1.0	Resignation	Non-probationary
Olson, Renée	Academic Records Clerk	N/A	\$1,586.00	State	5/19/08	1.0	New Hire; replaces Cindy Franzen	Probationary
Owens, Charles	Custodian	N/A	\$1,474.00/mo.	Revenue Bond	4/16/08	1.0	Termination; not in good standing	Probationary
Sperry, Cindy	Office Assistant II	N/A	\$1,704.00/mo.	State	3/19/08	1.0	Termination; not in good standing	Probationary
Weldon, Kevan	Custodian	N/A	\$1,474.00/mo.	Revenue Bond	5/5/08	1.0	New Hire; replaces Charles Owens	Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 6, 2008

NON-UNIONIZED SUPPORT STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Burke, Kathy	Office Assistant I	N/A	\$390.32/mo.	State	5/15/08	.25	Salary adjustment from .725 FTE to .25 FTE	Part-time
Weldon, Kevan	Custodian	N/A	\$737.00/mo.	State	3/18/08	.50	New Hire, replaces David Dunn	Part-time
Weldon, Kevan	Custodian	N/A	\$737.00/mo.	State	5/2/08	.50	Resignation	Part-time

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Final Round Approval of Deletion of Board Policy 5111; Tenure Recommendations Procedure; Faculty

Priority: Educational Excellence Throughout the System

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

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

The language from this policy has been included in the revised Board Policy 5014 (page 4 of 5). The System Office recommends that 5111 be deleted.

1.2.-2

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 1 of 1

BOARD POLICY

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

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

Policy Adopted: 6/5/93
Policy Revised: 6/10/04
Policy Revised: 6/2/06
~~Policy Deleted: 6/6/08~~

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Final Round Approval of Deletion of Board Policy 5112; Granting of Tenure; Faculty

Priority: Educational Excellence Throughout the System

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

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

Terms governing faculty tenure are contained in the SCEA Bargaining Agreement. This Board Policy is duplicative. The System Office recommends that this policy be deleted.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 5112 Granting of Tenure; Faculty****Page 1 of 3****BOARD POLICY****The Award of Tenure**

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

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

~~Tenure to an academic unit is awarded by the college President following peer review and recommendations submitted on March 15th by the appropriate Dean and the Academic Vice President. Tenure review will include a provision for peer review, appropriate administrative review and recommendations, and the opportunity for a faculty member to provide appropriate material to support the application.~~

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

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

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

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

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

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 5112****Granting of Tenure; Faculty****Page 2 of 3**

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

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

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

~~Service Requirements for Tenure Eligibility~~

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

- ~~a) — The normal time a faculty member with no prior service credit may apply for tenure is in the sixth year of full time service to the institution. Following campus review procedures and favorable campus recommendations, tenure shall be awarded with the seventh contract.~~
- ~~b) — Newly hired faculty members who have served in an untenured rank position of Assistant Professor or above at regionally accredited institutions of higher education may be given up to three years of prior service credit toward the probationary period of six years. The prior service credit must be agreed to in writing at the time of employment. Such faculty will be reviewed for tenure when the combined prior service credit and the years of continuous service to the institution equals six years. Eligibility for a tenured appointment will be with the issuance of the seventh contract including the years of credit for prior service.~~
- ~~c) — Newly hired faculty members who have previously attained tenure at another regionally accredited institution of higher education may be granted up to four years of full time credit for the prior tenured service. Prior credit for tenured service at the rank of Assistant Professor or higher may be granted toward acquiring continuous tenure status by agreement among the faculty member, the academic unit chairperson, the dean, the academic vice president and the campus President. Probationary credit for prior tenured service must be agreed to in writing between the faculty member and the President prior to the initial appointment at the institution.~~

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5112 Granting of Tenure; Faculty

Page 3 of 3

~~Terminal Contract for Failure to Achieve Tenure~~

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

~~Tenure Recommendations~~

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

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

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

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

Policy Adopted: 6/5/93
Policy Revised: 4/1/99
Policy Revised: 6/10/04
Policy Revised: 6/2/06
Policy Deleted:

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Final Round Approval of Deletion of Board Policy 5113; Promotion Criteria and Process; Faculty

Priority: Educational Excellence Throughout the System

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

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

Terms governing faculty promotion are contained in the SCEA Bargaining Agreement. This Board Policy is duplicative. The System Office recommends that this policy be deleted.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 5113****Promotion Criteria and Process; Faculty****Page 1 of 3****BOARD POLICY****Procedure for Promotions**

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

Educational and Service Criteria for Promotions

The Criteria to be used are as follows:

~~a) Professor~~

- ~~1) An earned Doctorate, or other appropriate terminal degree.~~
- ~~2) Ten years of experience at the college level with a minimum of five continuous years of service to the college at rank of Associate Professor is required. For example, an applicant may apply for promotion to the professor rank in his or her tenth year of experience at the college level, and be awarded the promotion, if granted, at the beginning of the eleventh year, assuming five continuous years of service to the college has been completed prior to the award. (Continuous service includes periods of leave paid by the institution and temporary non-teaching assignments that a faculty member may be requested to perform.)~~

~~b) Associate Professor~~

- ~~1) An earned Doctorate, or other appropriate terminal degree.~~
- ~~2) Five years of experience at the college level including credit for prior service which was agreed to in writing prior to initial appointment and a minimum of three years of continuous service to the college at rank of Assistant Professor is required. For example, the earliest an eligible faculty member may apply for promotion to the Associate Professor rank is in the third year of service to the college provided two years of credit for prior service was agreed to in writing prior to the initial appointment. In this instance, the promotion award would be granted at the beginning of the faculty member's fourth year of service to the college and sixth year of experience at the college level.~~

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5113 Promotion Criteria and Process; Faculty

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~~e) Assistant Professor~~

~~1) A terminal degree, or in academic disciplines where significant work experiences are essential for classroom performance, such as education, computer science, and business accounting, and earned Master's degree followed by thirty (30) semester hours of study applicable toward an advanced degree, or equivalent outstanding achievement in the appropriate field.~~

~~2) A minimum of three years of continuous service to the college at rank of instructor is required.~~

~~d) Instructor~~

~~1) An earned Master's degree, or equivalent outstanding achievement in the appropriate field.~~

~~2) In rare and unusual circumstances, individuals with outstanding achievement and eminence, but without the required educational and service requirements, may be considered for appointment to an academic rank.~~

~~Criteria for Calculating Credit for Prior Experience~~

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

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

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

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

~~Performance Criteria for Promotions~~

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

~~The Performance Criteria to be used are as follows:~~

~~a) Demonstrated ability to teach and contribute to students' academic growth and development.~~

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5113

Promotion Criteria and Process; Faculty

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~~e) Service to college, institution, community, and profession.~~

~~d) Professional growth.~~

~~e) Collegial relationships.~~

Promotion Process

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

~~a) Include provision for peer review.~~

~~b) Include provisions for student evaluation of faculty.~~

~~c) Include the opportunity for faculty members to provide appropriate material to support the application.~~

~~d) Include the appropriate administrative review and recommendations.~~

~~e) State clearly that the Educational Criteria for rank promotion are minimums only, and in addition to meeting the Educational Criteria, faculty members must provide evidence of achievement that meets the Performance Criteria.~~

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

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

~~A copy of the rank promotion procedures for each College will be placed on file with the Chancellor.~~

Effective Date of Promotions

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

Policy Adopted: 1/28/77
Policy Revised: 4/28/78
Policy Revised: 3/3/89
Policy Revised: 6/5/93
Policy Revised: 4/1/99
Policy Revised: 6/10/04
Policy Revised: 6/2/06
~~Policy Deleted: 6/6/08~~

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Final Round Approval of Deletion of Board Policy 5205; Termination of Appointments Prior to Expiration of the Stated Term; Faculty and Professional Staff

Priority: Educational Excellence Throughout the System

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

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

The key language of this policy has been included in the revised Board Policy 5014. The System Office recommends that this policy be deleted.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5205 Termination of Appointments
Prior to Expiration of the Stated Term;
Faculty and Professional Staff**

BOARD POLICY

~~Terminations of faculty and professional appointments prior to expiration of the stated term of employment shall be conducted in accordance with the following principles:~~

- ~~1. **Special Appointment:** A "Special Appointment" may be terminated prior to the expiration of the stated term, or with less than 90 days notice by the Board if no term is stated, only for adequate cause, retirement for age or disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigency. The Chancellor or President, as appropriate, shall be empowered to approve appeal and grievance procedures that will ensure professional staff have rights in accordance with Board Policies 5014, 5203 and 5302.~~
- ~~2. **Appointment for a Specific Term (Term Appointment):** An "Appointment for a Specific Term" may be terminated prior to expiration of the stated term only for adequate cause, retirement for age or disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigency. Before any termination for cause may occur, it shall be necessary to submit the matter to a grievance committee in the manner provided in Board Policies 5203, 5302 and 5303.~~
- ~~3. **Probationary/Tenure Track Appointment:** A "Tenure Track Appointment" may be terminated prior to expiration of the stated term only for adequate cause, retirement for age or disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigency. Before any termination for cause may occur, it shall be necessary to submit the matter to the Academic Freedom and Tenure Committee, Faculty Grievance Committee, or Professional Conduct Committee, whichever is appropriate, in the manner provided in Board Policy 5110, 5201, 5204 or 5300.~~
- ~~4. **Tenured Appointment:** A "Tenured Appointment" may be terminated only for adequate cause, retirement for age or disability, or for reasons of financial exigency, program reduction, curtailment or discontinuance. Before any termination for cause may occur, it shall be necessary to submit the matter to the Academic Freedom and Tenure Committee, Faculty Grievance Committee, or Professional Conduct Committee, whichever appropriate, in the manner provided in Board Policies 5201, 5204, 5110 or 5300.~~

Policy Adopted: 6/5/93
Policy Revised: 3/11/94
Policy Revised: 9/15/06
Policy Deleted: 6/6/08

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Final Round Approval of Deletion of Board Policy 5400; Retirement Age and Date; State College Employees

Priority: Educational Excellence Throughout the System

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

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

Detailed retirement information is included in Board Policy 5405 and 5406. The System Office recommends that this policy be deleted.

1.6.-2

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5400 Retirement Age and Date;
State College Employees**

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BOARD POLICY

~~In accordance with the federal Age Discrimination in Employment Act, age-based mandatory retirement in the State College System, with the exception of tenured faculty, is prohibited.~~

~~Employees may retire at age 55 after ten years of service with the State College System with earned annuity benefits computed on an actuarially equivalent basis. An employee also may be retired because of physical or mental disability that prevents such employee from satisfactorily performing work, such disability to be determined by resolution of the Board.~~

Policy Adopted: 2/7/83
Policy Revised: 9/18/87
Policy Revised: 6/5/93
Policy Deleted: 6/6/08

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Final Round Approval of Changes to Board Policy 5405; Retirement Plan; State College Employees

Priority: Educational Excellence Throughout the System

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

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

Only one of the proposed changes is substantive, the remaining changes consist of minor cleanup revisions. The substantive change is found near the bottom of the first page where a full paragraph is deleted.

Due to the administrative burdens and complex regulatory requirements, the System Office has not allowed new supplemental annuity plans through payroll reductions for several years. Deleting this paragraph does not change an employee's ability to participate in other supplemental annuity plans on their own, outside of NSCS oversight.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;
State College Employees**

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BOARD POLICY

It is the policy of the Board that the retirement program is and shall be consistent with state and federal regulations.

Participation, Annuity

~~It shall be the policy of the Board~~ The Board ~~shall to~~ provide participating plans for retirement annuities for all full-time employees of the Nebraska State College System. All plan assets shall be held in an annuity, or a trust or custodial account, for the exclusive benefit of plan participants. The Board ~~approves the policy of establishing shall provide such~~ retirement benefits through the Teachers Insurance and Annuity Association of America and the College Retirement Equities Fund (TIAA/CREF). Old Age and Survivors Insurance of the Social Security Administration shall be a part of the plan of retirement benefits.

The State Colleges are authorized to enter into, on behalf of the Board, contracts with ~~State College~~ employees providing for the purchase of such retirement annuity contracts under the provisions of the Technical Amendments Act of 1958 to the Internal Revenue Code, as amended; ~~such e~~Contracts with the State College employees shall provide that the accounts contributed by the State Colleges for such retirement annuity contracts shall be contributed as a result of an agreement of the employee to take a reduction in salary, or to forego an increase in salary, but only to the extent that such amounts are earned, or would be earned by the employee after the agreement becomes effective; ~~s~~Such an agreement must be legally binding and irrevocable with respect to amounts earned while the agreement is in effect and shall, in all other respects, conform with the applicable provisions of the Internal Revenue Code, as amended; ~~t~~The right of employees to such retirement annuity contracts shall be non-forfeitable, except for failure to pay future premiums; and such retirement annuity contracts shall be non-transferable.

Primary, and Secondary ~~and Supplemental Annuity~~ Plans

A primary retirement plan intended to constitute an eligible deferred compensation plan as set forth in Internal Revenue Code (Code) Section 403(b) shall be provided for all full-time employees of the Nebraska State College System. Participation in the 403(b) Plan is mandatory as set forth in the section below relating to Eligibility for Participation in the Primary Retirement Plan.

A secondary retirement plan intended to constitute an eligible deferred compensation plan within the meaning of Section 457 of the Code, as amended, shall be offered all full-time employees of the Nebraska State College System. Participation in the 457(b) Plan is voluntary as set forth in the section below that outlines Eligibility for Participation in the Secondary Retirement Plan. The 457(b) Voluntary Deferred Compensation Plan shall be secondary to and a supplement for the primary 403(b) Retirement Plan.

~~Other Supplemental annuity plans are allowed if not sold on state property or during office hours and paid for entirely by the employee, and if ten or more petition for any such plan, and if the plan is set up in the NEIS system which requires 100 participants.~~

Eligibility for Participation in the Primary Retirement Plan 403(b)

1. Employees eligible for participation are any active employee of the State College System whose employment status is full-time. Full-time for faculty employees shall mean carrying a "full-time load," as defined by the College, for the regular academic year. Full-time for all other employees will consist of working full-time, as defined by the College, for the regular academic year or at least three-fourths time over a twelve month period.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;
State College Employees**

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2. All eligible employees will begin participation in this retirement plan on the first day of the month coinciding with or next following the attainment of age 30. During required participation, employees are not permitted to switch from salary reduction (pre-tax) to salary deduction (after tax) at any time. Therefore, salary reduction is to be used exclusively. As a result, the mandatory employee contribution will be treated as an employer contribution for calculation purposes and will not be subject to the employee elective deferral limit. Furthermore, during voluntary employee participation, those voluntary employee contributions will be subject to the limits under 402(g), the employee elective deferral limit, in addition to the 403(b) maximum exclusion allowance, and the 415 limits.
3. All eligible employees may begin participation in this retirement plan on the first day of the month coinciding with or next following the second anniversary of their employment and the attainment of age 25. Eligible employees under age 30 may count toward the required service period any prior service with a related educational institution or organization.

Contributions for Primary Retirement Plan (403(b))

The Board shall have power, in its discretion, to provide retirement benefits for ~~present and future~~ employees of the Board, subject to the following:

1. The cost of such retirement benefits shall be funded in accordance with sound actuarial principles with the necessary contributions for both past service and future service being treated in the budgets in the same way as any other operating expense~~;~~
2. The maximum state contribution under such retirement plan shall not exceed the sum of:
 - a. the percentage approved by the Board of each employee's salary or wage earnings for any calendar year before any agreement for reduction of salary or wage earnings~~;~~ and~~;~~
 - b. pursuant to an agreement for reduction of salary or wage earnings, the amount of the reduction of salary or wage earnings~~;~~
3. Each employee's contribution shall at least equal the state contribution to any such retirement fund but shall not exceed six (6) percent of each ~~State College~~ employee's salary or wage earnings for any calendar year and shall be calculated before any agreement for any reduction of salary or wage earnings, provided that in lieu of making such contribution, each such employee shall enter into an agreement for reduction of salary or wages in an amount equal to such employee's contribution for the purchase by the Board of an annuity contract for such employee, under the provisions of the Technical Amendments Act of 1958 to the Internal Revenue Code, as amended~~;~~ and~~;~~
4. The retirement benefits of any employee for service prior to the effective date of any retirement plan established under the provisions of this section shall be those provided under the retirement plan now in force which benefits shall not be abridged.
5. Each participant in this primary retirement plan and each ~~State College~~ shall make contributions under the retirement plan on a monthly basis during the years of participation, except for months in which no salary is paid, in accordance with the following schedule:

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;
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(Contributions as a Percent of Total Salary to Primary 403(b) Plan)

Participant Contribution (salary reduction only)	State College Contribution	Total Contribution
6.0%	8.0%	14.00% effective July 1, 2005

- Each participant in this retirement plan who elected the 4.5% contribution rate under the previous plan will have an opportunity to elect the 6.0% contribution rate under this revised plan, but may choose to remain at the previous 4.5% level. ~~As of January 1, 1990 all newly hired or rehired eligible employees shall be required to contribute at the 6.0% level, beginning with the effective revision date of this retirement plan.~~
- Under no circumstances or conditions will any contribution of the ~~State~~ Colleges revert to, be paid to, or insure to the benefit of, directly or indirectly, the ~~State~~ Colleges. However, if contributions made by the ~~State~~ Colleges were based on mistake of fact, such contributions may be returned to the ~~State~~ Colleges within one year of the date on which the contribution was made.

Eligibility for Participation in the Secondary Retirement Plan 457(b)

- ~~All e~~Employees who are participants in the primary 403(b) retirement plan are eligible to participate on a voluntary basis in the secondary 457(b) retirement plan.
- To participate in the secondary plan, each eligible employee shall complete and return the applicable forms, including a Voluntary Salary Deferral Agreement, to ~~the College his or her respective~~ benefits office. Enrollment shall be effective on or after the first day of the month following the date the enrollment forms are properly completed by the employee, including the Voluntary Salary Deferral Agreement, and approved by the employer or its designee.

Contributions for Secondary Retirement Plan 457(b)

- The employer will not make any non-elective or matching contributions to the Nebraska State College 457(b) Voluntary Deferred Compensation Plan. This ~~P~~plan will accept only elective deferrals made to the ~~P~~plan by the eligible employee.
- Starting the effective date of this ~~P~~plan, and in accordance with the Economic Growth and Tax Relief Reconciliation Act of 2001, the Board will permit eligible state college employees to participate simultaneously in both the primary 403(b) and secondary 457(b) retirement plans.
- The 457 (b) Voluntary Deferred Compensation ~~p~~Plan is an elective salary reduction plan that permits employees who participate to supplement their primary 403(b) plan and Social Security benefits by setting aside an additional portion of their salary on a before-tax basis. Any such elective deferral of salary may be made up to the maximum amount permitted by law provided the employee agrees to voluntarily defer a minimum of twenty-five dollars (\$25) per pay period.
- Participants in ~~thi~~se ~~P~~plan do not pay any federal income taxes on the amounts they contribute, or on any earnings on the amount they contribute, until the funds are withdrawn at retirement.
- A participant shall be fully vested at all times in his or her accrued benefits under this ~~P~~plan. Such accrued benefits shall be non-forfeitable at all times.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;
State College Employees**

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6. ~~Employees~~~~A participant~~ may elect to change ~~their~~~~his or her~~ Elective Deferral Rate with respect to future contributions by submitting a new properly executed Voluntary Salary Deferral Agreement to the employer. Such change shall take effect as soon as administratively practicable but not earlier than the first pay period commencing with or during the first month following receipt by the employer of such Voluntary Salary Deferral Agreement.
7. ~~A participant~~~~Employees~~ may terminate ~~his or her~~~~their~~ election to have compensation deferred in this ~~P~~plan by so notifying the employer or its designee in writing. Such termination shall take effect as soon as administratively practicable, but not earlier than the first pay period commencing with or during the first month following receipt by the employer of satisfactory written notice of such revocation.
8. To the extent permitted by law, transfers may be made to this 457(b) Plan from any other eligible deferred compensation plan maintained by a State, political subdivision of a State or any agency or instrumentality of a State or political subdivision of a State. Such funds shall be accepted and fully vested and nonforfeitable at all times.
9. To the extent permitted by ~~law~~~~the plan~~, rollovers to the ~~P~~plan are permitted.

Cashability Option for Primary and Secondary Retirement Plans

1. Upon termination of employment, an employee can elect to make cash withdrawals up to the entire amount of the CREF accumulation under the Board TIAA/CREF Primary 403(b) Retirement Plan. TIAA Traditional Account cash withdrawals can be made in accordance with the investment options withdrawal rules that currently allow substantially equal payments over a ten-year period.
2. Full or partial cash withdrawals upon severance from employment can also be made under the Board TIAA/CREF Secondary 457(b) Plan.

Distribution Options for Primary and Secondary Retirement Plans

~~Participants~~~~Employees~~ who sever their employment within the State College System may make an immediate and binding election with respect to how they will take their distribution when they retire, or they may defer their decision until they are ready to retire, as permitted by law. Participants in both the primary and secondary retirement plans must begin taking a distribution by the April 1st of the year following the year in which he or she attains age 70 1/2 or retires, whichever is later.

A variety of payment options are available under the TIAA/CREF Primary 403(b) and Secondary 457(b) plans, including but not limited to:

- Lifetime annuity income
- Fixed-period annuity (5 to 30 years)
- Minimum distribution option (MDO)
- Full or partial cash withdrawals
- Systematic withdrawals, and
- Interest payment Retirement Option (IPRO)

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5405 Retirement Plan;
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Investment Options for Primary and Secondary Retirement Plans

The Nebraska State Colleges TIAA/CREF Retirement Plans offer employees a variety of investment options. An ~~employee participant~~ may request that amounts contributed to either ~~P~~plan on his or her behalf be allocated among the available Investment Options established under the ~~P~~plans. Following the initial allocation request at the time of enrollment, the investment allocation request shall remain in effect for all subsequent contributions until changed by the ~~employee participant~~. An ~~employee participant~~ may change his or her investment allocation by submitting a written request to the ~~E~~mployer or its designee on such form as may be required by the ~~E~~mployer. Such change shall become effective as soon as administratively feasible after the ~~E~~mployer or its designee receives a satisfactory written request.

The TIAA Traditional Annuity and the TIAA Real Estate account plus CREF Stock, Money Market, Bond Market, Social Choice, Global Equities, Equity Index, Growth Account and Inflation-Linked Bond Accounts offer 403(b) Plan participants flexibility in managing their retirement accumulations.

~~Employees participating Participants~~ in the 457(b) Voluntary Deferred Compensation Plan are able to allocate their contributions among TIAA-CREF accounts from five different asset classes, including equities, real estate, a balanced account, fixed income account, and a guaranteed account. As additional options become available and are announced by TIAA/CREF, they ~~shall~~may be added to the Nebraska State College Retirement Plans.

Transfer Policy

This plan does not permit transfers of retirement accumulations to investment accounts other than TIAA/CREF.

~~Questions~~Financial Advice or Retirement Counseling

~~Details of participation, current rates of withholding, retirement age, etc., are available in the current retirement plan agreement, copies of which are available in the Chancellor's office and each Colleges' Human Resource Director's office.~~

Any questions about the Retirement Plan or any requests for financial advice or retirement counseling, should be directed to TIAA/CREF.

Social Security

~~All e~~mployees ~~of the State Colleges~~ are entitled to benefits provided under the Social Security Act, subject to whatever conditions may be applied by the State of Nebraska or the United States government.

Retirement Age

~~Early r~~Retirement is permitted when employment ceases on or after attainment of age 55. ~~Normal retirement is the last day of the fiscal year in which age 65 is attained. Age based mandatory retirement is prohibited.~~

~~Details of participation, current rates of withholding, retirement age, etc., are available in the current retirement plan agreement, copies of which are available in the offices of the Chancellor and College Presidents.~~

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5405

**Retirement Plan;
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Legal Reference: RRS 85-195

University of Nebraska; State Colleges; Department of Public Institutions;
retirement annuity contracts; purchases

RRS 85-320

State colleges; retirement plan, establishment; terms; investment of funds

Policy Adopted: 1/28/77

Policy Revised: 8/4/79

Policy Revised: 2/7/83

Policy Revised: 9/18/87

Policy Revised: 12/8/89

Policy Revised: 6/5/93

Policy Revised: 5/8/96

Policy Revised: 8/29/97

Policy Revised: 4/1/99

Policy Revised: 4/9/02

Policy Revised: 2/10/05

Policy Revised: 9/15/06

Policy Revised:

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Final Round Approval of Changes to Board Policy 2510; Mission Statement

Mission: The Nebraska State Colleges offer high quality, accessible undergraduate degrees, graduate degrees, and programs that serve the state, benefit individuals, and promote the public good.

The changes to Board Policy 2510 reflect the mission statement, core values and vision statement adopted April 2007 by the Board of Trustees as a part of the Strategic Plan.

A copy of the proposed changes to Board Policy 2510 is attached.

MISSION STATEMENT

The Nebraska State College System serves our students, communities and state by providing high quality, accessible educational opportunities. ~~-, with campuses at Chadron, Peru and Wayne, offers high quality educational services at reasonable cost in small residential settings emphasizing close student faculty interaction. The System has extended its tradition of service to rural Nebraska by identifying each of the State Colleges as regional service centers, charging them with the role of enhancing the quality of life and assisting with the development of their region's communities through the delivery of public service activities and programs.~~

~~Each college provides a base for holistic student development encompassing intellectual exploration, freedom of inquiry, affective development and personal responsibility as a foundation for all programs. The liberal studies programs develop student competencies in communication skills, analytical and quantitative reasoning, the use of technology, appreciation of the arts and literature, democratic and human values, scientific and environmental understanding, and global and cultural awareness.~~

~~The Nebraska State College System has as its first priority the development of the student in both academic and social areas, through a commitment to exemplary teaching and programs. The Colleges support a successful collegiate experience for traditional, nontraditional and at risk students by encouraging faculty student interaction outside the classroom, and through peer and professional counseling services. In addition, quality off campus course work is offered to allow place bound students the opportunity for personal and professional development.~~

~~Quality teaching and research are mutually inclusive activities, and appropriate faculty and staff research is strongly encouraged.~~

~~Public service has been central to the mission of the State Colleges. In essence, the institutions are partners in the development of the intellectual, cultural, and economic life of their service regions.~~

~~Institutional assistance in economic development is first and foremost based upon excellence in preparation of the regions' human resources. Additional emphasis is placed upon community leadership development, management training, business and industrial technical assistance, and the establishment of partnerships with business and industry for applied research and specific economic development projects.~~

~~The Nebraska State College System promotes equal opportunity, practices affirmative action, and works to foster cooperative educational services with the University of Nebraska system, the community colleges, and the independent colleges and universities in the state.~~

CORE VALUES

Provide a safe, stimulating, caring, and enriching learning experience.

Meet the changing needs of our students and the state.

Assure financial, programmatic, and geographic access to NSCS institutions.

Maintain affordable tuition and fees.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 2510 Mission Statement, Core Values,
and Vision Statement****Page 1 of 21**

Provide opportunities for applied research.

Foster cooperative ventures among NSCS institutions and other agencies and organizations.

Emphasize participation in public service and service learning.

Recruit and retain quality faculty and staff.

VISION STATEMENT

Chadron State College, Peru State College, and Wayne State College, along with the System Office and the Board of Trustees constitute the Nebraska State College System.

Working together with a unity of purpose:

We will become a premier system of state colleges that will be recognized as centers for intellectual growth, cultural enlightenment, and economic development.

We will serve as a model of collaborative educational excellence, setting standards for strengthening individuals and communities through knowledge, service, leadership, and global understanding.

Policy Adopted: 6/5/93
Policy Revised: 6/6/08

Enrollment & Marketing Committee

*Michelle Suarez, Chair
Floyd Vrtiska
Amanda Gehle*

June 6, 2008

ACTION: Final Round Approval of Changes to Board Policy 3401; Non-Resident Scholars

Priority: Financial Strength of the System
Goal: 3. Increase enrollment and retention
Strategy: b. Increase number of students in residential housing
e. Increase number of out-of-state students

Currently, the Nebraska State College System offers both the Non-Resident Scholars Program provided through Policy 3401 and the Student Opportunity Award provided through Policy 3403. Both programs offer the same special tuition rate to out-of-state students, yet have different criteria and names. This is confusing to students, parents and guidance counselors.

The changes to Policy 3401 combine both programs. The Non-Resident Scholars Program name and special tuition rate are retained, but the academic requirements have been changed to that of the Student Opportunity Award. Offering these scholarship opportunities through one program will allow a consistent message to be delivered to students and parents.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3401

Non-~~R~~resident Scholars Program

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BOARD POLICY

The Board has authorized a special Non-Resident Scholars tuition rate for qualifying nonresident students attending the member institutions of the Nebraska State College System. This program will be known as the Non-Resident Scholars Program. scholars enrolled full or part time. Entering freshmen must have ranked in the upper quartile of their high school class, or have a cumulative 3.25 GPA, or have a 25 ACT or 1130 cumulative SAT. Transfer students are required to hold a 3.0 cumulative GPA from previous college work. The program will be available to qualified non-resident students seeking admission to Chadron, Peru or Wayne State College.

~~To continue in the program, undergraduate students are required to maintain a cumulative 3.0 GPA.~~

~~The purpose of this program is to increase access within the Nebraska State College System for out-of-state students. The program is intended to increase residence hall occupancy and facility utilization. Entering graduate students must have a cumulative GPA of 3.5 for all previous work attempted at all colleges attended prior to their enrollment at a Nebraska State College. To continue in the program, graduate students are required to maintain a 3.5 cumulative GPA.~~

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

Academic requirements:1. Freshman

- a. Must score a 22 ACT or 1530 SAT or above, or
- b. Must be in the upper half of their high school graduating class, or
- c. Must have a minimum high school cumulative GPA of 3.25 on a 4.0 scale.
- d. To continue in the program, students are required to maintain a cumulative 3.0 GPA.

2. Transfer Students

- a. Must have a 3.0 cumulative GPA for all previous work attempted at all colleges attended.
- b. To continue in the program, transfer students are required to maintain a cumulative 3.0 GPA.

3. Entering Graduate Students

- a. Must have a cumulative GPA of 3.5 for all previous work attempted at all colleges attended.
- b. To continue in the program, graduate students are required to maintain a 3.5 cumulative GPA.

History: The Chadron State College ~~N#on-#R~~resident ~~S~~scholars ~~P~~program was implemented during the 1988-89 academic year. The Peru State and Wayne State College programs were initiated in 1990-91.

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

Policy Adopted: 1/28/77
Policy Revised: 2/7/83
Policy Revised: 10/16/86
Policy Revised: 6/5/93
Policy Revised: 3/11/94
Policy Revised: 11/13/01
Policy Revised: 4/9/02
Policy Revised: 9/17/04
Policy Revised: 6/6/08

Enrollment & Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Amanda Gehle

June 6, 2008

ACTION: Final Round Approval of Deletion of Board Policy 3403; Student Opportunity Award

Priority: Financial Strength of the System
Goal: 3. Increase enrollment and retention
Strategy: b. Increase number of students in residential housing
e. Increase number of out-of-state students

The changes to Policy 3401 reflect the decision to combine the Non-Resident Scholars Program and the Student Opportunity Award into one scholarship program. As a result, the System Office recommends that Policy 3403 can be deleted.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3403 Student Opportunity Award

Page 1 of 1

BOARD POLICY

~~The State Colleges are authorized to implement a program for the primary purpose of increasing student diversity on campus. In addition to enriching the cultural diversity of the student population by providing access to higher education for out of state students, the program is intended to increase dormitory occupancy and facility utilization on each campus.~~

~~Known as the Student Opportunity Award Program, the program will present an alternate tuition plan for non-resident students attending Nebraska State Colleges. Students qualifying for this program will have their non-resident tuition reduced to a level equivalent to the current in-state or resident tuition.~~

~~The program will be available for qualified non-resident students seeking admission to a Nebraska State College.~~

~~The program will utilize the current approach outlined in Board Policy 3401 for Non-Resident Scholars, with the following exceptions:~~

~~In order to participate, non-resident students in the Student Opportunity Award Program are required to meet certain academic standards:~~

- ~~1) For entering freshmen, a 22 ACT or 1030 SAT.~~
- ~~2) For entering freshmen, the upper half of their high school graduating class.~~
- ~~3) To continue in the program, students will be required to maintain a cumulative 3.0 GPA.~~
- ~~4) Transfer students will be required to have a 3.0 cumulative GPA for all previous college work.~~
- ~~5) To continue in the program, transfer students will be required to maintain a cumulative 3.0 GPA.~~

Legal Reference: RRS 85-504
RRS 85-501

Policy Adopted: 4/9/02
Policy Revised: 6/9/05
Policy Deleted: 6/6/08

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

ACTION: Approve the Depositories and Signatories Submitted by the Colleges

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

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

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

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

Chadron State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1.11.-2

Peru State College

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Wayne State College

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

ACTION: Final Round Approval of Board Policy 8005; Trespassing

Core Value: Provide a safe, stimulating, caring, and enriching learning experience.

Board Policy 8005 describes the limitations of visits by the general public to the NSCS campuses.

This new policy explains that campus visitation by the general public, while typically encouraged, may be limited or restricted within certain buildings and under certain conditions. The policy also recognizes the college's ability to ban individuals from certain parts of or all college property as deemed appropriate by the President or other authorized college personnel.

