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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 18 – 8:00 a.m.
Board of Trustees Retreat	June 18 – 10:00 a.m.
Board of Trustees Reception/Dinner	June 18 – 6:00 p.m.
Board of Trustees Executive Session	June 19 – 8:00 a.m.
Board of Trustees Meeting	June 19 - 9:00 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 18-19, 2009
Hillcrest Country Club – 8901 “O” Street
LINCOLN, NEBRASKA

THURSDAY, JUNE 18, 2009

8:00 – 9:15	BOARD COMMITTEE MEETINGS Academic, Personnel & Student Affairs Committee Enrollment & Marketing Committee Fiscal & Facilities Committee	Coffee Shop Ball Room Section A Ball Room Section B
9:15 – 9:45	Biomass Program Statement Presentations Ron Geary, Geary Engineering	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 19, 2009

8:00 – 9:00	Board of Trustees Executive Session – Personnel Issues	Ballroom Section A
9:00	BOARD OF TRUSTEES BUSINESS MEETING	Ballroom Section A

**JUNE 18, 2009
8:00 A.M. – 9:15 A.M.
COFFEE SHOP**

ACADEMIC, PERSONNEL & STUDENT AFFAIRS COMMITTEE MEETING

Consent agenda items:

- 1.1 Accept Report on Personnel Actions
- 1.2 Accept Employee Salary Recommendations

Items for discussion and action:

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 Approve Elimination of Programs – CSC
- 2.3 First & Final Round Approval of Changes to Board Policy 2001; Committees; Board of Trustees
- 2.4 First & Final Round Approval of Changes to Board Policy 5017; Emeritus Status
- 2.5 First & Final Round Approval of Changes to Board Policy 6012; Financial Exigency
- 2.6 First & Final Round Approval of Deletion of Board Policy 5110; Academic Freedom and Tenure Committee; Powers; Due Process; Faculty
- 2.7 First & Final Round Approval of Deletion of Board Policy 5202; Dismissal; Faculty; Financial Exigency
- 2.8 First & Final Round Approval of Changes to Board Policy 5030; Salary Payment

Items for information and discussion:

- 5.1 Update Board Policy 4160; Degree Programs; Chadron State College
- 5.2 Update Board Policy 4170; Degree Programs; Peru State College
- 5.3 Update Board Policy 4180; Degree Programs; Wayne State College
- 5.4 Foundation Employee Compensation Report
- 5.5 VSA/College Potrait Report
 - Link to College Cost Calculator
 - Link to Institution Specific Data on Student Experiences & Perceptions
 - Link to Institution Specific Data on Student Learning Outcomes
- 5.6 Faculty College Report

**JUNE 18, 2009
8:00 A.M. – 9:15 A.M.
BALLROOM SECTION A**

ENROLLMENT AND MARKETING COMMITTEE MEETING

Consent agenda items:

No consent agenda items

Items for discussion and action:

No action items

Items for information and discussion:

- 6.1 Review of 2008-09 New Marketing Efforts
- 6.2 2009-10 Marketing Plans
- 6.3 NSCS Davis-Chambers Scholarship Expansion for Freshmen
- 6.4 Guidance Counselor Survey
- 6.5 State of the System Address
- 6.6 Key Dates

**JUNE 18, 2009
8:00 A.M. – 9:15 A.M.
BALLROOM SECTION B**

FISCAL & FACILITIES COMMITTEE MEETING

Consent agenda items:

- 1.3 Approve Recommended Depositories and Signatories
- 1.4 Approve LB 309 Allocations and Retrievals

Items for discussion and action:

- 4.1 Approve Revised Operating Budgets for 2008-09
- 4.2 Approve Revised Revenue Bond Budgets for 2008-09
- 4.3 Amend Non-Resident Tuition 3-Year Pilot Project – PSC
- 4.4 Approve Tuition Rates
- 4.5 Approve Fee Recommendations
- 4.6 Approve Room and Board Rates
- 4.7 Approve Distribution of Operating Appropriations
- 4.8 Approve Preliminary Operating Budgets for 2009-10
- 4.9 Approve Preliminary Revenue Bond Budgets for 2009-10
- 4.10 Approve One-Time Cash Fund Adjustment for 2008-09 – PSC
- 4.11 Approve Distribution and Transfer of LB 605 Funds
- 4.12 Approve Waiver of Board Policy 9008; Revenue Bonds; Budgets
- 4.13 Approve Acceptance of Chicoine House – CSC
- 4.14 Approve Program Statement for Biomass Energy Center – PSC
- 4.15 Authorize Chancellor to Sign Soft Drink Contract – CSC
- 4.16 Approve Three Way Agreement for Ownership and Responsibilities for Wetlands and Flood Retention Area at South Sioux City College Center – WSC
- 4.17 Designate Existing Armory Building Unusable Surplus Property and Approve for Demolition - WSC
- 4.18 Appoint Engineer Selection Committee for Energy Audit – WSC
- 4.19 Appoint Architect Selection Committee for Pile Hall Renovation Program Statement – WSC
- 4.20 Authorize the Chancellor to Negotiate Terms of Collaborative Agreements with the Chadron State Foundation, the Peru State College Foundation and the Wayne State Foundation
- 4.21 Approve Contracts and Change Orders

4.22 Approve Use of Capital Improvement Fee Funds – CSC & WSC

Items for information and discussion:

- 7.1 Update on Bookstore and Food Service Contracts
- 7.2 Physical Plant Status Reports (January – March 2009)
- 7.3 Capital Construction Quarterly Reports (as of March 31, 2009)
- 7.4 Spring Occupancy and Income Reports
- 7.5 Contracts and Change Orders
- 7.6 Grant Applications and Awards
- 7.7 NeSIS and SAP Update

JUNE 19, 2009
BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the April 16-17, 2009 meeting

PUBLIC COMMENT

ITEMS FOR CONSENT AGENDA

- 1.1 Accept Report on Personnel Actions
- 1.2 Accept Employee Salary Recommendations
- 1.3 Approve Recommended Depositories and Signatories
- 1.4 Approve LB 309 Allocations and Retrievals

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 Approve Elimination of Programs – CSC
- 2.3 First & Final Round Approval of Changes to Board Policy 2001; Committees; Board of Trustees
- 2.4 First & Final Round Approval of Changes to Board Policy 5017; Emeritus Status
- 2.5 First & Final Round Approval of Changes to Board Policy 6012; Financial Exigency
- 2.6 First & Final Round Approval of Deletion of Board Policy 5110; Academic Freedom and Tenure Committee; Powers; Due Process; Faculty
- 2.7 First & Final Round Approval of Deletion of Board Policy 5202; Dismissal; Faculty; Financial Exigency
- 2.8 First & Final Round Approval of Changes to Board Policy 5030; Salary Payment

3. ENROLLMENT AND MARKETING

No action items

4. FISCAL AND FACILITIES

- 4.1 Approve Revised Operating Budgets for 2008-09
- 4.2 Approve Revised Revenue Bond Budgets for 2008-09
- 4.3 Amend Non-Resident Tuition 3-Year Pilot Project – PSC
- 4.4 Approve Tuition Rates
- 4.5 Approve Fee Recommendations
- 4.6 Approve Room and Board Rates
- 4.7 Approve Distribution of Operating Appropriations
- 4.8 Approve Preliminary Operating Budgets for 2009-10
- 4.9 Approve Preliminary Revenue Bond Budgets for 2009-10
- 4.10 Approve One-Time Cash Fund Adjustment – PSC
- 4.11 Approve Distribution of LB 605 Funds
- 4.12 Approve Waiver of Board Policy 9008; Revenue Bonds; Budgets
- 4.13 Approve Acceptance of Chicoine House – CSC
- 4.14 Approve Program Statement for Biomass Energy Center – PSC
- 4.15 Authorize Chancellor to Sign Soft Drink Contract – CSC
- 4.16 Approve Three-Way Agreement for Ownership and Responsibilities for Wetlands and Flood Retention Area at South Sioux City College Center – WSC
- 4.17 Designate Existing Armory Building Unusable Surplus Property and Approve Demolition – WSC
- 4.18 Appoint Engineer Selection Committee for Energy Audit – WSC
- 4.19 Appoint Architect Selection Committee for Pile Hall Renovation Program Statement – WSC
- 4.20 Authorize the Chancellor to Negotiate Terms of Collaborative Agreements with the Chadron State Foundation, the Peru State College Foundation and the Wayne State Foundation
- 4.21 Approve Contracts and Change Orders
- 4.22 Approve Use of Capital Improvement Fee Funds – CSC & WSC

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC, PERSONNEL AND STUDENT AFFAIRS

- 5.1 Update Board Policy 4160; Degree Programs; Chadron State College
- 5.2 Update Board Policy 4170; Degree Programs; Peru State College
- 5.3 Update Board Policy 4180; Degree Programs; Wayne State College
- 5.4 Foundation Employee Compensation Report
- 5.5 VSA/College Potrait Report
 - Link to College Cost Calculator
 - Link to Institution Specific Data on Student Experiences & Perceptions
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6. ENROLLMENT AND MARKETING

- 6.1 Review of 2008-09 New Marketing Efforts
- 6.2 2009-10 Marketing Plans
- 6.3 NSCS Davis-Chambers Scholarship Expansion for Freshmen
- 6.4 Guidance Counselor Survey
- 6.5 State of the System Address
- 6.6 Key Dates

7. FISCAL AND FACILITIES

- 7.1 Update on Bookstore and Food Service Contracts
- 7.2 Physical Plant Status Reports (January – March 2009)
- 7.3 Capital Construction Quarterly Reports (as of March 31, 2009)
- 7.4 Spring Occupancy and Income Reports
- 7.5 Contracts and Change Orders
- 7.6 Grant Applications and Awards
- 7.7 NeSIS and SAP Update

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

- 8.1 Chancellor's Report
- 8.2 Presidents' Reports

- 8.3 Student Trustees' Reports
- 8.4 Election of Board Officers and Facilities Corp Officers
- 8.5 Approval of 2009-2010 through 2011-2012 Board of Trustees' Meeting Schedules

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held September 10-11, 2009 at Chadron.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF APRIL 16-17, 2009 MEETING

A meeting of the Board of Trustees of the Nebraska State College System was held at Peru State College, Peru, Nebraska on Thursday and Friday, April 16-17, 2009.

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
Roger Breed, Lincoln
Cap Peterson, Wayne
Bill Roskens, Omaha
Michelle Suarez, Lincoln
Larry Teahon, Chadron

Student Board Members present:

Rich Kunckel, Chadron State
Taylor Dunekacke, Peru State
Amanda Gehle, 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
Lynne Olson, Administrative Assistant to the Chancellor

CSC Staff present:

Janie Park, President
Dale Grant, Vice President for Administration
Lois Veath, Vice President for Academic Affairs
Tena Cook, Director of Admissions

PSC Staff present:

Todd Drew, Vice President for Academic and Student Affairs
Bruce Batterson, Dean of Professional Studies, Vice President for Administration & Finance Elect
Linda Jacobsen, Vice President for Administration and Finance
Michaela Willis, Vice President for Enrollment Management & Student Affairs
Jay Jacobsen, Assistant to the President for Technology

WSC Staff present:

Richard Collings, President
Tricia Akerlund, Marketing Coordinator
Tammy Young, Director of Admissions
Curt Frye, Vice President and Dean for Student Life
Bob McCue, Vice President for Academic Affairs
Beth Kroger, Vice President for Administration and Finance
Jay Collier, Director of College Relations

Others present:

Douglas Liewer, CSC 2009-2010 Student Trustee
Samantha Meyer, PSC 2009-2010 Student Trustee
David Seger, WSC 2009-2010 Student Trustee

Thursday, April 16, 2009

CALL TO ORDER

EXECUTIVE SESSION

Board Chair Roskens called the meeting to order at 11:01 a.m.

Motion was made by Trustee Teahon and seconded by Trustee Bieganski to move into executive session to discuss personnel issues. No action was taken. Motion was made by Trustee Bieganski and seconded by Trustee Suarez to move out of executive session at 1:27 p.m.

This session of the meeting was adjourned at 1:27 p.m.

The Academic, Personnel and Student Affairs Committee, Enrollment and Marketing Committee and Fiscal and Facilities Committee met starting at 1:28 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, April 17, 2009

CALL TO ORDER—BUSINESS MEETING

Board Chair Roskens called the business meeting to order at 9:02 a.m.

APPROVAL OF MEETING AGENDA

A motion was made by Trustee Peterson and seconded by Trustee Bieganski to approve the meeting agenda for April 17, 2009. Motion was unanimously approved.

APPROVAL OF MINUTES

Minutes of the February 27, 2009 meeting was unanimously approved.

CONSENT AGENDA ITEMS

A motion was made by Trustee Bieganski and seconded by Trustee Peterson to approve the consent agenda items. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor. Motion was unanimously approved.

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 Changes to Board Policy 3011; College Right to Change; Discontinue Programs

Copy is attached to the official minutes.

Approve LB 309 Allocations and Retrievals

Copy is attached to the official minutes.

Chair Roskens welcomed Dr. Roger Breed, Commissioner of Education, to the Board of Trustees.

ITEMS FOR DISCUSSION AND ACTION

Academic, Personnel & Student Affairs Committee

Program Review

A motion to approve the program review recommendations relating to each degree program was recommended by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

Chadron State College:

- Justice Studies – continue the program
- Criminal Studies – continue the program
- Legal Studies – continue the program
- Social Science – continue the program
- Mathematics – continue the program
- Organizational Management – continue the program
- Business – continue the program
- Design and Technology Education – continue the program
- Theater (Follow-up) – continue the program

Peru State College:

Criminal Justice – continue the program
Organizational Management – continue the program
Business Administration – continue the program
Business Administration Technology – discontinued 2000-2001
Art (Follow-up) – continue the program
Mathematics (Follow-up) – continue the program

Wayne State College:

Business Administration – continue the program
Business Administration (MBA) – continue the program
Criminal Justice – continue the program
Industrial Technology – continue the program
Mathematics – continue the program
Mathematics (MSE) – continue the program
Organizational Management – continue the program
Social Science – continue the program
Theatre (Follow-up) – 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 recommended by the committee to the full Board, which unanimously approved the motion.

First Round Approval of Changes to Board Policy 4430; Transfer of Credits

A motion for first round approval of the proposed changes to Board Policy 4430; Transfer of Credits was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

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

A motion for first and final round approval of the changes to Board Policy 3000; Admission Requirements; Undergraduate; General was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 4150; Degrees; General

A motion for first and final round approval of the changes to Board Policy 4150; Degrees; General was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 4120; Program Review Practices

A motion for first and final round approval of the changes to Board Policy 4210; Program Review Practices was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 4220; Assessment; Policy and Procedures

A motion for first and final round approval of the changes to Board Policy 4220; Assessment; Policy and Procedures was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 5000; Equal Employment Opportunity/Affirmative Action Guidelines

A motion for first and final round approval of the changes to Board Policy 5000; Equal Employment Opportunity/Affirmative Action Guidelines was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 5001; Non-Discrimination and Citizenship Status

A motion for first and final round approval of the changes to Board Policy 5001; Non-Discrimination and Citizenship Status was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

Board Policy Changes/Consolidations

A motion for first and final round approval of the changes to the following Board Policies, which go into effect July 1, 2009 and which the policies names will be changed, was recommended by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 5102; Performance Evaluation; Faculty

New title: Faculty Employees Excluded from the SCEA Bargaining Unit

First & Final Round Approval of Changes to Board Policy 5103; Performance Evaluation; Professional Staff

New title: Professional Staff Employees Excluded from the NSCPA Bargaining Unit

First & Final Round Approval of Changes to Board Policy 5104; Performance Evaluation; Support Staff

New title: Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit

First & Final Round Approval of Changes to Board Policy 6021; Income; Tuition and On-Line Rate

A motion for first and final round approval of the changes to Board Policy 6021; Income; Tuition and On-Line Rate was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

First & Final Round Approval of Deletion of Board Policy 4652; Standards for Promotion, Tenure, and Salary Adjustment

A motion for first and final round approval of deletion of Board Policy 4652; Standards for Promotion, Tenure, and Salary Adjustment was recommended by the committee to the full Board, which unanimously approved the motion. (Copy is attached to the official minutes.)

Deletion of Board Policies

A motion for first and final round approval of deletion of the following Board Policies, with an effective date of June 30, 2009, was recommended by the committee to the full Board, which unanimously approved the motion. (Copies are attached to the official minutes.)

First & Final Round Approval of Deletion of Board Policy 5115; Reasons for Denials; Non-Reappointment; Faculty and Professional Staff

First & Final Round Approval of Deletion of Board Policy 5201; Dismissal for Cause; Faculty

First & Final Round Approval of Deletion of Board Policy 5203; Dismissal for Cause; Professional Staff

First & Final Round Approval of Deletion of Board Policy 5206; Resignations, Abandonment, Layoffs; Professional and Support Staff

First & Final Round Approval of Deletion of Board Policy 5300; Faculty Grievance Committee; Powers

First & Final Round Approval of Deletion of Board Policy 5301; Grievance Procedures; Faculty

First & Final Round Approval of Deletion of Board Policy 5302; Due Process Guidelines; Professional Staff

First & Final Round Approval of Deletion of Board Policy 5303; Grievance Procedures; Professional Staff

First & Final Round Approval of Deletion of Board Policy 5304; Disciplinary Action Guidelines; Support Staff

First & Final Round Approval of Deletion of Board Policy 5305; Grievance Procedures; Support Staff

First & Final Round Approval of Deletion of Board Policy 5401; Early Retirement Incentive Program

First & Final Round Approval of Deletion of Board Policy 5403; Voluntary Phased Retirement Policy; Tenured Faculty

First & Final Round Approval of Deletion of Board Policy 5406; Voluntary Retirement Settlement Program; State College Employees

First & Final Round Approval of Deletion of Board Policy 5500; Employee Benefits; State College Employees

First & Final Round Approval of Deletion of Board Policy 5510; Tuition Remission; Immediate Families of State College Employees

First & Final Round Approval of Deletion of Board Policy 5511; Tuition Waiver; Professional Growth; State College Employees

First & Final Round Approval of Deletion of Board Policy 5600; Leaves of Absence; General Conditions; Types Available

First & Final Round Approval of Deletion of Board Policy 5602; Sick Leave for Faculty and Professional Staff

First & Final Round Approval of Deletion of Board Policy 5603; Sick Leave for Support Staff

First & Final Round Approval of Deletion of Board Policy 5604; Vacation Accrual; Professional Staff

First & Final Round Approval of Deletion of Board Policy 5605; Vacation Accrual; Support Staff

First & Final Round Approval of Deletion of Board Policy 5606; Funeral Leave

First & Final Round Approval of Deletion of Board Policy 5607; Jury Duty Leave

First & Final Round Approval of Deletion of Board Policy 5609; Personal Leave

First & Final Round Approval of Deletion of Board Policy 5611; Family and Medical Leave

First & Final Round Approval of Deletion of Board Policy 5612; Crisis Leave Sharing

2009-2010 Salary Policy

A motion to approve the 2009-2010 salary policy as follows was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Non-Unionized Professional Staff. On July 1, 2009, each College is authorized to provide a 3.5% salary increase to each non-union professional staff employee with satisfactory performance, whose 2008-09 base salary is less than \$75,000. Non-union professional staff employees, whose 2008-09 base salary is at or above \$75,000 will not be eligible for a July 1, 2009 salary increase.

Non-Unionized Support Staff. Each College is authorized to provide a 3.3% salary increase to each non-union support staff employee with satisfactory performance. No service date salary adjustments will be provided.

System Office Staff. Professional staff employees will receive a 0% salary increase on July 1, 2009. Support staff employees with satisfactory performance will receive a 3.3% salary increase on July 1, 2009.

Background Information:

NAPE/AFSCME Support Staff Employees. The NSCS-NAPE/AFSCME Bargaining Agreement was ratified by the NAPE/AFSCME membership in January of 2009. The Board approved the terms of the Agreement on February 27, 2009. During the first year of the negotiated Agreement, employees will receive a \$300 increase on July 1, 2009 and a \$200 increase on January 1, 2010. During the second year of the Agreement, employees will receive a \$300 increase on July 1, 2010 and a \$200 increase on January 1, 2011. In addition, the Agreement provides for incremental salary adjustments based on five, ten, fifteen, and twenty years of service. The overall increase to the NAPE/AFSCME support staff salary pool is 3.3% for 2009-2010.

NSCPA Professional Staff Employees. All terms of the NSCS-NSCPA Bargaining Agreement were successfully negotiated with the exception of wages. The parties selected Peter Feuille to serve as the Special Master pursuant to Neb. Rev. Stat. §81-1380 and a hearing regarding wage offers was held on January 30, 2009. On February 17, 2009, the Special Master ruled in favor of the NSCPA wage offer providing for a 3.5% salary increase in each year of the biennium. The service date salary adjustments provided in the current bargaining Agreement were eliminated as part of the Special Master's ruling.

SCEA Faculty Employees. The NSCS-SCEA Bargaining Agreement negotiations ended in impasse. The parties selected Peter Feuille to serve as the Special Master pursuant to Neb. Rev. Stat. §81-1380 and a hearing was held on January 30, 2009. On February 27, 2009, the Special Master ruled in favor of the SCEA wage offer providing for an 11% salary increase for the biennium. Unit faculty members are scheduled to receive a 7% salary increase in 2009-2010 and a 4% salary increase in 2010-2011. On March 16, 2009, the Board appealed the Special Master's wage ruling to the Nebraska Commission of Industrial Relations and a pre-hearing is scheduled for May 20, 2009.

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 institutions to spend revenue bond surplus funds for contingency maintenance projects at their respective colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor. (Resolutions are attached to the official minutes.)

Chadron-\$675,000
Peru-\$25,000
Wayne-\$700,000

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, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Audit Contracts

A motion to approve the selection of KPMG to conduct the revenue bond and facilities corporation audits at a cost of \$27,300 for the revenue bond audit and \$8,600 for the facilities corporation audit was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Bookstore Contracts

A motion to approve the 2009-10 bookstore contract for Peru State, as follows, and to authorize the Chancellor to approve and sign bookstore contracts for Chadron and Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Peru – PERU STATE ADVANCEMENT, INC.

Approve Food Service Contract Extensions

A motion to approve the 2009-10 food service contract extension recommendations submitted by Chadron and Peru as follows and to authorize the Chancellor to approve and sign food service contract for Wayne was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Chadron – CREATIVE DINING SERVICE
Peru – CREATIVE DINING SERVICE

Approval of College Identify Theft Programs

A motion to approve the identity theft programs presented by each college was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor. (Copies of programs are attached to the official minutes.)

Authorize Chancellor to Sign Contracts

A motion to authorize the Chancellor to sign the construction manager at risk contract for Jindra Fine Arts Building code upgrades at Peru State and the summer project contract at Chadron State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor. (Copy attached to official minutes.)