Attached is a copy of Policy 8005.

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8005 Trespass; Policy and Procedure

Page 1 of 1

BOARD POLICY

The Nebraska State Colleges are tax-supported state institutions and may be visited by the general public under certain conditions.

College campus property includes buildings, grounds, and parking lots. Not all property on college campuses is open to the general public. Restricted areas which are not open to the general public include, but are not limited to, the following:

- Classrooms, laboratories and storage areas;
- Faculty and staff offices;
- Student residence buildings used for student living quarters; and,
- Locked college buildings during posted “closed” hours.

Visitors or guests who pose unreasonable risks to the safety and security of persons or property on campus, who violate college policies or rules, or who have damaged property on campus have no "right" to be on college property and may be advised to leave by the President or other authorized college personnel and may be issued a written notice of trespass as provided below. Visitors and guests are responsible to understand and comply with college policies and rules related to their conduct on college property.

PROCEDURE

Trespass Notice

Colleges may ban individuals from college property (either specified portions of the College campus or the campus in its entirety) by issuing a written notice of trespass. Violation of a trespass notice will be deemed to constitute trespassing on College property and the person may be cited and subject to prosecution for criminal trespass in violation of Neb. Rev. Stat. §28-520 or §28-521.

Legal Reference: RRS 28-520
RRS 28-521

Criminal trespass, first degree; penalty
Criminal trespass, second degree; penalty

Policy Adopted: 6/6/08

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

**ACTION: Final Round Approval of Changes to Board Policy 9020; Services;
Bookstore, Student Center**

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

The changes are intended to extend the term of bookstore contracts from five years to seven years, similar to the change made for food service contracts in late 2004.

Attached is a copy of Policy 9020 with the proposed changes.

**REVENUE BOND - AUXILIARY OPERATIONS,
NEBRASKA STATE COLLEGES SYSTEM**

POLICY: 9020 Services; Bookstore, Student Center

Page 1 of 1

BOARD POLICY

Bookstore

The colleges shall provide facilities for the sale of books, equipment and supplies necessary or convenient for the use of students and staff. Should a college choose to provide bookstore services to the students through a contract with a bookstore operator, proposals are to be solicited from qualified bookstore vendors. The contract offered to the selected bookstore vendor is to be approved by the Board upon recommendation by the college President.

Each college contracting for bookstore operation is to solicit proposals from bookstore vendors every ~~seven (7) five~~ years. ~~A copy of the proposed contract is to be submitted to the System Office for review prior to submitting it to the Board for approval. When approval has been granted by the Board, at least three (3) copies of the primary contract will be signed by the vendor, the College President (or his/her designee) and then submitted the the System Office for the Chancellor's signature. At least once a year the Presidents shall arrange for an evaluation to be made of each College bookstore operation. A report on the annual evaluation shall be made to the Board each February.~~

Special procedures for providing and financing bookstore services may be considered on a case-by-case basis by the Board.

Student Center

Student Center receipts and disbursements shall be handled through the Revenue Bond Revenue Account of each college. All monies received shall be deposited daily in the official local depositories approved by the Board and transmitted to the Revenue Bond Trustee on the schedule required by state law and the indentures.

Legal Reference: RRS 60-1101 Et seq.
RRS 81-1008 Et seq.
RRS 85-503 State educational institutions; Tuition

Policy Adopted: 1/28/77
Policy Revised: 3/11/94
Policy Revised: 6/6/08

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Final Round Approval of Changes to Board Policy 6005; Establishing and Use of Reserves

Priority: Financial Strength of the System
Goal: 3. Strengthen fiscal, environmental, technological, and physical resources
Strategy: g. Continually find ways to stretch limited resources

Current policy authorizes the colleges to have a 4% reserve (cash funds) based on the current year's general and cash fund operating budgets. The proposed policy change would continue the 4% reserve as a minimum, but allow the colleges to build a reserve between 4% and 8% each year. The College would be required to consult with the Chancellor anytime it seeks to reduce the reserve from the prior year; and would need Chancellor approval, at any time, to go below the 4% minimum reserve.

1.14.-2

FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 6005

Establishing and Use of Reserves

Page 1 of 1

BOARD POLICY

In any one fiscal year, there may be unexpected circumstances whereby current appropriations are insufficient to cover expenditures of an emergency or unpredictable nature. There may also occur extraordinary and unforeseen fluctuations of inflationary costs that would require the ~~State~~ Colleges to draw upon contingent funds in order to adequately meet their current obligations. In addition, there may be instances where revenues fall short of planned or anticipated revenues.

The ~~State~~ Colleges are authorized to build a reserve fund into their succeeding annual operating budget that is ~~approximately between~~ four percent (4%) and eight percent (8%) of their current year's general and cash fund appropriations and to use those reserve funds when needed to address operating budget deficiencies. If ~~a revenue shortfall any circumstance~~ causes a ~~College~~ to ~~draw down approximately twenty-five percent (25%) of the~~ reduce reserve funds ~~from the previous year's reserve,~~ the college shall consult with the Chancellor in advance. Approval must be requested from the Chancellor before initiating any action that would cause the reserve to drop below the four percent (4%) minimum reserve. ~~the College shall notify the Chancellor at the State College System Office before initiating action to utilize this reserve.~~

Policy Adopted: 3/11/94
Policy Revised: 8/29/97
Policy Revised: 9/15/06
Policy Revised: 6/6/08

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 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.

Peru

1. Retrieval of \$705.50 for Phase IV window replacement in T.J. Majors
Allocation Date/Amount 12/5/07 \$8,500.00
Retrieval Date/Amount 3/6/08 705.50
Estimated Project Cost \$7,794.50

2. Acceptance of \$110,500.00 for AV Larson roof replacement for areas B & C
Allocation Date/Amount 3/24/08 \$110,500.00
College Contributed Amount 19,500.00
Estimated Project Cost \$130,000.00

3. Retrieval of \$8,360.00 for ADA accessible walkway to west entrance of A.V. Larson
Allocation Date/Amount 11/22/06 \$85,000.00
Retrieval Date/Amount 4/7/08 8,360.00
Estimated Project Cost \$76,640.00

Academic, Personnel & Student Affairs Committee

*Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke*

June 6, 2008

ACTION: Approve the 2008-09 salary and contract extension until June 30, 2010 for the Chancellor:

Stan Carpenter, NSCS Chancellor \$ _____

Priorities: Educational Excellence Throughout the System
Financial Strength of the System
Greater System Prominence

Following is the 2007-08 Chancellor salary with contract through June 30, 2009:

Stan Carpenter NSC System Office \$183,082 plus \$6,600 car allowance

2.1.-2

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Approve the 2008-09 salary and contract extension until June 30, 2010 for the Chadron State College President:

Janie Park, President, Chadron State College \$_____

Plus housing allowance of \$14,000

Priorities: Educational Excellence Throughout the System
Financial Strength of the System
Greater System Prominence

Following is the 2007-08 Chadron State College President salary with contract through June 30, 2009:

Janie Park Chadron State College \$143,115 plus \$14,000 housing

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Approve the 2008-09 salary and contract extension until June 30, 2010 for the Wayne State College President:

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

Priorities: Educational Excellence Throughout the System
Financial Strength of the System
Greater System Prominence

Following is the 2007-08 Wayne State College President salary with contract through June 30, 2008:

Richard Collings Wayne State College \$149,202 plus \$14,000 housing

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair

Gary Bieganski

Taylor Dunekacke

June 6, 2008

ACTION: Approve the 2008-09 Salary Recommendations as Submitted by the Chancellor and College Presidents

Priority: Educational Excellence Throughout the System

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

The Chancellor and each State College President have submitted salary recommendations for the 2008-09 fiscal year for the Board's approval. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2008-09.

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA		% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase	2008-2009 Total Annual Salary		
Professors										
ANDERSON, TIMOTHY	PROFESSOR	1.00	69,260.00	2,771.00			5,483.00	77,514.00	11.92%	
BAHR, KATHERINE	PROFESSOR	1.00	57,214.00	2,289.00				59,503.00	4.00%	
BIRD, RICHARD	PROFESSOR	1.00	60,932.00	2,438.00			3,259.00	66,629.00	9.35%	
BLUNDELL, E PATRICIA	PROFESSOR	1.00	56,394.00	2,256.00			2,991.00	61,641.00	9.30%	
BURKE, RONALD	PROFESSOR	1.00	70,495.00	2,820.00			2,019.00	75,334.00	6.86%	
FICKEL, MONTY	PROFESSOR	1.00	75,378.00	3,016.00				78,394.00	4.00%	
GARDENER, CLARK	PROFESSOR	1.00	62,341.00	2,494.00			3,501.00	68,336.00	9.62%	
GAUDET, LAURA	PROFESSOR	1.00	49,218.00	1,969.00	3,000.00	3,898.00		58,085.00	18.02%	promotion & rank base
GRIFFITH, GEORGE	PROFESSOR	1.00	78,210.00	3,129.00				81,339.00	4.00%	
HARDY, JOYCE	PROFESSOR	1.00	87,318.00	3,493.00	3,000.00			93,811.00	7.44%	promotion & rank base
KEITH, TIM	PROFESSOR	1.00	58,773.00	2,351.00				61,124.00	4.00%	
KING, DONALD	PROFESSOR	1.00	56,942.00	2,278.00				59,220.00	4.00%	
KOZA, RICHARD	PROFESSOR	1.00	65,084.00	2,604.00				67,688.00	4.00%	
LEITE, MICHAEL	PROFESSOR	1.00	57,493.00	2,300.00				59,793.00	4.00%	
LIMBACH, BARBARA	PROFESSOR	1.00	58,498.00	2,340.00			4,392.00	65,230.00	11.51%	
LOCKWOOD, CATHERINE	PROFESSOR	1.00	57,477.00	2,300.00				59,777.00	4.00%	
MADSEN, KIM	PROFESSOR/DIRECTOR CHILD DEVELOPMENT CENTER	1.00	56,942.00	2,278.00			3,466.00	62,686.00	10.09%	
MAYS, ROGER	PROFESSOR	1.00	50,608.00	2,025.00	3,000.00	2,452.00		58,085.00	14.77%	promotion & rank base
MCEWEN, ROBERT	PROFESSOR	1.00	61,816.00	2,473.00			3,621.00	67,910.00	9.86%	
NEALEIGH, NORMA	PROFESSOR	1.00	58,911.00	2,357.00				61,268.00	4.00%	
RITZEN, SCOTT	PROFESSOR	1.00	59,922.00	2,397.00			739.00	63,058.00	5.23%	
SCHAEFER, SANDY	PROFESSOR	1.00	51,036.00	2,042.00	3,000.00	2,007.00		58,085.00	13.81%	promotion & rank base
STACK, ROB	PROFESSOR	1.00	66,427.00	2,658.00		15,000.00		84,085.00	26.58%	head softball coach duties
TUCKER, T DEANE	PROFESSOR	1.00	50,102.00	2,005.00	3,000.00	2,978.00		58,085.00	15.93%	promotion & rank base
WATSON, GEORGE	PROFESSOR	1.00	71,970.00	2,879.00			2,416.00	77,265.00	7.36%	
WATT, DON	PROFESSOR/ATHLETIC TRAINER	1.00	51,086.00	2,044.00	3,000.00	1,955.00		58,085.00	13.70%	promotion & rank base
WAUGH, WENDY	PROFESSOR	1.00	58,006.00	2,321.00	3,000.00			63,327.00	9.17%	promotion
WEEDON, RONALD	PROFESSOR	1.00	83,731.00	3,350.00				87,081.00	4.00%	
WRIGHT, JAMES	PROFESSOR	1.00	70,535.00	2,822.00				73,357.00	4.00%	
YOUNGLOVE, GEORGIA	PROFESSOR	1.00	50,167.00	2,007.00	3,000.00	2,911.00		58,085.00	15.78%	promotion & rank base
		30.00	1,862,286.00	74,506.00	24,000.00	31,201.00	31,887.00	2,023,880.00		
Associate Professors										
BOGNER, MICHAEL	ASSOCIATE PROFESSOR	1.00	52,252.00	2,091.00			2,778.00	57,121.00	9.32%	
BRUEHLMAN, AUGIE	ASSOCIATE PROFESSOR	1.00	56,789.00	2,272.00	3,000.00			62,061.00	9.28%	promotion
BUTTERFIELD, CHARLES	ASSOCIATE PROFESSOR	1.00	50,534.00	2,022.00				52,556.00	4.00%	
CARNOT, MARY JO	ASSOCIATE PROFESSOR	1.00	44,131.00	1,766.00	3,000.00			48,897.00	10.80%	promotion
CARY, PHILIP	ASSOCIATE PROFESSOR	1.00	57,868.00	2,315.00				60,183.00	4.00%	
DONAHUE, MARY	ASSOCIATE PROFESSOR	1.00	50,245.00	2,010.00				52,255.00	4.00%	
DONAHUE, TIMOTHY	ASSOCIATE PROFESSOR	1.00	53,127.00	2,126.00				55,253.00	4.00%	
EVERTSON, MATTHEW	ASSOCIATE PROFESSOR	1.00	47,526.00	1,902.00				49,428.00	4.00%	
HAUGLAND, JERRY	ASSOCIATE PROFESSOR	1.00	54,210.00	2,169.00			1,248.00	57,627.00	6.30%	
HYER, JOEL	ASSOCIATE PROFESSOR	1.00	47,988.00	1,920.00			662.00	50,570.00	5.38%	
KIRSCH, KATHLEEN	ASSOCIATE PROFESSOR	1.00	47,069.00	1,883.00				48,952.00	4.00%	
LEESCH, LISETTE	ASSOCIATE PROFESSOR	1.00	49,702.00	1,989.00			3,078.00	54,769.00	10.19%	
MILLER, KEVIN	ASSOCIATE PROFESSOR	1.00	48,917.00	1,957.00	6,000.00			56,874.00	16.27%	doctorate & promotion
MOODY, YVONNE	ASSOCIATE PROFESSOR	1.00	65,296.00	2,612.00				67,908.00	4.00%	
NOBILING, TRACY	ASSOCIATE PROFESSOR	1.00	60,223.00	2,409.00				62,632.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	2007-2008				NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
		FTE	Total Annual Salary	Salary Increase	Doctorate/Promotion	Other	Compaction Increase			
NOVY, LAURIE	ASSOCIATE PROFESSOR	1.00	43,368.00	1,735.00	3,000.00	378.00		48,481.00	11.79%	promotion & rank base
PETERSEN, ANN	ASSOCIATE PROFESSOR	1.00	49,718.00	1,989.00				51,707.00	4.00%	
SCHAEFFER, SUSAN	ASSOCIATE PROFESSOR	1.00	43,701.00	1,749.00	3,000.00	31.00		48,481.00	10.94%	promotion & rank base
SCHREUDER, JOEL	ASSOCIATE PROFESSOR	1.00	47,069.00	1,883.00				48,952.00	4.00%	
STEWART, DEBORAH	ASSOCIATE PROFESSOR	1.00	47,245.00	1,890.00	3,000.00			52,135.00	10.35%	promotion
WALDO, JAMIE	ASSOCIATE PROFESSOR	1.00	53,127.00	2,126.00	3,000.00			58,253.00	9.65%	promotion
		21.00	1,070,105.00	42,815.00	24,000.00	409.00	7,766.00	1,145,095.00		

Assistant Professors

AMUKAMARA, HUMPHREY	ASSISTANT PROFESSOR	1.00						54,000.00		new hire
AUSTAD, JONATHAN	ASSISTANT PROFESSOR	1.00	40,116.00	1,605.00	3,000.00			44,721.00	11.48%	doctorate
BADURA, VICTORIA	ASSISTANT PROFESSOR	1.00						44,000.00		new hire
BENTZ, LAURA	ASSISTANT PROFESSOR	1.00	42,285.00	1,692.00				43,977.00	4.00%	
BRUST, MATHEW	ASSISTANT PROFESSOR	1.00						38,031.00		new hire
BUCHMANN, ANN	ASSISTANT PROFESSOR	1.00	40,000.00	1,600.00			1,735.00	43,335.00	8.34%	
CAVIN, SCOTT	ASSISTANT PROFESSOR	1.00	45,789.00	1,832.00				47,621.00	4.00%	
DICKINSON, ZANE	ASSISTANT PROFESSOR	1.00	55,175.00	2,207.00				57,382.00	4.00%	
EMERSON, MARK	ASSISTANT PROFESSOR	1.00	40,000.00	1,600.00				41,600.00	4.00%	
ENGEL, MICHAEL	ASSISTANT PROFESSOR	1.00	46,510.00	1,861.00				48,371.00	4.00%	
ENOS, KAREN	ASSISTANT PROFESSOR	1.00	43,871.00	1,755.00				45,626.00	4.00%	
FICKEL, TWILA	ASSISTANT PROFESSOR	1.00						50,000.00		new hire
HOEM, BRUCE	ASSISTANT PROFESSOR	1.00	42,640.00	1,706.00				44,346.00	4.00%	
HUNN, LORIE	ASSISTANT PROFESSOR	1.00	43,211.00	1,729.00				44,940.00	4.00%	
JACKSON, ALLEN	ASSISTANT PROFESSOR	1.00	40,948.00	1,638.00				42,586.00	4.00%	
JAMISON, WENDY	ASSISTANT PROFESSOR	1.00						46,000.00		new hire
KOEHN, JAMES	ASSISTANT PROFESSOR	1.00	54,210.00	2,169.00				56,379.00	4.00%	
LAMBERT, ADAM	ASSISTANT PROFESSOR	1.00	43,116.00	1,725.00				44,841.00	4.00%	
MARGETTS, JAMES	ASSISTANT PROFESSOR	1.00	43,871.00	1,755.00				45,626.00	4.00%	
MILLER, B. LEE	ASSISTANT PROFESSOR	1.00	40,116.00	1,605.00				41,721.00	4.00%	
MORGAN, JEFF	ASSISTANT PROFESSOR	1.00						38,031.00		new hire
RAHMAN, SHAFIQR	ASSISTANT PROFESSOR	1.00	45,000.00	1,800.00	3,000.00			49,800.00	10.67%	doctorate
RITZEN, DONNA	ASSISTANT PROFESSOR	1.00	40,341.00	1,614.00				41,955.00	4.00%	
SINAGA, SIMON	ASSISTANT PROFESSOR	1.00						48,000.00		new hire
STEPHENS, MICHAEL	ASSISTANT PROFESSOR	1.00	42,000.00	1,680.00				43,680.00	4.00%	
SUTLIFFE, JAY	ASSISTANT PROFESSOR	1.00	39,520.00	1,581.00			717.00	41,818.00	5.81%	
TAYLOR, UNA	ASSISTANT PROFESSOR	1.00	41,068.00	1,643.00				42,711.00	4.00%	
VARPNESS, ZACHARY	ASSISTANT PROFESSOR	1.00	39,923.00	1,597.00			1,512.00	43,032.00	7.79%	
VOGL, MICHAEL	ASSISTANT PROFESSOR	1.00	40,700.00	1,628.00				42,328.00	4.00%	
WADA, JAMES	ASSISTANT PROFESSOR	1.00	39,923.00	1,597.00				41,520.00	4.00%	
WENTWORTH, BETH	ASSISTANT PROFESSOR	1.00	41,621.00	1,665.00				21,643.00	4.00%	leave of absence
WILBURN, BRAD	ASSISTANT PROFESSOR	1.00	43,368.00	1,735.00				45,103.00	4.00%	
WILLIAMSON, DONALD	ASSISTANT PROFESSOR	1.00	40,116.00				1,260.00	41,376.00	3.14%	
WRIGHT, OTTLEY	ASSISTANT PROFESSOR	1.00	40,879.00	1,636.00				42,515.00	4.00%	
		34.00	1,156,317.00	44,655.00	6,000.00		5,224.00	1,508,615.00		

Instructors

BRAMMER, DAWN	INSTRUCTOR	1.00	36,400.00	1,456.00				37,856.00	4.00%	
DICKINSON, LAVIDA	INSTRUCTOR	1.00	39,148.00	1,566.00				40,714.00	4.00%	
KENDRICK, ROGER	INSTRUCTOR	1.00	40,879.00	1,636.00				42,515.00	4.00%	
MARSHALL, PEGGY	INSTRUCTOR	1.00	37,733.00	1,510.00			997.00	40,240.00	6.64%	
		4.00	154,160.00	6,168.00			997.00	161,325.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
ONE YEAR APPOINTMENTS										
CARNES, M ELIZABETH	LECTURER	1.00						44,000.00		new hire
GLASS, THOMAS	LECTURER	1.00						35,000.00		new hire
	VISITING ASSISTANT									
KOOPMAN, DAN	PROFESSOR	1.00						47,500.00		new hire
HEIER, DON	LECTURER	1.00						52,000.00		new hire
		4.00						178,500.00		
FACULTY - Phased Retirements										
CRESSY, CHARLES	PHASED (year 2 of 3)	0.33	28,868.00	1,155.00				30,023.00	4.00%	
RANKIN, SAMUEL	PHASED (year 2 of 3)	0.33	30,474.00	1,219.00				31,693.00	4.00%	
SHEPHERD, ALLEN	PHASED (year 3 of 3)	0.33	27,826.00	1,114.00				28,940.00	4.00%	
		0.99	87,168.00	3,488.00				90,656.00		
Faculty - Vacant										
	Biology	1.00						45,000.00		
	Business - Finance	1.00						45,000.00		
	Chemistry	1.00						45,000.00		
	Interpersonal Communications	1.00						45,000.00		
	English & Humanities	1.00						45,000.00		
	Rangeland/Wildlife Management	1.00						45,000.00		
	Special Education	1.00						45,000.00		
	Political Science	1.00						45,000.00		
	Social Sciences	1.00						45,000.00		
	Counseling, Psychology & Social Work	1.00						45,000.00		
		10.00						450,000.00		
Education	Enos Semester Leave of Absence	0.50						22,500.00		
HPER	Wright Semester Leave of Absence	0.50						22,500.00		
		1.00						45,000.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
NSCPA/Professional Staff - State Supported										
ANDREWS, DEREK	ADMISSIONS REPRESENTATIVE	1.00	29,779.00	1,192.00		1,000.00		31,971.00	7.36%	master's degree
	ATHLETIC ADMINISTRATIVE									
AUER, TODD	ASSISTANT	1.00	46,068.00	1,843.00				47,911.00	4.00%	
BAINS, JASKARAN	ASSISTANT COACH	0.83	24,960.00	999.00				25,959.00	4.00%	
	DISTANCE LEARNING									
BANZHAF, JODI	COORDINATOR	1.00	28,451.00	1,139.00				29,590.00	4.00%	
BRITSCH, JAMES	REFERENCE LIBRARIAN	1.00	40,965.00	1,639.00				42,604.00	4.00%	
	ATHLETIC ADMINISTRATIVE									
BURKE, MELISSA	ASSISTANT	1.00	31,720.00	1,269.00				32,989.00	4.00%	
	LICENSED STUDENT									
CASSIDAY, JERRY	COUNSELOR	0.75	30,281.00	1,212.00		1,755.00		33,248.00	9.80%	step increase
COLLINS, JOBY	DATABASE ADMINISTRATOR	1.00	44,835.00	1,794.00				46,629.00	4.00%	
	STUDENT SERVICES									
COUSIN, CARL	COUNSELOR	1.00	35,935.00	1,438.00				37,373.00	4.00%	
CROFUTT, HEATHER	FINANCIAL AID COUNSELOR	1.00	27,783.00	1,112.00				28,895.00	4.00%	
CROFUTT, KEITH	COMPUTER SUPPORT ANALYST	1.00	41,600.00	1,664.00				43,264.00	4.00%	
DIGMANN, KATIE	ADMISSIONS REPRESENTATIVE	1.00	30,954.00	1,239.00				32,193.00	4.00%	
DOCKWEILER, ANN	NURSE	0.83	35,436.00	1,418.00				36,854.00	4.00%	
FARRELL, JACKIE	ADMISSIONS REPRESENTATIVE	1.00	31,200.00	1,248.00				32,448.00	4.00%	
	COORDINATOR ADMISSIONS									
FINERTY, JENNIFER	SERVICES	1.00	29,000.00	1,160.00				30,160.00	4.00%	
FULLERTON, CHRISTINE	PUBLIC SERVICES LIBRARIAN	1.00	39,000.00	1,560.00				40,560.00	4.00%	
GAMBY, GLENDA	PUBLIC SERVICES LIBRARIAN	1.00	52,314.00	2,093.00				54,407.00	4.00%	
	PUBLIC INFORMATION									
GIMESON, DEWAYNE	SPECIALIST	1.00	44,760.00	1,791.00				46,551.00	4.00%	
	COMPUTER SUPPORT									
GIORGI, STARR	SPECIALIST	1.00	33,280.00	1,332.00				34,612.00	4.00%	
	TUTORIAL SERVICES									
GONZALEZ, FRANCES	COUNSELOR	0.83	39,650.00	1,586.00				41,236.00	4.00%	
	COMMUNICATIONS									
HAAG, JUSTIN	COORDINATOR	1.00	39,750.00	1,590.00				41,340.00	4.00%	
	ASSISTANT DIRECTOR									
HARRIS, LAURIE	FINANCIAL AID	1.00	35,984.00	1,440.00				37,424.00	4.00%	
	SPORTS INFORMATION									
HELMBRECHT, ALEX	DIRECTOR	1.00	30,000.00	1,200.00				31,200.00	4.00%	
HOWARD, MARK	DATABASE ADMINISTRATOR	1.00	44,928.00	1,798.00				46,726.00	4.00%	
HUCKFELDT, BRUCE	PRINT SHOP SUPERVISOR	1.00	39,960.00	1,599.00				41,559.00	4.00%	
	LOCAL PROGRAM									
JOHNSON, ROBERTA	COORDINATOR	1.00	40,252.00	1,611.00				41,863.00	4.00%	
KUHNEL, KRISTAL	ASSISTANT TO DEAN	1.00	39,062.00	1,563.00				40,625.00	4.00%	
	DISTANCE LEARNING									
LANGFORD, ANNETTE	COORDINATOR	1.00	32,310.00	1,293.00				33,603.00	4.00%	
LINEGAR, MELINDA	PROGRAMMER/ANALYST	1.00	33,596.00	1,344.00				34,940.00	4.00%	
	COORDINATOR OF SPECIAL									
MACK, JILL	EVENTS	1.00	28,450.00	1,138.00				29,588.00	4.00%	
	COORDINATOR OF									
METER, DEBORAH	COOPERATIVE EDUCATION	1.00	42,104.00	1,685.00				43,789.00	4.00%	
MITCHELL, MELISSA	ASSISTANT REGISTRAR	1.00	38,729.00	1,550.00				40,279.00	4.00%	
	TELECOMMUNICATIONS									
PATTERSON, JEREME	SERVICE SPECIALIST	1.00	37,865.00	1,515.00				39,380.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
POLAK, SARAH	MUSEUM DIRECTOR	1.00	51,436.00	2,058.00				53,494.00	4.00%	
POURIER, SHEILA	FINANCIAL AID COUNSELOR SPONSORED RESEARCH	1.00	28,500.00	1,140.00				29,640.00	4.00%	
ROWETON, WILLIAM	DIRECTOR	1.00	85,915.00	3,437.00				89,352.00	4.00%	
RUTT, AARON	PAYROLL/BENEFITS MANAGER	1.00	31,629.00	1,266.00				32,895.00	4.00%	
SHAFFER, JOHN	TELECOMMUNICATIONS TECHNICIAN	0.83	26,732.00	1,070.00				27,802.00	4.00%	
SMITH, DEBRA	COORDINATOR OF ADMISSIONS SERVICES	1.00	31,289.00	1,252.00				32,541.00	4.00%	
SMITH, ROBIN	INSTRUCTIONAL DESIGN COORDINATOR	1.00	57,939.00	2,318.00				60,257.00	4.00%	
STEIN, CHRIS	ASSISTANT COACH	1.00	36,430.00	1,458.00				37,888.00	4.00%	
STEPHEN, MARK	NETWORK SPECIALIST	1.00	46,434.00	1,858.00				48,292.00	4.00%	
THOMAS, SARAH	COORDINATOR OF PHYSICAL ACTIVITIES CENTER	1.00	33,500.00	1,340.00				34,840.00	4.00%	
ZAHN, SALLY	TECHNICAL SERVICES LIBRARIAN	1.00	58,600.00	2,344.00				60,944.00	4.00%	
Total		43.07	1,689,365.00	67,595.00		2,755.00		1,759,715.00		

Professional Staff - Non-Union State Supported

BARGEN, BRENT	HEAD MEN'S BASKETBALL COACH	1.00	47,705.00	1,909.00				49,614.00	4.00%	
BARGEN, LESLIE	COORDINATOR OF SPECIAL EVENTS	1.00	30,580.00	1,224.00				31,804.00	4.00%	
BAYNE, DEANN	DIRECTOR EXTENDED CAMPUS SITES	1.00	41,600.00	1,664.00				43,264.00	4.00%	
BINKARD, DANIEL	INTERIM, GRAPHIC DESIGN ARTIST	0.75	29,700.00	1,188.00				30,888.00	4.00%	
BRENNAN, BLAIR	COORDINATOR PHYSICAL FACILITIES	1.00	43,323.00	1,733.00				45,056.00	4.00%	
BURK, ANN	DIRECTOR COMPUTER SERVICES	1.00	58,913.00	2,357.00				61,270.00	4.00%	
COOK, TENA	DIRECTOR ADMISSIONS	1.00	44,579.00	1,784.00				46,363.00	4.00%	
CROUSE, MARGARET	DEAN	1.00	98,154.00	3,927.00				102,081.00	4.00%	
DAWSON, THERESA	ASSISTANT VICE PRESIDENT ENROLLMENT MANAGEMENT & INSTITUTIONAL RESEARCH	1.00	74,870.00	2,995.00				77,865.00	4.00%	
DOUGLAS, SHERRY	OFFICER	1.00	56,491.00	2,260.00				58,751.00	4.00%	
GRANT, DALE	VICE PRESIDENT OF ADMINISTRATION & FINANCE	1.00	100,000.00	4,000.00				104,000.00	4.00%	
KENNEL, DEENA	DIRECTOR INTERNSHIPS & CAREER SERVICES	1.00	44,023.00	1,761.00				45,784.00	4.00%	
LACY, KIRK	ASSISTANT TO THE PRESIDENT & INTERIM DIRECTOR OF COLLEGE RELATIONS	1.00	79,040.00	3,162.00		12,798.00		95,000.00	20.19%	additional duties
MALONEY, W. MICHAEL	HEAD WOMEN'S BASKETBALL COACH	1.00	45,760.00	1,831.00				47,591.00	4.00%	
MARSHALL, CON	INFORMATION SERVICES OFFICER	0.33	22,064.00	883.00				22,947.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
MCDONALD, BRENDA	LOCAL PROGRAM COORDINATOR	0.63	22,653.00	907.00				23,560.00	4.00%	
NOBLE, DAVID	COMPROLLER	1.00	48,790.00	1,952.00				50,742.00	4.00%	
O'BOYLE, WILLIAM	HEAD FOOTBALL COACH	1.00	52,501.00	2,101.00				54,602.00	4.00%	
POPE, KAREN	DIRECTOR ALUMNI & ANNUAL GIVING	1.00	40,962.00	1,639.00				42,601.00	4.00%	
REINERS, JOHN	HEAD TRACK & FIELD COACH	0.83	40,496.00	1,620.00				42,116.00	4.00%	
RHINE, RICHARD	VICE PRESIDENT OF ENROLLMENT MANAGEMENT & STUDENT SERVICES	1.00	108,420.00	4,337.00				112,757.00	4.00%	
RICKENBACH, MICHELE	HEAD GOLF COACH	0.15	6,885.00	276.00				7,161.00	4.00%	
RICKENBACH, SHARON	DIRECTOR STUDENT ACADEMIC SUCCESS SERVICES	1.00	43,444.00	1,738.00				45,182.00	4.00%	
SMITH, BRAD	DIRECTOR ATHLETICS	1.00	84,989.00	3,400.00				88,389.00	4.00%	
SNARE, CHARLES	DEAN	1.00	88,400.00	3,536.00				91,936.00	4.00%	
SPRUIELL, AMY	HEAD VOLLEYBALL COACH	0.83	37,406.00	1,497.00				38,903.00	4.00%	
STETSON, GAYLE	BUSINESS OFFICE MANAGER	1.00	47,104.00	1,885.00				48,989.00	4.00%	
TAYLOR, STEVE	ASSISTANT VICE PRESIDENT EXTENDED CAMPUS PROGRAMS	1.00	77,136.00	3,086.00				80,222.00	4.00%	
VEATH, LOIS	VICE PRESIDENT ACADEMIC AFFAIRS	1.00	108,420.00	4,337.00				112,757.00	4.00%	
VOGT, KARA	DIRECTOR HUMAN RESOURCES	1.00	52,766.00	2,111.00				54,877.00	4.00%	
WHITE, GARY	DEAN	1.00	88,400.00	3,536.00				91,936.00	4.00%	
WILLIAMS, SAMUEL	INTERIM, PROGRAMMER/ANALYST	1.00	33,596.00	1,344.00				34,940.00	4.00%	
WILLIAMSON, DALE	REGISTRAR	1.00	67,359.00	2,695.00				70,054.00	4.00%	
WOLF, MILTON	DIRECTOR OF LIBRARY & LEARNING	1.00	73,726.00	2,950.00				76,676.00	4.00%	
	Total	31.52	1,940,255.00	77,625.00				2,030,678.00		
<u>NSCPA/Professional Staff - Non-State Supported</u>										
<u>Child Development Center</u>										
CONWAY, JOLEEN	CHILD CARE CENTER TEACHER	0.90	21,417.00	857.00				22,274.00	4.00%	
LEONARD, PAMELA	ASSISTANT DIRECTOR CHILD DEVELOPMENT CENTER	0.75	17,556.00	703.00				18,259.00	4.00%	
	Total	1.65	38,973.00	1,560.00				40,533.00		
<u>Federal</u>										
ALBRIGHT, JERI	ACADEMIC ADVISOR - UPWARD BOUND	0.92	31,963.00	1,279.00				33,242.00	4.00%	
HUNTER, JOANN	LICENSED STUDENT COUNSELOR	0.92	36,421.00	1,457.00		2,187.00		40,065.00	10.00% step increase	
SPARGO, MEGAN	RETENTION SPECIALIST	1.00	32,132.00	1,286.00				33,418.00	4.00%	
	Total	2.84	100,516.00	4,022.00		2,187.00		106,725.00		
<u>Other</u>										
HOURT, RAMONA	COORDINATOR OF SPECIAL EVENTS	0.75	20,000.00	800.00				20,800.00	4.00%	
	Total	0.75	20,000.00	800.00				20,800.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA Compaction Increase	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase						
<u>Revenue Bond</u>										
FLOYD, DEBRA	RESIDENT HALL DIRECTOR	1.00	23,660.00	947.00				24,607.00	4.00%	
BACH, CRYSTAL	RESIDENT HALL DIRECTOR	1.00	24,607.00	985.00				25,592.00	4.00%	
	COORDINATOR OF									
JOHNS, SHELLIE	CONFERENCING	1.00	36,520.00	1,461.00				37,981.00	4.00%	
MAY, LINDSEY	RESIDENT HALL DIRECTOR	1.00	23,660.00	947.00				24,607.00	4.00%	
READING, JILL	RESIDENT HALL DIRECTOR	1.00	25,653.00	1,027.00				26,680.00	4.00%	
	COORDINATOR STUDENT									
SINN, LAURE	ACTIVITIES	1.00	44,076.00	1,764.00				45,840.00	4.00%	
	Total	6.00	178,176.00	7,131.00				185,307.00		
<u>Professional Staff (Non-Union) - Non-State Supported Positions</u>										
<u>Federal</u>										
COGDILL, REX	PROJECT DIRECTOR	1.00	54,000.00	2,160.00				56,160.00	4.00%	
	ACADEMIC ADVISOR - UPWARD									
SHALD, JEFF	BOUND	0.46	15,982.00	640.00				16,622.00	4.00%	
	Total	1.46	69,982.00	2,800.00				72,782.00		
<u>Foundation</u>										
HAAG, CRICKET	BUSINESS MANAGER	1.00	39,371.00	1,574.84				40,946.00	4.00%	
RASMUSSEN, CONNIE	EXECUTIVE DIRECTOR	1.00	75,894.00	3,035.76				78,930.00	4.00%	
	Total	2.00	115,265.00	4,610.60				119,876.00	4.00%	
<u>Revenue Bond</u>										
ROSAS, SARAH	ASSISTANT DIRECTOR RESIDENCE LIFE	1.00	29,561.00	1,182.44				30,744.00	4.00%	
	DIRECTOR OF HOUSING &									
SIMONS, SHERRI	RESIDENCE LIFE	1.00	46,732.00	1,869.28				48,602.00	4.00%	
SWESEY, JORDON	RESIDENT HALL COORDINATOR	0.70	9,000.00	360.00				9,360.00	4.00%	
	Total	2.70	85,293.00	3,411.72				88,706.00		
<u>NSCPA/Professional Staff State Supported - Vacant</u>										
ASSISTANT TO DEAN	EHCPSW	1.00						39,463.00		
ASSISTANT TO THE										
ASSISTANT VICE	EXTENDED CAMPUS									
PRESIDENT	PROGRAMS	1.00						28,340.00		
EXHIBIT DESIGN &										
DISPLAY SPECIALIST	CULTURAL PROGRAMS	1.00						34,505.00		
ACADEMIC ADVISOR	EXTENDED CAMPUS									
ADMISSIONS	PROGRAMS	1.00						35,784.00		
REPRESENTATIVE	ADMISSIONS	1.00						35,425.00		
WEBMASTER	COMPUTER SERVICES	1.00						39,620.00		
	Total	6.00						213,137.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008			NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase	Doctorate/ Promotion	Other	Compaction Increase			
<u>Professional Staff (Non-Union) - State Supported -Vacant</u>										
DEAN OF STUDENTS	STUDENT AFFAIRS	1.00						80,000.00		
DIRECTOR	CULTURAL PROGRAMS & COLLEGE RELATIONS	1.00						55,000.00		
HEAD WOMEN'S SOFTBALL COACH	ATHLETICS	0.83						18,000.00		
RODEO COACH	BEAMS	0.15						8,000.00		
LOCAL PROGRAM COORDINATOR	EXTENDED CAMPUS PROGRAMS	0.50						17,546.00		
	Total	3.48						178,546.00		
<u>NSCPA/Professional Staff Non-State Supported - Vacant</u>										
ACADEMIC ADVISOR	UPWARD BOUND	0.92						32,922.00		
		0.92						32,922.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase		Other	Compaction Increase			
NAPE/Support Staff - State Supported Positions										
ABOLD, STACIE	CUSTODIAL LEADER	0.50	11,650.00	466.00				12,116.00	4.00%	
ALLEY, JOHN	CUSTODIAN	1.00	17,943.00	718.00				18,661.00	4.00%	
ANDERSON, PAMELA B.	OFFICE ASSISTANT I	0.75	15,154.00	607.00				15,761.00	4.00%	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	16,383.00	656.00		983.00		18,022.00	10.00%	step increase
BARRY, BRENDA	OFFICE ASSISTANT IV	0.50	20,381.00	816.00		958.00		22,155.00	8.70%	step increase
BAUMANN, M TODD	OFFICE ASSISTANT II	1.00	22,352.00	895.00				23,247.00	4.00%	
BLONIEN, SHARLA	OFFICE ASSISTANT II	1.00	20,765.00	831.00				21,596.00	4.00%	
BRADLEY, KIMBERLY	ACCOUNTING CLERK II	1.00	21,613.00	865.00				22,478.00	4.00%	
BROWN, BRENDA	OFFICE ASSISTANT I	1.00	17,943.00	718.00				18,661.00	4.00%	
BURKE, MARY	OFFICE ASSISTANT II	1.00	29,171.00	1,167.00		1,751.00		32,089.00	10.00%	step increase
BURKS, TERRY	ACCOUNTING CLERK II	1.00	31,945.00	1,278.00				33,223.00	4.00%	
BUTLER, GREG	MAINT REPAIR WORKER IV	0.60	24,061.00	963.00		953.00		25,977.00	7.96%	step increase
CALLAHAN, PAM	ACCOUNTING CLERK II	1.00	24,909.00	997.00		1,284.00		27,190.00	9.16%	step increase
CAMERLINCK, ANGELA	OFFICE ASSISTANT II	1.00	20,570.00	823.00				21,393.00	4.00%	
CASWELL, JOHN JR.	CUSTODIAN	1.00	22,007.00	881.00		629.00		23,517.00	6.86%	step increase
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	0.75	20,765.00	831.00				21,596.00	4.00%	
CUMMINGS, KRISTOL	OFFICE ASSISTANT I	0.75	13,898.00	556.00				14,454.00	4.00%	
DANIELS, SUSAN	LIBRARY ASSISTANT	1.00	19,126.00	766.00				19,892.00	4.00%	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	14,034.00	562.00		501.00		15,097.00	7.57%	step increase
DOWNS, JOANNE	OFFICE ASSISTANT I	0.83	16,853.00	675.00				17,528.00	4.00%	
ELESON, BONNIE	CUSTODIAN	1.00	24,385.00	976.00		761.00		26,122.00	7.12%	step increase
EMERSON, SHERRIE	COMPUTER OPERATOR	1.00	22,440.00	898.00				23,338.00	4.00%	
ENCINAS, KIMBERLEY	ACCOUNTING CLERK II	1.00	23,541.00	942.00				24,483.00	4.00%	
ENOS, BRIAN	MAINT REPAIR WORKER I	1.00	19,516.00	781.00				20,297.00	4.00%	
EVANS, LINDA	ACADEMIC RECORDS CLERK	1.00	25,241.00	1,010.00				26,251.00	4.00%	
FORAL, ROBYN	OFFICE ASSISTANT II	1.00	25,216.00	1,009.00		965.00		27,190.00	7.83%	step increase
GOULD, LISA	OFFICE ASSISTANT II	1.00	20,570.00	823.00				21,393.00	4.00%	
HANSEN, JOSHUA	SECURITY OFFICER I	1.00	19,120.00	765.00				19,885.00	4.00%	
HARDY, JAMES	MAINT REPAIR WORKER I	1.00	19,032.00	762.00				19,794.00	4.00%	
HARTMAN, JANET	OFFICE ASSISTANT II	1.00	26,398.00	1,056.00				27,454.00	4.00%	
HARTMAN, SHAWN	OFFICE ASSISTANT II	1.00	28,192.00	1,128.00		872.00		30,192.00	7.09%	step increase
HUCKFELDT, KIM	OFFICE ASSISTANT II	1.00	28,192.00	1,128.00		1,692.00		31,012.00	10.00%	step increase
HUGHART, KAREN	OFFICE ASSISTANT II	1.00	26,271.00	1,051.00				27,322.00	4.00%	
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	16,860.00	675.00		1,012.00		18,547.00	10.00%	step increase
KATEN, SALLY	ACCOUNTING CLERK III	1.00	30,350.00	1,214.00				31,564.00	4.00%	
KEIM, DEB	OFFICE ASSISTANT IV	1.00	40,911.00	1,637.00		1,760.00		44,308.00	8.30%	step increase
KERN, SILAS	MAINT REPAIR WORKER III	1.00	34,657.00	1,387.00		2,081.00		38,125.00	10.00%	step increase
KREJCI, LYNDA	CUSTODIAN	1.00	20,500.00	820.00				21,320.00	4.00%	
KUBO, KENNETH	CUSTODIAN	1.00	18,116.00	725.00				18,841.00	4.00%	
KUHNEL, LORIN	MAINT REPAIR WORKER II	1.00	30,311.00	1,213.00		903.00		32,427.00	6.98%	step increase
LAFONTSEE, CRAIG	MAINT REPAIR WORKER I	1.00	26,973.00	1,079.00		56.00		28,108.00	4.21%	step increase
LAUE, TIM	MAINT REPAIR WORKER III	0.70	27,825.00	1,113.00				28,938.00	4.00%	
LEDBETTER, ELIZABETH	OFFICE ASSISTANT II	1.00	20,912.00	837.00				21,749.00	4.00%	
MALONE, VELINDA	CUSTODIAN	1.00	20,147.00	806.00				20,953.00	4.00%	
MASON, KATHY	OFFICE ASSISTANT III	1.00	33,697.00	1,348.00				35,045.00	4.00%	
MCCORMICK, CLIFF	AUTOMOTIVE MECHANIC	1.00	37,586.00	1,504.00		2,116.00		41,206.00	9.63%	step increase
MILLER, LETHA	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
MITTLEIDER, STACY	OFFICE ASSISTANT I	0.75	13,266.00	531.00				13,797.00	4.00%	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	17,498.00	700.00		541.00		18,739.00	7.09%	step increase
MORFORD, BRENDA	OFFICE ASSISTANT II	1.00	22,625.00	905.00				23,530.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase		Other	Compaction Increase			
MOWRY, MARIANNE	OFFICE ASSISTANT II	1.00	21,267.00	851.00				22,118.00	4.00%	
MRACEK, PATRICIA	MAIL CLERK	1.00	22,054.00	883.00				22,937.00	4.00%	
MUENCHAU, GARY	MAINT REPAIR WORKER IV	1.00	40,424.00	1,617.00		2,427.00		44,468.00	10.00%	step increase
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	14,503.00	581.00				15,084.00	4.00%	
NEMETH, PATTI	ACCOUNTING CLERK II	1.00	23,712.00	949.00		1,423.00		26,084.00	10.00%	step increase
NEUHARTH, JERI	OFFICE ASSISTANT I	0.75	15,372.00	615.00		923.00		16,910.00	10.00%	step increase
NOVY, WES	MAINT REPAIR WORKER I	1.00	19,126.00	766.00				19,892.00	4.00%	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	16,384.00	656.00				17,040.00	4.00%	
RICKENBACH, MICHELE	ACADEMIC RECORDS CLERK	1.00	26,816.00	1,073.00		219.00		28,108.00	4.82%	step increase
ROBERTS, CASEY	ELECTRICIAN	0.60	18,000.00	720.00				18,720.00	4.00%	
RODRIGUEZ, BEVERLEY	OFFICE ASSISTANT II	1.00	20,570.00	823.00				21,393.00	4.00%	
RUTTER, JUDY	OFFICE ASSISTANT I	0.83	16,771.00	671.00				17,442.00	4.00%	
SCHEFCIK, KARMA	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
SCHENBECK, APRIL	OFFICE ASSISTANT II	1.00	21,467.00	859.00				22,326.00	4.00%	
SCHRADER, MARSHA	OFFICE ASSISTANT I	0.75	13,457.00	539.00				13,996.00	4.00%	
SHEPARDSON, KEVIN	CUSTODIAN	1.00	17,774.00	711.00				18,485.00	4.00%	
STRONG, NEIL	ELECTRICIAN MASTER	0.60	20,786.00	832.00		758.00		22,376.00	7.65%	step increase
TURMAN, BRIDGET	CUSTODIAN	1.00	27,524.00	1,101.00				28,625.00	4.00%	
VAN VLEET, STEFANI	OFFICE ASSISTANT II	1.00	23,188.00	928.00		73.00		24,189.00	4.32%	step increase
VANDERLINDE, CATHY	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
VINES, CHRISTOPHER	CUSTODIAN	1.00	17,774.00					17,774.00	0.00%	
WALCZYK, TIM	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
WALGREN, CINDI	ACCOUNTING CLERK II	1.00	25,081.00	1,004.00		1,105.00		27,190.00	8.41%	step increase
WEBER, KATHY	CUSTODIAN	1.00	20,303.00	813.00				21,116.00	4.00%	
WEBER, STEVE	MAINT REPAIR WORKER III	0.50	13,486.00	540.00				14,026.00	4.00%	
	ACADEMIC CREDENTIALS TECHNICIAN	1.00	23,945.00	958.00				24,903.00	4.00%	
WHITE, LISA	TECHNICIAN	1.00	23,945.00	958.00				24,903.00	4.00%	
WINETEER, LINDA	OFFICE ASSISTANT II	1.00	27,922.00	1,117.00		1,153.00		30,192.00	8.13%	step increase
WITTRUCK, JENNIFER	OFFICE ASSISTANT I	1.00	17,943.00	718.00				18,661.00	4.00%	
ZILLIG, ROBERT	MAINT REPAIR WORKER II	1.00	25,336.00	1,014.00				26,350.00	4.00%	
	Total	71.16	1,743,608.00	69,065.00		27,899.00		1,840,572.00		

NAPE Support Staff - Non-State Supported

Revenue Bond

ABOLD, STACIE	CUSTODIAL LEADER	0.50	11,649.00	465.96				12,115.00	4.00%	
AINSLIE, MELVIN	CUSTODIAN	1.00	23,054.00	922.16		1,384.00		25,361.00	10.00%	step increase
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	16,383.00	655.32		983.50		18,022.00	10.00%	step increase
BARRY, BRENDA	OFFICE ASSISTANT IV	0.50	20,381.00	815.24		958.00		22,155.00	8.70%	step increase
BUTLER, GREG	MAINT REPAIR WORKER IV	0.40	16,041.00	641.64		636.00		17,319.00	7.96%	step increase
CARNAHAN, MELODY	OFFICE ASSISTANT II	1.00	26,271.00	1,050.84				27,322.00	4.00%	
COATES, AMY	CUSTODIAN	1.00	20,815.00	832.60		1,249.00		22,897.00	10.00%	step increase
CRAWFORD, CARLA	CUSTODIAN	1.00	24,385.00	975.40		761.00		26,122.00	7.12%	step increase
DEWITT, JERRY	CUSTODIAL LEADER	0.50	14,034.00	561.36		501.00		15,097.00	7.57%	step increase
FRANEY, MAX	MAINT REPAIR WORKER II	1.00	27,791.00	1,111.64				28,903.00	4.00%	
HANSEN, MARUTA	CUSTODIAN	1.00	18,484.00	739.36		1,109.00		20,333.00	10.00%	step increase
HAYFORD, ERIC	CUSTODIAN	1.00	17,943.00	717.72				18,661.00	4.00%	
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	16,860.00	674.40		1,012.00		18,547.00	10.00%	step increase
LAUE, TIM	MAINT REPAIR WORKER III	0.30	11,926.00	477.04				12,404.00	4.00%	
MCKINNON, KENNY	CUSTODIAN	1.00	19,100.00	764.00				19,864.00	4.00%	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	17,498.00	699.92		541.00		18,739.00	7.09%	step increase
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	14,503.00	580.12				15,084.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase		Compaction Increase	Other			
O'DONNELL, AUDREY	CUSTODIAN	1.00	19,170.00	766.80				19,937.00	4.00%	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	16,384.00	655.36				17,040.00	4.00%	
ROBERTS, CASEY	ELECTRICIAN	0.40	12,000.00	480.00				12,480.00	4.00%	
SMITH, DOUGLAS	CUSTODIAN	1.00	17,943.00	717.72				18,661.00	4.00%	
SNOOK, LORN	CUSTODIAN	1.00	19,021.00	760.84				19,782.00	4.00%	
STRONG, NEIL	ELECTRICIAN MASTER	0.40	13,857.00	554.28			505.00	14,917.00	7.64%	step increase
WALTER, ROGER	CUSTODIAN	1.00	17,774.00	710.96				18,485.00	4.00%	
WEBER, STEVE	MAINT REPAIR WORKER III	0.50	13,486.00	539.44				14,026.00	4.00%	
WHITE, AUDREY	CUSTODIAN	1.00	27,756.00	1,110.24				28,867.00	4.00%	
WOOD, ELAINE	CUSTODIAN	1.00	24,385.00	975.40			761.00	26,122.00	7.12%	step increase
Total		20.00	498,894.00	19,955.76			10,400.50	529,262.00		
<u>Other Source</u>										
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	0.25	6,923.00	276.92				7,200.00	4.00%	
FRANDSON, CONNIE	OFFICE ASSISTANT II	1.00	23,188.00	927.52			73.00	24,189.00	4.31%	step increase
STUMPH, STEPHANIE	OFFICE ASSISTANT II	1.00	21,289.00	851.56				22,141.00	4.00%	
Total		2.25	51,400.00	1,204.44			73.00	53,530.00		
<u>Support Staff Non-Union - State Supported Positions</u>										
ANDERSON, PAMELA J.	SECRETARY TO PRESIDENT	1.00	40,504.00	1,620.16				42,125.00	4.00%	
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.55	21,784.00	871.36				22,656.00	4.00%	
SAPP, SHAR	OFFICE ASSISTANT II	1.00	20,570.00	822.80				21,393.00	4.00%	
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.55	26,537.00	1,061.48				27,599.00	4.00%	
MILLER, BARB	OFFICE ASSISTANT I	0.50	8,882.00	355.28				9,238.00	4.00%	
STOKEY, KATHY	OFFICE ASSISTANT III	1.00	37,096.00	1,483.84				38,580.00	4.00%	
Total		4.60	155,373.00	6,214.92				161,591.00		
<u>Support Staff Non-Union - Non-State Supported Positions</u>										
<u>Revenue Bond</u>										
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.45	17,824.00	712.96				18,537.00	4.00%	
LEHMAN, DAVID	SECURITY SUPERVISOR	1.00	32,320.00	1,292.80			1,065.00	34,678.00	7.30%	step increase
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.45	21,713.00	868.52				22,582.00	4.00%	
Total		1.90	71,857.00	2,874.28			1,065.00	75,797.00		
<u>Other Source</u>										
NIXON, ARDEN	OFFICE ASSISTANT I	0.50	8,844.00	353.76				9,198.00	4.00%	
Total		0.50	8,844.00	353.76				9,198.00		
<u>NAPE Support Staff - State Supported - Vacant</u>										
OFFICE ASSISTANT II	EXTENDED CAMPUS PROGRAMS	1.00						20,470.00		
LIBRARY ASSISTANT	LIBRARY	1.00						19,700.00		
OFFICE ASSISTANT II	FINANCIAL AID	1.00						20,470.00		
OFFICE ASSISTANT I	SOCIAL SCIENCE/JUSTICE STUDIES	0.04						708.00		
Total		3.04						61,348.00		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Anderson, Ken	Professor	1.00	64,848	2,594			67,442	4.00%	
Asmussen, Kelly	Professor	1.00	58,051	2,322			60,373	4.00%	
Beischel, Mark	Professor	1.00	58,770	2,351			61,121	4.00%	
Citrin, Anthony	Professor	1.00	72,451	2,898			75,349	4.00%	
Clemente, William	Professor	1.00	61,059	2,442			63,501	4.00%	
Clopton, Richard	Professor	1.00	61,497	2,460			63,957	4.00%	
Crook, Sara	Professor	1.00	59,920	2,397			62,317	4.00%	
Davis, Spencer	Professor	1.00	73,232	2,929			76,162	4.00%	
Eidger, Thomas	Professor	1.00	74,761	2,990			77,751	4.00%	
Hnida, John	Professor	1.00	52,382	2,095	3,608		58,085	10.89%	Rank Promotion
Holtz, Dan	Professor	1.00	65,159	2,606			67,765	4.00%	
Long, Daryl	Professor	1.00	90,936	3,637			94,574	4.00%	
Lundak, Joel	Professor	1.00	61,059	2,442			63,501	4.00%	
Snyder, William	Professor	1.00	78,619	3,145			81,764	4.00%	
Thomas, James	Professor	1.00	76,688	3,068			79,756	4.00%	
Waln, Randy	Professor	1.00	58,621	2,345			60,966	4.00%	
Ben Johnson	Professor	1.00					80,000	N/A	
Sub-Total Professors		17.00	1,068,053	42,722	3,608		1,194,385		
Barger, Michael	Assoc Prof	1.00	47,526	1,901			3,972	53,399	12.36% Per SCEA Agreement
Grotrian, Judy	Assoc Prof	1.00	51,582	2,063			1,412	55,057	6.74% Per SCEA Agreement
Hinrichs, Paul	Assoc Prof	1.00	55,893	2,236				58,129	4.00%
Nevitt, James	Assoc Prof	1.00	47,880	1,915			893	50,688	5.87% Per SCEA Agreement
Welsh, Dennis	Assoc Prof	1.00	54,461	2,178				56,640	4.00%
Sub-Total Associate Professors		5.00	257,342	10,294	-		6,277	273,913	
Blue, Cheryl	Asst Prof	1.00	41,068	1,643				42,711	4.00%
Bordeau-Trucks, Tammy	Asst Prof	1.00	40,560	1,622				42,182	4.00%
Galardi, Greg	Asst Prof	1.00	53,407	2,136	3,000			58,543	9.62% Doctorate
Gatewood, Kelly	Asst Prof	1.00	53,266	2,131				55,396	4.00%
Hutchison, Christy	Asst Prof	1.00	50,619	2,025				52,644	4.00%
Kearney, Elizabeth	Asst Prof	1.00	43,307	1,732				45,040	4.00%
Knippelmeyer, Sheri	Asst Prof	1.00	38,598	1,544			3,791	43,933	13.82% Per SCEA Agreement
Kunkel, Margaret	Asst Prof	1.00	45,420	1,817				47,237	4.00%
Lambrecht, Willis	Asst Prof	1.00	41,068	1,643			2,035	44,746	8.96% Per SCEA Agreement
Lundholm, Mary	Asst Prof	1.00	54,080	2,163				56,243	4.00%
Meints, Kenneth	Asst Prof	1.00						45,000	N/A

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Murray, Johann	Asst Prof	1.00	44,892	1,796			46,688	4.00%	
Preisman, Kristi	Asst Prof	1.00	41,068	1,643		636	43,347	5.55%	Per SCEA Agreement
Ruskamp, Judith	Asst Prof	1.00	42,850	1,714			44,564	4.00%	
Sinkhorn, Keith	Asst Prof	1.00					48,000	N/A	
Urbach, Beverly	Asst Prof	1.00	44,892	1,796			46,688	4.00%	
Zost, Gregory	Asst Prof	1.00	42,573	1,703			44,276	4.00%	
Sub-Total Assistant Professors		17.00	677,668	27,107	3,000	6,462	807,239		
Bittner, Gina	Instructor	1.00	37,440	1,498			38,938	4.00%	
Gottschalk, Carrie	Instructor	1.00	31,200	1,248		3,767	36,215	16.07%	Per SCEA Agreement
Griffin, Kenneth Brad	Instructor	1.00	47,807	1,912	2,500		52,219	9.23%	MBA
Jackson, Alan	Instructor	1.00	37,947	1,518		2,458	41,923	10.48%	Per SCEA Agreement
Klemetsrud, Mark	Instructor	1.00	37,440	1,498			38,938	4.00%	
Nies, Kristi	Instructor	1.00					35,000	N/A	
Wray, Patrick	Instructor	1.00	44,472	1,779			46,251	4.00%	
Zost, Loretta	Instructor	1.00					36,131	N/A	
Sub-Total Instructors		9.00	236,305	9,452	2,500	6,225	365,904	54.84%	
Total Faculty State Supported		48.00							
FACULTY - State Supported Positions - Retirement Contract									
None									
VACANCIES									
Faculty - State Supported Positions									
Assistant Professor		1.00					47,212		
Assistant Professor		1.00					47,440		
Assistant Professor		1.00					47,212		
Total Faculty Vacancies		3.00					141,864		
NSCPA Professional Staff - State Supported Positions									
Bergmeier, Wende	Admissions Representative	1.00	27,514	1,101			28,615	4.00%	
Blobaum, Kevin	Coord Instr Resources	1.00	34,976	1,399			36,375	4.00%	
Christensen, Heath	G-Design-Art-Digital	1.00	32,715	1,309			34,024	4.00%	
Corken, Trent	Budget Director	1.00	41,600	1,664			43,264	4.00%	
Edwards, Norva	Stu Intervention Coord	0.16					6,022	N/A	
Ellis, Christal	Admissions Representative	1.00	27,782	1,111			28,893	4.00%	

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Holtz, Alice	Career Svce Coord	0.84	33,284	1,331			34,615	4.00%	
Johnson, Rebecca	Graphic Design Artist	1.00	32,715	1,309			34,024	4.00%	
Johnson, Stephanie	Distance Learning Coord	1.00	30,160	1,206			31,366	4.00%	
LaBrie, Sara	Student Actvt Coord	0.75	21,469	859			22,328	4.00%	
Meece, Victoria	Distance Learning Coord	1.00	29,347	1,174			30,521	4.00%	
Meland, Marie	Tutorial/ADA Coord	1.00	39,084	1,563			40,647	4.00%	
Melvin, Brent	Athletic Trainer	0.84	34,694	1,388			36,082	4.00%	
Otto, Mike	Sys. Analyst	1.00	51,890	2,076			53,966	4.00%	
Pierce, Jennifer	Distance Learning Coord	1.00	28,176	1,127			29,303	4.00%	
Staples, Linda	Coord Instr Resources	1.00	34,976	1,399			36,375	4.00%	
Streit, Andrea	Asst Registrar	1.00					30,390	N/A	
Svitak, Rebecca J.	Asst Registrar	1.00					33,000	N/A	
Volker, Janice	Asst Dir Fin Aid	1.00	35,215	1,409			36,624	4.00%	
Wehmeier, Jari	Admissions Representative	1.00	27,782	1,111			28,893	4.00%	
Youngquist, Katie	Payroll Benefits Mgr	1.00	31,500	1,260			32,760	4.00%	
Total NSCPA-State Supported		19.59	594,880	23,795			688,087		
NSCPA Professional Staff - Non-State Supported (Federal)									
Edwards, Norva	Stu Intervention Coord	0.84					30,109	N/A	
Groff, Peggy	Stu Intervention Coord	0.84	31,156	1,246			32,402	4.00%	
Total NSCPA Federal		1.68	31,156	1,246			62,511		
NSCPA Professional Staff - State Supported Vacancies									
Coord Instructional Resos		1.00					34,300		
Assistant Football Coach		0.92	29,000	1,160			30,160	4.00%	
Network Specialist		1.00					39,000		
Sr Programmer Analyst		1.00					52,000		
Total NSCPA Prof Staff - State Vacancies		3.92					155,460		
NSCPA Professional Staff - Non-State Supported Vacancies (Revenue Bond)									
Resident Halls Director/Conf Asst		1.00					21,659		
Total NSCPA Prof Staff RB Vacancies		1.00					21,659		
Professional Staff - Non-Union - State Supported Positions									
Anson, Regan	Dir. Marketing/Media	1.00	67,220	2,689			69,909	4.00%	
Batterson, Bruce	Dean Prof Study	1.00					78,000	N/A	
Becker, Roger	Dir. Library	1.00	63,485	2,539			66,024	4.00%	
Cade, Eulanda	Dir. Human Resources	1.00	59,631	2,385			62,016	4.00%	
Clark, Terry	Head Football Coach	0.92	47,020	1,881			48,901	4.00%	
Clifton, Delyn	Coord Computer Serv	1.00	53,430	2,137			55,567	4.00%	

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08		Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
			Salary Base	Salary Increase	Dcotorate/ Promotion	Other			
Cronin, Jason	Head Bsbl Ch/AAA	0.92	34,694	1,388			36,082	4.00%	
Drew, Todd	VPASA	1.00	103,551	4,142			107,693	4.00%	
Fortney, Patrick	Dean Arts & Sciences	1.00					78,000	N/A	
Haley, Michael	Mgr Lndscp/Arbor	1.00	39,371	1,575			40,946	4.00%	
Harshbarger, Ted	Dir Transition Services	1.00	80,132	3,205			83,337	4.00%	
Hopp, Julie	Asst to VPAF	1.00	43,680	1,747			45,427	4.00%	
Ivy, Maurice	Hd WBB/Glf/Instr	0.92	45,000	1,800			46,800	4.00%	
Jacobsen, Jay	Asst Pres Technology	1.00	67,388	2,696			70,084	4.00%	
Jacobsen, Linda	VPAF	1.00	103,551	4,142			107,693	4.00%	
Katen, Troy	Hd M BB Coach/SID	0.92					46,400	N/A	
Kupper, Jodi	Dean Education	1.00					78,000	N/A	
Lind, Diana	Dir. Financial Aid	1.00	53,297	2,132			55,429	4.00%	
Mathews, Mark	SoftB Cch/Intra	0.92	37,721	1,509			39,230	4.00%	
Pate, Paul	Dir Campus Svcs	1.00	65,910	2,636			68,546	4.00%	
Rippe, Patricia	Dir Field Experience	0.92					56,000	N/A	
Roberts, Laura	DOS & OO	1.00	67,600	2,704			70,304	4.00%	
Stonebarger, William	Dir Hsg/Security	0.50	21,891	876			22,767	4.00%	
Teten, Dixie	Registrar	1.00	54,000	2,160			56,160	4.00%	
Turnbull, Alexis	Head VLB Coach	0.92	33,280	1,331			34,611	4.00%	
Tynon, Kathy	Business Office Mgr	1.00	39,873	1,595			41,468	4.00%	
Unruh, Susan	Accounting Manager	1.00	44,174	1,767			45,941	4.00%	
Waln, Ursula	Dir Stu Asst & Sup	1.00					62,000	N/A	
Willis, Micki	Dir Admissions	1.00	46,800	1,872			48,672	4.00%	
Total Professional - Non-Union - State Supported		27.94	1,272,700	50,908			1,722,008		
Professional Staff (Non Union) Non State Supported Positions (Revenue Bond)									
Stonebarger, William	Dir Hsg/Security	0.50	21,891	876			22,767	4.00%	
Total Prof Staff (Non Union) Revenue Bond		0.50	21,891	876			22,767		
Professional Staff (Non Union) - Non State Supported (Other)									
Balquier, Angela	Accountant	1.00	39,194	1,568			40,762	4.00%	
Fisher, Sandra	Fund Raiser	1.00	62,400	2,496			64,896	4.00%	
Harmon, Cori	Alumni/Dev Assoc	1.00					27,000	N/A	
Nolte, Krystal	Asst Alumni Dir.	1.00	41,265	1,651			42,916	4.00%	
Walter, Constance	Asst Dir Fdtn	1.00	65,669	2,627			68,296	4.00%	
Total Prof Staff Non Union Other		5.00					243,870		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08		Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
			Salary Base	Salary Increase	Dcotorate/ Promotion	Other			
Professional Staff (Non Union) State Supported Vacancies									
Asst Baseball Coach		0.20					5,520		
Asst Football Coach		0.20					5,520		
Asst Football Coach		0.20					5,520		
Asst Football Coach		0.20					5,520		
Asst Men Basketball Coach		0.20					5,520		
Asst Women Softball Coach		0.20					5,520		
Asst Women Basketball Coach		0.20					5,520		
Asst Women Volleyball Coach		0.20					5,520		
Study Table/Equipment Manager		0.20					5,520		
Athletic Director		1.00					56,509		
Dean of Graduate Study		1.00					78,000		
Total Non Union State Supported Vacancies		2.00					134,509		
Professional Staff (Non Union) - Non State Supported (Other) Vacancy									
Foundation Director		1.00					157,547		
Total Other Vacancy		1.00					157,547		
Professional Staff (Non Union) Non State Supported (Federal) Vacancy									
Director St Supp Serv		1.00	49,828	1,993			51,821		
Total Professional Staff (Non Union - Federal) Vacancy		1.00	49,828	1,993			51,821		
NAPE Support Staff - State Supported Positions									
Abrahams, Susan	Library Tech	1.00	21,972	879			22,851	4.00%	
Allen, Jack	Maint Repair Wkr II	1.00	25,459	1,018			26,477	4.00%	
Allgood, Angela	Office Assistant II	1.00	20,971	839			21,810	4.00%	
Allgood, Carolyn	Office Assistant II	1.00	28,456	1,138		1,707	31,302	10.00%	Per NAPE Agreement
Ballue, Don	Security Officer II	0.50	14,489	580		638	15,706	8.40%	Per NAPE Agreement
Boden, Daniel M	Maint Repair Wkr II	1.00	22,082	883			22,965	4.00%	
Chandler, Yvonne	Computer Operator	1.00	34,449	1,378			35,827	4.00%	
Cummins, Dana	Custodian	1.00	20,303	812			21,115	4.00%	
Davis, Linda	Office Assistant II	1.00	20,470	819			21,289	4.00%	
Davis, Phyllis	Acad Cred Tech	1.00	30,350	1,214			31,564	4.00%	
Edris, Malinda	Office Assistant III	1.00	33,663	1,347		2,020	37,029	10.00%	Per NAPE Agreement
Ellner, Janice	Office Assistant III	1.00	34,962	1,398		1,980	38,341	9.66%	Per NAPE Agreement
Eltiste, Hal	Maint Repair Wkr II	1.00	25,216	1,009			26,225	4.00%	
Furnas, Kelly	Custodian	1.00	23,053	922			23,975	4.00%	
Haveman, Deb	Accounting Clerk III	1.00	24,329	973			25,302	4.00%	
Hawley, Janet	Office Assistant II	1.00	28,191	1,128		1,691	31,010	10.00%	Per NAPE Agreement
Hawley, Nancy	Accounting Clerk III	1.00	32,568	1,303		1,954	35,825	10.00%	Per NAPE Agreement