Reallocation Contingency Maintenance Funds

A motion to authorize the following reallocation of contingency maintenance funds for Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

From Resolution 2007	\$15,000	#2 Bowen Hall – Doors & Locks
	\$16,500	#7 Campuswide – Campus Card System
	<u>\$15,000</u>	#12 Rec Center – Meeting Room Dividers – Emergency
	\$46,500	Exit and Equipment Room
To Resolution 2008	\$22,000	#8 Rec Center Student Weight-Cardio Room
	<u>\$24,500</u>	#2 Bowen Hall – Hallway Ceiling Tiles – Lights – Carpet
	\$46,500	

First & Final Round Approval of Changes to Board Policy 7002; Capitalization; Definitions and Classifications

A motion for first and final round approval of changes to Board Policy 7002; Capitalization; Definitions and Classifications was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Contracts and Change Orders

A motion to approve the following contracts for Chadron and Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Chadron Contract

- 12th Street (Renovation) -- \$501,903

Wayne Contract

- Peterson Fine Arts (Phase II HVAC renovation) -- \$1,113,800

Approve Non-Resident Tuition Pilot Project for Peru State College

A motion to approve the nonresident tuition 3-year pilot project for Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez and Teahon. Voting nay: None. Student Opinion aye: Gehle, Kunckel and Taylor.

Peru State proposes a pilot project that would provide a special tuition rate for nonresident undergraduate students at \$1.00 per credit hour above the resident undergraduate tuition rate (on-site students only). The additional \$1.00 would be waived via tuition remissions to result in a comparable rate to the resident undergraduate rate.

This rate would be available beginning with new freshmen entering in the fall, 2009; and would be a 3-year pilot project with annual reports to the Board over each of the next three years. In response to a question by Trustee Teahon, Chancellor Carpenter said that even if the program was terminated after 3 years, students who enrolled at PSC from out-of-state under the program would pay the reduced rate until they graduated or for 4 years, whichever came first.

ITEMS FOR INFORMATION AND DISCUSSION

Academic, Personnel & Student Affairs

Non-Resident Scholars Report

A summary of the 2008-09 non-resident scholars report was presented to the Board. (Copy attached to the official minutes.)

Transfer of Department and Renaming Schools – CSC

Chadron will transfer the Department of Physical & Life Sciences from the School of Arts & Sciences to the School of Business, Entrepreneurship, Applied & Mathematical Sciences. Two schools at CSC will be renamed as follows: School of Arts & Sciences renamed as the School of Liberal Arts and the School of Business, Entrepreneurship, Applied & Mathematical Sciences renamed as the School of Business, Entrepreneurship, Applied & Mathematical Sciences, & Science to become effective July 1, 2009. (Copy attached to the official minutes.)

Update on Faculty College

An update on the proposed Faculty College to be held at Chadron State during the summer of 2009 was presented by Dr. Lois Veath, Vice President for Academic Affairs. The event will be held May 18 and 19, 2009.

Enrollment and Marketing

Scholarship Luncheon Report

The first-ever Nebraska State College System Scholarship Luncheon was held at Hillcrest Country Club, Friday, March 27. The 143 guests included 40 Board of Trustees Scholarship and Governor's Opportunity Award recipients, 80 family members, Governor Dave Heineman and State Senators Bill Avery and Robert Giese.

Chancellor Carpenter welcomed the students and their families emphasizing the opportunities available at the Nebraska State Colleges. Governor Heineman delivered an address about the value of higher education, the benefits of attending an NSCS institution and how the colleges strengthen their communities and maintain the vitality of rural Nebraska. He commented that he was pleased that these scholarships help to keep the best and brightest in Nebraska.

Three former Board of Trustees' Scholarship recipients, Connie (Jurgens) Lans '05 CSC, a physician's assistant from Omaha; Chris Lindner '05 PSC, an auditor from Lincoln and Ali Brunkow-Schwanke '03 WSC, a marketing manager from Lincoln, recounted how receiving the Board of Trustees' Scholarship allowed them to focus on their education and explore volunteer leadership activities without having to work.

After the program, students were presented scholarship certificates by the NSCS staff. The Governor also stayed following the ceremony to meet the recipients and their families. Ameritas Corporation partnered with us for this event, providing a portion of the funding.

The scholarship luncheon was designed not only to honor our Board of Trustees' Scholarship and Governor's Opportunity Award recipients and their families, but also to help solidify the students' choice of Chadron, Peru or Wayne State. The event also served to build camaraderie among the recipients and NSCS personnel.

2009-10 Davis-Chambers Scholarship

The System Office received four applications for the Davis-Chambers Scholarship from community college transfers for the 2009-10 academic year. Recipients will be selected in April.

Application and Enrollment Report

Sheri Irwin-Gish, Associate Vice Chancellor for Communications, Marketing & System Relations, reported on the number of students enrolled for the spring semester, as well as the number of applications and housing deposits received for summer and fall semesters.

Non-Resident Scholars Report

A summary of the 2008-09 non-resident scholars report was presented to the Board. (Copy attached to the official minutes under the Academic, Personnel and Student Affairs Committee Information section.)

2008-09 Counseling Excellence Award

David Goswick, counselor from Nebraska City High School, was selected as the 2008-09 Counseling Excellence Award winner. He was honored at the Board dinner Thursday, April 16, 2009.

2009 Marketing Efforts

Marketing and recruitment efforts continue at the NSCS. Forty thousand postcards will soon be mailed to the parents of Nebraska high school students (ages 16-18) outlining the educational opportunities offered at Chadron, Peru & Wayne State with a special emphasis on the new NSCS Advantage program.

Plans for 2009-10

The annual retreat of the Council of Admissions and College Relations will be held May 15, 2009. The Council will review the 2008-09 efforts and set priorities for the 2009-10 academic year.

Fiscal and Facilities

Potential Occupancy and Income Reports

The colleges provided potential 2009-10 occupancy and income projections. (Copies are attached to the official minutes.)

Contracts and Change Orders

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

Chadron State Contracts

- Nelson Physical Activity Center – (renovation of the racquetball court) - \$73,586
- Administration Building Parking Lot – (professional design) - \$24,860

Peru State Contracts

- Biomass Boiler – (program statement) - \$21,000
- Jindra Fine Arts – (professional services – approved for Chancellor to sign Jan. 13, 2009) - \$240,000 plus reimbursables not to exceed \$10,000

Wayne State Contract

- Conn Library Art Gallery – (professional services for construction) - \$15,500

Chadron State Change Order

- Administration Building – (#4 soffit, wall furring, flush HP loop system, site paving, floor leveling) – \$16,653.10

Peru State Change Orders

- AD Majors Parking Lot – (#031 temporarily pump by-pass for damaged sewer line) - \$56,685
- AD Majors Parking Lot – (#032 replace damaged sanitary sewer line per JEO drawings) - \$50,000
- AD Majors Parking Lot – (#033 additional cost to replace damaged sanitary sewer line) - \$25,929

Wayne State Change Orders

- Campus Services Facility – (#1 replace south entry doors with mullion) - \$3,237
- Peterson Fine Arts – (#1 asbestos abatement) – \$9,300

Grant Applications

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

Chadron Awards

- Detecting Subtle Tectonic Structures in the Northern Nebraska Panhandle (Subcontract) (NASA Nebraska Space Grant Program) -- \$10,744
- Introducing First-Year Student Psychosocial Profiles (Nebraska Collegiate Consortium to Reduce High-Risk Drinking) -- \$500
- Nature Explore Outdoor Learning Environment: CSC Child Development Center Gardening Project (The Home Depot) -- \$500 gift card

Wayne State Application

- Shade our Streets (Nebraska Department of Roads from Federal Transportation Funds) -- \$4,180

Wayne State Awards

- Language Arts Festival 2009 (Nebraska Humanities Council) -- \$1,440
- Project L.I.F.E.: Literacy Is For Everyone, Part 3 (Nebraska Coordinating Commission for Postsecondary Education Improving Teacher Quality: State Grants Program) -- \$83,664
- Student Leadership, Scholarship and PK-12 Partnerships (Corp. for National Service/Midwest Consortium for Service Learning in Higher Education/University of Nebraska-Lincoln) -- \$13,579

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Chancellor's Report

Chancellor Carpenter provided additional information on the inaugural NSCS Scholarship Luncheon held March 27 at the Hillcrest Country Club. The Chancellor noted that 143 guests, including 40 Board of Trustees Scholarship and Governor's Opportunity Award recipients, 80 family members, Governor Dave Heineman and State Senators Bill Avery and Robert Giese attended the luncheon. After the program, students were presented scholarship certificates. The Governor stayed following the ceremony to meet the recipients and their families. Ameritas Corporation partnered with us for this event.

The Chancellor asked the Board to review the proposed meeting schedules for 2009-2010 through 2012-2013 and be prepared to approve meeting schedules at the June 19, 2009 Board meeting.

Appointment of Board Nominating Committee

Chair Roskens along with Vice Chair Teahon and Trustee Suarez will serve as the nominating committee for the 2009-2010 Board officers.

Chair Roskens reminded the following that they would be providing greetings from the Board of Trustees at the May 9, 2009 NSCS institution commencement ceremonies:

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

Chair Roskens presented certificates of appreciation to Student Trustees Dunekacke, Gehle, and Kunckel for their service to the Nebraska State College System Board of Trustees during the 2008-2009 academic year. Chair Roskens also presented certificates of appointment to Student Trustees Liewer, Meyer, and Seger who will serve on the Nebraska State College System Board of Trustees during the 2009-2010 academic year.

Presidents' Reports

CSC President, Janie Park reported on the college's transition from eCollege to Sakai as its online learning platform. Dr. Park further noted CSC had contracted with rSmart to provide tech support before, during and after the transition.

WSC President Collings reported on the blogging students have done for the college to provide student testimonials for the WSC admissions Web site and as a part of the study abroad experiences in Costa Rica, Taiwan and Greece. The admissions blog was launched in 2006 and the travel blogs were launched in 2008.

PSC Vice President for Academic Affairs, Drew reported on the evolution of the PSC Honors Program. The program is composed of courses that are as interdisciplinary as possible and focus on the development of advancing critical thinking skills. Program participants must complete an additional 12 hours beyond their major requirements. The first course to launch was the *Analysis of Evil*. The title alone has generated much student interest. Additional courses are being developed for the program and will be added.

Student Trustees' Reports

WSC Student Trustee Gehle reported on the various "end of the semester" activities occurring at Wayne. She also expressed her appreciation to the Board for the opportunity to see all the behind the scenes work that occurs to keep a college running.

CSC Student Trustee Kunckel thanked the Board for the honor and privilege to serve as a Student Trustee. He noted the Arbor Day Farms had donated 50,000 trees to CSC to replace all the trees lost on C-Hill during the fires. Student Trustee Kunckel further reported on the recent blizzards and campus activities.

PSC Student Trustee Dunekacke reported on the variety of awards and recognitions that students and faculty had earned during the spring semester. He also thanked everyone for the opportunities and experiences he had during his term as a student trustee.

Next Meeting

The NSCS Board of Trustees will conduct its annual retreat at Hillcrest Country Club in Lincoln, on June 18, 2009. The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Hillcrest Country Club in Lincoln, Nebraska June 19, 2009.

ADJOURNMENT -- The meeting was adjourned at 11:00 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 MAY 8, 2009 MEETING

An emergency meeting of the Board of Trustees of the Nebraska State Colleges System was held via videoconference on Friday, May 8, 2009 at 1:00 pm.

The purpose of this meeting was to discuss and approve a contract with Dell Infrastructure Consulting Services within Dell Marketing, L.P. for wireless equipment and installation at Peru State College.

The CIO also has just notified the college that it does not intend to participate in this project; therefore the College must award a contract to complete the project. It is critical that this project be done over the summer months to allow the contractor access to College facilities. Waiting until the June board meeting would not allow for completion of the project prior to the start of the fall semester.