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Horn, Elaine	Office Assistant II	1.00	24,480	979			25,459	4.00%	
Irons, Linda	Accounting Clerk III	1.00	24,184	967			25,151	4.00%	
Johnson, JoAnn	Library Tech	1.00	25,459	1,018			26,477	4.00%	
Jones, Barbara	Office Assistant II	1.00	20,765	831			21,596	4.00%	
Kearney, Connie	Office Assistant IV	1.00	39,672	1,587		2,380	43,639	10.00%	Per NAPE Agreement
Keim, Michael	Custodian	1.00	17,941	718			18,659	4.00%	
Kistner, Eldon	Maint Repair Wkr IV	1.00	39,248	1,570		2,355	43,173	10.00%	Per NAPE Agreement
Knight, Cathy	Custodian	1.00	17,774	711			18,485	4.00%	
LaVigne, Kenny	Maint Repair Wkr II	1.00	21,976	879			22,855	4.00%	
Leuenberger, Christian	Security Officer II	1.00	24,004	960			24,964	4.00%	
Martin, Gayle	Computer Operator	1.00	28,413	1,137			29,550	4.00%	
McMann, Clifford	Maint Repair Wkr II	1.00	23,450	938			24,388	4.00%	
Meyers, Jeff	Maint Repair Wkr III	1.00	29,006	1,160			30,166	4.00%	
Moody, Connie	A/V Tech	1.00	34,449	1,378			35,827	4.00%	
Morris, Debra	Custodian	1.00	22,209	888		420	23,517	5.89%	Per NAPE Agreement
Parriott, Lisa	Office Assistant II	1.00	25,938	1,038		214	27,190	4.83%	Per NAPE Agreement
Reeves, Darrin	Security Officer II	1.00	31,555	1,262			32,817	4.00%	
Robbins, James	Custodian	1.00	21,263	851			22,114	4.00%	
Schultz, Ronald	Maint Repair Wkr II	1.00	22,300	892			23,192	4.00%	
Strayer, LaRue	Custodian	1.00	17,688	708			18,396	4.00%	
Stutheit, Kurt	Custodian	1.00	25,943	1,038		1,556	28,537	10.00%	Per NAPE Agreement
Trail, Brenda	Office Assistant II	1.00	20,769	831			21,600	4.00%	
Williams, Krista	Accounting Clerk III	1.00	25,006	1,000			26,006	4.00%	
Winkelhake, Tracey	Office Assistant I	1.00	21,931	877			22,808	4.00%	
Total NAPE Support Staff State Supported Positions		41.50	1,068,705	42,749		16,915	1,128,370		
NAPE Support Staff - Non State Supported Positions (Revenue Bond)									
Ballue, Don	Security Officer II	0.50	14,489	580		638	15,706	8.40%	Per NAPE Agreement
Kopf, Roger	Maint Repair Wkr II	1.00	25,216	1,009			26,225	4.00%	
Spangler, Antonia	Custodian	1.00	20,499	820		1,230	22,549	10.00%	Per NAPE Agreement
Watlington, Kimberly	Custodian	1.00	18,588	744			19,331	4.00%	
Whisler, Jackie	Custodian	1.00	17,688	708			18,396	4.00%	
Williams, Arlin	Maint Repair Wkr III	1.00	26,672	1,067			27,739	4.00%	
Williams, Jackie	Office Assistant II	1.00	28,625	1,145		1,718	31,488	10.00%	Per NAPE Agreement
Total NAPE - Revenue Bond		6.50	151,776	6,071		3,586	161,434		
NAPE Support Staff - Non State Supported Positions (Federal)									
Patterson, Bea	Office Assistant II	1.00	23,483	939		1,409	25,832	10.00%	Per NAPE Agreement
Total NAPE Federal		1.00	23,483	939		1,409	25,832		

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Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Support Staff (Non Union) State Supported Positions									
Adams, Phyllis	Acad Recds Clk	0.50	12,993	520		780	14,292	10.00%	Years of Service
Breazile, Debra	Custodial Super	1.00	33,336	1,333		2,001	36,670	10.00%	Years of Service
Moody, Linda	Sec'y to Pres	1.00	43,617	1,745		2,617	47,978	10.00%	Years of Service
Reynolds, James	Maint Supervisor	1.00	43,549	1,742			45,291	4.00%	
Tisdell, Randee	Office Assistant IV	1.00	31,200	1,248			32,448	4.00%	
Total Support Staff (Non Union) State Supported		4.50	164,694	6,588		5,398	176,679		
Support Staff - Non Union Retirement Contract									
Chapin, Ardie	Early Ret	0.25					10,166		
Total		0.25					10,166		
NAPE Support Staff - State Supported Positions - Vacancies									
Accounting Clerk III		1.00	20,567	823			24,485		
Accounting Clerk III		1.00					24,485		
Maintenance Repair Worker II		1.00	23,450	938			24,388		
Maintenance Repair Worker II		1.00					24,388		
Office Assistant II		1.00	36,968	1,479			38,447		
Office Assistant II		1.00					21,187		
Total NAPE State Supported Vacancies		6.00	102,962	4,118			155,848		

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes	
					Doctorate(1)/ Promotion (2)	Other				
Faculty -- State Supported Positions										
Adams, Franklin	Professor	1.00	63,280	2,532			65,812	4.00%		
Alexander, Andrew	Professor	1.00	59,922	2,397			62,319	4.00%		
Anderson, Wayne	Professor	1.00	68,706	2,749			71,455	4.00%		
Arneson, Patricia	Professor	1.00	68,678	2,748			75,562	10.02%	(n)	
Bauer, Jeffrey	Professor	1.00	51,786	2,072	3,000	2	1,227	58,085	12.16%	(l)
Bertolas, Randy	Professor	1.00	58,773	2,351			61,124	4.00%		
Black, Barbara	Professor	1.00	60,265	2,411			62,676	4.00%		
Blankenau, Joe	Professor	1.00	56,394	2,256			58,650	4.00%		
Blaser, Kent	Professor	1.00	76,625	3,065			79,690	4.00%		
Blomenkamp, Jean	Professor	1.00	67,249	2,690			69,939	4.00%		
Bondhus, Joann	Professor	1.00	76,625	3,065			79,690	4.00%		
Bonds, Christopher	Professor	1.00	72,498	2,900			75,398	4.00%		
Bruflat, Alan	Professor	1.00	64,401	2,577			66,978	4.00%		
Butler, Katherine	Professor	1.00	89,018	3,561			92,579	4.00%		
Campbell, Paul	Professor	1.00	74,013	2,961			76,974	4.00%		
Christensen, Douglas	Professor	0.67	33,116	1,325	2,000	2	3,035	39,476	19.21%	(i) (l) (n)
Conley, Donovan	Professor	1.00	70,325	2,813			73,138	4.00%		
Conway, Kathleen	Professor	1.00	74,864	2,995			77,859	4.00%		
Curtiss, James	Professor	1.00	60,795	2,432			63,227	4.00%		
Dalal, Meenakshi	Professor	1.00	74,367	2,975			77,342	4.00%		
Dinsmore, Steven	Professor	1.00	76,194	3,048			79,242	4.00%		
Ellis, Susan	Professor	1.00	50,054	2,003	3,000	2	3,028	58,085	16.04%	(c) (l)
Ettel, Mary	Professor	1.00	60,060	2,403			1,618	64,081	6.69%	(n)
Evetovich, Tammy	Professor	1.00	53,087	2,124	3,000	2		58,211	9.65%	
Garvin, Timothy	Professor	1.00	60,107	2,405			4,532	67,044	11.54%	(n)
Hallgren, Kenneth	Professor	1.00	75,258	3,011				78,269	4.00%	
Hamilton, Terry	Professor	1.00	61,818	2,473			337	64,628	4.55%	(n)
Hammer, Mark F.	Professor	1.00	57,493	2,300				59,793	4.00%	
Hansen, Pearl	Professor	1.00	72,369	2,895				75,264	4.00%	
Hickey, Donald	Professor	1.00	76,625	3,065				79,690	4.00%	
Imdieke, Jack	Professor	1.00	72,159	2,887			3,085	78,131	8.28%	(n)
Karr, Paul	Professor	1.00	59,343	2,374				61,717	4.00%	
Kietzmann, Glenn	Professor	1.00	62,766	2,511			838	66,115	5.34%	(n)
Lawrence, Gloria	Professor	1.00	65,834	2,634				68,468	4.00%	
Leeper, Mark	Professor	1.00	57,493	2,300				59,793	4.00%	
Lichty, Dennis	Professor	1.00	59,550	2,382				61,932	4.00%	
Lindberg, Judith	Professor	1.00	66,339	2,654				68,993	4.00%	
Linster, Carolyn	Professor	1.00	71,196	2,848				74,044	4.00%	
Mudge, Marilyn	Professor	1.00	60,631	2,426			1,420	64,477	6.34%	(c) (n)
Mueller, Marlene	Professor	1.00	71,044	2,842				73,886	4.00%	
Nelson, Jeryl	Professor	1.00	62,849	2,514				65,363	4.00%	
O'Leary, Jay	Professor	1.00	88,364	3,535				91,899	4.00%	
Parker, Chuck	Professor	1.00	58,308	2,333			1,887	62,528	7.24%	(n)
Paxton, John	Professor	1.00	78,556	3,143				81,699	4.00%	
Pearcy, Shawn	Professor	0.67	37,999	1,520				39,519	4.00%	(i)
Peitz, David	Professor	1.00	56,942	2,278				59,220	4.00%	
Renzelman, John	Professor	1.00	71,416	2,857				74,273	4.00%	(c)

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes	
					Doctorate(1)/ Promotion (2)	Other				
Reynolds, Vic	Professor	1.00	67,631	2,706			70,337	4.00%		
Ronnow, Gretchen	Professor	1.00	60,632	2,426		2,007	65,065	7.31%	(n)	
Rudin, Catherine	Professor	1.00	69,055	2,763			71,818	4.00%		
Sandlin, Lisa	Professor	1.00	56,942	2,278			59,220	4.00%		
Sharer, Timothy	Professor	1.00	65,587	2,624			68,211	4.00%		
Slaymaker, William	Professor	1.00	68,462	2,739			71,201	4.00%		
Snowden, Monica	Professor	1.00	49,800	1,992	3,000	2	3,293	58,085	16.64%	(l)
Sweetland, Robert	Professor	1.00	69,442	2,778			72,220	4.00%		
Taber, Douglass	Professor	1.00	70,604	2,825		804	74,233	5.14%	(n)	
Walker, Karen	Professor	1.00	56,394	2,256			58,650	4.00%		
Whitt, Deborah	Professor	1.00	61,260	2,451		1,466	65,177	6.39%	(n)	
Whitt, Ronald	Professor	1.00	71,426	2,858			74,284	4.00%		
Wilcox, Daryl	Professor	1.00	76,625	3,065			79,690	4.00%		
Willis, Keith	Professor	1.00	58,140	2,326			60,466	4.00%	(c)	
Worner, Tamara	Professor	1.00	49,650	1,986	3,000	2	3,449	58,085	16.99%	(l)
Young, Todd	Professor	1.00	49,752	1,991	3,000	2	3,342	58,085	16.75%	(l)
Sub-Total Professors		62.34	4,066,956	162,704	20,000		39,504	4,289,164		
Bohnert, David	Assoc. Prof.	1.00	48,158	1,927		1,103	51,188	6.29%	(n)	
Brummels, James	Assoc. Prof.	1.00	67,688	2,708			70,396	4.00%		
Cacheiro, Adolfo	Assoc. Prof.	1.00	50,451	2,019			52,470	4.00%		
Carrigg, Maureen	Assoc. Prof.	1.00	55,923	2,237		2,091	60,251	7.74%	(n)	
Christensen, Linda	Assoc. Prof.	1.00	49,424	1,977			51,401	4.00%		
Conway, Gerald	Assoc. Prof.	1.00	72,104	2,885			74,989	4.00%		
Dendinger, Laura	Assoc. Prof.	1.00	55,515	2,221			57,736	4.00%		
Elliott, Steven	Assoc. Prof.	1.00	43,878	1,756	3,000	2	48,634	10.84%		
Engebretsen, Barbara	Assoc. Prof.	1.00	52,279	2,092			54,371	4.00%		
Garvin, Sharon	Assoc. Prof.	1.00	48,795	1,952	3,000	2	2,398	56,145	15.06%	(n)
Harms, Sally	Assoc. Prof.	1.00	50,868	2,035			52,903	4.00%		
Jensen, Gwen	Assoc. Prof.	1.00	52,648	2,106			54,754	4.00%		
Karsky, Jason	Assoc. Prof.	1.00	49,633	1,986		300	51,919	4.61%	(n)	
Keenan, Richard	Assoc. Prof.	1.00	57,675	2,307			59,982	4.00%		
Lofgren, Ronald	Assoc. Prof.	1.00	51,786	2,072			53,858	4.00%	(c)	
Lutt, Pat	Assoc. Prof.	1.00	53,147	2,126		972	56,245	5.83%	(n)	
Marek, Michael	Assoc. Prof.	1.00	44,995	1,800	3,000	2	49,795	10.67%		
McElwain, David	Assoc. Prof.	1.00	53,127	2,126			55,253	4.00%		
Miller, Daniel	Assoc. Prof.	1.00	53,400	2,136		2,190	57,726	8.10%	(n)	
Ossian, James	Assoc. Prof.	1.00	50,958	2,039			52,997	4.00%		
Schmitz, Janet	Assoc. Prof.	1.00	70,134	2,806			72,940	4.00%		
Volk, Gary	Assoc. Prof.	1.00	75,924	3,037			78,961	4.00%		
Sub-Total Associate Professors		22.00	1,208,510	48,350	9,000		9,054	1,274,914		
Agoumba, Darius	Asst. Prof.	1.00	43,590	1,744			45,334	4.00%		
Buryanek, Donald	Asst. Prof.	1.00	55,171	2,207			57,378	4.00%		
Cupp, Rodney	Asst. Prof.	1.00	42,640	1,706			44,346	4.00%		
Davis, Adam	Asst. Prof.	1.00					41,500	n/a	(h)	
Dilliard, Kelly	Asst. Prof.	1.00					41,000	n/a	(h)	
Dinsmore, Janice	Asst. Prof.	1.00	54,636	2,186			56,822	4.00%	(k)	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009		Notes
					Doctorate(1)/ Promotion (2)	Other	Total Annual Salary	% Increase	
Dixon, Pamela	Asst. Prof.	1.00	47,000	1,880			48,880	4.00%	
Driewer, Carolyn	Asst. Prof.	1.00	42,285	1,692		620	44,597	5.47%	(n)
Farmer, Todd	Asst. Prof.	1.00	46,800	1,872			48,672	4.00%	
Geisert, Cameron	Asst. Prof.	1.00	40,341	1,614		630	42,585	5.56%	(n)
Greene, Todd	Asst. Prof. (Int.)	1.00					37,000	n/a	(g)
Gutshall, Elise	Asst. Prof.	1.00					43,500	n/a	(h)
Hardy, Tim	Asst. Prof.	1.00	46,800	1,872			48,672	4.00%	
Hayford, Barbara	Asst. Prof.	1.00					44,500	n/a	(h)
Hinnerichs, Kristi	Asst. Prof.	1.00	37,440	1,498		2,090	41,028	9.58%	(n)
Langdon, Jennifer	Asst. Prof.	1.00					42,500	n/a	(h)
Langlie, Pamela	Asst. Prof.	1.00	40,282	1,612		883	42,777	6.19%	(n)
Loggins, Ronald	Asst. Prof.	1.00					41,000	n/a	(h)
Nicholson, Lori	Asst. Prof.	1.00	48,170	1,927			50,097	4.00%	
Sikich, Sharmin	Asst. Prof.	1.00	42,120	1,685			43,805	4.00%	
Vander Weil, Gregory	Asst. Prof.	1.00	52,305	2,093			54,398	4.00%	
Weixelman, Joseph	Asst. Prof.	1.00	42,000	1,680			43,680	4.00%	
Zink, Mark	Asst. Prof. (Int.)	1.00	36,000	1,440			37,440	4.00%	(g)
Sub-Total Assistant Professors		23.00	717,580	28,708	0	4,223	1,041,511		
Calkin, Josh	Instructor	1.00					37,000	n/a	(h)
Clark, Tegan	Instructor (Int.)	1.00					35,000	n/a	(g)
Curnyn, Molly	Instructor	1.00					34,000	n/a	(h)
DeBoer, Buffany	Instructor (Int.)	1.00	34,872	1,395			36,267	4.00%	(g)
Dorman, Sherry	Instructor (Int.)	1.00	33,000	1,320			34,320	4.00%	(g)
Ebmeier, Sally	Instructor	1.00	40,116	1,605			41,721	4.00%	
Garden, Randa	Instructor	1.00	37,440	1,498			38,938	4.00%	
Herling, Lourdes	Instructor	1.00	40,560	1,623			42,183	4.00%	
Hinrichs, Andrea	Instructor (Int.)	1.00					33,000	n/a	(g)
Irlmeier, Joni	Instructor	1.00					37,500	n/a	(h)
Maas, Chad	Instructor	1.00	34,000	1,360		1,288	36,648	7.79%	(n)
Mancastroppa, Roger	Instructor (Int.)	1.00	31,500	1,260			32,760	4.00%	(g)
Meyer, Jeffrey	Instructor	1.00	43,936	1,758			45,694	4.00%	(k)
Moeller, Judith	Instructor (Int.)	1.00	32,060	1,283			33,343	4.00%	(g)
Newcomb, Lori	Instructor	1.00					39,000	n/a	(h)
Novotny, Jason	Instructor	1.00	39,000	1,560			40,560	4.00%	
Ras, Gerard	Instructor	1.00					48,487	n/a	(h)
Tinnon, Vicki	Instructor	1.00	36,500	1,460			37,960	4.00%	
Villarreal, Sofia	Instructor	1.00	38,000	1,520			39,520	4.00%	
Sub-Total Instructors		19.00	440,984	17,642	0	1,288	723,901		
Berry, Judith	Lecturer	1.00	35,986	1,440			37,426	4.00%	
Sub-Total Lecturers		1.00	35,986	1,440	0	0	37,426		
TOTAL FACULTY		127.34	6,470,016	258,844	29,000	54,069	7,366,916		

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Faculty Phased Retirements									
Gilligan, Janet	Professor	0.33	26,431	1,058			27,489	4.00%	3rd year of 3 years
Karlen, Jean	Professor	0.33					30,310	n/a	1st year of 3 years
Taber, Linda	Assoc. Prof.	0.33	22,345	894			23,239	4.00%	2nd year of 3 years
Teach, Frank	Instructor	0.33	21,623	864			22,487	4.00%	3rd year of 3 years
TOTAL PHASED RETIREMENTS		1.32	70,399	2,816	0	0	103,525		
Faculty -- Non-State Supported Positions (Federal/Restricted)									
Christensen, Douglas	Professor	0.33	16,534	661	1,000	2	1,517	19.22%	(i) (l) (n)
Pearcy, Shawn	Professor	0.33	18,943	758			19,701	4.00%	(i)
		0.67	35,477	1,419	1,000		1,517		

NOTES:

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

Vacant Faculty Positions for 2008-09

VACANT (Vergara)	Asst. Prof.	1.00	41,000
VACANT (Diaz)	Asst. Prof.	1.00	41,000
VACANT (Roney)	Asst. Prof.	1.00	41,000
VACANT (Ellis leave)	Instructor (Int.)	0.50	17,000
VACANT (Lofgren leave)	Instructor (Int.)	0.50	17,000
VACANT (Mudge leave)	Instructor (Int.)	0.50	17,000
VACANT (Renzelman leave)	Instructor (Int.)	0.50	17,000
VACANT (Willis leave)	Instructor (Int.)	0.50	17,000

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			
<u>NSCPA Professional Staff -- State Supported Positions</u>									
Akerlund, Tricia	Marketing Coordinator	1.00	44,500	1,780			46,280	4.00%	
Brown, Clinton	Asst. Football Coach	1.00	37,874	1,515			39,389	4.00%	
Burns, Jana	Admissions Counselor	0.75	22,623	905		384	23,912	5.70%	(d) (k)
Carpenter, Amy	Admissions Counselor	1.00	27,514	1,101			28,615	4.00%	
Carstens, Mary	Learning Skills Specialist	0.75	30,408	1,217		1,824	33,449	10.00%	(d) (k)
Crom, Jennifer	Programmer Analyst	1.00	36,086	1,444			37,530	4.00%	
Denklau, Susan	Accountant/Grants	1.00	33,904	1,357			35,261	4.00%	
Derechailo, Melissa	Theatre Technician	0.88	35,378	1,416			36,794	4.00%	(d)
Dostal, Makala	Admissions Counselor	1.00	27,515	1,101			28,616	4.00%	
Eckmann, Brandon	Computer Support Specialist	1.00	36,806	1,473			38,279	4.00%	
Edwards, Kim	Asst. Volleyball Coach	0.85					28,475	n/a	(c) (h)
Ensz, Deborah	Learning Skills Specialist	0.75	33,207	1,329			34,536	4.00%	(d)
Granberg, Karen	Counselor	0.80	42,904	1,717		2,574	47,195	10.00%	(d) (k)
Grosz, Mike	Sports Information Director	1.00	33,611	1,345			34,956	4.00%	
Haddinger, Mark	Admissions Counselor	1.00	29,000	1,160			30,160	4.00%	
Halle, Kevin	Coordinator Admissions Svcs	1.00	30,944	1,238	1,000		33,182	7.23%	
Hansen, James	Programmer Analyst	1.00	33,923	1,357			35,280	4.00%	
Heggemeyer, Terri	Career Services Specialist	1.00	39,543	1,582		2,079	43,204	9.26%	(k)
Hix, Karla	Assistant Registrar	1.00	31,545	1,262		1,893	34,700	10.00%	(k)
Hoffman, LeAnn	Asst. Dir. Financial Aid	1.00	35,263	1,411			36,674	4.00%	
Janke, Kathy	Coordinator, Admission Services	1.00	29,274	1,171			30,445	4.00%	
Johnson, Deborah	Computer Support Specialist	1.00	33,539	1,342			34,881	4.00%	
Knight, Valerie	Reference Librarian	1.00	39,500	1,580			41,080	4.00%	
Kucera, Loren	Director NBDC	0.09	5,066	203			5,269	4.01%	(c)
Loftis, Charissa	Reference Librarian	1.00	40,560	1,623			42,183	4.00%	
Mackling, Jamie	Counselor	1.00	38,629	1,546			40,175	4.00%	
Meyer, Michelle	Counselor	1.00	43,457	1,739			45,196	4.00%	
Mohlfeld, Kathy	Counselor	1.00	45,133	1,806			46,939	4.00%	
Muir, Trudy	Graphic Design Artist	1.00	37,788	1,512			39,300	4.00%	
Murken, Matthew	Asst. MBB Coach/Event Mgr.	0.66	21,325	853		318	22,496	5.49%	(c) (k)
Nelson, Jeremy	Computer Support Specialist	1.00	36,451	1,459			37,910	4.00%	
Nitzke, Joseph	Director SSRC	1.00	56,244	2,250			58,494	4.00%	
Nuernberger, Lois	Instructional Resource Coord	1.00	31,392	1,256		1,884	34,532	10.00%	(k)
O'Reilly, Gretchen	Nurse	0.88	34,071	1,363			35,434	4.00%	(d)
Parker, Brett	Computer Support Specialist-OTLT	1.00	32,760	1,311			34,071	4.00%	
Piper, Jeff	Graphic Design Artist (Digital)	1.00	37,241	1,490			38,731	4.00%	
Quance, Marilyn	Technical Services Librarian	1.00	50,456	2,019			52,475	4.00%	
Reinhardt, Heather	Coordinator Cooperative Education	1.00	38,156	1,527			39,683	4.00%	
Reynolds, Lisa	Asst. Dir. Continuing Education	1.00	31,944	1,278		1,438	34,660	8.50%	(k)
Rusch, Amanda	Telecomm. Services Specialist	1.00	32,526	1,302			33,828	4.00%	
Samuelson, Josh	Network Specialist-UNIX Support	1.00	42,477	1,700			44,177	4.00%	
Schlichter, Marcus	Acquisitions Librarian	1.00	50,224	2,009		3,014	55,247	10.00%	(k)
Skow, Lora	Payroll Manager	1.00	35,003	1,401			36,404	4.00%	
Smith, Alex	Reference Librarian - Electronic Services	1.00					40,000	n/a	(h)
Smith, Ruth	Facilities Technician	1.00	34,684	1,388			36,072	4.00%	
Suhr, Gene	Assistant Football Coach	1.00	33,918	1,357			35,275	4.00%	
Sydow, Suzanne	Assessment Director	1.00	70,000	2,800			72,800	4.00%	
Van Arsdale, William	Reference Librarian	1.00	40,560	1,623			42,183	4.00%	
Vick, Ronald Sr.	Counselor	1.00	47,821	1,913			49,734	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			
Willhite, Brady	Admissions Counselor	1.00	27,514	1,101			28,615	4.00%	
Wood, Alexander	Assistant FtBll Coach/Equip Coord	1.00	36,000	1,440			37,440	4.00%	
Yates, Marilyn	Compliance/Events Coord.	0.90	27,630	1,105			28,735	4.00%	(c)
Young, Kaye	Accountant	1.00	35,870	1,435			37,305	4.00%	
TOTAL		50.30	1,839,761	73,612	1,000	15,408	1,998,256		
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>									
Gonzales, Daniel	Retention Specialist STRIDE	1.00	35,393	0			35,393	0.00%	
Kucera, Loren	Director, NBDC	0.91	51,219	2,049			53,268	4.00%	(c)
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.80	31,959	1,279			33,238	4.00%	(d)
TOTAL		2.71	118,571	3,328	0	0	121,899		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>									
Anderson Derek	Student Center Manager	1.00	43,981	1,760			45,741	4.00%	
Cantrell, Jodene	Asst. Dir. Residence Life	0.88	26,390	1,056			27,446	4.00%	(d)
Edwards, Kim	Asst. Volleyball Coach	0.15					5,025	n/a	(c)(h)
Franco, Amy	Asst. Dir. Residence Life	0.88	26,390	1,056			27,446	4.00%	(d)
Laursen, Jennifer	Asst. Dir. Residence Life	0.88	29,006	1,161			30,167	4.00%	(d)
Muir, Nick	Computer Support Specialist	1.00	34,141	1,366		2,038	37,545	9.97%	(k)
Murken, Matthew	Asst. MBB Coach/Event Mgr.	0.34	10,985	440		164	11,589	5.50%	(c) (k)
Osnes, Thomas	Asst. Dir. Residence Life	1.00	33,495	1,340			34,835	4.00%	
Schaefer, Rachel	Asst. Dir. Residence Life	0.88	28,210	1,129			29,339	4.00%	(d)
Smith, Chad	Computer Support Specialist	1.00	41,114	1,645			42,759	4.00%	
Yates, Marilyn	Compliance/Events Coord.	0.10	3,069	123			3,192	4.01%	(c)
TOTAL		8.09	276,781	11,076	0	2,202	295,084		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>									
Bareman, Jason	Director Career Services	1.00	52,493	2,100			54,593	4.00%	
Bargstadt, Connie	Nurse	0.88	41,514	1,661			43,175	4.00%	(d)
Barry, Jeannette	Institutional Research Analyst	1.00	45,542	1,822			47,364	4.00%	
Benson, Vaughn	Dean Business/Technology	1.00	101,965	4,079			106,044	4.00%	
Bredenber, Brooke	Head Women's Soccer Coach	1.00	34,500	1,380			35,880	4.00%	
Brink, Marlon	Head M/W Track/Crss Cntry Coach	1.00	42,750	1,710			44,460	4.00%	
Brummels, Linda	Director Counseling	0.94	56,209	2,249			58,458	4.00%	(d)
Burkett, Rico	Head Men's Basketball Coach	0.92	56,920	2,277			59,197	4.00%	(d)
Carmichael, Richard	Asst. Dir. Facility Services	1.00	62,884	2,516			65,400	4.00%	
Collier, Jerry	Director College Relations	1.00	64,480	2,580			67,060	4.00%	
DeBoer, Mitchell	Asst. Ath Dir Business Mgmt	1.00	50,631	2,026			52,657	4.00%	
Dunning, John	Director Network Operations	1.00	66,332	2,654			68,986	4.00%	
Elfers, Eddie	Director Tchng/Lrnng Technologies	1.00	64,927	2,598			67,525	4.00%	
Frye, Curt	VP/Dean of Students	1.00	99,807	3,993			103,800	4.00%	
Gardner, Janice	Admin Asst. to President	0.80	38,715	1,549			40,264	4.00%	(d)
Graber, David	Library Director	1.00	62,400	2,496			64,896	4.00%	
Hill, Kevin	Dean Natural/Social Sciences	1.00	89,440	3,578			93,018	4.00%	
Kielsmeier, Chris	Head Women's Basketball Coach	0.92					65,000	n/a	(d) (h)
Kiely, John	HVAC/Energy Manager	1.00	59,632	2,386			62,018	4.00%	
Kinsella, Craig	Director Continuing Education	1.00	60,320	2,413			62,733	4.00%	
Kniefl, Scott	Head Volleyball Coach	0.92	46,800	1,872			48,672	4.00%	(d)
Koyzis, Anthony	Dean Education/Counseling	1.00	92,158	3,687			95,845	4.00%	
Kroger, Beth	VP Administration/Finance	1.00	107,120	4,285			111,405	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			
Lentz, Brian	Accountant/Asst. Dir. WSF	0.91	39,799	1,592			41,391	4.00%	(c)
Lentz, Lynette	Registrar	1.00	57,518	2,301			59,819	4.00%	
Linster, Dennis	Chief Information Officer	1.00	94,729	3,790			98,519	4.00%	
Manganaro, John	Bsball Cch&Event/Fields Mgr.	1.00	47,500	1,900			49,400	4.00%	
McCue, Robert	VP Academic Affairs	1.00	120,362	4,815			125,177	4.00%	
McLaughlin, Dan	Head Football Coach	0.92	71,991	2,880			74,871	4.00%	(d)
Meyer, Barbara	Budget Manager	1.00	59,920	2,397			62,317	4.00%	
O'Donnell, James	Dean Arts/Humanities	1.00	97,392	3,896			101,288	4.00%	
Polenske, Cheri	Director Administrative Systems	1.00	57,200	2,288			59,488	4.00%	
Rose, Kyle	Director Financial Aid	1.00	49,681	1,988			51,669	4.00%	
Schoh, Eric	Athletic Director	1.00	81,000	3,240			84,240	4.00%	
Spethman, Phyllis	Dir. Field Exp/Tchr Cert Officer	1.00	56,244	2,250			58,494	4.00%	
Unger, Krista	Head Softball Coach	1.00	36,400	1,456			37,856	4.00%	
Waddington, Cheryl	Director Human Resources	1.00	78,000	3,120			81,120	4.00%	
Weber, Dorothy	Director Learning Center	0.92	50,147	2,006			52,153	4.00%	(d)
Wetterberg, Deborah	Director Business Services	1.00	45,760	1,831			47,591	4.00%	
Young, Tammy	Director Admissions	1.00	62,400	2,496			64,896	4.00%	
Ziska, Brandon	Security and Safety Officer	1.00	28,190	1,128			29,318	4.00%	
TOTAL		40.12	2,531,772	101,285	0	0	2,698,057		

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

Armstrong, Kevin	Director Planned Giving	1.00	38,122	1,525			39,647	4.00%	
Conner, Phyllis	VP Development/Exec Dir. WSF	1.00	104,178	4,168			108,346	4.00%	
Lentz, Brian	Accountant/Asst. Dir. WSF	0.09	4,028	162			4,190	4.02%	(c)
Lundahl, Deborah	Director Development/Alumni Rel	1.00	43,827	1,754			45,581	4.00%	
Mancastroppa, Shawn	Director STRIDE	1.00	47,245	1,890			49,135	4.00%	(l)
TOTAL		4.09	237,400	9,499	0	0	246,899		

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

Barry, Michael	Dir. Spts/Rec Fac/Assoc. Dir. Ath	1.00	58,908	2,357			61,265	4.00%	
Buhrman, Beverly	Accounting Manager	1.00	57,608	2,305			59,913	4.00%	
Carstens, Jeffrey	Dir. Res Life/Asst. Dean of Stdts	1.00	58,688	2,348			61,036	4.00%	
Gatluak, Buol	Senior Resident Assistant	0.33	4,035	162		546	4,743	17.55%	(m)
Gatzemeyer, Jessica	Senior Resident Assistant	0.33					4,560	n/a	(h)
Hochstein, Roger	Security Manager	1.00	43,368	1,735			45,103	4.00%	
Kinzer, Cassandra	Senior Resident Assistant	0.33	4,035	162		546	4,743	17.55%	(m)
Knutson, Eric	Senior Resident Assistant	0.33					4,560	n/a	(h)
Mieras, Tara	Director of Student Center Activities	1.00	44,000	1,760			45,760	4.00%	
Mrsny, Jason	Security & Crime Prevention Officer	1.00	35,780	1,432			37,212	4.00%	
Schramm, Kim	Grounds/Arboretum/Landscape Mgr.	1.00	42,465	1,699			44,164	4.00%	
Teegerstrom, Seth	Senior Resident Assistant	0.33					4,560	n/a	(h)
TOTAL		8.65	348,887	13,960	0	1,092	377,619		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence without pay

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			

- (g) interim appointment
(h) new appointment
(i) merit based increase
(j) gender equity adjustment
(k) in accordance with NSCPA salary guide 2008-09
(l) salary increase effective 09/01/08
(m) adjustment to reflect minimum wage increase

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

VACANT	Director Multicultural Student Affairs	1.00	41,820
VACANT	Assistant W Basketball Coach/Events Mgr	0.90	27,268
VACANT	Assistant Manager Student Center	1.00	25,578
VACANT	Coordinator/SSRC	0.75	20,046
VACANT	Programmer Analyst	1.00	34,604

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

VACANT	Learning Skills Specialist STRIDE	0.79	28,341
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NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Assistant W Basketball Coach/Events Mgr	0.10	3,030
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Professional Staff (Non-Union) -- State Supported Positions -- VACANT POSITIONS

VACANT	Coaching Asst. Baseball	0.63	18,936
VACANT	Manager Custodial Services	0.50	21,433
VACANT	Director Facility Services	1.00	78,000

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

VACANT	Director, Annual Giving	1.00	35,000
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Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Manager Custodial Services	0.50	21,433
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Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			
<u>NAPE/Support Staff -- State Supported Positions</u>									
Ahmann, Nancy	Office Assistant II	1.00	21,902	877			22,778	4.00%	
Backstrom, Virginia	Office Assistant II	1.00	29,978	1,200	1,799		32,976	10.00%	(g)
Bottger, Bridget	Office Assistant II	1.00	21,077	844			21,920	4.00%	
Carroll, Dennis	Maintenance Repair Worker II	1.00	29,990	1,200	1,234		32,424	8.11%	
Chase, Deb	Office Assistant II	1.00	28,196	1,128	1,692		31,016	10.00%	
Clarkson, Robert	Maintenance Repair Worker III	1.00	29,004	1,161			30,164	4.00%	
Daehnke, Deborah	Office Assistant II	1.00	28,687	1,148	358		30,192	5.25%	
Dempster, Robert	Maintenance Repair Worker III	1.00	41,166	1,647			42,813	4.00%	
Donner, Colette	Custodian	1.00	19,932	798	186		20,916	4.94%	
Doring, Sheryl	Custodian	1.00	27,482	1,100	146		28,728	4.53%	
Echtenkamp, Cathleen	Library Assistant	1.00	43,404	1,737			45,141	4.00%	
Fleer, Sharon	Accounting Clerk III	1.00	32,976	1,320	1,979		36,273	10.00%	
Franzen, Cynthia	Office Assistant II	1.00	21,496	860			22,356	4.00%	
Fredrickson, Angie	Accounting Clerk III	1.00	25,722	1,029			26,751	4.00%	
Frevert, Cynthia	Office Assistant I	1.00	20,814	833			21,646	4.00%	
Gathje, Richard	Custodian	1.00	25,934	1,038	1,556		28,527	10.00%	
Hansen, Cathleen	Office Assistant III	1.00	27,000	1,080			28,080	4.00%	
Hart, Britney	Accounting Clerk I	1.00	18,572	743			19,315	4.00%	
Headley, Terri	Library Assistant	1.00	22,053	883			22,935	4.00%	
Hirschman, Dawn	Office Assistant III	1.00	27,400	1,097			28,496	4.00%	
Hobza, Cathy	Office Assistant II	1.00	23,606	945			24,550	4.00%	
Jensen, Lesa	Office Assistant III	1.00	32,572	1,303	1,954		35,830	10.00%	
Jorgensen, Stephanie	Office Assistant II	1.00	20,765	831			21,595	4.00%	
Kamrath, Vern	Custodian	1.00	25,934	1,038	1,556		28,527	10.00%	
Kardell, Jeanne Ann	Office Assistant II	1.00	27,641	1,106			28,747	4.00%	
Kastrup, Tama	Office Assistant II	1.00	28,196	1,128	868		30,192	7.08%	
Keiser, Jenny	Library Assistant	1.00	19,953	799			20,751	4.00%	
Kennedy, Gerald	Maintenance Repair Worker III	1.00	29,430	1,178			30,607	4.00%	
Leise, Heather	Academic Credentials Technician	1.00	27,000	1,080			28,080	4.00%	
Long, William	Custodian	1.00	24,385	976	764		26,124	7.13%	
Loofe, Vickie	Office Assistant III	1.00	33,999	1,361	2,040		37,399	10.00%	
Lubberstedt, Marcella	Custodian	1.00	25,479	1,020	1,529		28,027	10.00%	
Maas, Mark	Maintenance Repair Worker III	1.00	28,616	1,145			29,761	4.00%	
Maly, Jim	Audio-Visual Service Technician	1.00	34,287	1,372			35,658	4.00%	
Marr, Daniel	Electrician	1.00	37,250	1,491	2,235		40,975	10.00%	
Mecseji, Karen	Office Assistant II	1.00	21,373	855			22,228	4.00%	
Meier, Tammy	Office Assistant III	1.00	33,065	1,323	1,984		36,372	10.00%	
Meyer, Nancy	Accounting Clerk II	1.00	28,196	1,128	1,692		31,016	10.00%	
Meyer, Roger	Electrician	1.00	29,326	1,174			30,499	4.00%	
Monahan, Pam	Accounting Clerk III	1.00	27,400	1,097			28,496	4.00%	
Morlok, Deb	Office Assistant II	1.00	23,487	940			24,427	4.00%	
Morris, Robert	Maintenance Repair Worker IV	1.00	46,631	1,866			48,496	4.00%	
Mosley, Greg	Maintenance Repair Worker III	1.00	34,994	1,400	1,082		37,476	7.09%	
Mostek, Denise	Office Assistant III	1.00	28,981	1,160	1,276		31,416	8.40%	
Nordhues, Angela	Office Assistant III	1.00	29,257	1,171	989		31,416	7.38%	
Olson, Renee	Academic Records Clerk	1.00	19,032	762			19,793	4.00%	
Paulson, Debra	Custodian	1.00	20,504	821	1,230		22,555	10.00%	
Paulson, Jenna	Office Assistant I	1.00	20,208	809			21,016	4.00%	
Penn, Suzanne	Office Assistant II	1.00	26,395	1,056			27,451	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			
Peterson, Ricky	Maintenance Repair Worker III	1.00	28,689	1,148	187		30,024	4.65%	
Pieper, Diane	Office Assistant III	1.00	25,163	1,007			26,169	4.00%	
Rahn, Terry	Maintenance Repair Worker II	1.00	23,649	947			24,595	4.00%	
Rasmussen, Richard	Master Electrician	1.00	34,461	1,379	1,457		37,296	8.23%	
Raveling, Linda	Office Assistant II	1.00	28,367	1,135	690		30,192	6.43%	
Ritze, David	Maintenance Repair Worker II	1.00	25,461	1,019			26,480	4.00%	
Ritze, Randy	Maintenance Repair Worker III	1.00	34,994	1,400	1,082		37,476	7.09%	
Roeber, Merle	Custodian	1.00	23,055	923	1,383		25,360	10.00%	
Roland, Charles	Maintenance Repair Worker II	1.00	30,274	1,212	939		32,424	7.10%	
Ruskamp, Bernie	Maintenance Repair Worker IV	1.00	41,308	1,653			42,960	4.00%	
Schenck, Joyce	Custodian	1.00	18,115	725			18,840	4.00%	
Schmitz, Cynthia	Custodial Leader	1.00	26,268	1,051			27,319	4.00%	
Schmitz, Thomas	Broadcast Engineer	1.00	37,668	1,507			39,175	4.00%	
Schroeder, Molly	Accounting Clerk II	1.00	22,927	918			23,844	4.00%	
Schultz, Amanda	Office Assistant II	1.00	23,376	936			24,311	4.00%	
Schulz, Karen	Custodian	1.00	20,208	809			21,016	4.00%	
Sebade, Rhonda	Office Assistant III	1.00	30,501	1,221			31,721	4.00%	
Sharer, Beth Ann	Office Assistant II	0.88	18,716	749			19,464	4.00%	(d)
Sherman, Stacie	Custodian	1.00	18,844	754			19,598	4.00%	
Sinniger, Carolyn	Office Assistant II	1.00	25,561	1,023	609		27,192	6.38%	
Soden, Dustin	Storekeeper	1.00	23,376	936			24,311	4.00%	
Spahr, Connie	Accounting Clerk III	1.00	27,400	1,097			28,496	4.00%	
Stephens, Carol	Office Assistant III	1.00	27,132	1,086			28,217	4.00%	
Swinney, William	Maintenance Repair Worker III	1.00	38,321	1,533			39,854	4.00%	
Teach, Linda	Office Assistant IV	1.00	36,329	1,454	2,180		39,962	10.00%	
Thompson, Patricia	Library Technician	1.00	30,034	1,202	1,188		32,424	7.96%	
Trevett, Joyce	Office Assistant III	1.00	32,261	1,291	1,321		34,872	8.09%	
Vrtiska, Kenneth	Custodian	1.00	26,180	1,048	1,501		28,728	9.73%	
Walker, Sheila	Office Assistant II	1.00	20,977	840			21,816	4.00%	
Weber, Deborah	Office Assistant II	1.00	29,218	1,169	1,753		32,140	10.00%	
Weed, Ronald	Maintenance Repair Worker III	1.00	31,644	1,266			32,910	4.00%	
Woehler, Mary	Library Assistant	1.00	24,444	978			25,422	4.00%	
Wurdinger, Marlin	Custodian	1.00	20,463	819			21,282	4.00%	
Wurdinger, Sandra	Office Assistant II	1.00	21,598	864			22,462	4.00%	
	TOTALS	82.88	2,277,728	91,157	42,438	0	2,411,279		

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

Carollo, Anthony	Custodian	1.00	18,308	733			19,041	4.00%	
Casey, Gene	Maintenance Repair Worker II	1.00	28,623	1,145			29,768	4.00%	
Dunn, David	Custodial Leader	1.00	22,880	916			23,795	4.00%	
Elsberry, Ronald	Custodian	1.00	22,907	917	1,374		25,197	10.00%	
Granberg, Gordon	Custodian	1.00	22,907	917	1,374		25,197	10.00%	
Gray, Bradley	Custodian	1.00	20,504	821			21,325	4.00%	
Haney, Kathy	Custodian	1.00	23,055	923	1,383		25,360	10.00%	
Harm, Debra	Office Assistant II	1.00	28,196	1,128	868		30,192	7.08%	
Hurlbert, Glenda	Custodian	1.00	20,305	813			21,117	4.00%	
McManigal, Melanie	Accounting Clerk III	1.00	23,774	951			24,725	4.00%	
Nelson, Roxanne	Custodian	1.00	17,846	714			18,560	4.00%	
Neuhalfen, Kathy	Custodian	1.00	18,308	733			19,041	4.00%	
Niemann, Joey	Maintenance Repair Worker II	1.00	23,175	928			24,102	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			
Olson, Arden	Custodian	1.00	25,934	1,038	1,556		28,527	10.00%	
Penlerick, Norma	Custodian	1.00	22,716	909			23,625	4.00%	
Reklaitis, Joe	Custodian	1.00	19,566	783	567		20,916	6.90%	
Schmidt, Wendy	Custodian	1.00	20,504	821	1,230		22,555	10.00%	
Sherman, Judy	Custodian	1.00	18,045	722			18,767	4.00%	
Sherry, George	Custodian	1.00	24,877	996			25,872	4.00%	
Stalling, Mary	Custodian	1.00	23,055	923	1,383		25,360	10.00%	
Vick, Ron Jr.	Custodian	1.00	20,504	821			21,325	4.00%	
Weldon, Kevan	Custodian	1.00	17,688	708			18,396	4.00%	
Wiechman, Diane	Custodian	1.00	17,688	708			18,396	4.00%	
TOTALS		23.00	501,367	20,068	9,736	0	531,159		

NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)

Woehler, Kara	Office Assistant II	1.00	20,765	831			21,595	4.00%	
TOTALS		1.00	20,765	831	0	0	21,595		

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

Agler, Leah	Office Assistant III	1.00	23,924	957			24,881	4.00%	
Backer, Joni	Secretary to the President	1.00	39,504	1581	2,370		43,454	10.00%	(k)
Burke, Kathy	Office Assistant I	0.61	11,358	n/a			11,812	4.00%	(d)
Greve, Rhea	Office Assistant I	0.50	9,420	377			9,796	4.00%	(d)
Riley, Delpha	Office Assistant IV	1.00	37,250	1491	1,556		40,296	8.18%	(k)
TOTALS		4.11	121,456	4,406	3,926	0	130,240		

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

TOTALS 0.00 0 0 0 0 0 0

Support Staff (Non-Union) -- Federal Restricted

Bebee, Lori	Office Assistant I	1.00	18,540	742			19,282	4.00%	
TOTALS		1.00	18,540	742	0	0	19,282		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence without pay
- (g) retiring effective 10/21/08 Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) equity adjustment
- (l) position changed due to reorganization

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			

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

Office Assistant II	1.00	21,192						
Maintenance Repair Worker III	1.00	26,292						
Custodian	1.00	18,312						
Custodian	1.00	18,312						
Maintenance Repair Worker II	1.00	22,740						
Maintenance Repair Worker III	1.00	26,292						

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

Maintenance Repair Worker II	1.00	22,740						
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Vacant Positions (NAPE/Non-State Funded (Federal/Restricted))**Vacant Positions (Non-Union/State Funded)**

Custodian	0.50	9,156						
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Vacant Positions (Non-Union/Non-State Funded (Revenue Bond))

NEBRASKA STATE COLLEGE SYSTEM OFFICE

Employee Name	Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustment		2008-2009 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
<u>Professional Staff (Non-Union) - State Supported Positions</u>									
Murphy, Carolyn	Vice Chancellor for Finance and Administration	1.00	105,040.00	4,202.00			109,242.00	4.00%	
Hoffman, Edward	Vice Chancellor for Facilities, Planning & Information Technology	1.00	105,040.00	4,202.00			109,242.00	4.00%	
Tande, Korinne	Vice Chancellor for Academic & Student Affairs	1.00	104,000.00	4,160.00			108,160.00	4.00%	
Petersen, Kristin	General Counsel & Vice Chancellor for Employee Relations	1.00	75,000.00	3,000.00		22,000.00	100,000.00	33.00%	Marketplace adjustment
Irwin-Gish, Sheri	Associate Vice Chancellor for Communications, Marketing and System Relations	1.00	56,245.00	2,250.00		1,705.00	60,200.00	7.00%	Marketplace adjustment
Kohrs, Becky	Network Specialist/Accountant	1.00	54,210.00	2,169.00		1,621.00	58,000.00	7.00%	Marketplace adjustment
Total		7.00	\$499,535.00	\$19,983.00		\$ 25,326.00	\$544,844.00		
<u>Support Staff (Non-Union) - State Supported Positions</u>									
Glass, Lori	Staff Assistant II	1.00	30,794.00	1,232.00			32,026.00	4.00%	
Olson, Lynne	Administrative Assistant to the Chancellor	1.00	41,199.00	1,648.00			42,847.00	4.00%	
Total		2.00	\$ 71,993.00	\$ 2,880.00	\$ -	\$ -	\$ 74,873.00		
Grand Total			\$571,528.00	\$22,863.00		\$25,326.00	\$619,717.00		

Academic, Personnel and Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

ACTION: Approve Proposed Information Technology Management Option for Master of Science in Organizational Management at Wayne State

Core Values: Provide a Stimulating, Caring, and Enriching Learning Experience
 Meet the Changing Needs of Our Students and the State
 Assure Financial, Programmatic, and Geographic Access to NSCS Institutions

Priority: Educational Excellence Throughout the System

Goals: 1. Promote educational excellence through academic achievement
 4. Strengthen academic programs

Strategy: j: Establish an environment conducive to creating new programs

Wayne proposes the addition of a new option for the existing MSOM degree. The proposed option is "Information Technology Management." This new option would complement the existing options in Human Services, Natural Resources, Sports and Recreation Management, and Entrepreneurial and Economic Development. The MSOM is a collaborative degree offered system-wide by the three state colleges. The proposed option will be offered on campus at Wayne and online beginning fall semester 2008.

The four courses (12 credit hours) required for the option are

CIS 530	Management Information Systems	3 credit hours
CIS 575	Topics in Computer Information Systems	3 credit hours
CIS 577	Project Management	3 credit hours
CIS 632	Information Systems Technology and Management	3 credit hours

All of these courses are currently in the Wayne State College academic catalog and are offered on a regular rotation. The resources to deliver and support the courses in the option are already in place. Until enrollments exceed the point where additional sections of each course have to be created, no additional resource requirements are anticipated.

This set of courses will provide the background and additional instruction that graduate students would need to prepare adequately for dealing with the impacts of information technology in a wide range of career fields and to learn how to proactively anticipate change, manage information technologies and understand the impact of those technologies on their organizations. The proposed option offers preparation relevant to individuals from a variety of corporate, government, and not-for-profit settings.

**PROPOSED ADDITION OF AN
INFORMATION TECHNOLOGY MANAGEMENT CONCENTRATION
TO THE EXISTING MASTER OF SCIENCE (M.S.) DEGREE IN
ORGANIZATIONAL MANAGEMENT**

I. DESCRIPTIVE INFORMATION

Name of institution proposing the program:

Wayne State College (on behalf of the Nebraska State College System's system-wide Master of Science in Organizational Management degree and the participating degree-delivering institutions at Chadron, Peru, and Wayne)

Name of the program (major) proposed:

Information Technology Management Concentration (within the Master of Science Degree in Organizational Management)

Degrees/credentials to be awarded graduates of the program:

Master of Science in Organizational Management (with concentration in Information Technology Management)

Other programs offered in this field by this institution:

The Nebraska State College System offers Master of Science in Organizational Management Concentrations: Human Services, Natural Resources, Sports and Recreation Management, and Entrepreneurial and Economic Development

CIP Code:

The Master of Science in Organizational Management Degree has a CIP Code of 52.1003. This CIP Code provides the closest description of the program among those listed by the National Center for Education Statistics. The CIP Code of 52.1003 references Organizational Behavior Studies, a program described as focusing on the scientific study of the behavior and motivations of individuals functioning in organized groups, and its application to business and industrial settings. The Information Technology Management Concentration within this degree program focuses on a specific subset of this area.

Administrative units for the program:

The Master of Science in Organizational Management (MSOM) degree is a system-wide degree offered by the respective institutions that are part of the Nebraska State College System. Responsibility for the MSOM degree program at Wayne State College currently resides within the School of Natural and Social Sciences at Wayne State College and the courses detailed in this proposal are courses delivered and managed by the Computer Technology and Information Systems (CTIS) Department at Wayne State College.

Proposed delivery site(s) and type(s) of delivery:

At Wayne State College and online

Proposed date (term/year) the program will be initiated:

Fall Semester 2008 for the 2008-2009 academic year and beyond

Description and purpose of the proposed program:

The Information Technology Management Concentration is a proposed 12 hour concentration within the Master of Science in Organizational Management degree program. The concentration includes the following courses:

Information Technology Management Concentration (12 credit hours)

CIS 530	Management Information Systems	3 credit hours
CIS 575	Topics in Computer Information Systems	3 credit hours
CIS 577	Project Management	3 credit hours
CIS 632	Information Systems Technology and Management	3 credit hours

All of these courses are currently in the Wayne State College academic catalog and are offered on a regular rotation. Each course lends itself well to online offerings as well as face-to-face and hybrid (part face-to-face, part online) offerings.

Collectively, the set of courses provide the background and additional instruction that graduate students would need to prepare adequately for dealing with the impacts of information technology in a wide range of career fields and to learn how to proactively anticipate change, manage information technologies, and understand the impact of those technologies on their organizations. The pervasiveness of information technologies in today's organizations and the effects of such technologies on organizational managers and constituents, create the need for this concentration to fill the gap between academic programs that offer little or no information technology preparation and those that prepare graduate students for specialized areas within highly-focused information technology fields.

In keeping with the nature and spirit of the Master of Science in Organizational Management degree, the proposed Information Technology Management Concentration offers preparation relevant to individuals from a variety of corporate, government, and not-for-profit settings.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve Revised Operating Budgets for 2007-08

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability
4. Improve efficiency of operationsStrategies: 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

The budgets have been revised to reflect encumbrances and carry forwards from 2006-07, cash fund adjustments approved by the Board of Trustees, and federal funds awarded during 2007-08.

The auditors will examine the 2007-08 expenditures against the Board-approved fiscal year budgets. A table comparing the preliminary budgets along with the revised budgets follows.

2007-08 OPERATING BUDGETS

	CHADRON		PERU		WAYNE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$14,914,810	\$14,914,810	\$8,539,737	\$9,086,037	\$18,393,130	\$18,640,587
Cash Fund	6,756,825	8,420,450	5,300,725	5,679,765	11,368,029	12,215,377
Federal Funds	9,000,000	10,014,454	4,866,090	4,876,386	4,225,000	4,786,441
TOTAL	\$30,671,635	\$33,349,714	\$18,706,552	\$19,642,188	\$33,986,159	\$37,642,405

CHADRON STATE COLLEGE
2007-08 REVISED OPERATING BUDGET

May 14, 2008

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	102.00				2.00				104.00
Professional Staff FTE	9.96		2.00	22.00	19.46	24.91			78.33
Support Staff FTE	15.49			5.75	8.00	22.50	28.20		79.94
Salaries	6,920,000	0	152,900	1,343,540	1,175,000	2,150,000	755,000	0	12,496,440
Benefits	2,352,800	0	36,338	369,958	365,000	895,000	300,000	0	4,319,096
Total Permanent Salaries & Benefits	9,272,800	0	189,238	1,713,498	1,540,000	3,045,000	1,055,000	0	16,815,536
<u>Temporary Staff:</u>									
Part-time Faculty FTE	17.50								17.50
Graduate Assistant FTE	7.50								7.50
Federal Work-study FTE	16.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	26.50
Other Student FTE						2.08			2.08
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	725,000	3,615	11,000	90,000	102,500	100,000	55,000		1,087,115
Benefits									0
Total Temporary Salaries & Benefits	725,000	3,615	11,000	90,000	102,500	100,000	55,000	0	1,087,115
Total Personal Services	\$9,997,800	\$3,615	\$200,238	\$1,803,498	\$1,642,500	\$3,145,000	\$1,110,000	\$0	\$17,902,651
Total Operating Expenses	359,356	13,000	37,500	250,000	400,000	890,000	975,000	151,504	3,076,360
Total Supplies	187,500	3,500	10,000	75,000	125,591	316,555	325,000	160,000	1,203,146
Total Travel	125,000	3,500	5,000	50,000	115,000	150,000	15,000	0	463,500
Total Capital Outlay	104,660	2,000	7,500	315,000	25,000	120,000	115,443	0	689,603
Tuition Remissions and Exemptions	0								0
Total General/Cash Budget	\$10,774,316	\$25,615	\$260,238	\$2,493,498	\$2,308,091	\$4,621,555	\$2,540,443	\$311,504	\$23,335,260
Federal FTE	0.00	0.00	2.00	0.00	0.00	1.00	0.00	3.92	6.92
Total Federal Funds	201,651	192,413	503,119	15,000	216,995	366,632	0	8,518,644	10,014,454
Total Expenditures	\$10,975,967	\$218,028	\$763,357	\$2,508,498	\$2,525,086	\$4,988,187	\$2,540,443	\$8,830,148	\$33,349,714
<u>Fund Sources</u>									
General Funds	\$6,949,810	\$0	\$190,000	\$1,870,000	\$1,530,000	\$2,650,000	\$1,725,000	\$0	14,914,810
Cash Funds	3,824,506	25,615	70,238	623,498	778,091	1,971,555	815,443	311,504	8,420,450
Federal Funds	201,651	192,413	503,119	15,000	216,995	366,632	0	8,518,644	10,014,454
Total Funds	\$10,975,967	\$218,028	\$763,357	\$2,508,498	\$2,525,086	\$4,988,187	\$2,540,443	\$8,830,148	\$33,349,714

PERU STATE COLLEGE
2007-08 REVISED OPERATING BUDGET

6/6/2008

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	49.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49.00
Professional Staff FTE	4.00	0.00	0.00	14.68	13.03	18.50	2.00	0.00	52.21
Support Staff FTE	7.25	0.00	0.00	6.00	2.50	14.00	22.00	0.00	51.75
Salaries	3,384,816	0	0	845,784	480,362	1,518,891	657,950	0	6,887,802
Benefits	1,051,505	0	0	291,378	182,916	441,057	326,691	0	2,293,547
Total Permanent Salaries & Benefits	4,436,321	0	0	1,137,162	663,278	1,959,947	984,641	0	9,181,349
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.00	0.50	0.25	0.00	2.55
Other Straight-time FTE	0.00	0.00	0.00	0.50	0.30	0.20	0.00	0.00	1.00
Salaries	791,237	0	13,984	42,703	60,526	35,679	15,498	0	959,627
Benefits	60,530	0	1,070	3,266	390	377	593	0	66,226
Total Temporary Salaries & Benefits	851,767	0	15,054	45,969	60,916	36,056	16,091	0	1,025,853
Total Personal Services	\$5,288,088	\$0	\$15,054	\$1,183,131	\$724,194	\$1,996,003	\$1,000,732	\$0	\$10,207,202
Total Operating Expenses	395,172	0	0	307,682	385,773	1,202,760	1,281,527	0	3,572,915
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	30,000	0	0	15,000	10,000	30,000	2,500	0	87,500
Total Capital Outlay	127,000	0	0	80,000	132,418	58,635	245,560	0	643,613
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	254,572	254,572
Total General/Cash Budget	\$5,840,260	\$0	\$15,054	\$1,585,813	\$1,252,385	\$3,287,398	\$2,530,319	\$254,572	\$14,765,802
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
Total Federal Funds	15,000	44,933	0	6,250	330,272	514,029	0	3,965,902	4,876,386
Total Expenditures	\$5,855,260	\$44,933	\$15,054	\$1,592,063	\$1,582,657	\$3,801,427	\$2,530,319	\$4,220,474	\$19,642,188
<u>Fund Sources</u>									
General Funds (1)	\$4,019,644	\$0	\$0	\$1,183,131	\$724,194	\$1,996,003	\$1,129,732	\$33,333	\$9,086,037
Cash Funds (2)	1,820,616	0	15,054	402,682	528,191	1,291,395	1,400,587	221,239	5,679,765
Federal Funds (3)	15,000	44,933	0	6,250	330,272	514,029	0	3,965,902	4,876,386
Total Funds	\$5,855,260	\$44,933	\$15,054	\$1,592,063	\$1,582,657	\$3,801,427	\$2,530,319	\$4,220,474	\$19,642,188

(1) General Appropriation: \$8,539,737; carryforward \$546,299.99

(2) Cash Appropriation: \$4,929,919; 07-08 tuition increase \$370,806; \$186,239 NE State Grant; \$35,000 NAE Grant; \$13,345.42 Reappropriation for Marketing; \$144,455.25 Encumbrances & Payables

(3) Federal Appropriation: \$4,866,090; \$2,484 Reappropriation; \$7,812 Fed. Portion of NE State Grant

WAYNE STATE COLLEGE
2007-08 REVISED OPERATING BUDGET

June 6, 2008

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Publ.Serv.</u>	<u>PCS 4.0 Acad.Supp.</u>	<u>PCS 5.0 Stdnt. Srv.</u>	<u>PCS 6.0 Inst. Adm.</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Stdnt. Aid</u>	<u>TOTAL</u>
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	134.66	0.00	0.00	0.00	0.33	0.00	0.00	0.00	134.99
Prof. Staff/Non-Acad FTE	2.09	0.00	1.00	24.92	34.30	29.41	4.50	0.00	96.22
Support Staff FTE	15.00	0.00	0.00	9.50	9.49	21.50	35.00	0.00	90.49
Salaries	8,966,479	0	56,244	1,583,700	1,877,570	2,056,475	1,255,780	0	15,796,248
Benefits	2,664,726	0	10,420	500,225	637,550	955,868	513,030	0	5,281,819
Total Permanent Salaries & Benefits	11,631,205	0	66,664	2,083,925	2,515,120	3,012,343	1,768,810	0	21,078,067
<u>Temporary Staff:</u>									
Part-time Faculty FTE	51.85	0.40	0.00	0.00	0.84	0.00	0.00	0.00	53.09
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.00	0.00	0.00	0.00	7.50
Federal Work Study FTE	0.40	0.00	0.00	0.70	0.10	0.30	0.10	0.00	1.60
Other Straight-time FTE	1.20	0.00	4.00	9.30	3.80	3.90	3.50	0.00	25.70
Other Student FTE									0.00
Other FTE									0.00
Salaries	1,543,775	8,400	0	143,842	161,703	95,661	59,100	0	2,012,481
Benefits	118,100	643	0	11,000	12,370	7,320	4,520	0	153,953
Total Temporary Salaries & Benefits	1,661,875	9,043	0	154,842	174,073	102,981	63,620	0	2,166,434
Total Personal Services	\$13,293,080	\$9,043	\$66,664	\$2,238,767	\$2,689,193	\$3,115,324	\$1,832,430	\$0	\$23,244,501
Total Operating Expenses	1,042,635	9,050	292,462	526,740	857,637	1,141,160	2,158,067	0	6,027,751
Total Supplies	475,000	7,000	60,000	405,000	425,000	425,000	100,000	0	1,897,000
Total Travel	300,000	5,000	5,000	50,000	90,000	100,000	5,000	0	555,000
Total Capital Outlay	150,000	2,500	5,000	310,000	25,000	30,000	125,000	0	647,500
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	484,212	484,212
Total General/Cash Budget	\$15,260,715	\$32,593	\$429,126	\$3,530,507	\$4,086,830	\$4,811,484	\$4,220,497	\$484,212	\$32,855,964
Federal FTE	5.34	0.00	0.00	0.25	5.85	3.90	0.00	10.05	25.39
Total Federal Funds	497,065	0	0	5,000	345,000	297,544	0	3,641,832	4,786,441
Total Expenditures	\$15,757,780	\$32,593	\$429,126	\$3,535,507	\$4,431,830	\$5,109,028	\$4,220,497	\$4,126,044	\$37,642,405
Fund Sources									
General Funds**	9,682,049	9,043	0	1,976,786	2,302,355	2,889,237	1,781,117	0	18,640,587
Cash Funds**	5,578,666	23,550	429,126	1,553,721	1,784,475	1,922,247	2,439,380	484,212	14,215,377
Federal Funds	497,065	0	0	5,000	345,000	297,544	0	3,641,832	4,786,441
Total Funds	\$15,757,780	\$32,593	\$429,126	\$3,535,507	\$4,431,830	\$5,109,028	\$4,220,497	\$4,126,044	\$37,642,405

** Includes \$29,014,186 in new appropriation, \$746,973 adjustment for tuition/fee increases, \$2,200,636 in encumbrance carryforward, \$285,000 cash fund carryforward, \$125,000 in additional cash funds authorized, (\$43) in lapsed appropriation, \$444,212 in 07-08 NSG funds, and \$40,000 in NDE 07-08 Attracting Excellence to Teaching funds.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve Revised Revenue Bond Budgets for 2007-08

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability
 4. Improve efficiency of operations

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

The colleges have submitted their revised revenue bond budgets for the 2007-08 fiscal year.