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
Roger Breed, 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
Lori Glass, Staff Assistant

CSC Staff participating:

Janie Park, President
Dale Grant, Vice President of Administration and Finance

PSC Staff participating:

Linda Jacobsen, Vice President for Administration and Finance
Bruce Batterson, Dean, School of Professional Studies
Gene Beardslee, Director of Computer Services

WSC Staff participating:

Richard Collings, President

CALL TO ORDER

Chair Roskens called the emergency meeting to order at 1:00 p.m.

APPROVAL OF THE AGENDA

A motion was made by Trustee Peterson and seconded by Trustee Breed to approve the meeting agenda for May 8, 2009. The motion was unanimously approved.

ITEMS FOR DISCUSSION AND ACTION

Approve the PSC contract for campus wide wireless access

A motion was made by Trustee Teahon and seconded by Trustee Bieganski to approve the Peru State College contract for campus wide wireless access. Voting aye: Bieganski, Peterson, Roskens, Breed, and Teahon. Voting nay: None. The motion was unanimously approved. (Copy is attached to the official minutes.)

ADJOURNMENT

The meeting was adjourned at 1:15 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 19, 2009. The Board of Trustees of the Nebraska State Colleges will conduct its annual retreat at Hillcrest Country Club in Lincoln, on June 18, 2009.

Respectfully submitted,

Stan Carpenter
Chancellor

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

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 19, 2009

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
Austad, Jonathan	Arts & Sciences; English & Humanities	Assistant Professor	TBD	State	08/18/2005 - 05/08/2010	1.00	Layoff	NA
Carnes, Elizabeth	EHPCP&SW; Counseling, Psychology & Social Work	Lecturer	44,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	End of one year appointment	Special Appointment - Non-Tenure Track
Golightly, Colleen	EHPCP&SW; Education	Assistant Professor	49,000.00 AY	State	08/20/2009 - 05/08/2010	1.00	New Appointment; Replaces Clark Gardener	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	End of one year appointment	NA
Lockwood, Catherine	Arts & Sciences; Social Sciences	Professor	TBD	State	08/23/1996 - 05/08/2010	1.00	Layoff	NA
Marshall, Peggy	EHPCP&SW; Education	Instructor	TBD	State	01/01/1986 - 05/08/2010	1.00	Layoff	NA
Marzotto Jr., George	EHPCP&SW; Education	Assistant Professor	52,000.00 AY	State	08/20/2009 - 05/08/2010	1.00	New Appointment; Replaces Arthur Borgemenke	Specific Term Probationary - Tenure Track
McCarthy, William	Arts & Sciences; Social Sciences	Visiting Assistant Professor	42,000 AY	State	08/21/2008 - 05/09/2009	1.00	End of one year appointment	NA
Quamme, Venita	Arts & Sciences; Social Sciences	Lecturer	35,000.00 AY	State	08/21/2008 - 05/09/2009	1.00	End of one year appointment	NA
Roweton, William	EHPCP&SW; Counseling, Psychology & Social Work	Professor	TBD	State	08/20/2009 - 05/08/2010	1.00	Return to tenured appointment; Replaces Gail Hinesley	Tenured
Shepherd, Allen	Arts & Sciences; Social Sciences	Phased Retiree	28,940.00 FY	State	09/01/1972 - 08/31/2009	0.33	End of phased retirement agreement	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 19, 2009

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	College Relations; Graphic Design Artist	NA	5,108.00 (33,000.00) FY	State	05/06/2009 - 06/30/2009	1.00	New Appointment; Replaces Ken Korte	Special
Britsch, James	Library & Learning Services; Reference Librarian	NA	42,604.00 FY	State	04/18/2005 - 06/24/2009	1.00	Resignation	NA
Fosher, Tamara	Housing & Residence Life; Residence Hall Director	NA	2,348.00 (23,660.00) FY	Revenue Bond	05/26/2009 - 06/30/2009	1.00	New Appointment; Replaces Lindsey Burki	Special
Harris, Laurie	Financial Aid; Assistant Director	NA	37,424.00 FY	State	05/26/1982 - 06/30/2009	1.00	Layoff	NA
Hulquist, Seth	Admissions; Admissions Representative	NA	2,362.00 (28,340.00) FY	State	06/01/2009 - 06/30/2009	1.00	New Appointment; Replaces Katie Digmann	Special
Ledbetter, Elizabeth	Extended Campus Programs; Distance Learning Coordinator	NA	4,255.00 (33,500.00) FY	State	05/15/2009 - 06/30/2009	1.00	Department Reorganization	Special
Smith, G. Robin	Extended Campus Programs; Instructional Design Coordinator	NA	62,366.00 FY	State	07/01/2000 - 12/31/2009	1.00	Layoff	NA
Zahn, Sally	Library & Learning Services; Reference Librarian	NA	-143.28 MO	State	05/01/2009 - 05/31/2009	1.00	Leave without pay	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 19, 2009

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
Baily, Ryan	Athletics; Head Track and Field Coach	NA	4,058.00 (40,579.00) FY	State	06/01/2009 - 06/30/2009	1.00	New Appointment; Replaces John Reiners	Special
Bidwell, Laural	Administration and Finance; Business Office Manager	NA	3,625.00 (43,500.00) FY	State	06/01/2009 - 06/30/2009	1.00	New Appointment; Replaces Gayle Stetson	Special
Bright, Don	Administration and Finance; Interim, NESIS Change Manager	NA	-1,427.91 MO	State	04/01/2009 - 04/30/2009	1.00	Leave without pay	Special
Bright, Don	Administration and Finance; Interim, NESIS Change Manager	NA	-302.89 MO	State	05/01/2009 - 05/31/2009	1.00	Leave without pay	Special
Bright, Kimberly	Enrollment Management & Student Services; Dean of Students	NA	-92.55 MO	State	04/01/2009 - 04/30/2009	1.00	Leave without pay	Special
Bright, Kimberly	Enrollment Management & Student Services; Dean of Students	NA	-814.41 MO	State	05/01/2009 - 05/31/2009	1.00	Leave without pay	Special
Greenia, Ann	Library & Learning Services; Interim, Public Services Librarian	NA	29,158.00 FY	State	09/01/2008 - 05/31/2009	0.75	End of appointment	Special
Koopman, Daniel	Academic Affairs; Assistant to the Vice President of Academic Affairs	NA	50,000.00 (54,545.00) FY	State	08/01/2009 - 06/30/2010	1.00	New Appointment; Received Chancellor Approval	Specific term
Noble, David	Administration and Finance; Comptroller	NA	50,742.00 FY	State	06/19/2006 - 04/14/2009	1.00	Resignation	Specific Term
Prestwich, Aaron	Project Director, Student Support Services	NA	10,169.00 (45,500.00) FY	Grant	06/15/2009 - 08/31/2009	1.00	New Appointment; Replaces Rex Cogdill	Special
Stetson, Gayle	Administration and Finance; Business Office Manager	NA	48,989.00 FY	State	08/20/1990 - 06/30/2009	1.00	Resignation	Specific Term

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 19, 2009

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
Stetson, Gayle	Human Resources; HR Coordinator	NA	36,225.00 FY	State	07/01/2009 - 06/30/2010	1.00	New Appointment; Received Chancellor Approval	Specific Term
Wright, Clinton	Arts & Sciences; Interim, Theater Technician	NA	11,277.00 FY	State	10/27/2008 - 05/09/2009	0.38	End of appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 19, 2009

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Amukamara, Humphrey	EHPCP&SW; Education	Assistant Professor	166.66 AY	State	05/25/2009 - 05/29/2009	NA	IDL Courses	Special
Amukamara, Humphrey	EHPCP&SW; Education	Assistant Professor	1,350.00 AY	State	05/25/2009 - 05/29/2009	0.03	Summer Session	Special
Austad, Jonathan	Arts & Sciences; English & Humanities	Assistant Professor	3,355.00 AY	State	05/11/2009 - 06/05/2009	0.10	Summer Session	Special
Bentz, Laura	Arts & Sciences; Visual & Performing Arts	Assistant Professor	500.00 AY	State	05/11/2009 - 08/20/2009	NA	FFYBE Design & Facilitation	Special
Blundell, Patricia	EHPCP&SW; Education	Professor	593.96 AY	State	01/12/2009 - 05/08/2009	NA	Enrollment over 30; 2 students	Special
Bogner, Michael	Arts & Sciences; Justice Studies	Associate Professor	468.34 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Brammer, Dawn	EHPCP&SW; Health, Physical Education & Recreation	Instructor	465.54 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Brammer, Dawn	EHPCP&SW; Health, Physical Education & Recreation	Instructor	500.00 AY	State	05/11/2009 - 08/20/2009	NA	FFYBE Design & Facilitation	Special
Brammer, Dawn	EHPCP&SW; Health, Physical Education & Recreation	Instructor	5,680.00 AY	State	05/11/2009 - 06/05/2009	0.20	Summer Session	Special
Burke, Ronald	BEAMS; Business & Economics	Professor	5,651.00 AY	State	05/11/2009 - 07/03/2009	0.10	Summer Session	Special
Butterfield, Charles	BEAMS; Applied Sciences	Associate Professor	156.12 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Carnot, Mary Jo	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	3,668.00 AY	State	05/11/2009 - 06/05/2009	0.10	Summer Session	Special
Carnot, Mary Jo	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	3,668.00 AY	State	05/11/2009 - 07/03/2009	0.10	Summer Session	Special
Cary, Phil	BEAMS; Mathematical Sciences	Associate Professor	362.09 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Cary, Phil	BEAMS; Mathematical Sciences	Associate Professor	117.09 AY	State	04/01/2009 - 04/30/2009	NA	Course Challenge	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 19, 2009

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Cary, Phil	BEAMS; Mathematical Sciences	Associate Professor	2,341.65 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Cavin, Scott	Arts & Sciences; Visual & Performing Arts	Assistant Professor	312.22 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Dickinson, Zane	Arts & Sciences; English & Humanities	Assistant Professor	33.25 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Donahue, Timothy	BEAMS; Business & Economics	Associate Professor	4,144.00 AY	Grant	05/11/2009 - 08/20/2009	NA	NBDC Director	Special
Engel, Mike	EHPCP&SW; Education	Assistant Professor	166.66 AY	State	05/18/2009 - 05/22/2009	NA	IDL Courses	Special
Engel, Mike	EHPCP&SW; Education	Assistant Professor	1,210.00 AY	State	05/18/2009 - 05/22/2009	0.03	Summer Session	Special
Enos, Karen	EHPCP&SW; Education	Assistant Professor	2,282.00 AY	State	05/11/2009 - 06/05/2009	0.07	Summer Session	Special
Fickel, Twila	Arts & Sciences; Physical & Life Sciences	Assistant Professor	234.18 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Gardener, Clark	EHPCP&SW; Education	Professor	1,484.90 AY	State	01/12/2009 - 05/08/2009	NA	Enrollment over 30; 5 students	Special
Gardener, Clark	EHPCP&SW; Education	Professor	3,417.00 AY	State	05/11/2009 - 06/05/2009	0.07	Summer Session	Special
Gaudet, Laura	EHPCP&SW; Counseling, Psychology & Social Work	Professor	1,170.85 AY	State	01/12/2009 - 05/08/2009	NA	Enrollment over 30; 5 students	Special
Gaudet, Laura	EHPCP&SW; Counseling, Psychology & Social Work	Professor	931.08 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Haugland, Jerry	BEAMS; Business & Economics	Associate Professor	4,323.00 AY	State	05/11/2009 - 07/03/2009	0.10	Summer Session	Special
Hoem, Bruce	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,326.00 AY	State	05/11/2009 - 06/05/2009	0.10	Social Work Program Field Coordinator	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 19, 2009

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hoffman, William	EHPCP&SW; Health, Physical Education & Recreation	Instructor	2,265.00 AY	State	05/11/2009 - 05/22/2009	0.10	Summer Session	Special
Hunn, Lorie	EHPCP&SW; Education	Assistant Professor	1,248.88 AY	State	01/12/2009 - 05/08/2009	NA	Enrollment over 30; 8 students	Special
Hunn, Lorie	EHPCP&SW; Education	Assistant Professor	3,371.00 AY	State	05/11/2009 - 05/24/2009	0.10	Summer Session	Special
Hunn, Lorie	EHPCP&SW; Education	Assistant Professor	3,371.00 AY	State	08/03/2009 - 08/20/2009	0.10	Field Placement/Teacher Education	Special
Hyer, Joel	Arts & Sciences; Social Sciences	Associate Professor	2,288.73 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Hyer, Joel	Arts & Sciences; Social Sciences	Associate Professor	2,655.75 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Hyer, Joel	Arts & Sciences; Social Sciences	Associate Professor	3,793.00 AY	State	05/11/2009 - 05/22/2009	0.10	Summer Session	Special
Hyer, Joel	Arts & Sciences; Social Sciences	Associate Professor	3,793.00 AY	State	05/25/2009 - 06/05/2009	0.10	Summer Session	Special
Kendrick, Roger	Arts & Sciences; Physical & Life Sciences	Instructor	3,189.00 AY	State	05/11/2009 - 06/05/2009	0.10	Summer Session	Special
Kendrick, Roger	Arts & Sciences; Physical & Life Sciences	Instructor	780.58 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
King, Don	EHPCP&SW; Education	Professor	1,481.00 AY	State	05/11/2009 - 05/24/2009	0.03	Summer Session	Special
King, Don	EHPCP&SW; Education	Professor	4,442.00 AY	State	05/11/2009 - 08/20/2009	0.10	Certification Officer/Teacher Certification	Special
Knight, Robert	Arts & Sciences; Social Sciences	Assistant Professor	289.61 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Knight, Robert	Arts & Sciences; Social Sciences	Assistant Professor	234.17 AY	State	01/12/2009 - 05/08/2009	NA	Independent Study	Special
Knight, Robert	Arts & Sciences; Social Sciences	Assistant Professor	3,000.00 AY	State	05/11/2009 - 06/05/2009	0.10	Summer Session	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
Koehn, James	BEAMS; Business & Economics	Assistant Professor	4,144.00 AY	Grant	05/11/2009 - 05/31/2009 & 07/01/2009 - 08/20/2009	NA	NBDC Assistant Director	Special
Koopman, Daniel	EHPCP&SW; Education	Visting Assistant Professor	296.98 AY	State	01/12/2009 - 05/08/2009	NA	Enrollment over 30; 1 student	Special
Lambert, Adam	Arts & Sciences; Music	Assistant Professor	234.17 AY	State	01/12/2009 - 05/08/2009	NA	Independent Study	Special
Leite, Michael	Arts & Sciences; Physical & Life Sciences	Professor	33.25 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Leite, Michael	Arts & Sciences; Physical & Life Sciences	Professor	828.13 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Limbach, Barbara	BEAMS; Business & Economics	Professor	4,893.00 AY	State	05/11/2009 - 05/24/2009	0.10	Summer Session	Special
Marshall, Peggy	EHPCP&SW; Education	Instructor	2,012.00 AY	State	05/11/2009 - 06/05/2009	0.07	Summer Session	Special
Miller, Kevin	BEAMS; Applied Sciences	Associate Professor	234.17 AY	State	01/12/2009 - 05/08/2009	NA	Independent Study	Special
Nealeigh, Norma	BEAMS; Applied Sciences	Professor	234.17 AY	State	01/12/2009 - 05/08/2009	NA	Independent Study	Special
Nobiling, Tracy	Arts & Sciences; Justice Studies	Associate Professor	4,698.00 AY	State	05/11/2009 - 05/24/2009	0.10	Summer Session	Special
Petersen, Ann	EHPCP&SW; Education	Associate Professor	166.66 AY	State	05/11/2009 - 05/15/2009	NA	IDL Courses	Special
Petersen, Ann	EHPCP&SW; Education	Associate Professor	1,293.00 AY	State	05/11/2009 - 05/15/2009	0.03	Summer Session	Special
Quamme, Venita	Arts & Sciences; Social Sciences	Lecturer	234.17 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Rahman, Shafiqur	Arts & Sciences; Communication Arts	Assistant Professor	3,735.00 AY	State	05/11/2009 - 06/05/2009	0.10	Summer Session	Special
Rahman, Shafiqur	Arts & Sciences; Communication Arts	Assistant Professor	3,735.00 AY	State	05/11/2009 - 07/03/2009	0.10	Summer Session	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
Ritzen, Donna	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	49.66 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Ritzen, Scott	EHPCP&SW; Health, Physical Education & Recreation	Professor	3,153.00 AY	State	05/11/2009 - 05/22/2009	0.10	Summer Session	Special
Schaefer, G. Sandy	Arts & Sciences; Music	Associate Professor	4,357.00 AY	State	05/11/2009 - 06/05/2009	0.10	Summer Session	Special
Stack, Robert	BEAMS; Mathematical Sciences	Professor	890.94 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Stewart, Deborah	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	3,911.00 AY	State	05/11/2009 - 06/05/2009	0.10	Social Work Program Director	Special
Sutcliffe, Jay	BEAMS; Applied Sciences	Assistant Professor	3,362.00 AY	State	05/11/2009 - 07/03/2009	0.10	Summer Session	Special
Tucker, T Deane	Arts & Sciences; English & Humanities	Professor	78.06 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Vogl, Michael	BEAMS; Mathematical Sciences	Assistant Professor	593.96 AY	State	01/12/2009 - 05/08/2009	NA	Independent Studies	Special
Waldo, Jamie	BEAMS; Business & Economics	Associate Professor	232.77 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special
Waldo, Jamie	BEAMS; Business & Economics	Associate Professor	500.00 AY	State	05/11/2009 - 08/20/2009	NA	FFYBE Design & Facillitation	Special
Waldo, Jamie	BEAMS; Business & Economics	Associate Professor	4,369.00 AY	State	05/11/2009 - 05/24/2009	0.10	Summer Session	Special
Watson, George	Arts & Sciences; Justice Studies	Professor	5,795.00 AY	State	05/11/2009 - 05/24/2009	0.10	Summer Session	Special
Watt, Don	EHPCP&SW; Health, Physical Education & Recreation	Professor/ Athletic Trainer	4,357.00 AY	State	08/03/2009 - 08/20/2009	0.10	August Athletic Training	Special
Wright, James	BEAMS; Business & Economics	Professor	5,502.00 AY	State	05/11/2009 - 07/03/2009	0.10	Summer Session	Special
Younglove, Georgia	BEAMS; Applied Sciences	Professor	296.98 AY	State	01/12/2009 - 05/08/2009	NA	Independent Study	Special

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NON-RANKED FACULTY								
(PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Barger, Julie	Extended Campus Programs	NA	4,200.00 AY	State	01/06/2009 - 04/26/2009	0.20	Adjunct	Special; part-time
Bushuev, Maxim	BEAMS; Mathematical Sciences	NA	2,100.00 AY	State	05/11/2009 - 07/03/2009	0.10	Adjunct; Summer Session	Special; part-time
Coone, Jan	Extended Campus Programs	NA	775.70 AY	State	04/01/2009 - 04/30/2009	NA	Online Courses	Special; part-time
Covello, Christin	EHPCP&SW; Education	NA	2,100.00 AY	State	05/11/2009 - 05/24/2009	0.10	Adjunct; Summer Session	Special; part-time
Ferguson, Frank	Extended Campus Programs	NA	349.16 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special; part-time
Follis, Nikki	Extended Campus Programs	NA	232.77 AY	State	04/01/2009 - 04/30/2009	NA	Correspondence Courses	Special; part-time
Lacy, Kirk	Arts & Sciences; Communication Arts	NA	2,100.00 AY	State	05/11/2009 - 07/03/2009	0.10	Adjunct; Summer Session	Special; part-time
Lawson, H. Randy	West Nile Grant	NA	1000.00 AY	Grant	04/01/2009 - 05/31/2009	NA	Grant Administration	Special; part-time
Lawson, H. Randy	West Nile Grant	NA	1000.00 AY	Grant	05/01/2009 - 05/31/2009	NA	Grant Administration	Special; part-time
Neuharth, Marvin	Extended Campus Programs	NA	492.00 AY	State	04/01/2009 - 04/30/2009	NA	Online Courses	Special; part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

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NON-UNIONIZED PROFESSIONAL STAFF								
(PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Shald, Jeff	Upward Bound; Academic Advisor/Test Coordinator	NA	17.37 HR	Grant	10/08/2007 - 05/20/2009	0.46	Position Ended	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

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UNIONIZED SUPPORT STAFF								
(FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hughart, Karen	BEAMS; Office Assistant II	NA	2,302.00 MO	State	01/02/1996 - 01/04/2010	1.00	Early Retirement Incentive Program	NA
Miller, Letha	Physical Facilities; Custodian	NA	1,533.00 MO	State	08/27/2007 - 04/15/2009	1.00	Resignation	NA
McCormick, Cliff	Physical Facilities; Automotive Mechanic	NA	3,433.83 MO	State	07/30/1984 - 06/30/2009	1.00	Layoff	NA
Mittleider, Stacie	Math and Physical & Life Sciences; Office Assistant I	NA	757.60 MO	State	05/18/2009 - 05/29/2009	0.75	Duties in different classification; Academic Records Clerk	NA
Mefferd, Sandra	Physical Facilities; Custodian	NA	1,526.00 MO	State	4/20/2009	1.00	New Appointment; Replaces Kevin Shepardson	NA
Wineteer, Linda	Visual & Performing Arts; Office Assistant II	NA	2,516.00 MO	State	09/09/1992 - 06/30/2009	1.00	Early Retirement Incentive Program	NA

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RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Clemente, Bill	School of Arts and Sciences	Professor	\$1,153.35	State	01/12/09-05/08/09	.10 AY	ENG 497-00A	Special, Part-Time
Crook, Sara	School of Arts and Sciences	Professor	\$1,200	State	05/04/09	.10 AY	Online Course Development, PSCI-202	Special, Part-Time
Davis, Spencer	School of Arts and Sciences	Professor	\$1,200	State	08/15/09	.10 AY	Online Course Development, HIST 302	Special, Part-Time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Peru State College****DATE OF MEETING: June 19, 2009**

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
Christiansen, Cori	Distance Learning Coordinator	N/A	\$32,000 pro-rated	State	05/01/09-06/30/09	1 FY	Appointment	Special
Haveman, Deb	Assist. Director of Financial Aid	N/A	\$32,000 pro-rated	State	05/01/09-06/30/09	1 FY	Appointment	Special
LaBrie, Sara	Student Activities Coordinator	N/A	\$24,075	State	7/01/05-6/30/09	.75 FY	Resignation	N/A
Meece, Victoria	Distance Learning Coordinator	N/A	\$30,521	State	5/05/04-4/10/09	1 FY	Resignation	N/A
Wenzl, Savannah	Distance Learning Coordinator	N/A	\$32,000 pro-rated	State	05/01/09-06/30/09	1 FY	Appointment	Special
Williams, Krista	Assist. Director of Financial Aid	N/A	\$32,000 pro-rated	State	05/01/09-06/30/09	1 FY	Appointment	Special

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
Batterson, Bruce	Vice President for Admin./Finance	N/A	\$100,000 pro-rated	State	06/01/09-06/30/09	1 FY	Appointment	Special
Jacobsen, Linda	Vice President for Administration and Finance	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	03/16/09-05/08/09	.10 AY	BUS 414-49W	Special, Part-time
Roberts, Laura	Director of Online Services and Offutt Operations	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	PSYC 250-49X	Special, Part-time
Volker, Janice	Director of Financial Aid	N/A	\$47,500 pro-rated	State	05/01/09-06/30/09	1 FY	Appointment	Special