Board Policy 9005 requires Chadron and Wayne to maintain a 110% debt service coverage and Peru to maintain 125%. The budgets indicate the colleges will exceed required debt service coverage as follows:

	<u>Preliminary</u>	<u>Revised</u>
Chadron	145%	174%
Peru	156%	209%
Wayne	154%	196%

All three colleges' revisions indicate increased revenue from their preliminary budgets as well as improved debt service coverage ratios.

Approval of the revised budgets will authorize the college's appropriations to be revised to the "Operations/Maintenance Total" level, which will provide increases for both Peru and Wayne.

June 6, 2008

**NEBRASKA STATE COLLEGE SYSTEM
2007-2008 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

REVENUE SOURCE	BUDGET FY 2008
Residence Hall/Dormitory Rentals	1,831,300
Apartment/House Rentals	143,500
Facilities Rentals	55,500
Food Service Contracts	1,631,375
Food Service Commissions	293,500
Facilities Fees	675,000
Bookstore Commissions/Income	94,400
Trustee Investment/Interest Income	82,500
Parking Fees/Fines	46,525
Other	92,000
TOTAL REVENUE	4,945,600

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,350,000
Utilities	475,000
Insurance	30,000
Equipment & Furnishings	7,500
Capital Outlay	10,000
Telephone/Cable Television/Internet	185,000
Supplies	105,000
Repairs and Maintenance	175,701
Other Operating Expenses	37,400
Operations/Maintenance Total	2,375,601
Food Service Payments	1,516,170
Debt Service	604,126
TOTAL EXPENSES	4,495,897
Available for Distribution to Subsidiary Funds	449,703

DEBT SERVICE COVERAGE RATIO 174.44%

June 6, 2008

**NEBRASKA STATE COLLEGE SYSTEM
2007-08 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

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

REVENUE SOURCE	REVISED BUDGET FY 2008
Residence Hall/Dormitory Rentals	857,078
Apartment/House Rentals	67,283
Facilities Rentals	91,140
Food Service Contracts	915,336
Food Service Commissions	38,430
Facilities Fees	170,501
Bookstore Commissions/Income	0
Trustee Investment/Interest Income	75,930
Parking Fees/Fines	8,083
Other	35,359
TOTAL REVENUE	2,259,140

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	281,836
Utilities	260,100
Insurance	23,686
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	112,100
Supplies	69,739
Repairs and Maintenance	20,894
Other Operating Expenses	28,828
Operations/Maintenance Total	797,183
Food Service Payments	935,000
Debt Service	251,773
TOTAL EXPENSES	1,983,956
Available for Distribution to Subsidiary Funds	275,184
DEBT SERVICE COVERAGE RATIO	209.30%

June 6, 2008

**NEBRASKA STATE COLLEGE SYSTEM
2007-08 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY08
Residence Hall/Dormitory Rentals	2,640,000
Apartment/House Rentals	7,000
Facilities Rentals	3,000
Food Service Contracts	3,200,000
Food Service Commissions	57,000
Facilities Fees	740,000
Bookstore Commissions/Income	130,000
Trustee Investment/Interest Income	200,000
Parking Fees/Fines	105,000
Other	85,000
TOTAL REVENUE	7,167,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,963,042
Utilities	815,000
Insurance	45,000
Equipment & Furnishings	95,000
Capital Outlay	125,000
Telephone/Cable Television/Internet	345,000
Supplies	200,450
Repairs and Maintenance	130,000
Other Operating Expenses	165,000
Operations/Maintenance Total	3,883,492
Food Service Payments	1,850,000
Debt Service	730,835
TOTAL EXPENSES	6,464,327
Available for Distribution to Subsidiary Funds	702,673

DEBT SERVICE COVERAGE RATIO 196.15%

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 8, 2008

ACTION: Approve the Preliminary 2008-09 Operating Budgets as Submitted by the System Office and the Colleges

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

 4. Improve efficiency of operations

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

The System Office and the colleges have prepared recommended operating budgets for FY 08-09, with the General, Cash and Federal Fund amounts based on the distribution of funds in approved by the Board of Trustees at its April 18, 2008 meeting. These budgets provide the basis for the initial distribution of appropriations for FY 2008-09.

CHADRON STATE COLLEGE
2008-09 PRELIMINARY OPERATING BUDGET

May 13, 2008

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	103.69				2.00				105.69
Professional Staff FTE	11.07		2.00	23.00	22.00	26.00			84.07
Support Staff FTE	14.35			5.75	8.00	22.50	28.20		78.80
Salaries	6,750,000	0	105,000	1,400,000	1,215,000	2,000,000	756,000	0	12,226,000
Benefits	2,295,000	0	35,700	476,000	413,100	680,000	257,000	0	4,156,800
Total Permanent Salaries & Benefits	9,045,000	0	140,700	1,876,000	1,628,100	2,680,000	1,013,000	0	16,382,800
<u>Temporary Staff:</u>									
Part-time Faculty FTE	17.50								17.50
Graduate Assistant FTE	7.50								7.50
Federal Work-study FTE	16.50	0.10	0.00	3.15	3.15	3.30	0.30	0.00	26.50
Other Student FTE						2.08	2.50		4.58
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	750,000	5,500	10,500	82,500	90,000	95,000	50,000		1,083,500
Benefits									0
Total Temporary Salaries & Benefits	750,000	5,500	10,500	82,500	90,000	95,000	50,000	0	1,083,500
Total Personal Services	\$9,795,000	\$5,500	\$151,200	\$1,958,500	\$1,718,100	\$2,775,000	\$1,063,000	\$0	\$17,466,300
Total Operating Expenses	375,000	13,000	37,500	320,000	350,000	1,320,000	875,000	0	3,290,500
Total Supplies	166,976	3,500	11,000	150,000	155,000	200,000	300,000	0	986,476
Total Travel	155,000	3,500	5,000	50,000	90,000	175,000	15,000	0	493,500
Total Capital Outlay	125,000	2,000	7,500	250,000	25,000	120,000	80,000	0	609,500
Tuition Remissions and Exemptions	0								0
Total General/Cash Budget	\$10,616,976	\$27,500	\$212,200	\$2,728,500	\$2,338,100	\$4,590,000	\$2,333,000	\$0	\$22,846,276
Federal FTE	0.00	0.00	2.00	0.00	0.00	1.00	0.00	3.92	6.92
Total Federal Funds	200,000	185,000	500,000	15,000	220,000	350,000	0	7,530,000	9,000,000
Total Expenditures	\$10,816,976	\$212,500	\$712,200	\$2,743,500	\$2,558,100	\$4,940,000	\$2,333,000	\$7,530,000	\$31,846,276
<u>Fund Sources</u>									
General Funds	\$7,630,661	\$0	\$122,200	\$1,990,000	\$1,503,100	\$2,842,200	\$1,572,425	\$0	15,660,586
Cash Funds	2,986,315	27,500	90,000	738,500	835,000	1,747,800	760,575	0	7,185,690
Federal Funds	200,000	185,000	500,000	15,000	220,000	350,000	0	7,530,000	9,000,000
Total Funds	\$10,816,976	\$212,500	\$712,200	\$2,743,500	\$2,558,100	\$4,940,000	\$2,333,000	\$7,530,000	\$31,846,276

**PERU STATE COLLEGE
2008-09 PRELIMINARY OPERATING BUDGET**

June 6, 2008

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	51.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.00
Professional Staff FTE	4.92	0.00	0.00	14.84	11.03	22.50	2.00	0.00	55.29
Support Staff FTE	6.25	0.00	0.00	6.00	4.00	14.00	22.00	0.00	52.25
Salaries	3,203,632	0	0	1,036,040	597,311	1,710,439	687,084	0	7,234,506
Benefits	1,011,919	0	0	321,765	237,360	524,906	335,325	0	2,431,275
Total Permanent Salaries & Benefits	4,215,551	0	0	1,357,805	834,671	2,235,345	1,022,409	0	9,665,781
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.00	0.50	0.25	0.00	2.55
Other Straight-time FTE	0.00	0.00	0.00	0.50	1.80	0.20	0.00	0.00	2.50
Salaries	891,237	0	13,984	48,878	113,336	49,900	15,498	0	1,132,833
Benefits	68,180	0	1,070	3,267	8,670	377	593	0	82,157
Total Temporary Salaries & Benefits	959,417	0	15,054	52,145	122,006	50,277	16,091	0	1,214,990
Total Personal Services	\$5,174,968	\$0	\$15,054	\$1,409,950	\$956,677	\$2,285,622	\$1,038,500	\$0	\$10,880,771
Total Operating Expenses	316,664	0	0	311,490	348,936	1,240,421	796,921	0	3,014,432
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	30,000	0	0	15,000	10,000	30,000	2,500	0	87,500
Total Capital Outlay	127,000	0	0	80,000	132,418	58,635	245,560	0	643,613
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	11,999	11,999
Total General/Cash Budget	\$5,648,632	\$0	\$15,054	\$1,816,440	\$1,448,031	\$3,614,678	\$2,083,481	\$11,999	\$14,638,315
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
Total Federal Funds	20,000	43,000	0	25,000	270,000	550,000	0	3,958,090	4,866,090
Total Expenditures	\$5,668,632	\$43,000	\$15,054	\$1,841,440	\$1,718,031	\$4,164,678	\$2,083,481	\$3,970,089	\$19,504,405
<u>Fund Sources</u>									
General Funds (1)	\$3,273,002	\$0	\$0	\$1,409,950	\$956,677	\$2,285,622	\$1,038,500	\$11,999	\$8,975,750
Cash Funds (2)	2,375,630	0	15,054	406,490	491,354	1,329,056	1,044,981	0	5,662,565
Federal Funds (3)	20,000	43,000	0	25,000	270,000	550,000	0	3,958,090	4,866,090
Total Funds	\$5,668,632	\$43,000	\$15,054	\$1,841,440	\$1,718,031	\$4,164,678	\$2,083,481	\$3,970,089	\$19,504,405

(1) General Appropriation: \$8,975,750

(2) Cash Appropriation: \$5,300,725, 08-09 tuition increase \$306,840; 08-09 Fee Increase \$55,000

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

WAYNE STATE COLLEGE
2008-09 PRELIMINARY OPERATING BUDGET

May 12, 2008

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Publ.Serv.</u>	<u>PCS 4.0 Acad.Supp.</u>	<u>PCS 5.0 Stdnt. Srv.</u>	<u>PCS 6.0 Inst. Adm.</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Stdnt. Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	135.16	0.00	0.00	0.00	0.33	0.00	0.00	0.00	135.49
Prof. Staff/Non-Acad FTE	3.09	0.00	1.75	24.92	34.46	29.32	4.50	0.00	98.04
Support Staff FTE	15.00	0.00	0.00	9.50	9.49	21.50	36.50	0.00	91.99
Salaries	8,417,941	0	62,453	1,648,561	1,967,407	2,173,482	1,372,003	0	15,641,848
Benefits	2,715,235	0	12,069	546,828	680,102	1,045,923	569,665	0	5,569,822
Total Permanent Salaries & Benefits	11,133,176	0	74,522	2,195,390	2,647,508	3,219,405	1,941,669	0	21,211,670
<u>Temporary Staff:</u>									
Part-time Faculty FTE	44.99	0.50	0.00	0.00	0.87	0.00	0.00	0.00	46.36
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.00	0.00	0.00	0.00	7.50
Federal Work Study FTE	0.40	0.00	0.00	0.70	0.10	0.30	0.10	0.00	1.60
Other Straight-time FTE	1.20	0.00	4.00	9.30	4.05	2.40	3.50	0.00	24.45
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	1,595,141	10,125	0	184,944	183,940	107,531	73,811	0	2,155,491
Benefits	122,028	775	0	14,148	14,071	8,226	5,647	0	164,895
Total Temporary Salaries & Benefits	1,717,169	10,900	0	199,092	198,012	115,757	79,457	0	2,320,386
Total Personal Services	\$12,850,345	\$10,900	\$74,522	\$2,394,482	\$2,845,520	\$3,335,162	\$2,021,126	\$0	\$23,532,056
Total Operating Exp.	478,184	5,020	173,150	154,604	742,640	1,134,923	2,484,043	0	5,172,564
Total Supplies	225,000	4,500	35,000	255,000	225,000	425,000	190,000	0	1,359,500
Total Travel	125,000	4,500	5,000	25,000	60,000	65,000	15,000	0	299,500
Total Capital Outlay	175,000	2,500	5,000	610,000	25,000	80,283	175,000	0	1,072,783
Tuition Remissions/Exempt.	0	0	0	0	0	0	0	0	0
Total General/Cash Budget	\$13,853,529	\$27,420	\$292,672	\$3,439,086	\$3,898,160	\$5,040,368	\$4,885,169	\$0	\$31,436,403
Federal FTE	6.34	0.00	0.00	0.25	6.85	5.00	0.00	12.06	30.50
Total Federal Funds	380,000	0	0	5,000	375,000	265,000	0	3,200,000	4,225,000
Total Expenditures	\$14,248,729	\$27,420	\$292,672	\$3,444,286	\$4,288,160	\$5,315,968	\$4,885,169	\$3,328,000	\$35,661,403
<u>Fund Sources</u>									
General Fund	10,610,452	9,083	0	1,995,402	2,371,267	2,779,302	1,670,163	0	19,435,668
Cash Fund	3,243,077	18,337	292,672	1,443,684	1,526,893	2,261,066	3,215,006	0	12,000,735
Federal Funds	380,000	0	0	5,000	375,000	265,000	0	3,200,000	4,225,000
Total Funds	\$14,233,529	\$27,420	\$292,672	\$3,444,086	\$4,273,160	\$5,305,368	\$4,885,169	\$3,200,000	\$35,661,403

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2008-09 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	REVOLVING FUNDS	TOTAL
Professional FTE	7		7
Salaries	746,772		746,772
Benefits	181,195		181,195
Sub-Total	927,967		927,967
Support Staff FTE	2		2
Salaries	74,873		74,873
Benefits	29,984		29,984
Sub-Total	104,857		104,857
Total Personal Serv	1,032,824	0	1,032,824
Total Operating Exp	194,600	0	194,600
Total Travel	48,803	6,200	55,003
Total Capital Outlay	0	0	
SUBTOTAL	1,276,227	6,200	1,282,427
Tri-State Graduate Center	44,970	0	44,970
TOTAL	1,321,197	6,200	1,327,397

PRELIMINARY MARKETING INITIATIVES

New Funds for 2008-09	\$154,787
Advertising*	\$110,000
Educational Promo	\$30,000
Print Materials	\$14,787

*Includes TV, Radio & Print and related advertising expenses

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve the Preliminary 2008-09 Revenue Bond Budgets as Submitted by the Colleges

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability
 4. Improve efficiency of operations

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

The colleges have submitted their preliminary revenue bond operating budgets for the 2008-09 fiscal year.

As required by the master resolution, these budgets will be submitted to the bond trustee, Wells Fargo, as information. The bond resolution requires at least 110% debt service coverage for each of the colleges. Board policy requires 110% for Chadron and Wayne and 125% for Peru. The preliminary budgets indicate the colleges exceeding those required coverages as follows:

Chadron	154%
Peru	194%
Wayne	194%

Approval of these preliminary budgets will authorize the colleges' appropriations to be revised to the "Operations/Maintenance Total" level for 2008-09, which will include increases from the initial distribution of funds for Peru and Wayne.

June 6, 2008

**NEBRASKA STATE COLLEGE SYSTEM
2008-09 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY 2009
Residence Hall/Dormitory Rentals	1,825,000
Apartment/House Rentals	165,000
Facilities Rentals	50,000
Food Service Contracts	1,650,000
Food Service Commissions	215,000
Facilities Fees	582,000
Bookstore Commissions/Income	88,000
Trustee Investment/Interest Income	75,000
Parking Fees/Fines	50,000
Other	85,000
TOTAL REVENUE	4,785,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,409,245
Utilities	453,200
Insurance	35,000
Equipment & Furnishings	30,000
Capital Outlay	7,156
Telephone/Cable Television/Internet	191,000
Supplies	100,000
Repairs and Maintenance	110,000
Other Operating Expenses	40,000
Operations/Maintenance Total	2,375,601
Food Service Payments	1,495,000
Debt Service	594,046
TOTAL EXPENSES	4,464,647
Available for Distribution to Subsidiary Funds	320,353
DEBT SERVICE COVERAGE RATIO	153.93%

June 6, 2008

**NEBRASKA STATE COLLEGE SYSTEM
2008-09 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

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

REVENUE SOURCE	BUDGET FY 2009
Residence Hall/Dormitory Rentals	857,778
Apartment/House Rentals	65,200
Facilities Rentals	65,000
Food Service Contracts	905,000
Food Service Commissions	31,000
Facilities Fees	198,130
Bookstore Commissions/Income	0
Trustee Investment/Interest Income	63,200
Parking Fees/Fines	7,788
Other	36,625
	<hr/>
TOTAL REVENUE	<u><u>2,229,721</u></u>

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	287,521
Utilities	260,215
Insurance	30,500
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	112,100
Supplies	67,700
Repairs and Maintenance	17,300
Other Operating Expenses	28,847
Operations/Maintenance Total *	804,183
	<hr/>
Food Service Payments	935,000
Debt Service	253,308
TOTAL EXPENSES	<u><u>1,992,491</u></u>
Available for Distribution to Subsidiary Funds	237,230
DEBT SERVICE COVERAGE RATIO	193.65%

June 6, 2008

**NEBRASKA STATE COLLEGE SYSTEM
2008-09 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY09
Residence Hall/Dormitory Rentals	2,772,000
Apartment/House Rentals	
Facilities Rentals	2,500
Food Service Contracts	3,382,400
Food Service Commissions	60,000
Facilities Fees	740,000
Bookstore Commissions/Income	135,000
Trustee Investment/Interest Income	205,000
Parking Fees/Fines	105,000
Other	85,000
TOTAL REVENUE	7,486,900

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,100,064
Utilities	896,500
Insurance	45,000
Equipment & Furnishings	95,000
Capital Outlay	125,000
Telephone/Cable Television/Internet	345,000
Supplies	210,000
Repairs and Maintenance	130,000
Other Operating Expenses	165,000
Operations/Maintenance Total	4,111,564
Food Service Payments	1,955,450
Debt Service	730,663
TOTAL EXPENSES	6,797,677
Available for Distribution to Subsidiary Funds	689,223

DEBT SERVICE COVERAGE RATIO 194.33%

Fiscal and Facilities Committee

Larry Teahon, Chair
 Cap Peterson
 Rich Kunckel

June 6, 2008

ACTION: **Approve Operating Budget Request for 2009-2011 Biennium**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability
 4. Improve efficiency of operations

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

The Colleges and the System Office have prepared their respective State General Fund operating budget requests for the 2009-2011 biennium as indicated below. The requests will be submitted to the Coordinating Commission in August and to the Governor and the Legislature in September. Minor adjustments to amounts may occur as requests are prepared in accordance with instructions from the Governor's office, and a more significant adjustment will need to be made once ongoing SIS/SAP operating costs are known.

2008-09 Base	2009-10 Request	2010-11 Request
\$45,393,201	\$50,148,853	\$52,414,265

The requests were prepared using the guidelines approved by the Board in January and include Core Needs and Strategic Initiatives.

Core Needs include:

	2009-10	2010-11
Health insurance rate request	9%	9%
Utilities increases	15%	15%
Non-personal services, exclusive of utilities	3%	3%
DAS rate increases (actual, if larger than 3%)	rates not yet available	
LB1100 depreciation	2%	2%
New Building opening costs	actual	actual

The Strategic Initiatives include:

Increase Potential for Enrollment and Retention
 Enhance Educational Opportunities
 Improve Safety, Security, Facilities, Technological Support and the Learning Environment

The total operating increase request is \$4,755,652 in 2009-10 and an additional \$2,265,412 in 2010-11, for a cumulative increase over the biennium of \$7,021,064, not including DAS increases and SIS/SAP operating costs, yet to be determined.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve Biennium Capital Construction and LB 309 Budget Requests for the 2009-2011

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

With guidance from the Board, the colleges have prepared capital construction requests for the 2009-2011 biennium. The capital request formally includes three parts: reaffirmations of projects with funding already underway, new capital projects being requested through the appropriations process, and projects being requested through the Task Force for Building Renewal (309 Task Force). The requests to the state will also include matching funds from Capital Improvement fees; the LB605 bond repayment (\$1,200,000/FY10, \$1,200,000/FY11); and a percentage of each project as negotiated with the 309 Task Force.

Reaffirmation includes:

	FY2009-10	FY2010-11	Future
LB 605 (2006) bond repayment	<u>1,125,000</u>	<u>1,125,000</u>	<u>10,125,000</u>
Total Reaffirmation	1,125,000	1,125,000	10,125,000

New Requests include:

WSC Carhart Science/Renov/Add	15,503,884	0	0
CSC Armstrong Renovation/Addn.	0	12,702,668	0
CSC Rangeland Center Ag Classroom			
/Lab/Arena	0	3,387,260	0
PSC Athletic Complex Planning	30,000	30,000	0
WSC U.S. Conn Library Program Stmnt	<u>150,000</u>	<u>0</u>	<u>0</u>
Total New Appropriation Requests	15,683,884	16,119,928	0

4.6.-2

Task Force for Building Renewal include:

	FY2009-10	FY2010-11	Future
Fire/Life Safety – Class 1	1,763,760		
Deferred Repairs – Class 1	4,884,388		
Energy Conservation – Class 1	589,000		
ADA – Class 1	104,500		
Fire/Life Safety – Class 2		9,032,399	
Deferred Repairs – Class 2		4,382,263	
Energy Conservation – Class 2		0	
ADA – Class 2		0	

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve the 2009-2011 Biennium NSCS Capital Construction Budget Request Priority Listing Including the LB309 Categories and Other General Fund Requests as Shown

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

Nebraska State College System 2009-2011 Biennium Capital Construction

Request Prioritization

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

Priority

- 1 Fire/Life Safety – Class 1
- 2 Deferred Repair – Class 1
- 3 ADA – Class 1
- 4 Energy Conservation – Class 1
- 5 Carhart Science Renovation/Addition
- 6 Armstrong Renovation/Addition
- 7 Rangeland Agricultural Classroom/Lab/Arena
- 8 Sports Complex Planning
- 9 U.S. Conn Library Planning
- 10 Fire/Life Safety – Class 2
- 11 Deferred Repair – Class 2
- 12 ADA – Class 2
- 13 Energy Conservation – Class 2

Fiscal and Facilities Committee

Larry Teahon, Chair
 Cap Peterson
 Rich Kunckel

June 6, 2008

ACTION: Approve Use of Un-appropriated Cash Funds of \$342,910 at Peru State for the Al Wheeler Activity Center project, \$3,150,000 at Wayne State for the Carhart Science and Commons projects; and approve the transfer of \$1,250,000 Cash Funds from the Greywater project to the Carhart Science project.

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

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

j. Maintain facilities and improve physical environment

PERU STATE – AWAC

Peru State received bids for the demolition of the AD Majors Building and construction of a parking lot in its place when the Al Wheeler Activity Center Addition/Renovation construction project was bid. The acceptance of this part of the bid would require a cash commitment on the part of the college. The approval of \$342,910 from cash funds would allow the project to move forward. With this approval, the College would still maintain cash reserves beyond the minimum 4% cash fund reserve.

WAYNE STATE – CARHART & COMMONS

Over the past few years, Wayne State College has generated cash fund reserves in excess of the amount required by board policy. This has been due partly to shifting enrollments whereby the College has experienced an increase in graduate and out of state students who pay higher tuition rates and partly due to conservative budgeting and careful spending by budget managers.

This request is to allocate \$3,150,000 of the un-appropriated cash funds for the ADA Accessibility portion of the Campus Commons project and for the high priority life/safety issues in Carhart Science. The breakdown among the two projects is as follows:

Campus Commons	\$ 350,000
Carhart Life/Safety Renovations	<u>\$2,800,000</u>
Total	\$3,150,000

Approval is requested to allocate these funds to these two projects. With this approval, the College would still maintain cash reserves beyond the minimum 4% cash fund reserve.

4.8.-2

WAYNE STATE – GREYWATER TO CARHART TRANSFER

Wayne State College received an earmark of \$520,000 in June of 2003 through the EPA, which provided matching funds for a community waste water effort. Originally, it was intended to construct a pipeline from the City's wastewater treatment plant to the campus to; construct a storage facility on the campus; expand the underground sprinkler system across the campus grounds; and utilize greywater from the waste water treatment plant for sprinkling the campus grounds. Over the past few years, Wayne has adopted a sustainability approach to its grounds which would not require an expansion of a sprinkler system. Additionally, the College places a higher priority of the life/safety issues in Carhart Science than on the Greywater project. The earmarked federal funds may be used by the City to assist in the construction of a new waste water treatment plant, if approved by the EPA.

This request is to re-allocate \$1,250,000 cash funds previously allocated to the Greywater Project to the high priority life/safety issues in Carhart Science.

	Previously allocated
Greywater Project	\$1,250,000
Amount Reallocated to Carhart	<u>-\$1,250,000</u>
Amount remaining in Greywater Project	\$ - 0 -

Approval is requested to re-allocate the Greywater funds to Carhart Science. This approval would not impact the College's cash reserves.

The System Office recommends approval of each of these projects and the attendant use of funds.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

ACTION: Approve Cash Fund Adjustment of \$280,731 for Peru State College

Priority: Educational Excellence Throughout the System

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

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

Priority: Financial Strength of the System

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

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

As a result of continued growth at Peru, the college has cash fund revenues beyond the amount currently appropriated. Due to enrollment pressures and other needs, the college proposes to add staff in critical areas such as technology, educational support and the business office. Approval of this base cash fund adjustment would allow for this additional staffing.

The System Office recommends that Peru's cash fund appropriation be increased beginning in FY 2008-09 by \$280,731.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve Adjusted Fee Schedules for 2008-09 as Submitted by Chadron and Wayne State Colleges

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

k. Promote innovative funding programs

Chadron and Wayne have submitted the following adjustments to their proposed fee schedules for FY 2008-09. A summary of all student fees for Chadron and Wayne is found on the following pages.

Institution	Fee Changes	Current 2007-08	Proposed 2008-09
Chadron	Student Activity Fee (per credit hour)		
	1-10 credit hours	\$2.60	\$5.50
	11+ credit hours	31.20	66.00
	Max per semester	31.20	66.00
	New Student Orientation	45.00	75.00
Wayne	International Student Admission	\$20.00	\$0.00
	Processing Fee		
	Private Music Lessons (per credit hour)	=ug resident tuition	\$0.00

CHADRON STATE COLLEGE

Proposed Student Fee Schedule

Fiscal Year 2009

	Fund				FY 2008 Rate	Proposed		Change	
	C*	F*	R*	T*		FY 2009 Rate	Amount	Percent	
	Mandatory Fees:								
Admission/Matriculation Fee (one time)	x				\$15.00	\$15.00	\$0.00	0.0%	
Capital Improvement Fee (per credit hour)				x	\$8.00	\$9.00	\$1.00	12.5%	
Event Fee (per semester)									
1-6 credit hours				x	\$17.40	\$17.95	\$0.55	3.2%	
7+ credit hours				x	\$34.80	\$35.90	\$1.10	3.2%	
Max per semester, if applicable									
Facilities Fee (per credit hour)									
On-Campus *	x	x	x		\$11.75	\$13.10	\$1.35	11.5%	
Off-Campus	x		x		\$9.75	\$11.10	\$1.35	13.8%	
Health Fee (per semester)									
per credit hour, 0-11 hours	x				\$2.70	\$2.80	\$0.10	3.7%	
Max per semester, if applicable	x				\$32.40	\$33.60	\$1.20	3.7%	
Student Activity Fee (per credit hour)									
1-10 credit hours				x	\$2.60	\$5.50	\$2.90	111.5%	
11+ credit hours				x	\$31.20	\$66.00	\$34.80	111.5%	
Max per semester, if applicable				x	\$31.20	\$66.00	\$34.80	111.5%	
Technology Fee (per credit hour) #	x				\$4.10	\$4.25	\$0.15	3.7%	
Fees which vary from above for off-campus students:									
See facilities fee									
Other Fees:									
Course Lab Fees		x			\$5-\$75	\$5-\$75	\$0.00	0.0%	
Degree/Graduation Fee:	x				\$ 20.00	\$ 20.00	\$0.00	0.0%	
Housing Deposit			x		\$100.00	\$100.00	\$0.00	0.0%	
Library Penalty (per day)		x			\$0.05	\$0.05	\$0.00	0.0%	
New Student Orientation		x			\$45.00	\$75.00	\$30.00	66.7%	
Parking									
Employee Only	x				\$20.00	\$20.00	\$0.00	0.0%	
Penalty	x				\$20.00	\$20.00	\$0.00	0.0%	
Placement/Credential Fee	x				\$30.00	\$30.00	\$0.00	0.0%	
Student ID Card									
Duplicate ID Card/Old Card Exchanged	x				\$5.00	\$5.00	\$0.00	0.0%	
Replacement ID Card	x				\$5.00	\$5.00	\$0.00	0.0%	
Transcript Fee (per transcript)	x				\$5.00	\$5.00	\$0.00	0.0%	
Fees which vary from above for off-campus students:									
None									
C* = cash fund									
F* = fund 49000									
R* = revolving fund									
T* = trust fund									
* - Two dollars of the on-campus facilities fee is deposited in fund 49000									
# - Although technology fee is deposited entirely in the cash fund some funds are used for auxiliary expenses									

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2008-09 Fiscal Year

	Fund			2007-08	Proposed 2008-09	Change	
	C*	R*	T*	Rate	Rate	Amount	Percent
Mandatory Fees:							
Admission/Matriculation Fee (one time)	x			\$30.00	\$30.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)		x		\$8.00	\$9.00	\$1.00	12.5%
Event Fee (per credit hour)							
1-6 credit hours							
7+ credit hours							
0-11 credit hours	x			\$7.50	\$7.50	\$0.00	0.0%
12 credit hours or more							
Max per semester, if applicable	x			\$90.00	\$90.00	\$0.00	0.0%
Facilities Fee (per credit hour)							
On-Campus							
Off-Campus							
0-11 credit hours		x		\$12.00	\$13.00	\$1.00	8.3%
12 credit hours or more							
Max per semester, if applicable		x		\$144.00	\$156.00	\$12.00	8.3%
Health Fee (per semester)							
per credit hour, 0-11 hours	x			\$3.50	\$3.50	\$0.00	0.0%
Max per semester, if applicable	x			\$42.00	\$42.00	\$0.00	0.0%
Student Activity Fee (per credit hour)							
1-10 credit hours							
11+ credit hours							
1-6 credit hours							
7+ credit hours							
0-11 credit hours			x	\$2.75	\$2.75	\$0.00	0.0%
12 credit hours or more							
Max per semester, if applicable			x	\$33.00	\$33.00	\$0.00	0.0%
Student Record Fee (per credit hour)	x			\$0.25	\$0.25	\$0.00	0.0%
Technology Fee (per credit hour)	x			\$6.50	\$6.50	\$0.00	0.0%
12 credit hours or more (on-campus) (per semester)	x			\$78.00	\$78.00	\$0.00	0.0%
Max per semester, if applicable							
Fees which vary from above for off-campus students:							
Extended Campus Fee (per credit hour)	x			\$20.00	\$20.00	\$0.00	0.0%
Technology Fee (extended campus per credit hour)	x			\$6.50	\$6.50	\$0.00	0.0%
Other Fees:							
ARC Services Fee							
CLEP Test Administration Fee							
Course Lab Fees (per course)				as published	as published	n/a	n/a
Deferment Fee							
Degree/Graduation Fee:							
Undergraduate/Baccalaureate	x			\$35.00	\$35.00	\$0.00	0.0%
Graduate/Master's	x			\$60.00	\$60.00	\$0.00	0.0%
Distance Learning (per cr. hr.)				included in online rate			
Failure to Pay Penalty	x			\$100.00	\$100.00	\$0.00	0.0%
Housing Deposit		x		\$100.00	\$100.00	\$0.00	0.0%
International Student Admission Processing Fee	x			\$20.00	\$0.00	-\$20.00	-100.0%
Late Payment Fee	x			2% monthly	2% monthly	n/a	n/a
Late Registration/Enrollment Fee	x			\$15.00	\$15.00	\$0.00	0.0%
LEAP Fee							
Library Penalty (per item)	x			\$0.25	Vary	n/a	n/a
Library User Fee (annual)	x			\$5.00	\$5.00	\$0.00	0.0%

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2008-09 Fiscal Year

Material Fee	x			at cost	at cost	n/a	n/a
Music, Private Lessons (per semester)	x			=ug res tuit	\$0.00	n/a	n/a
Music, Locker Rental (per semester)	x			\$10.00	\$10.00	\$0.00	0.0%
Music, Instrument Rental Fee (per semester)	x			\$10.00	\$10.00	\$0.00	0.0%
New Student Registration Fee							
Parking							
Employee Only							
Annual 1st Vehicle	x	x		\$40.00	\$40.00	\$0.00	0.0%
Annual 2nd Vehicle	x	x		\$20.00	\$20.00	\$0.00	0.0%
Annual Reserved in Hahn	x	x		\$60.00	\$60.00	\$0.00	0.0%
One Semester	x	x		\$24.00	\$24.00	\$0.00	0.0%
Summer Only	x	x		\$13.00	\$13.00	\$0.00	0.0%
Penalty		x		varies	varies	n/a	n/a
Placement/Credential Fee	x			\$30.00	\$30.00	\$0.00	0.0%
Credential Set-Up Fee							
Publications Fee							
Reinstatement after Administrative Withdrawal	x			\$100.00	\$100.00	\$0.00	0.0%
Returned Check Charge	x			\$35.00	\$35.00	\$0.00	0.0%
Site Specific Fee							
Student ID Card							
Duplicate ID Card/Old Card Exchanged	x			\$0.00	\$0.00	\$0.00	0.0%
Replacement ID Card	x			\$15.00	\$15.00	\$0.00	0.0%
Transcript Fee (per transcript)	x			\$4.00	\$4.00	\$0.00	0.0%
C* = cash fund							
R* = revolving fund							
T* = trust fund							

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve the Resolution Authorizing Chadron State to Spend Revenue Bond Surplus Funds for Parking Lot Repair and Replacement

Priority: Financial Strength of the System

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

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

 j. Maintain facilities and improve physical environment

The System Office and Chadron recommend the approval to utilize \$200,000 from revenue bond surplus funds toward the repair and replacement of campus parking lots. These funds will be partnered with parking fee revenues and capital improvement fees to complete a project north of High Rise on the CSC Campus. The College has adequate surplus funds to support this request.