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Crook, Sara	School of Arts and Sciences	Professor	\$4,673.78	State	06/08/09-07/31/09	.10 AY	PSCI 202-49X	Special, Part-time, Summer Session
Galardi, Greg	School of Professional Studies	Assist. Professor	\$4,390.73	State	06/08/09-07/31/09	.10 AY	MGMT 601-49V	Special, Part-time, Summer Session
Gottschalk, Carrie	School of Professional Studies	Instructor	\$5,432.25	State	06/08/09-07/31/09	.20 AY	SOC 300-49X SOC 340-49X	Special, Part-time, Summer Session
Grotrian, Judy	School of Professional Studies	Assoc. Professor	\$4,129.28	State	06/08/09-07/31/09	.10 AY	BUS 301-49X	Special, Part-time, Summer Session
Grotrian, Sheri	School of Professional Studies	Assist. Professor	\$3,294.98	State	06/08/09-07/31/09	.10 AY	BUS 381-49X	Special, Part-time, Summer Session
Hutchison, Christy	School of Professional Studies	Assist. Professor	\$7,896.60	State	06/08/09-07/31/09	.20 AY	BUS 353-49X BUS 496-49X	Special, Part-time, Summer Session
Jackson, Alan	School of Professional Studies	Instructor	\$3,144.23	State	06/08/09-07/31/09	.10 AY	BUS 373-49X	Special, Part-time, Summer Session
Kearney, Elizabeth	School of Education	Assist. Professor	\$3,378.00	State	06/08/09-07/31/09	.10 AY	EDUC 305-49X	Special, Part-time, Summer Session
Lundak, Joel	School of Professional Studies	Professor	\$4,762.58	State	06/08/09-07/31/09	.10 AY	SOC/PHIL 322-49X	Special, Part-time, Summer Session
Murray, Johann	School of Education	Assist. Professor	\$3,501.60	State	06/08/09-07/31/09	.10 AY	PE 313-02A	Special, Part-time, Summer Session
Nevitt, James	School of Professional Studies	Assoc. Professor	\$3,801.60	State	06/08/09-07/31/09	.10 AY	PSYC 121-49X	Special, Part-time, Summer Session
Ruskamp, Judith	School of Education	Assist. Professor	\$6,684.60	State	06/08/09-07/31/09	.20 AY	EDUC 317-02Q EDUC 317-02Z	Special, Part-time, Summer Session
Seay, Darolyn	School of Education	Instructor	\$1,946.90	State	06/08/09-07/31/09	.07 AY	EDUC 400-49X	Special, Part-time, Summer Session

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NON-RANKED FACULTY								
(PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Josh	School of Arts and Sciences	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	ART 206-49X	Special, Part-time
Brand, Lesa	Graduate Programs	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	EDUC 512-EAX	Special, Part-time
Campbell, Jacquelyn	Graduate Programs	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.20 AY	EDUC 512-49X EDUC 512-EEX	Special, Part-time
Feldman, Ann	Graduate Programs	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	EDUC 512-EBX	Special, Part-time
Fenster, Rolland	School of Education	N/A	\$1,925 instead of \$1,575	State	01/12/09-05/08/09	.09 instead of .07	Student Teacher Supervision-Revised FTE and Salary	Special, Part-time
Giles, Mara	School of Professional Studies	N/A	\$2,100	State	08/24/09-12/18/09	.10 AY	SOC 201-00A	Special, Part-time
Green, Mary Jane	School of Professional Studies	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	CMIS 101-49X	Special, Part-time
Hoehn, Jorja	School of Education	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.13 AY	PE 101-49X 101-49V PE	Special, Part-time

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NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lundholm, Robert	School of Professional Studies	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	BUS 251-49X	Special, Part-time
Means, Kelly	Graduate Programs	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	EDUC 512-EDX	Special, Part-time
Moss, Louise	School of Arts and Sciences	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.20 AY	ENG 203-49V ENG 203-49X	Special, Part-time
Unger, Jill	School of Education	N/A	\$2,100/10 or more; \$70/cr.hr./student/9 or fewer if approved	State	06/08/09-07/31/09	.10 AY	EDUC 375-02A	Special, Part-time
Weichel, Mark	Graduate Programs	N/A	\$50/cr.hr./student to 10; \$34/cr.hr./student 11 or more	State	06/08/09-07/31/09	.10 AY	EDUC 601-49V	Special, Part-time
Young, Josh	School of Arts and Sciences	N/A	\$6,818.00	State	04/17/09-05/08/09	.40 AY	ENG 101-00B ENG 357-00A SPCH 152-00A SPCH 232-00A	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Peru State College****DATE OF MEETING: June 19, 2009**

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
Jacobsen, Jay	Assist. to the President for Technology	N/A	\$48,000 pro-rated	State	06/15/09-06/30/09	.50 FY	Appointment	Special
Galardi, Greg	Director of Future Student Development & Community Outreach Programming	NA	\$20,000	State	05/15/09-08/15/09	.25 FY	Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

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UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Barker, Andrea	Office Assist. II	N/A	\$1,766/ month	State	04/01/09	1 FY	Appointment	Special
Dierking, Phyllis	Office Assist. II	N/A	\$1,766/ month	State	04/15/09	1 FY	Appointment	Special
Haith, Jeanne	Accounting Clerk III	N/A	\$2,125/ month	State	04/06/09	1 FY	Appointment	Special
Keefer, Jane	Mail Clerk	N/A	\$1,642/ month	State	05/01/09	1 FY	Appointment	Special
Horn, Elaine	Office Assistant II	N/A	\$1,782.17/month	Federal-TRIO Grant	04/01/09	.84 FY	Reassign; FTE (only) Adjusted	N/A
Keefer, Jane	Mail Clerk	N/A	\$1,642/ month	State	05/14/09	1 FY	Resigned	N/A
Jones, Barbara	Office Assistant III	N/A	\$2,074.42/ from \$1,799.67/ month	State	04/01/09	1 FY	Position Upgrade from Office Assistant II	N/A
McConnell, Patricia	Office Assistant II	N/A	\$1,766/ month	State	8/18/08-4/22/09	1 FY	Resignation	N/A
McQueen, Shawn	Custodian	N/A	\$1,526/ month	State	03/16/09	1 FY	Appointment	Special
Stanley, Lindsay	Mail Clerk	N/A	\$1,642/ month	State	05/26/09	1 FY	Appointment	Special

NON-UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Morris, Deborah	Custodial Leader	N/A	\$2,199.75/ month from \$1,959.75/ month	State	04/01/09	1 FY	Position Upgrade from Custodian	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

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RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Amend, Tracie	School of Arts and Humanities; Language and Literature	Interim Instructor (will change to Interim Assistant Professor if PhD verified by 9/1/09)	\$34,000.00 (will change to \$37,000 if PhD verified by 9/1/09)	State	8/20/09 – 5/12/09	1.0	Interim Appointment	Special; Interim
Barnes, Johanna	School of Education and Counseling; Educational Foundations and Leadership	Instructor	\$41,000.00	State	8/20/09 – 5/12/10	1.0	New Hire, replaces Carolyn Driewer	Specific; Probationary Tenure Track
Black, Timothy	School of Arts and Humanities; Language and Literature	Interim Instructor	\$34,000.00	State	8/20/09 – 5/12/10	1.0	Interim Appointment	Specific Term; Interim
Casey-Agoumba, Endia	School of Natural and Social Sciences; Physical Sciences and Mathematics	Interim Instructor	\$32,750.00	State	8/20/09 – 5/12/10	1.0	Interim Appointment	Specific Term; Interim
Everett, Pamela	School of Natural and Social Sciences; Sociology, Psychology and Criminal Justice	Assistant Professor	\$45,000.00	State	8/20/09 – 5/12/10	1.0	New Hire; replaces Joe Diaz	Specific; Probationary Tenure Track
Gollyhorn, James	School of Business and Technology; Technology and Applied Sciences	Assistant Professor	\$50,000.00	State	8/20/09 – 5/12/10	1.0	New Hire, replaces Jason Novotny	Specific; Probationary Tenure Track
Hanson, Cynthia	School of Business and Technology; Business and Economics	Instructor	\$42,000.00	State	8/20/09 – 5/12/10	1.0	New Hire; replaces Pamela Dixon	Specific; Probationary Tenure Track
Heggestad, Susan	School of Arts and Humanities; Art and Design	Interim Assistant Professor	\$18,000.00	State	8/20/09 – 12/22/09	.50	Interim Appointment	Special; Interim
Murphy, Richard	School of Arts and Humanities; Communication Arts	Interim Instructor	\$36,000.00	State	8/20/09 – 5/12/10	1.0	Interim Appointment	Specific Term; Interim

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 19, 2009

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
Bargholz, Darin	Computer Support Specialist	N/A	\$34,604.00 (prorated)	State	4/16/09 – 6/30/09	1.0	New Hire, New Position (Temporary)	Special
Fredrickson, Angie	Accountant	N/A	\$32,000.00 (prorated)	State	5/18/09 – 6/30/09	1.0	New Hire, New Position	Special
Roeber-Hefti, Kourtney	Retention Specialist	N/A	\$28,959.00	Grant	10/20/08 – 6/30/09	.875	Resignation	N/A
Schaefer, Rachel	Assistant Director of Residence Life	N/A	\$29,339.00	Revenue Bond	7/17/06 – 4/30/09	.875	Resignation	NA
Sell, Traci	Programmer Analyst	N/A	\$34,604.00 (prorated)	State	4/16/09 – 6/30/09	1.0	New Hire, New Position (Temporary)	Special
Smith, Alex	Reference Librarian – Electronic Services	N/A	\$40,000.00	State	7/1/08 – 5/16/09	1.0	Resignation	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

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NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Carmichael, Richard	Assistant Director of Facility Services	N/A	\$65,400.00	State	10/27/86 – 6/30/09	1.0	Resignation; Early Retirement Incentive Program	NA
Carstens, Jeffrey	Assistant Dean of Students and Director of Residence Life	N/A	\$71,036.00	Revenue Bond	3/14/94 – 6/30/09	1.0	Resignation	NA
Carstens, Jeffrey	Vice President and Dean of Students	N/A	\$90,000.00	State	7/1/09 – 6/30/10	1.0	New Hire, replaces Curt Frye	Specific Term
Combs, Paul	Head Men's Basketball Coach	N/A	\$65,000.00 + up to \$5,000.00 moving expenses	State	7/1/09 – 5/31/10	.92	New Hire, replaces Rico Burkett (7/1 – 9/3/09, FTE will be Matt Murken's)	Specific Term
Kinsella, Craig	Director of Continuing Education	N/A	\$47,050.00	State	9/1/06 – 5/31/09	.75	Resignation	NA
Korth, Regina	Nurse	N/A	\$41,500.00	State	7/1/09 – 6/30/09	.875	New Hire, replaces Connie Bargstadt	Specific Term
Kroger, Beth	Vice President of Administration and Finance	N/A	\$111,405.00	State	7/10/06 – 9/30/09	1.0	Resignation	NA
Manganaro, John	Head Baseball Coach and Event/Fields Manager	N/A	\$50,350.00	State	7/1/94 – 6/30/09	1.0	Resignation	NA

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
Adams, Frank	Continuing Education	Professor	\$6,170.00	State	6/1/09 – 6/25/09	.10	EDU 704-W0	Special
Arneson, Patricia	Business and Economics	Professor	\$297.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Arneson, Patricia	Computer Technology and Information Systems	Professor	\$157.00	State	1/12/09 – 5/13/09	.07	Appointment; overload IS/DS*	Special
Arneson, Patricia	Continuing Education	Professor	\$1,485.00	State	6/1/09 – 8/6/09	.10	BUS 621-W0	Special
Arneson, Patricia	Continuing Education	Professor	\$7,084.00	State	6/9/09 – 6/30/09	.10	CED 650-H0	Special
Bauer, Jeff	Physical Sciences and Mathematics	Professor	\$1,485.00	State	6/1/09 – 7/7/09	.10	MAT 610-01	Special
Bertolas, Randy	History, Politics and Geography	Professor	\$937.00	State	1/12/09 – 5/13/09	.40	Appointment; overload IS/DS*	Special
Bertolas, Randy	History, Politics and Geography	Professor; Department Chair	\$3,057.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Black, Barbara	Educational Foundations and Leadership	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Black, Barbara	Continuing Education	Professor	\$1,959.00	State	6/1/09 – 7/1/09	.033	EDU 603-W0	Special
Black, Barbara	Continuing Education	Professor	\$3,918.00	State	6/1/09 – 7/1/09	.067	EDU 627-W0	Special
Black, Barbara	Continuing Education	Professor	\$5,876.00	State	6/1/09 – 7/1/09	.10	EDU 674-W0	Special
Blankenau, Joseph	History, Politics and Geography	Professor	\$937.00	State	1/12/09 – 5/13/09	.40	Appointment; overload IS/DS*	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Professor; Department Chair	\$3,497.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Blomenkamp, Jean	Continuing Education	Professor	\$6,557.00	State	6/1/09 – 6/25/09	.10	EDU 666-W0	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,977.00	State	5/11/09 – 7/1/09	.10	BUS 222-W0	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,977.00	State	5/11/09 – 7/1/09	.10	BUS 418-W0	Special
Brufat, Alan	Language and Literature	Professor	\$703.00	State	1/12/09 – 5/13/09	.20	Appointment; overload IS/DS*	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
Brummels, James	Language and Literature	Associate Professor	\$985.00	State	1/12/09 – 5/13/09	.37	Appointment; overload IS/DS*	Special
Buryanek, Donald	Technology and Applied Sciences	Assistant Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Buryanek, Donald	Continuing Education	Assistant Professor	\$4,304.00	State	5/11/09 – 6/26/09	.10	ITE 320-W1	Special
Butler, Katherine	Language and Literature	Professor	\$3,513.00	State	6/1/09 – 7/7/09	.10	PHI 300-01	Special
Cacheiro, Adolfo	Language and Literature	Associate Professor	\$2,108.00	State	5/11/09 – 6/2/09	.10	SPA 110-01	Special
Campbell, Paul	Sociology, Psychology and Criminal Justice	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Campbell, Paul	Sociology, Psychology and Criminal Justice	Professor; Department Chair	\$3,849.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Carrigg, Maureen	Communication Arts	Associate Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Christensen, Linda	Music	Associate Professor; Department Chair	\$2,571.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Christensen, Linda	Music	Associate Professor	\$792.00	State	6/1/09 – 7/7/09	.067	MUS 596-01	Special
Conway, Gerald	Continuing Education	Associate Professor	\$5,625.00	State	5/11/09 – 7/1/09	.10	BUS 322-W0	Special
Conway, Gerald	Continuing Education	Associate Professor	\$5,625.00	State	5/11/09 – 7/1/09	.10	BUS 362-W0	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$3,893.00	State	5/11/09 – 6/2/09	.067	CSL 497-01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$7,300.00	State	6/1/09 – 7/7/09	.10	CSL 580-H0	Special
Conway, Kathleen	Educational Foundations and Leadership	Professor	\$7,300.00	State	6/1/09 – 7/7/09	.10	EDU 650-H0	Special
Curtiss, James	Educational Foundations and Leadership	Professor	\$1,581.00	State	6/1/09 – 6/30/09	n/a	Review HSIRB Student Proposals	Special
Dalal, Meenakshi	Business and Economics	Professor	\$235.00	State	1/12/09 – 5/13/09	.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
Dalal, Meenakshi	Continuing Education	Professor	\$5,801.00	State	5/11/09 – 7/1/09	.10	ECO 202-W0	Special
Davis, Adam	Physical Sciences and Mathematics	Assistant Professor	\$3,435.00	State	6/1/09 – 7/7/09	.133	PHY 202/322-01	Special
DeBoer, Buffany	Life Sciences	Interim Instructor	\$3,020.00	State	5/11/09 – 6/2/09	.10	BIO 102-01	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$4,331.00	State	5/11/09 – 7/1/09	.10	BUS 208-W0	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$4,331.00	State	5/11/09 – 7/1/09	.10	BUS 408-W0	Special
Dillard, Kelly	Physical Sciences and Mathematics	Assistant Professor	\$937.00	State	6/1/09 – 7/7/09	.10	EAS 430-01	Special
Dinsmore, Jan	Continuing Education	Assistant Professor	\$2,398.00	State	5/11/09 – 6/26/09	.50	EDU 415/515-H0	Special
Dinsmore, Jan	Continuing Education	Assistant Professor	\$514.00	State	5/11/09 – 6/2/09	.10	EDU 417/517-H0	Special
Dinsmore, Jan	Continuing Education	Assistant Professor	\$5,328.00	State	5/11/09 – 6/26/09	.10	EDU 696-W0	Special
Dinsmore, Steven	Counseling and Special Education	Professor	\$7,429.00	State	6/1/09 – 7/7/09	.10	CSL 615-H0	Special
Dinsmore, Steven	Counseling and Special Education	Professor	\$7,429.00	State	6/1/09 – 7/7/09	.10	CSL 625-H0	Special
Elliott, Steven	Art and Design	Associate Professor	\$703.00	State	1/12/09 – 5/13/09	.30	Appointment; overload IS/DS*	Special
Elliott, Steven	Art and Design	Associate Professor	\$4,742.00	State	5/11/09 – 6/2/09	.10	ART 271/371/471	Special
Elliott, Steven	Art and Design	Associate Professor; Department Chair	\$2,432.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Engbretsen, Barbara	Health, Human Performance and Sport	Associate Professor	\$1,063.00	State	1/12/09 – 5/13/09	.30	Appointment; overload IS/DS*	Special
Ettel, Mary	Physical Sciences and Mathematics	Professor	\$625.00	State	1/12/09 – 5/13/09	.13	Appointment; overload IS/DS*	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$4,366.00	State	5/11/09 – 6/2/09	.10	PED 487-01	Special
Evetovich, Tammy	Continuing Education	Professor	\$5,458.00	State	5/11/09 – 7/1/09	.10	PED 650-W0	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
Evetovich, Tammy	Health, Human Performance and Sport	Professor; Department Chair	\$2,911.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$235.00	State	5/11/09 – 6/2/09	.10	Appointment; overload IS/DS*	Special
Evetovich, Tammy	Continuing Education	Professor	\$5,458.00	State	6/1/09 – 7/1/09	.10	PED 671-W0	Special
Garvin, Sharon	Business and Economics	Associate Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Garvin, Sharon	Continuing Education	Associate Professor	\$4,211.00	State	5/11/09 – 7/1/09	.10	BUS 240-W0	Special
Garvin, Tim	Computer Technology and Information Systems	Professor; Department Chair	\$3,353.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Geisert, Cameron	Health, Human Performance and Sport	Assistant Professor	\$1,531.00	State	1/12/09 – 5/13/09	.40	Appointment; overload IS/DS*	Special
Gutshall, Elise	Music	Assistant Professor	\$198.00	State	1/12/09 – 5/13/09	.07	Appointment; overload IS/DS*	Special
Hallgren, Kenneth	Business and Economics	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Hamilton, Terry	Counseling and Special Education	Professor	\$198.00	State	1/12/09 – 5/13/09	.17	Appointment; overload IS/DS*	Special
Hammer, Mark	Life Sciences	Professor; Department Chair	\$2,990.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Hansen, Pearl	Art and Design	Professor	\$703.00	State	1/12/09 – 5/13/09	.30	Appointment; overload IS/DS*	Special
Hayford, Barbara	Life Sciences	Assistant Professor	\$313.00	State	1/12/09 – 5/13/09	.13	Appointment; overload IS/DS*	Special
Hickey, Don	Continuing Education	Professor	\$7,471.00	State	6/16/09 – 8/4/09	.10	HIS 660-W0	Special
Hinnerichs, Kris	Continuing Education	Assistant Professor	\$3,078.00	State	6/1/09 – 7/1/09	.10	PED 207-W0	Special
Hinrichs, Andrea	Continuing Education	Interim Instructor	\$594.00	State	6/1/09 – 7/1/09	.10	SPD 667-W0	Special
Imdieke, Jack	Computer Technology and Information Systems	Professor	\$2,108.00	State	1/12/09 – 5/13/09	.20	Appointment; overload IS/DS*	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
Jensen, Gwen	Communication Arts	Associate Professor	\$469.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Jensen, Gwen	Communication Arts	Associate Professor; Department Chair	\$1,369.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Jensen, Gwen	Communication Arts	Associate Professor	\$2,108.00	State	6/1/09 – 7/7/09	.10	CNA 101-01	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	Professor	\$79.00	State	1/12/09 – 5/13/09	.03	Appointment; overload IS/DS*	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$7,715.00	State	6/1/09 – 7/7/09	.167	CHE 106-01	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Associate Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Associate Professor	\$3,894.00	State	6/1/09 – 7/7/09	.10	CJA 365-01	Special
Kietzmann, Glenn	Life Sciences	Professor	\$8,265.00	State	6/1/09 – 7/7/09	.167	BIO 220-01	Special
Kietzmann, Glenn	Life Sciences	Professor	\$469.00	State	6/1/09 – 7/7/09	.10	BIO 430-01	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$3,209.00	State	5/11/09 – 6/2/09	.10	FCS 316-01	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$235.00	State	5/11/09 – 6/2/09	.10	Appointment; overload IS/DS*	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$4,011.00	State	6/1/09 – 7/7/09	.10	FCS 616-H0	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$198.00	State	6/1/09 – 7/7/09	.067	FCS 616-H1	Special
Leeper, Mark	History, Politics and Geography	Professor	\$1,234.00	State	1/12/09 – 5/13/09	.30	Appointment; overload IS/DS*	Special
Leeper, Mark	History, Politics and Geography	Professor	\$4,485.00	State	5/11/09 – 6/2/09	.10	POS 444-01	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$4,645.00	State	5/11/09 – 6/2/09	.10	EDU 321-H0	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
Lindberg, Judith	Technology and Applied Sciences	Professor	\$1,078.00	State	1/12/09 – 5/13/09	.27	Appointment; overload IS/DS*	Special
Lindberg, Judith	Technology and Applied Sciences	Professor; Department Chair	\$3,450.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Linster, Carolyn	Continuing Education	Professor	\$6,942.00	State	6/1/09 – 7/1/09	.10	EDU 612-W0	Special
Linster, Carolyn	Continuing Education	Professor	\$6,942.00	State	6/1/09 – 7/1/09	.10	EDU 696-W0	Special
Lutt, Patricia	Continuing Education	Associate Professor	\$4,219.00	State	5/11/09 – 7/1/09	.10	BUS 350-W0	Special
Maas, Chad	Health, Human Performance and Sport	Instructor	\$469.00	State	1/12/09 – 5/13/09	.20	Appointment; overload IS/DS*	Special
Maas, Chad	Continuing Education	Instructor	\$1,833.00	State	5/11/09 – 5/29/09	.067	PED 103-W0	Special
Mancastroppa, Roger	History, Politics and Geography	Interim Instructor	\$297.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Mancastroppa, Roger	Academic Affairs	Interim Instructor	\$2,500.00	State	6/1/09 – 7/31/09	n/a	First Year Experience and Advising Programs for Summer 2009	Special
Marek, Michael	Communication Arts	Associate Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
McElwain, Max	Communication Arts	Associate Professor	\$235.00	State	5/11/09 – 6/2/09	.10	Appointment; overload IS/DS*	Special
Meyer, Jeffrey	Health, Human Performance and Sport	Instructor	\$703.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Mudge, Marilyn	Continuing Education	Professor	\$6,045.00	State	6/1/09 – 7/1/09	.10	EDU 604-W0	Special
Mueller, Marlene	Art and Design	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Nelson, Jeryl	Continuing Education	Professor	\$4,903.00	State	5/11/09 – 7/1/09	.10	BUS 420-W0	Special
Nelson, Jeryl	Continuing Education	Professor	\$6,128.00	State	5/11/09 – 7/1/09	.10	BUS 690-W0	Special
Newcomb, Lori	Language and Literature	Instructor	\$99.00	State	1/12/09 – 5/13/09	.03	Appointment; overload IS/DS*	Special
Nicholson, Lori	Computer Technology and Information Systems	Assistant Professor	\$703.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	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
Novotny, Jason	Continuing Education	Instructor	\$3,042.00	State	5/11/09 – 6/26/09	.10	ITE 320-W0	Special
Novotny, Jason	Continuing Education	Instructor	\$3,042.00	State	6/1/09 – 7/1/09	.10	ITE 320-W2	Special
Ossian, James	Continuing Education	Associate Professor	\$4,969.00	State	6/1/09 – 6/25/09	.10	EDU 654-W0	Special
Ossian, James	Continuing Education	Associate Professor	\$4,969.00	State	6/1/09 – 6/25/09	.10	EDU 730-W0	Special
Parker, Charles	Continuing Education	Professor	\$4,690.00	State	5/11/09 – 7/1/09	.10	BUS 226-W0	Special
Parker, Charles	Continuing Education	Professor	\$4,690.00	State	5/11/09 – 7/1/09	.10	BUS 352-W0	Special
Parker, Charles	Business and Economics	Professor; Department Chair	\$3,127.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Pearcy, Shawn	Life Sciences	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Peitz, David	Physical Sciences and Mathematics	Professor	\$4,931.00	State	5/11/09 – 6/2/09	.10	PHS 102-01	Special
Ras, Gerard	Business and Economics	Instructor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Renzelman, John	Technology and Applied Sciences	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Renzelman, John	Continuing Education	Professor	\$6,964.00	State	6/1/09 – 7/1/09	.10	ITE 650-W0	Special
Ronnow, Gretchen	Language and Literature	Professor	\$1,063.00	State	1/12/09 – 5/13/09	.30	Appointment; overload IS/DS*	Special
Ronnow, Gretchen	Continuing Education	Professor	\$3,045.00	State	5/11/09 – 5/29/09	.10	ENG 150-W0	Special
Ronnow, Gretchen	Language and Literature	Professor	\$235.00	State	5/11/09 – 6/2/09	.10	ENG 383-60	Special
Ronnow, Gretchen	Continuing Education	Professor	\$4,880.00	State	6/1/09 – 7/1/09	.10	ENG 150-W1	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$5,116.00	State	5/11/09 – 6/2/09	n/a	NENTA Release	Special
Slymaker, William	Language and Literature	Professor	\$297.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Snowden, Monica	Sociology, Psychology and Criminal Justice	Professor	\$469.00	State	1/12/09 – 5/13/09	.20	Appointment; overload IS/DS*	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
Sweetland, Robert	Continuing Education	Professor	\$6,771.00	State	6/1/09 – 7/1/09	.10	EDU 600-W0	Special
Sweetland, Robert	Continuing Education	Professor	\$6,771.00	State	6/1/09 – 7/1/09	.10	EDU 613-W0	Special
Taber, Douglass	History, Politics and Geography	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Taber, Douglass	History, Politics and Geography	Professor	\$3,747.00	State	6/1/09 – 7/7/09	.10	HIS 120-01	Special
Tinnon, Vicki	History, Politics and Geography	Instructor	\$469.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Tinnon, Vicki	History, Politics and Geography	Instructor	\$235.00	State	5/11/09 – 6/2/09	.10	Appointment; overload IS/DS*	Special
Villarreal, Sofia	Continuing Education	Instructor	\$2,964.00	State	6/1/09 – 7/1/09	.10	SPA 110-W0	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$703.00	State	1/12/09 – 5/13/09	.30	Appointment; overload IS/DS*	Special
Weixelman, Joseph	History, Politics and Geography	Assistant Professor	\$2,342.00	State	5/11/09 – 6/2/09	.10	HIS 150-01	Special
Whitt, Deborah	Business and Economics	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Whitt, Deborah	Communication Arts	Professor	\$2,342.00	State	1/12/09 – 5/13/09	.20	Appointment; overload IS/DS*	Special
Whitt, Deborah	Communication Arts	Professor; Department Chair	\$1,630.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Whitt, Ronald	Communication Arts	Professor	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Wilcox, Daryl	Educational Foundations and Leadership	Professor	\$198.00	State	1/12/09 – 5/13/09	.07	Appointment; overload IS/DS*	Special
Wilcox, Daryl	Counseling and Special Education	Professor	\$594.00	State	1/12/09 – 5/13/09	.20	Appointment; overload IS/DS*	Special
Willis, Keith	Counseling and Special Education	Professor; Department Chair	\$3,024.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Willis, Keith	Counseling and Special Education	Professor	\$1,890.00	State	6/1/09 – 7/7/09	.033	CSL 670-H0	Special
Willis, Keith	Counseling and Special Education	Professor	\$5,669.00	State	6/1/09 – 7/7/09	.10	CSL 697-H1/H2	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 19, 2009