**CHADRON STATE COLLEGE
CHADRON, NE**

RESOLUTION TO WITHDRAW FUNDS

WHEREAS, Section 5.2 of Article V of the Master Resolution adopted by the Board of Trustees of the Nebraska State Colleges June 11, 2002 requires the Board to operate revenue bond facilities in an efficient, sound and economical manner and as a revenue producing enterprise, maintaining, preserving, and keeping the facilities in good repair, working order, and condition, and from time to time promptly making all necessary and proper repairs, renewals, replacements, additions, extensions and betterments thereto, and,

WHEREAS, Section 3.7(2) of Article III of the Master Resolution states that the Board may expend funds from the Surplus Fund for purposes of making "any extraordinary acquisitions, repairs, renewals, replacements, renovations, equippings and furnishings to the Facilities," and,

WHEREAS, certain repairs, remodeling and furnishings are required in the revenue bond facilities at Chadron State College in order to maintain the maximum use and occupancy of the facilities, and,

WHEREAS, there is on deposit with Wells Fargo Nebraska, N.A. Lincoln, Nebraska, Trustee, as of February 29, 2008, \$627,619 in the Surplus Fund, therefore,

BE IT RESOLVED that the Board of Trustees of the Nebraska State Colleges, in compliance of the Master Resolution, does approve and hereby directs Wells Fargo Nebraska, N.A. Lincoln, Nebraska to pay appropriate orders out of the Series 2002 Surplus Fund for the following:

1. Parking Lots	Repair and Replacement	200,000
TOTAL - Not-to-Exceed -		\$200,000

C E R T I F I C A T E

I, the undersigned, Stan Carpenter, being duly appointed Chancellor of the Board of Trustees of the Nebraska State Colleges, hereby certify that the foregoing Resolution was adopted in a regularly called meeting of June 6, 2008.

IN WITNESS WHEREOF, I have hereunto affixed my signature this 6th day of June 2008.

Stan Carpenter, Chancellor

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

ACTION: Authorize the Following Reallocations of Contingency Maintenance Funds for Chadron State:

From Resolution 2002	\$10,000.00	Edna Work Security Electronics
To Resolution 2008	\$10,000.00	Residence Hall Security

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Funding was requested in the 2002 resolution for Edna Work security electronics. Chadron State requests to move \$10,000 from the 2002 resolution Edna Work security electronics to the 2008 resolution residence hall security electronics to ensure an integrated solution to residence hall security.

The System Office recommends approval of the reallocation of Contingency Maintenance Funds.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

ACTION: Approve the Use of Up to \$200,000 of Capital Improvement Fee Funds for Completion of Parking Lot Repairs and Replacement at Chadron State and Up to \$50,000 of Capital Improvement Fee Funds for HVAC Project in Peterson Fine Arts Building at Wayne State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Chadron requests approval to utilize \$200,000 from capital improvement fee funds toward the repair and replacement of campus parking lots.

Wayne State requests the use of \$50,000 in capital improvement fee funds for the Peterson HVAC Project Phase 1 project. This represents an increase to the original CIF request of \$150,000 which was approved by the Board on September 14, 2007. The increase is based on actual bids which were opened on May 6, 2008 and on a change in scope of the project to include sprinkler system as approved by the 309 Task Force on Building Renewal.

The System Office recommends the approval of these requests.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

ACTION: Approve Distribution of Additional LB 605 Funds for 2008-09 as Follows with Any Additional Available Funds to be Distributed to Wayne State for the Carhart Science Building Project:

Wayne State – Carhart Science Project	\$500,000
Chadron State – Drainage & Repair Near 12th Street	\$500,000
Peru State – Al Wheeler Activity Center Project	\$300,000

Priority: Financial Strength of the System

Goals: 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

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 System Office recommends approval of the distribution of additional LB 605 funds as outlined above.

Additionally, approval is requested for any available funds after the initial distribution to be distributed to Wayne for the Carhart Science Building Renovation Project.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

**ACTION: Accept Substantial Completion of Campus Streets Project Phase II 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 the architect, engineer, contractor and college-retained inspector or college representative determine when a capital 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 Phase II project at Wayne on April 29, 2008 and determined that the projected has reached substantial completion.

Committee Members

Larry Teahon, Vice Chair Board of Trustees, Chair, Fiscal & Facilities Committee
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
Richard Collings, President, Wayne State
Beth Kroger, Vice President Administration & Finance, Wayne State
Derby Johnson, Director of Facility Services, Wayne State

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

**ACTION: Accept Substantial Completion of South Building of Campus Services
Project 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 the architect, engineer, contractor and college retained inspector or college representative determine when a capital 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 South Building of the Campus Services project at Wayne on April 29, 2008 and determined that the project has reached substantial completion.

Committee Members

Larry Teahon, Vice Chair Board of Trustees, Chair, Fiscal & Facilities Committee
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
Richard Collings, President, Wayne State
Beth Kroger, Vice President Administration & Finance, Wayne State
Robert McCue, Vice President for Academic Affairs, Wayne State
Derby Johnson, Director of Facility Services, Wayne State
Dennis Linster, Chief Information Officer, Wayne State
Jeff Pilus, Alley Poyner
Michael Alley, Alley Poyner

Fiscal and Facilities Committee*Larry Teahon, Chair**Cap Peterson**Rich Kunckel*

June 6, 2008

ACTION: Approve the Following Contract and Change Orders as Submitted by the Colleges:

Chadron Change Order

Campus (#1 add windows, remove telident, license changes, ATA device change)--\$33,406.70 Deduct

Peru Contract

- AI Wheeler Activity Center (Athletic weight room equipment) -- \$TBD

Peru Change Order

- AI Wheeler Activity Center (#Alternates A-1, A-2, A-3 Demolition AD Majors and parking lot construction) -- \$518,842

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, 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.

Peru State College	
Location on Campus:	AI Wheeler Activity Center
Contracted Work:	Athletic Weight Room Equipment
Contract Amount:	Bids due June 4, 2008
Fund Source:	Cash
Contractor:	TBD (lowest responsible bidder)

4.17.-2

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.

Chadron State College	
Location on Campus:	Campus
No. & Description:	#1 Add Windows, remove Telident, license changes, ATA device change
Change Order Amount:	\$33,406.70 Deduct
Fund Source:	Master Lease
Contractor:	Golden West Technologies

Peru State College	
Location on Campus:	Al Wheeler Activity Center
No. & Description:	#Alternates A-1, A-2, A-3, demolition AD Majors and parking lot construction
Change Order Amount:	\$518,842
Fund Source:	LB 605/Cash
Contractor:	Lueder Construction

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 6, 2008

ACTION: Approve Demolition of AD Majors at Peru State

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

As part of the Al Wheeler Activity Center (AWAC) renovation and addition project at Peru State, the college included plans to demolish AD Majors and construct a parking lot in its place. The planning documents were approved with the demolition included, but higher-than-expected initial bids caused that portion of the project to be taken out of the construction contract.

The college has now identified funding to complete this portion of the project. AD Majors is a revenue bond building, and therefore requires Board action to authorize its demolition, in accordance with Section 5.7 of the Master Bond Resolution. The current building is no longer serviceable, unfit to be used, and therefore no longer required.

Peru State and the System Office recommend that the Board authorize demolition of AD Majors.

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

Report on Changes to Update Policy 4160

Mission Statement: The Nebraska State Colleges offer high quality, accessible undergraduate degrees, graduate degrees, and programs that serve the state, benefit individuals, and promote the public good.

Priority: Educational Excellence Throughout the System

- Goals:
2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers.
 4. Strengthen academic programs

The attached changes to Policy 4160 reflect recent Board action relating to academic programs. The policy provides a complete listing of all major and minor programs along with a complete listing of teacher education endorsements.

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

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

Page 1 of 3

BOARD POLICY

The following degree programs are authorized for Chadron State College:

1. General Authorization:

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

2. Specific Authorization, Non-Teaching Degree Programs

Bachelor

~~Applied History~~

Art

Biology

Business Administration

Communication Arts

Family & Consumer Science

General Business

Health Sciences

History

Industrial Management

Information Management Systems

Interdisciplinary Studies

Justice Studies – Criminal Justice

Justice Studies – Legal Studies

Library Information Management

Literature

Mathematics

Museum Studies

Music

Physical Sciences

Psychology

Range Management

Sports and Recreation Management

Social Work

Technical Occupations

Theatre

Master

Business Administration

Organizational Management

Community Counseling

History

Science/Math

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 4160

**Degree Programs;
Chadron State College**

Page 2 of 3

3. Specific Authorization, Teacher Certification Programs

Bachelor

Elementary Education Field Endorsement
Art Field Endorsements
Art Middle Grade Content Areas of Spec.
Basic Business Ed Subject Endorsement
Biology Subject Endorsement
Business Education Field Endorsement
Business Middle Grade Content Areas of Spec.
Chemistry Subject Endorsement
Cooperative Education-Diversified Occup. Sup. End.
Driver Education Supplemental Endorsement
Early Childhood Educ Subj Endorsement
Early Childhood Educ Unified Field End.
Earth Science Subject Endorsement
Elementary Education Field Endorsement
English Subject Endorsement
Family & Consumer Science Field Endorsement
Family and Consumer Science Middle Grade Content Areas of Spec.
Family and Consumer Science Related Occup. Sup. End.
Foreign Language Subject Endorsement
Health & Physical Education Field Endorsement
Health Education Subject Endorsement
History Subject Endorsement
Industrial Technology Field Endorsement
Industrial Technology Educ Middle Grade Content Areas of Spec.
Language Arts Field Endorsement
Language Arts Middle Grade Content Areas of Spec.
Library Media Specialist Field Endorsement
Mathematics Field Endorsement
Mathematics Middle Grades Content Area of Spec.
Middle Grades Field Endorsement
Mild & Moderate Disabilities Field Endorsement
Mild & Moderate Disabilities Middle Grades Content Areas of Spec.
Music Field Endorsement
Natural Science Field Endorsement
Natural Science Middle Grades Content Areas of Spec.
Physical Education Subject Endorsement
Physical Science Field Endorsement
Physics Subject Endorsement
Secondary Education Endorsement
Social Science Field Endorsement
Social Science Middle Grades Content Areas of Spec.
Theatre Subject Endorsement
Trade and Industrial Education Field Endorsement
Vocal Music Subject Endorsement

Master

Educational Administration
Elem Curr & Instr Educ
Sec Curr & Instr Educ
School Counseling
School Library Media P-12
Special Education Coordinator

Specialist

Superintendent

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 4160

**Degree Programs;
Chadron State College**

Page 3 of 3

4. Minors

Agribusiness	Marketing/Entrepreneurship
Agricultural Plant Science	Mathematics
American Indian Studies	Mathematics Education (K-8)
Animal Science	Mild/Moderate Disabilities (K-8)
Applied Statistics	Museum Studies
Art	Music
Art Education (K-6)	Music (K-8)
Biology	Nutrition and Wellness
Business	Organizational Psychology
Chemistry	Physical Education (K-8)
Child and Family	Physics
Communication	Plant Sciences
Criminal Justice	Political Science
Drafting	Psychology
Early Childhood Education (K-8)	Psychology and the Legal System
Economics/Finance	Public Relations
Energy and Electronics	Rangeland Management
English	Science Education (K-8)
English Education (K-8)	Social and Personality
Fitness and Exercise	Social Science Education (K-6)
Geography	Sociology
Geoscience	Spanish
History	Sports Leadership
Humanities	Textiles and Fashion
Internet Technology	Theatre
Journalism	Veterinary Science
Legal Studies	Water Resources Management
Leisure Services	Wildlife Management
Library Information Management	Wildlife Management

Policy Adopted: 1/28/77
Policy Revised: 6/5/93
Policy Revised: 11/12/94
Policy Revised: 11/11/95
Policy Revised: 8/29/97
Policy Revised: 4/13/00
Policy Revised: 6/13/03
Policy Revised: 6/10/04
Policy Revised: 6/9/05
Policy Revised: 6/2/06
Policy Revised: 6/7/07
Policy Revised: 6/6/08

Academic, Personnel & Student Affairs Committee*Doug Christensen, Chair**Gary Bieganski**Taylor Dunekacke*

June 6, 2008

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

Chief Negotiator: Kristin Petersen

Faculty Unit (SCEA): Lois Veath, CSC
Todd Drew, PSC
Bob McCue, WSC

Professional Staff Unit (NSCPA): Kara Vogt, CSC
Eulanda Cade, PSC
Cheryl Waddington, WSC

Support Staff Unit (NAPE): Kara Vogt, CSC
Eulanda Cade, PSC
Cheryl Waddington, WSC

Negotiations for the next biennium (2009-2011) are to commence on or before September 10, 2008.

Negotiation Schedule:

September 10 Negotiations to commence (on or before the second Wednesday in September)

December 15 Parties choose a Special Master

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

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

January 15 All unresolved issues and final offers are to be submitted to the Special Master

February 15 Special Master Issues Decision

March 15 Deadline to appeal Special Master's decision to CIR

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

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair
Gary Bieganski
Taylor Dunekacke

June 6, 2008

Report on Faculty College

Core Values: Foster Cooperative Ventures Among NSCS Institutions and Other Agencies and Organizations
Recruit and Retain Quality Faculty and Staff

Priority: Educational Excellence

Strategy: 1

Goals: a, d, e

The 2008 Faculty College was hosted by Peru on Thursday and Friday, May 8th & 9th. Faculty College representatives from each of the state colleges worked with their respective faculties to develop the overall conference theme of "Strength Through Collaboration" and to promote and approve the various presentations and events. Participants found the guest speakers particularly entertaining and appreciated hearing Chancellor Carpenter's thoughts on trends impacting higher education and the State College System's potential responses.

We had the following registrations:

Peru State College – 22

Wayne State College – 6

Chadron State College – 2

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Amanda Gehle

June 6, 2008

State of the System Address

Priority: Greater System Prominence

Goal: 1. Emphasize the benefits of a three-college system
 2. Increase awareness of the system
 4. Promote collaboration within the system

Strategy:c. Publicize collaborative efforts and programs

For the third year, Chancellor Carpenter will deliver the State of the System Address this fall at each college. Associate Vice Chancellor for Communications, Marketing and System Relations, Sheri Irwin-Gish will finalize the plans this summer.

The presentation schedule is as follows:

Wayne State College – Friday, August 21 at 9:30 a.m.
Peru State College – Thursday, August 28 at 11 a.m.
Chadron State College – Thursday, September 4 at 11 a.m.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Amanda Gehle

June 6, 2008

Enrollment and Marketing Priorities

Priority: Greater System Prominence

- Goals:
1. Emphasize the benefits of a three-college system
 2. Increase awareness of the system
 3. Market distinctiveness of the system
 4. Promote collaboration within the system

- Strategies:
- a. Communicate that many graduates stay in Nebraska
 - b. Promote the economic impact of the system and the colleges
 - c. Publicize collaborative efforts and programs
 - e. Market the investment value of an NSCS degree

The Enrollment and Marketing Committee, along with the Council for Admissions and College Relations, will be recommending a list of marketing priorities for 2008-09 academic year. The recommendations will be formed in conjunction with the priorities established at the board retreat held during the June Board meeting and the information provided during the college constituent meetings held at each college this past year.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Amanda Gehle

June 6, 2008

Community College Online Joint Enrollment Form

Priority: Greater System Prominence

Goals: 1. Emphasize the benefits of a three-college system

3. Market distinctiveness of the system

4. Promote collaboration within the system

Strategy:c. Publicize collaborative efforts and programs

The Admissions Directors and Academic Officers plan to finalize an online Joint Enrollment Form with the community colleges. Last year a similar online form was developed for Joint Enrollment for students within the Nebraska State College System.

Once the community college form is finalized by the NSCS representatives, it will be shared with the community college representatives. The goal is to have the form online and ready for use by fall.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Amanda Gehle

June 6, 2008

NSCS Tour

Priority: Greater System Prominence

- Goals:
1. Emphasize the benefits of a three-college system
 2. Increase awareness of the system
 3. Market distinctiveness of the system
 4. Promote collaboration within the system

- Strategies:
- c. Publicize collaborative efforts and programs
 - e. Market the investment value of an NSCS degree

The 2009 NSCS Tour is expanding in order to reach new audiences this fall. In the past three years, the event has been targeted to high school guidance counselors. This fall multiple events will be held in six cities throughout the state of Nebraska and will include parents as well as counselors.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

Physical Plant Status Reports for Information
(January - March)

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: June 6, 2008

Project Description	Status	Fund Source
LB 309 Projects		
Heat Plant Hydraulic Cylinder Replacement	Funded-Materials Only	LB 309/CIF
Reta King Library Fire Sprinklers	In Progress	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
Revenue Bond Projects (including BANS)		
LB 605 Projects		
Administration Building Renovation	In Progress	LB 605
LB 1100 Projects		
NPAC Controls Upgrade	In Progress	LB1100
Miller Hall Window Replacement	In Progress	LB 1100
Contingency Maintenance Projects		
Andrews Hall Rep/Repl Int Doors	Complete	Contingency Maint.
Andrews Hall Floor/Wing Renov.	In Progress	Contingency Maint.
Campus Furnishings	In Progress	Contingency Maint.
Crites Hall Reroof	In Progress	Contingency Maint.
Edna Work Security Electronics	Complete	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	Contingency Maint.
Residence Hall Security Electronics	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: June 6, 2008

Project Description	Status	Fund Source
LB 309 Projects		
AV Larson HVAC/Code Upgrade	Substantial Completion scheduled May 13	LB 309
AV Larson Roof Design	Design Complete	LB 309
AV Larson Roof Replacement (Upper)	In Progress	LB 309
AV Larson ADA Accessible Walkway	Complete	LB 309
Hoyt Roof Replacement	In Progress	LB 309
Jindra Fine Arts Code Upgrade Study	In Progress	LB 309
Theater Auditorium Roof Replace.	In Progress	LB 309
TJ Majors Fire Sprinkler	In Progress	LB 309
TJ Majors Window Replacement IV	Complete	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, Emergency Power Generator has been installed	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 – Start up scheduled April 21	Revenue Bond Surplus Fund – Contingency Maintenance
Student Center	Door replacement – two sets complete	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: June 6, 2008

Project Description	Status	Fund Source
LB 309 Projects		
Carhart Hall Phase I Renovations	Design in Progress	LB 309/CIF/Cash
Education ADA Door Hardwre	Complete – final report sent	LB 309
Hahn HVAC Study	Complete – final report sent	LB 309
Peterson HVAC Upgrade	Construction in Process	LB 309
Rice Auditorium ADA Elevator	Construction in Process	LB 309
LB 1100 Projects (99-00)		
Rice Sprinkler System/Art Gallery Design	Construction in Process	LB 1100 FY 08
Campus Services Roof, Siding & Renovations	Construction in Process	LB 1100 FY 07
LB 605 Projects (2006)		
Campus Services Bldg	Substantially Complete	LB 605
Campus Streets/Commons Phase II	Substantially Complete	LB 605
Rice Basement	Construction in Process	LB 605
Stadium (weight room/lockers/offices)	Construction in Process	LB 605
Revenue Bond Projects (including BANS)		
Residence Halls	Complete	RB 2002 Const Fund
Contingency Maintenance Projects		
Bowen Hall Door/Locks Replacement	Construction in Process	Contingency Maint.
Bowen Hall Roof	Will begin soon	Contingency Maint.
Commons Parking Lot & Streets	Construction in Process	Contingency Maint.
Food Service Equipment	In Process	Contingency Maint.
Terrace Hall Alarm System	Will begin soon	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)		
Brandenburg – Ley Theatre Lighting Upgrades	Complete	Cash
Campus Commons Phase III	In Design	Cash
Campus Drive – Athletics/Observatory	Complete	Cash
Greywater	Transfer funds to Carhart	Cash/Federal Funds

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

Capital Construction Progress Reports for Information Only
(as of March 31, 2008)

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

As required by Board Policy 8050, the colleges have submitted the following capital construction progress reports on their respective construction projects.

Chadron

1. Administration Building Renovation – Interim Report
2. Sparks Hall Renovation – Interim Report

Peru

1. Al Wheeler Activity Center Addition/Renovation/Bleachers – Interim Report
2. Emergency Power Generation – Interim Report

Wayne

1. Campus Services – Interim Report
2. Campus Streets Project Phase II – Interim Report
3. Neihardt Hall Renovation – Interim Report
4. Rice - Stadium Renovations Project – Interim Report
5. Stadium Entry Plaza, Track and Restroom Project – Interim Report

The State Building Division requires quarterly reports on all capital construction projects funded with state funds. Copies will be forwarded to that office for their files.

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF 5/8/08**

College: Chadron State College		Meeting Date: June 6, 2008	
Project Information	Project Title:	Administration Bldg. Renovation	
	Program Number:		
	Professional Consultant:	Bahr Vermeer and Haecker	
	General Contractor:		
	Net Square Footage: 11,165	Gross Square Footage: 59,704	
	Bid Opening Date		
	Notice of Proceed Date		
	Estimated Completion Date		
Final Acceptance Date			
Project Dates	Professional Consultants:	Bahr Vermeer and Haecker	
	Needs Statement	(enter dates)	
	Program Statement	11/6/2002	
	Professional Services Contract	6/6/2002	
	Bonds Sold		
	Preliminary Plans		
	Design Development	12/21/2006	
	Construction Contract	6/18/2007	
	Substantial Completion		
	Final Completion		
Report Information	Status	Initial Report:	7/7/2007
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:605	\$4,681,357.00	
	Federal Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		
	Other		
Total Available	\$4,681,357.00		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available		
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees & Reimb.	\$334,445.00	\$308,349.95	\$26,095.05
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,646,816.80	\$1,778,142.00	\$1,868,674.80
2. Fixed Equipment			
3. Sitework/Utilities			
Furnishings/Moveable Equip.		\$0.00	\$0.00
Contingency		\$0.00	\$0.00
Artwork		\$0.00	\$0.00
Other Items			
1. Special/Tech. Equipment			
2. Asbestos Abatement	\$69,965.00	\$78,025.00	-\$8,060.00
Change Orders			
Fuller Construction 2/15/08	\$16,816.80		\$16,816.80
TOTALS	\$4,068,043.60	\$2,164,516.95	\$1,903,526.65

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF 2/5/08**

College: Chadron State College		Meeting Date: June 5, 2008	
Project Information	Project Title:	Sparks Hall Renovation	
	Program Number:		
	Professional Consultant:	Bahr Vermeer and Haecker	
	General Contractor:	Fuller Construction	
	Net Square Footage: 11,165	Gross Square Footage: 17,218	
	Bid Opening Date	3/23/2006	
	Notice of Proceed Date	4/12/2006	
	Estimated Completion Date	7/1/2007	
Final Acceptance Date			
Project Dates	Professional Consultants:	Bahr Vermeer and Haecker	
	Needs Statement	(enter dates)	
	Program Statement	11/5/2002	
	Professional Services Contract	10/30/2005	
	Bonds Sold		
	Preliminary Plans		
	Design Development	11/23/2005	
	Construction Contract	4/12/2006	
	Substantial Completion	5/30/2007	
Final Completion	10/30/2007		
Report Information	Status	Initial Report:	6/2/2006
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:	\$2,680,450.00	
	Federal Funds		
	LB 309 Funds		
	Cash Funds	\$189,245.50	
	Capital Imp. Fee Commitment		
	Other		
	Total Available	\$2,869,695.50	
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available	\$2,869,695.50	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees & Reimb.	\$174,500.00	\$174,500.00	\$0.00
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$2,428,600.00	\$2,404,595.00	\$24,005.00
2. Fixed Equipment			
3. Sitework/Utilities	\$30,814.50	\$30,814.50	\$0.00
Furnishings/Moveable Equip.	\$95,000.00	\$110,610.54	-\$15,610.54
Contingency	\$91,385.00	\$75,774.46	\$15,610.54
Artwork	\$20,000.00	\$0.00	\$20,000.00
Other Items			
1. Special/Tech. Equipment			
2. Asbestos Abatement		\$29,396.00	
Change Orders			
1. Fuller Construction 4/25/06	-\$117,035.00		
2. Fuller Construction 10/17/06	\$12,646.00		
3. Fuller Construction 12/6/06	\$33,031.00		
4. Fuller Construction 12/12/06	\$14,831.00		
5. Fuller Construction 3/20/07	\$13,562.00		
6. Fuller Construction 7/16/07	\$13,000.00		
7. Fuller Construction 10/24/07	-\$6,046.00		
8. Fuller Construction 12/21/07	\$7,909.00		
TOTALS	-\$28,102.00	\$2,825,690.50	\$44,005.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March, 2008

College: Peru State College		Meeting Date: June 6, 2008	
Project Information	Project Title:	AWAC Addition/Renovation/Bleachers	
	Program Number:		
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:	Lueder Construction	
	Current Net Square Footage: 44,509	Current Gross Square Footage: 49,360	
	Addition Net: 8,512	Addition Gross: 17,280	
	Renovation Net: 32,597	Renovation Gross: 34,925	
	Bid Opening Date	3/29/2007	
Notice to Proceed Date			
Estimated Completion Date	5/1/2008		
Final Acceptance Date			
Project Dates	Professional Consultants:	The Clark Enersen Partners	
	Needs Statement		
	Program Statement		
	Professional Services Contract		
	Bonds Sold	8/15/2006	
	Preliminary Plans		
	Design Development	9/15/2006	
	Construction Contract	4/9/2007	
Substantial Completion	5/1/2008		
Final Completion	5/1/2008		
Report Information	Status	Initial Report:	
		Interim Report: X Final Report:	
Financial Information			
State Buildings	Proposed Budget	Expended to Date	Balance
State Funds--LB No:605	\$4,846,933.00	\$3,662,466.91	\$1,184,466.09
State Funds--LB No:605 (bleachers)	\$167,990.00		\$167,990.00
LB 1100 06-07	\$136,761.00		\$136,761.00
LB 1100 07-08	\$152,921.00		\$152,921.00
LB 605 5% ON AWAC	\$215,550.00		\$215,550.00
LB 605 5% ON Emer Power	\$30,000.00		\$30,000.00
LB 605 transferred from Generator	\$149,500.00		\$149,500.00
Capital Improvement Fee (IPF)	\$145,000.00		\$145,000.00
Cash Fund Adjustment 9/14/2007 (includes IPF)	\$337,500.00	\$6,982.33	\$330,517.67
PSC Foundation (IPF)	\$250,000.00		\$250,000.00
PSC Foundation	\$19,165.00		\$19,165.00
Total Available	\$6,451,320.00	\$3,669,449.24	\$2,781,870.76
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees	\$394,444.00	\$363,727.91	\$30,716.09
Life Cycle Cost Analysis			
Construction			
1. Bid Amount	\$5,613,000.00		
2. Value Engineering Deduct (CO#1)	-\$107,802.00		
3. Deduct for LB 1100 HVAC contract (CO#2)	-\$289,682.00		
4. General, Mech., Elec. Contract	\$5,215,516.00	\$3,266,174.70	\$1,949,341.30
5. Fixed Equipment (bleachers)	\$0.00	\$0.00	\$0.00
6. Site work/Utilities	\$19,546.86	\$18,813.06	\$733.80
7. HVAC contract for LB 1100 Funds	\$289,682.00	\$0.00	\$289,682.00
Furnishings/Moveable Equip. (SIGN/PLAQUE)	\$34,897.83	\$18,261.33	\$16,636.50
Contingency plus Escalation	\$145,882.31	\$0.00	\$145,882.31
Artwork	\$55,052.00	\$0.00	\$55,052.00
Other Items			
1. Administrative Fees	\$5,000.00	\$782.24	\$4,217.76
2. Relocaton	\$0.00	\$0.00	\$0.00
3. Testing and Surveys/Enviro Impact	\$39,000.00	\$0.00	\$39,000.00
4. Asbestos Abatement	\$2,000.00	\$1,690.00	\$310.00
5. Legal fees and Insurance	\$0.00	\$0.00	\$0.00
Change Orders			
003 Lockers, ductwork, high voltage	\$6,962.00		\$6,962.00
004 Revised fire srv, fire rated door	\$19,342.00		\$19,342.00
005 Precast bridge with masonry guardrail	\$17,000.00		\$17,000.00
006 Composite metal on addition	\$36,988.00		\$36,988.00
007 Composite metal on natatorium north face	\$39,950.00		\$39,950.00
008 Reinforcing steel, etc for A4	\$27,781.00		\$27,781.00
009 Brick for north natatorium	\$25,676.00		\$25,676.00
010 Mirrors, conduit change, combine pads	\$4,300.00		\$4,300.00
011 Change lavatory type, add elevator sump/pit	\$15,226.00		\$15,226.00
012 Provide Gymnasium Curtains	\$24,980.00		\$24,980.00
013 Add cross-bracing, structural steel	\$5,292.00		\$5,292.00
014 Add corrugated panels for north existing bldg	\$3,468.00		\$3,468.00
015 New relay panel Gymnasium	\$2,354.00		\$2,354.00
016 Power disconnects for Heat Pumps	\$2,263.00		\$2,263.00
017 Insulation for ductwork	\$18,717.00		\$18,717.00
TOTALS	\$6,451,320.00	\$3,669,449.24	\$2,781,870.76

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2008

College: Peru State College		Meeting Date: June 6, 2008		
Project Information	Project Title: Emergency Power Generation			
	Program Number:			
	Professional Consultant: Leo A Daly			
	General Contractor: To Be Determined from Bids			
	Net Square Footage: NA		Gross Square Footage: NA	
	Bid Opening Date		Generator 2/13/07, Installation 3/13/07	
	Notice to Proceed Date		3/29/2007	
	Estimated Completion Date		9/1/2007	
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement			
	Program Statement			
	Professional Services Contract		9/15/2006	
	Bonds Sold		8/15/2006	
	Preliminary Plans			
	Design Development			
	Construction Contract			
Substantial Completion		9/1/2007		
Final Completion				
Report Information	Status		Initial Report:	
			Interim Report: X Final Report:	
Financial Information				
State Buildings		Proposed Budget	Expended to Date	Balance
State Funds--LB No:605		\$802,500.00	\$575,249.41	\$227,250.59
Transferred to AWAC		-\$149,500.00		-\$149,500.00
Total Available		\$653,000.00	\$575,249.41	\$77,750.59
Revenue Bond Buildings	Bonds Sold	\$		
	Costs of Issuance/Reserves	\$		
	Balances of Proceeds	\$		
Revenue Sources for Construction	1. Bond Proceeds	\$		
	2. Interest Earnings	\$		
	3. Other	\$		
	Total Available	\$		
Expenditure Information				
Proposed Budget		Expended to Date	Balance	
Program Planning				\$0.00
Professional Fees		\$70,000.00	\$69,493.02	\$506.98
Professional Fees - Fuel Filter		\$4,850.00		\$4,850.00
Life Cycle Cost Analysis				\$0.00
Construction				
1. General, Mech., Elec.		\$533,000.00	\$503,894.25	\$29,105.75
2. Fixed Equipment				\$0.00
3. Site work/Utilities				\$0.00
Furnishings/Moveable Equip.				\$0.00
Contingency		\$37,622.00		\$37,622.00
Artwork				\$0.00
Other Items				
1. Administrative Fees		\$3,000.00	\$1,862.14	\$1,137.86
2. Relocaton				\$0.00
3. Testing and Surveys				\$0.00
4. Asbestos Abatement				\$0.00
5. Legal fees and Insurance				\$0.00
Change Orders				
Change Order #1		\$4,528.00		\$4,528.00
TOTALS		\$653,000.00	\$575,249.41	\$77,750.59

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT

As of March 31, 2008

***project under construction **

College: Wayne State College		Meeting Date: June 5-6, 2008	
Project Information	Project Title:	Campus Services	
	Program Number:	na	
	Professional Consultant:	Alley Poyner	
	General Contractor:	RaDec Construction	
	Net Square Footage: 35,368	Gross Square Footage: 41,305	
	Bid Opening Date	February-07	
	Notice of Proceed Date	February-07	
	Estimated Completion Date	April-08	
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	October-02	
	Professional Services Contract	July-06	
	Bonds Sold	August-07	
	Preliminary Plans		
	Design Development	October-06	
	Construction Contract	March-07	
Substantial Completion	April-08		
Final Completion	Substantial Completion to NSCS Board June-08		
Report Information	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:605	\$	5,185,466
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	
	Other LB1100	\$	156,547
	Total Available	\$	5,342,013
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	5,185,466.00
	2. Interest Earnings	n/a - kept by System Office for other projects	
	3. Other (LB1100)	\$	156,547.00
	Total Available		\$5,342,013
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$334,213.00	\$326,693.20	\$7,519.80
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$4,014,000.00	\$3,447,117.82	\$566,882.18
2. Concrete encased fiber	\$80,000.00	\$42,382.50	\$37,617.50
Furnishings/Moveable Equip.	\$369,535.00	\$340,915.60	\$28,619.40
Contingency	\$136,155.00	\$16,106.31	\$120,048.69
Artwork	\$41,922.00	\$0.00	\$41,922.00
Other Items			
1. Demolition of Armory	\$37,500.00	\$0.00	\$37,500.00
2. Other	\$82,927.00	\$50,141.26	\$32,785.74
Change Orders			
1. CO # 1 through #10	\$245,761.00	\$225,517.63	\$20,243.37
			\$0.00
			\$0.00
TOTALS	\$5,342,013.00	\$4,448,874.32	\$893,138.68

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2008

College: Wayne State College		Meeting Date: June 5-6, 2008	
Project Information	Project Title:	Campus Streets Project - Phase II	
	Program Number:	na	
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:	Castle Construction	
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date	November-07	
	Notice of Proceed Date		
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:	April-04 January-05 May-07 November-07 Substantial Completion to NSCS Board June-08	
	Needs Statement		
	Program Statement		
	Professional Services Contract		
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract		
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No: 605	\$	1,516,000
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	
	Other:	\$	
	Total Available	\$	1,516,000
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds		\$1,516,000
	2. Interest Earnings	\$	
	3. Other - RB Cont. Maint.		\$194,000
	Total Available		\$1,710,000
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$92,943.90	\$91,168.36	\$1,775.54
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction	\$1,610,300.00	\$1,503,550.15	\$106,749.85
Furnishings/Moveable Equip.		\$0.00	\$0.00
Contingency		\$0.00	\$0.00
Artwork		\$0.00	\$0.00
Other Items		\$0.00	\$0.00
		\$0.00	\$0.00
Change Orders			\$0.00
	2.	\$0.00	\$0.00
TOTALS	\$1,703,243.90	\$1,594,718.51	\$108,525.39

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT

As of March 31, 2008

***artwork installed April 2008**

College: Wayne State College		Meeting Date: June 5-6, 2008	
Project Information	Project Title:	Neihardt Hall Renovation	
	Program Number:	na	
	Professional Consultant:	Bahr Vermeer & Haecker, Architects	
	General Contractor:	B.D. Construction	
	Net Square Footage: 42994	Gross Square Footage:	
	Bid Opening Date	November-03	
	Notice of Proceed Date	November-02	
	Estimated Completion Date	October-03	
Final Acceptance Date			
Project Dates	Professional Consultants:	June-02	
	Needs Statement		
	Program Statement	February-02 (Sinclair Hille)	
	Professional Services Contract	June-02 (BVH)	
	Bonds Sold	August-02	
	Preliminary Plans		
	Design Development	September-02	
	Construction Contract	January-03	
	Substantial Completion	November-03	
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report:	X (pending Art Project completion)
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:	\$	
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	
	Other	\$	
	Total Available	\$	
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds		\$3,150,000
	2. Interest Earnings	\$	
	3. Other		\$90,000
	Total Available		\$3,240,000
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$245,021.75	\$245,021.75	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$2,810,628.00	\$2,835,293.71	-\$24,665.71
2. Fixed Equipment	\$0.00	\$0.00	\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.	\$15,200.00	\$0.00	\$15,200.00
Contingency	\$9,532.25	\$0.00	\$9,532.25
Artwork	\$28,795.00	\$0.00	\$28,795.00
Other Items			
1. Roof	\$99,850.00	\$83,018.00	\$16,832.00
2. Cable, Sign, Key, Asb,Adv	\$30,973.00	\$21,205.28	\$9,767.72
Change Orders			
1.	\$0.00	\$0.00	\$0.00
2.	\$0.00	\$0.00	\$0.00
TOTALS	\$3,240,000.00	\$3,184,538.74	\$55,461.26

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2008

College: Wayne State College		Meeting Date: June 5-6, 2008	
Project Information	Project Title:	Rice - Stadium Renovations Project	
	Program Number:	na	
	Professional Consultant:	Leo A Daly	
	General Contractor:	Otte Construction, Wayne NE	
	Net Square Footage: 29,318	Gross Square Footage: 34,733	
	Bid Opening Date	November-07	
	Notice of Proceed Date	September-08	
Estimated Completion Date	September-08		
Final Acceptance Date			
Project Dates	Professional Consultants:	Leo A Daly	
	Needs Statement		
	Program Statement	March-07	
	Professional Services Contract	October-06	
	Bonds Sold	August-06	
	Preliminary Plans	June-07	
	Design Development	September-07	
	Construction Contract	December-07	
	Substantial Completion	estimated in August 2008	
Final Completion	estimated in October 2008		
Report Information	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:605	\$	3,766,611
	Federal Funds	\$	
	LB 309 Funds	\$	143,700 ADA Entrance & Elevator
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	143,700 ADA Entrance & Elevator
	Other LB1100	\$	175,000 Rice Sprinkler System
	Total Available	\$	4,229,011
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	3,766,611
	2. Interest Earnings		n/a - kept by System Office for other projects
	3. Other	\$	462,400.00
	Total Available		\$4,229,011
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$262,000.00	\$252,481.29	\$9,518.71
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. Rice & Stadium Renovations	\$3,085,978.00	\$645,583.08	\$2,440,394.92
2. Visitor Bleachers	\$75,000.00	\$75,535.95	-\$535.95
3. Concessions Remodel	\$25,000.00	\$0.00	\$25,000.00
4. Rice Sprinklers	\$175,000.00	\$14,383.00	\$160,617.00
5. ADA Entrance/Elevator	\$287,400.00	\$0.00	\$287,400.00
Furnishings/Moveable Equip.	\$226,864.00	\$0.00	\$226,864.00
Contingency	\$103,312.00	\$0.00	\$103,312.00
Artwork	\$35,000.00	\$3,500.00	\$31,500.00
Other Items	\$15,000.00	\$7,022.80	\$7,977.20
Change Orders	-\$61,543.00	\$0.00	\$0.00
TOTALS	\$4,229,011.00	\$998,506.12	\$3,292,047.88

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT

As of March 31, 2008

***artwork installed April 2008**

College: Wayne State College		Meeting Date: June 5-6, 2008	
Project Information	Project Title:	Stadium Entry Plaza, Track & Restroom Project	
	Program Number:	na	
	Professional Consultant:	DLR Group	
	General Contractor:	Christiansen Construction	
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date	August-02	
	Notice of Proceed Date		
Estimated Completion Date	August-03		
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	May-00	
	Professional Services Contract	June-01 for Phase 1	
	Bonds Sold		
	Preliminary Plans		
	Design Development	May-01	
	Construction Contract	September-02	
Substantial Completion	September-03		
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report:	X (pending Art Project completion)
		Final Report:	
Financial Information			
State Buildings	State Funds--Crumb Rubber Grnt	\$	34,500.00
	LB1100 approved 6/03	\$	125,000.00
	LB 309 Funds	\$	
	Cash Funds	\$	25,000.00
	Capital Imp. Fee Commitment	\$	400,000.00
	Other	\$	847,340.00
	Total Available	\$	1,431,840.00
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings	\$	
	3. Other		
	Total Available		\$0
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$34,075.00	\$34,075.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$1,176,345.00	\$1,176,345.00	\$0.00
2. Fixed Equipment	\$1,862.00	\$0.00	\$1,862.00
3. Sitework/Utilities	\$113,319.00	\$113,319.00	\$0.00
Furnishings/Moveable Equip.	\$0.00	\$0.00	\$0.00
Contingency	\$8,372.00	\$0.00	\$8,372.00
Artwork	\$11,010.00	\$0.00	\$11,010.00
Other Items			
1. Adv.	\$1,393.00	\$1,393.00	\$0.00
2. Lighting	\$64,000.00	\$64,000.00	\$0.00
3. Retaining Wall	\$21,464.00	\$21,464.00	\$0.00
Change Orders			
1.	\$0.00	\$0.00	\$0.00
2.	\$0.00	\$0.00	\$0.00
TOTALS	\$1,431,840.00	\$1,410,596.00	\$21,244.00

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

Occupancy/Income Reports for Spring 2008

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability
 4. Improve efficiency of operations

Strategies: b. Increase number of students in residential housing
 f. Keep Board of Trustees informed on the financial status of the colleges and system

As required by the master bond resolution, the colleges have provided information on occupancy and the income earned by their revenue bond facilities during spring, 2008.

In summary, the following ratios are noted:

	% Residence Hall Bed Occupancy Spring 08	% Residence Hall Room Occupancy Spring 08	% Residence Hall Income Spring 08
Chadron	59%	87%	66%
Peru	67%	78%	67%
Wayne	75%	87%	75%

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2008

Report Date: 05-09-08
Final Report: Spring 2008

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2007	Beds Occupied Spring 2008	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2008	Percent Room Occupancy
Residence Hall									
ANDREWS	304	284	168	163	-2.98%	57.39%	148	125	84.46%
BROOKS	110	84	0	35	100.00%	41.67%	40	25	62.50%
EDNA WING	94	94	51	64	25.49%	68.09%	49	47	95.92%
EDNA WORK	92	92	60	54	0.00%	58.70%	46	46	100.00%
HIGH RISE	400	422	261	248	-4.98%	58.77%	218	202	92.66%
KENT HALL	304	275	154	178	15.58%	64.73%	151	122	80.79%
SUBTOTALS	1,304	1,251	694	742	6.92%	59.31%	652	567	86.96%

	Apartments Available	Apartments Occupied Spring 2007	Apartments Occupied Spring 2008	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0	0.00%
WEST COURT	41	31	34	0	82.93%
SUBTOTALS	41	31	34	0	82.93%
TOTALS	1,304	1,292	725	0	60.06%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Actual Income
Residence Halls *	1,304	1,194	889-1720	\$1,437,139	\$949,550	66.07%
Student Apartments N/A						
Family Housing	41	41	377-458	\$79,215	70,394	88.86%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				\$80,000	784	0.98%
Other						
TOTALS				\$1,596,354	\$1,020,728	63.94%

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

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2008

REPORT DATE: JUNE 6, 2008
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2007	Beds Occupied Spring 2008	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2008	Percent Room Occupancy
Residence Hall									
ELIZA MORGAN (1)	170	98	78	73	-6.41%	74.49%	50	41	82.00%
DELZELL	146	144	100	99	-1.00%	68.75%	72	60	83.33%
CLAYBURN/MATHEWS	120	106	43	66	53.49%	62.26%	58	39	67.24%
DAVIDSON/PALMER	116	106	75	56	-25.33%	52.83%	58	40	68.97%
NICHOLAS/PATE	24	48	32	40	25.00%	83.33%	28	27	96.43%

SUBTOTALS	576	502	328	334	1.83%	66.53%	266	207	77.82%
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	Apartment Available	Apartment Occupied Spring 2007	Apartment Occupied Spring 2008	Percent of Change	Percent Occupancy	
Family Housing						
OAK HILL	12	8	10	0	83.33%	
FACULTY	8	6	6	0	75.00%	
SUBTOTALS	0	20	14	0	80.00%	
TOTALS	576	522	342	350	0	67.05%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	552	454	1130-1696	\$641,502	\$421,126	65.65%
Student Apartments	12	12	1320-1580	\$23,310	15,976	68.54%
Faculty Apartments	8	8	1400-1700	\$14,616	11,775	80.56%
Summer, Guest Housing & Rentals					13,750	
Other					16,396	
TOTALS				\$679,428	\$479,023	70.50%

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

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

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2008

REPORT DATE: 05/15/08
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2007	Beds Occupied Spring 2008	Percent of Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2008	Percent Room Occupancy
Residence Hall	165	160	113	117	3.54%	73.13%	66	57	86.36%
Anderson Hall	328	306	238	238	0.00%	77.78%	159	136	85.53%
Berry Hall	448	434	282	286	1.42%	65.90%	208	171	82.21%
Bowen Hall**	240	231	168	181	7.74%	78.35%	119	103	86.55%
Morey Hall	185	161	131	125	n/a	77.64%	91	83	91.21%
Neihardt Hall	150	134	91	103	13.19%	76.87%	72	68	94.44%
Pile Hall	147	140	105	119	13.33%	85.00%	74	69	93.24%
Terrace Hall									
SUBTOTALS	1,663	1,566	1,128	1,169	3.63%	74.65%	789	687	87.07%

	Apartment Available	Apartment Occupied Spring 2006	Apartment Occupied Spring 2007	Percent of Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
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TOTALS	1,663	1,566	1,128	1,169	3.63%	74.65%
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ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,566	\$1140-\$1825	\$1,726,319	\$1,215,168	70.39%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	0	n/a
Other				\$10,513	14,006	133.22%
TOTALS				\$1,736,832	\$1,229,174	70.77%

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

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 2008

Modification Budgets for Information

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

A requirement of the September 15 budget submittal is a priority list indicating how the NSCS would choose to restore requested and reduced programs and funding if requests and current operation budgets cannot be fully funded. In 2006, the instructions asked us to determine priorities to add back from an assumed 5% reduction to the existing base. The budget instructions have not yet been received for the 2008 submittal to indicate the level of the reduction we will be asked to prepare.

The Council of Presidents is in agreement with a system-wide prioritization approach, similar to that used in prior budget requests. The colleges and the system office will list reductions to arrive at the reduced base applicable for each unit. Items to be added back will be in the following order:

Priority 1	Health insurance increase request
Priority 2	Reductions made from existing base
Priority 3	LB1100 depreciation assessment requests
Priority 4	Other core needs requests
Priority 5	Strategic initiative requests

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Rich Kunckel

June 6, 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: Contracted Work: Contract Amount: Fund Source: Contractor:	Andrews Hall Renovation of 1 st Floor, North Wing \$138,500 Contingency Maintenance Mac Construction
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Crites Hall Reroof \$77,614 Cash, Contingency Maintenance Weathercraft, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Andrews Hall Remove and install pump \$3,639 Cash Western Mechanical Service, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Crites Hall Professional Design Reroof Project \$8,920 Cash CG Architects

7.5.-2

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Replace Doors \$35,000 Contingency Maintenance Christiansen Construction, Pender, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Services Facility Provide and Install Window Covers \$5,034 LB 605 The Final Touch, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts HVAC (Board approval for Chancellor to sign 4-18-08) \$182,700 LB 309/Capital Improvement Fee Olsson & Associates, Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Terrace Hall Fire Alarm System Upgrade \$104,735 Revenue Bond Noel Engineering, Inc., Lincoln, 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.

Peru State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Al Wheeler Activity Center #018 Correct elevation difference existing building to new addition \$9,332 LB 605 Lueder Construction Company
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	AV Larson #4 Revised carpet in the Mac computer lab/tile in drawing classroom \$4,304 Cash Herner Construction
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	AV Larson #7 Additional track lights and rearrange lights in Art Gallery \$5,068 Cash Herner Construction

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rice Auditorium #2 Tank room floor demolition/additional stadium demo and steel beams \$9,092 LB 605 Otte Construction, Wayne, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rice Auditorium #3 Relocate existing electrical conduit \$17,439 LB 605 Otte Construction, Wayne, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rice Auditorium #4 Transformer/stadium water cooler/isolation hangars/multiple credits \$12,520 LB 605 Otte Construction, Wayne, NE

- Chancellor's Report –
June 2008

1. NeSIS and SAP Progress Report

The Steering Committee of the Nebraska Student Information System project has provided recommendation to the NSCS Chancellor and the NU President to enter into negotiations with two software vendors, Oracle/PeopleSoft and SunGard/Banner. The committee has also suggested consideration for two implementation teams, SunGard for the Banner product and CedarCrestone for the Oracle product. Plans call for contract negotiations to conclude in early July 2008 with an implementation schedule to be determined at that time.

The SAP project which includes modules to serve the college's financial, human resources, payroll, and internal budgeting needs is currently being discussed with the University and SAP's licensing division. Implementation schedules for this project will be influenced by the selection and implementation demands of the NeSIS project.

2. Flex Summer Schedules

Some of the System Office staff have elected to use a flex schedule for summer. The office will remain open from 8:00 – 5:00 p.m. as usual despite the use of these schedules.

3. Relocation

Plans continue to move forward for the relocation of the System offices from the Capitol Building to the 1115 K Street location. Terms for the lease have been finalized and a move date has been tentatively set for July 1, 2008. The move date may be influenced by the exit date for the buildings current occupants and the ability for the landlord to have the space ready for occupancy by July 1.

4. PSC Presidential Search

We will begin the search for a new president at PSC in late August. As has been past practice, three trustees will serve on the search/recommendation committee. Additionally, we will ask members of the college community to form a search advisory committee to assist the board committee. If all goes as planned we will bring finalists to the college for a two day visit in late January and the board will name the new president at its February 27, 2009 Board meeting. Over the course of the summer I will meet with folks at Peru to discuss the search process and get suggestions about who, from the college, should serve on the advisory committee. Later in the summer I will provide you with a detailed schedule of the search process. Of course, the full Board will interview the finalists during their visit to Peru.

In the meantime, if you have questions please feel free to give me a call.

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

**Chadron State College
Community and Economic Development Report**

Chadron State takes seriously the historical mission of public colleges to be publicly engaged with the community and region in which they are located. Because economic development is a critical issue in western Nebraska, Chadron State is engaged in a number of regional economic development activities. The following examples represent some of the more visible initiatives Chadron State is engaged in to assist the region's efforts in enhancing economic development.

Nebraska Business Development Center (NBDC)

Two years ago, Chadron State reinstated the NBDC on campus. The Center is a cooperative program of the [U.S. Small Business Administration \(SBA\)](#) and [the University of Nebraska at Omaha](#).

The NBDC is certified by the Association of Small Business Development Centers and is committed to business operations in Nebraska. Its mission is to deliver guidance, support, technical assistance and objective management. The Chadron State NBDC provides start-up, management and technical assistance to entrepreneurs and small business owners, and assistance in obtaining government contracts in partnership with the U.S. Department of Defense. The NBDC had 26 initial clients, 13 of which became continuous cases and three are opened for business. Collectively the clients raised over \$1.1 million in capital. The NBDC exceeded all of its client service goals for the current year. The NBDC is especially proud that its client, Jimerson Construction, won the SBA Award for Family-Owned Business of the Year. It was nominated the previous November and continues to be one of the NBDC's most successful clients.

NBDC Training – In August, a *Going into Business* workshop will be held and a bankers training workshop will be held in July to update the regional bankers on SBA loan products. Last year, the *SBA Refresher Course* held on July 31, 2007 had 16 attendees.

NBDC Leadership Continuing Education – Chadron State faculty continue to develop their expertise in economic development through continuing education. Last summer, Dr. James Koehn, the Director of the NBDC, and Dr. Tim Donahue NBDC Assistant Director, took a week long certification course titled *Economic Development Finance*. This course in the EDFP certification program, explores the financial skills required for the successful practice of economic development within the context of an overall economic development finance system. Dr. Koehn will take two additional certification courses this summer in *Business Credit Analysis* and *Real Estate Finance*.

8.2.-2

Home Town Competitiveness (HTC) Program

In 2005, Chadron State College signed a Memorandum of Understanding with the Lincoln-based HomeTown Competitiveness program to introduce an innovative approach to rural economic development in western Nebraska. The HTC program is attracting national attention by focusing on place-based economic development approaches. The HTC program has been featured in the Chronicle for Philanthropy, the Omaha World Herald, and the Kellogg Foundation's 2003 report, *Mapping Rural Entrepreneurship*. In 2004, the HTC Program earned the Innovative Program Award from the International Community Development Society.

In October 2006 Chadron State hosted a three day HTC training session, followed by meetings with HTC staff from Lincoln, NE, the City of Chadron, and other economic development groups to review the HTC program and assess how it would benefit the communities in western Nebraska.

On February 12, 2008 Chadron State hosted the first HTC Town Meeting to discuss the concept of place-based economic development with the community of Chadron. Thirty-one people attended representing non-profits, K-12, Chadron State, the City and County, and citizens in general. As a result of the interest, a second community meeting was held March 25, 2008. Twenty-two people attended the March meeting to continue the discussion about the HTC program.

The next step in the HTC project is to develop a phase-one survey for the community which will be administered this summer. The survey will give direction for the fall and for a phase-one assessment.

Entrepreneurship courses

In the fall of 2007 the Business Department at Chadron State renamed a minor in Marketing to *Marketing & Entrepreneurship* and made a commitment to provide up-to-date training in the essentials of small business and entrepreneurship. All of the courses are in the 8 week format and online. The following three courses were launched in the 2007-08 academic year.

MKTG 334 Entre – Imagination & Opportunity.....	3
MKTG 335 Entre – Business Start-Up	3
MKTG 336 Entre – Promotions & Advertising	3

The courses averaged 18 students per course in the first year of the offerings and the Business Department has plans to add an entrepreneurship course in the management option as well. The course will be titled *Entrepreneurship – Business Management*.

This summer, 2008 the Business Department launched the first *New Venture Creation* course in the MBA. The course is fully online in the 8 week format. An assessment will be done at the end of June to determine its effectiveness.

Faculty Participation in Regional Economic Development Organizations

Chadron State holds a seat on the board of the Dawes County Northwest Nebraska Development Corporation (NNDC). The past year Dr. Tim Donahue, a Chadron State Marketing Professor served as President of the organization. During the time Dr. Donahue served as president, the NNDC, in conjunction with the Chadron City Manager, brought to conclusion the industrial park land problems, created a more transparent loan process for the organization, put in place better organizational policies and procedures, and obtained a \$250,000 grant from the USDA for relending to small business in Dawes County. Over the year NNDC made loans in conjunction with bank financing for over \$100,000. In the coming year, two more faculty members from the Business Department will serve on the NNDC. One will be on the membership committee and one will replace Dr. Donahue on the Board of Directors.

Dr. James Koehn, a faculty member in the Department of Business is serving as chair on the Chadron Chamber of Commerce Leadership Committee. The purpose of this committee is to bring back a leadership training program for future leaders in the Chadron area. The first year-long class is scheduled for 2010.

A number of Chadron State faculty members serve the community and region through consulting and volunteer opportunities. For instance, from June 2007 to June 2008, Dr. Tim Donahue volunteered to serve as a consultant for the SBA-SCORE program to provide personal on-line small business counseling. During this time period he provided on-line counseling to 87 clients. SCORE Counselors to America's Small Business is a nonprofit association dedicated to educating entrepreneurs and the formation, growth and success of small business nationwide. SCORE is a resource partner with the U.S. Small Business Administration (SBA).

President's Role in Economic Development

I have initiated a series of meetings across western Nebraska with community business leaders to discuss their community's economic issues, their employee needs, the skills required for their employees, and whether the students Chadron State graduates are coming to them with the skills and knowledge they need to succeed. There has been an average of four such meetings each year in communities in the College's service region.

Additionally, I have begun similar meetings with the leaders in western Nebraska's ranching and agriculture industry. To date, meetings have been held in Harrison, NE and Valentine, NE. The intent of the meetings is much the same as the meetings with the business leaders. More meetings are planned for the coming year.

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

"Peru State College and Economic Development"

Chief among Peru State College's efforts to promote economic development in rural Nebraska is our online Master of Science degree in organizational management (MSOM) with minors in entrepreneurial and economic development. In 2006, the Nebraska State College System (NSCS) began offering the cooperative masters degree in organizational management at all three colleges, focusing on creating opportunities for rural areas across the state.

With its strong emphasis in entrepreneurial and economic development at Peru State, we believe the degree is helping prepare community leaders to be effective change agents in order to create more entrepreneurial corporate cultures, start their own businesses and/or facilitate community growth. The fact that the degree is available entirely online and can be completed in two to three years has allowed working men and woman from across Nebraska a chance to earn a master's degree.

In that vein, the college and the PSC Foundation developed the Selective Entrepreneurship and Economic Development (SEED) Scholarship Program which provided 10 full tuition scholarships for community leaders from across Nebraska interested in completing Peru State's MSOM. The recipients are among a group of highly-skilled, highly-talented individuals who work as accountants, lawyers, small business owners, and rural and community development leaders from Sidney to Nebraska City. The SEED Scholarship Program was created because we understand the need to develop of these types of leaders, particularly in Nebraska's rural communities. We also recognize that any time there is an opportunity to spur economic growth in this state we must take it. These scholarships were our contribution to a larger effort to revitalize the state's economic landscape.

Overall, we are pleased with the support we have received for this program from members of Nebraska's business community and economic development leaders. The caliber of the first class of more than 50 students, 16 of whom graduated this spring, is very impressive.

While the masters program comprises our largest effort to influence economic development activities in Nebraska, the college is engaged in many others that also make an important impact. In addition to being one of the largest employers in the area, Peru State College partners with a number of area organizations and businesses, such as Nebraska Public Power District's Cooper Nuclear Station and Project Response in Auburn, to provide "real-life" experience for our students. In fact, many of our students and/or graduates are directly involved in economic development activities in the area. A great example is Auburn native Rebecca Jobe. Ms. Jobe, who earned a masters in organizational management from PSC this spring and a bachelors in business administration in 2005, has opened a new, state-of-the-art bowling center in her hometown. She also serves as a mentor to county high school students for their entrepreneurial projects and as a member of the Auburn Chamber of Commerce.

Our students are also involved in promoting southeast Nebraska. Last fall, PSC 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 the area. 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 they accepted nominations from the public for wonders located in the counties of Nemaha, Otoe, Pawnee, Johnson and Richardson. Some of the criteria that were considered included uniqueness or essential "Nebraska-ness", value to Southeast Nebraska, spectacular man-made or natural structure, ability to inspire, personal or cultural significance, scenic or historic value, and commercial value (a business venture unique or special to Southeast Nebraska). 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 also made the final list at number five.

We've made a point of thinking creatively and encouraging our students, faculty and staff to explore new and innovative ideas and techniques. These are just a few examples of that logic at work.

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

Wayne State College and Regional Economic Development

Wayne State plays a strong role in regional economic development through human capital, intellectual capital and good old fashioned real capital, that is to say, the funds used by the college to complete its mission of teaching and learning excellence, student success and regional service.

Human capital, in Wayne State's case, refers to the stock of productive skills and technical knowledge of our faculty and staff and the development of this capacity in our students. Business leaders throughout our region recognize this important role by supporting our efforts to expand, such as the backing of the South Sioux City College Center by business owners within that community. Many of those leaders recognized early in the planning stage of the new college center that our efforts there would provide the region with the educated workforce needed to sustain economic growth.

Higher education, then, stands as a solid investment in human capital. Our 46-county service region, indeed the entire state of Nebraska, realizes the return on this investment as about 78 percent of our graduates remain in state after graduation for employment or graduate education.

Local businesses rely on the educated workforce available at Wayne State. Our students served as a major attraction to bring First National Bank Wayne-Omaha Service Center, Ameritas Insurance Company and Western Wats, a survey research data collection company, to Wayne. Western Wats opened in August 2006 with 80 employees and currently employs 150 part-time workers.

Intellectual capital is generally defined as an economic intangible, such as business ethics, morals and conduct. Wayne State's business degree requirements, for graduate and undergraduate students, include a curricular approach to developing professional behavioral and attitudinal characteristics in addition to providing foundational knowledge and specialization. This includes business laws and principles of conduct and communication that ensure the integrity of the free market. Wayne State proudly points to our students' success in this area by their first-place performance at the "Students in Free Enterprise" business ethics competition in the spring in which they bested teams from Briarcliff University and the University of South Dakota.

Wayne State College's real capital infuses wealth into our region, ensuring continued economic health and development. Wayne State's operating budget is \$31.5 million. Using a conservative economic model that says each dollar spent in the economy turns over 2.5 times, means the college has about \$78.5 million economic impact in the region.

This effect spreads from Wayne, where 58 percent of Wayne State full-time employees live, to outside of the city, where 42 percent of employees reside. This amount does not include construction projects, which, when completed or funded, have the potential to add another \$58 million to the regional economy.

Wayne State staff and faculty also play a key role in economic development in our region by serving in a variety of business and civic organizations. Several college officers serve on the board of Wayne Area Economic Development, Inc. (WAEDI), an association that currently is marketing the “opportunity building” under construction in Wayne. The 20,000 square foot spec building represents the organization’s ongoing commitment to bringing another industry to the community. WAEDI sponsored an economic development summit May 15 at WSC, which focused on rural development.

WAEDI members also are working on a \$250,000 grant to improve downtown infrastructure, make ADA improvements, and develop a revolving loan fund for businesses who wish to improve their exteriors. College employees also serve as members of local school boards, city governments, and civic organizations such as Rotary and Kiwanis.

The Nebraska Business Development Center (NBDC), located on the Wayne State campus, serves as a significant resource for economic development. NBDC is a statewide network of business counseling offices available to small business owners or prospective owners in the state of Nebraska. Offices are located at Chadron, Scottsbluff, North Platte, Kearney, Lincoln, Peru, Omaha and Wayne.

Since 1977, Wayne State has served as the host site for NBDC, which is staffed with a professional consultant who assists start-up or existing small, for-profit businesses in Northeast and North Central Nebraska. Some areas of specialization are market research, marketing plans, loan packaging, business plans, strategic planning, financial planning, cash flow budgeting, and capital budgeting. Service is provided on a one-on-one basis and all information is kept confidential.

The state-wide NBDC program provides more than 2,000 businesses with counseling assistance each year. The Wayne NBDC office is funded in a cooperative program with the U.S. Small Business Administration, the University of Nebraska at Omaha, and Wayne State.

There is no charge for basic services offered by NBDC, which include business plans and loan packaging. Fees may be collected, however, to recover specified client-approved charges for such items as copying, resources, and postage. A fee may be charged for in-depth marketing plans, research, feasibility studies, surveys, and strategic plans. Generally there is no time limit on cases, provided the client is participating in the process.

Since 1997: 280 loans have been requested through NBDC; 214 have been approved; \$101,429,000 has been requested with \$76,711,000 approved; total capital invested has reached \$84,664,600; and there have been 1,447 jobs created/retained. The Wayne State NBDC office serves a 22-county region covering Northeast and North Central Nebraska. On an average, the office sees approximately 130 clients a year.

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The Wayne State office co-sponsors the annual Economic Development Summit. In 2007, there were about 175 attendees. Close to the same number attended this year's event. The Wayne State office also has been active with the Columbus Area Chamber of Commerce in planning a series of Business Succession workshops. The first of four was held May 14.

The Business Succession initiative (also referred to as business transition) addresses the fact that more than 50 percent of family owned businesses expect ownership to change by 2013. Business owners leave thousands of dollars on the table from lack of a good succession plan. In addition, it takes three years to fully prepare a business for sale. The Wayne State NBDC office places a special emphasis on helping business owners start thinking about preparing their business for sale.

Wayne State students are given the opportunity to work with businesses for credit through NBDC's Student to Business Consulting Program. This is a program that benefits business owners and the students.

Wayne State's partnership with Northeast Community College in South Sioux City, will combine college credit courses with vocational programs to support business and industry in the tri-state Siouxland area. This unique partnership with Northeast directly responds to workplace needs and a growing population in the area.

Wayne State's role in regional economic development makes it easy to point to the college as an indisputably necessary economic engine. The college provides and trains the people necessary to drive the economy, develops the ideas and attitudes vital for a flourishing free market economy and pumps millions of dollars into the regional economy through operating budgets, construction projects, and the assistance of the Nebraska Business Development Center. All of these sources of capital guarantee the continued vitality of our region and contribute to the health of the state.

June 6, 2008

ACTION: Nominating Committee Report and Election of Officers

Priorities: Educational Excellence Throughout the System
Financial Strength of the System
Greater System Prominence

At the April 18 Board meeting, Board Chair Roskens reported that he would serve on the nominating committee for the 2008-2009 Board officers along with Vice Chair Teahon and Trustee Suarez.

The Committee will be asked to give their report at the June 6 meeting.

June 6, 2008

ACTION: Approve the Appointment of Bruce Cutshall to Serve as Lobbyist Through June 30, 2010 for the Nebraska State College System at a Fee of \$34,265 for FY 09 & a Fee to be Determined for FY 10

Priority: Educational Excellence
Strategy: 4
Priority: Financial Strength
Goal: b
Priority: System Prominence

Bruce Cutshall has served as the registered lobbyist for the State College System since the 1991 Legislative year. Since that time, his office has expanded and is now known as Cutshall & Nowka. Thus, the appointment commencing July 1, 2008 through June 30, 2010 will be with the firm of Cutshall & Nowka and continue Mr. Cutshall's firm's services for the Nebraska State College System. The fee for FY 09 will be \$34,265 and the fee shall be adjusted for FY 10 in an amount not to exceed the general salary increase for NSCS employees.