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Willis, Keith	Counseling and Special Education	Professor	\$1,512.00	State	6/1/09 – 7/7/09	n/a	CSL 697-H1/H2	Special
Worner, Tamara	Physical Sciences and Mathematics	Professor	\$297.00	State	1/12/09 – 5/13/09	.10	Appointment; overload IS/DS*	Special
Worner, Tamara	Physical Sciences and Mathematics	Professor	\$1,485.00	State	6/1/09 – 7/7/09	.10	MAT 530-01	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$547.00	State	1/12/09 – 5/13/09	.23	Appointment; overload IS/DS*	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$7,261.00	State	5/11/09 – 6/2/09	.17	PHY 201/321-01	Special
Young, Todd	Physical Sciences and Mathematics	Professor; Department Chair	\$2,905.00	State	5/11/09 – 8/20/09	n/a	Summer department chair duties	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$3,045.00	State	6/1/09 – 7/7/09	.10	PHS 102-01	Special
Zink, Mark	Life Sciences	Interim Assistant Professor	\$79.00	State	1/12/09 – 5/13/09	.03	Appointment; overload IS/DS*	Special

* Independent Study and/or Directed Study

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 19, 2009

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
Abrahamson, Danielle	Athletics – Softball	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Beair, Misty	Educational Foundations and Leadership	Part-time	\$2,190.00	State	5/11/09 – 6/2/09	.10	EDU 367/567-H0	Special, part-time
Beair, Misty	Continuing Education	Part-time	\$2,190.00	State	6/8/09 – 6/18/09	.10	EDU 367/567-80	Special, part-time
Bell, Kelvin	Athletics – Football	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/09 – 5/12/10	.25	Appointment	Special, part-time
Bye, Shari	Learning Center	Part-time	\$5,110.00	State	8/21/09 – 12/22/09	.23	Appointment	Special, part-time
Caouette, Larry	Health, Human Performance and Sport	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Carstens, Mary	Continuing Education	Part-time	\$1,095.00	State	5/11/09 – 6/26/09	.05	EDU 415/515-H0	Special, part-time
Christensen, Chad	Language and Literature	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Crummy, Thomas	Athletics – Cross Country and Track	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Dahl, Zachary	Athletics – Athletic Training	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/09 – 5/12/10	.25	Appointment	Special, part-time
Derechailo, Melissa	Continuing Education	Part-time	\$2,190.00	State	6/1/09 – 7/1/09	.10	MUS 110-W0	Special, part-time
Dion, Lora	Learning Center	Part-time	\$2,920.00	State	8/21/09 – 12/22/09	.13	Appointment	Special, part-time
Everett, Pamela	Sociology, Psychology and Criminal Justice	Part-time	\$2,190.00	State	7/7/09 – 8/10/09	n/a	CJ Program Assessment	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 19, 2009

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
Finney, Patricia	Continuing Education	Part-time	\$730.00	State	6/1/09 – 7/1/09	.033	EDU 396-W0	Special, part-time
Fleming, Angela	Technology and Applied Sciences	Part-time	\$235.00	State	1/12/09 – 5/13/09	.10	Appointment, IS/DS*	Special, part-time
Gamble, Robin	Educational Foundations and Leadership	Part-time	\$2,190.00	State	5/11/09 – 6/2/09	.10	EDU 331-H0	Special, part-time
Gamble, Robin	Health, Human Performance and Sport	Part-time	\$1,460.00	State	5/11/09 – 6/2/09	.067	PED 381-01	Special, part-time
Green, Jacob	Health, Human Performance and Sport	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Hansen, Trisha	Business and Economics	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Helgren, Jessica	Health, Human Performance and Sport	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/09	.25	Appointment	Special, part-time
Hirschman, Michael	Computer Technology and Information Systems	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/09	.25	Appointment	Special, part-time
Houghtelling, Christina	Athletics – Volleyball	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/09 – 5/12/10	.25	Appointment	Special, part-time
Iwen, Joan	Counseling and Special Education	Graduate Assistant	\$2,500.00 + 9 hrs. tuition waiver	State	8/21/09 – 12/22/09	.125	Appointment	Special, part-time
Jackson, Tara	Counseling and Special Education	Part-time	\$1,460.00	State	6/1/09 – 7/7/09	.067	CSL 497-01	Special, part-time
Janssen, Marci	Counseling and Special Education	Part-time	\$2,190.00	State	6/1/09 – 7/7/09	.10	SPD 151-01	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 19, 2009

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
Karli, Alicia	Language and Literature	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Keller, Christian	Continuing Education	Part-time	\$2,340.00	State	6/1/09 - 7/1/09	.10	HIS 665-80	Special, part-time
Krohn, Janine	Educational Foundations and Leadership	Part-time	\$365.00	State	1/12/09 – 5/13/09	.017	Appointment	Special, part-time
Kucera, Loren	Continuing Education	Part-time	\$2,190.00	State	5/11/09 – 7/1/09	.10	BUS 370-W0	Special, part-time
Lucus, Kathryn	Athletics – Women's Soccer	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/09	.25	Appointment	Special, part-time
Lwanga, Ambrose	Multicultural Center	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/09	.25	Appointment	Special, part-time
Mohl, Mary	Learning Center	Part-time	\$5,840.00	State	8/21/09 – 12/22/09	.27	Appointment	Special, part-time
Moeller, Judy	Educational Foundations and Leadership	Part-time	\$1,460.00	State	5/11/09 – 6/2/09	.067	EDU 216-H0	Special, part-time
Mueller, Elizabeth	Educational Foundations and Leadership	Part-time	\$1,770.00	State	5/11/09 – 6/2/09	.10	EDU 367/567	Special, part-time
Mueller, Elizabeth	Continuing Education	Part-time	\$2,340.00	State	6/1/09 – 6/25/09	.10	EDU 658-W0	Special, part-time
Muhs, Lisa	Educational Foundations and Leadership	Part-time	\$365.00	State	1/12/09 – 5/13/09	.017	Appointment	Special, part-time
Oppold, Jonathan	Health, Human Performance and Sport	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Person, Kathy	Continuing Education	Part-time	\$2,190.00	State	5/14/09 – 6/11/09	.10	EDU 416/516-80	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 19, 2009

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
Piper, Jessica	Technology and Applied Sciences	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Quance, Marilyn	Continuing Education	Part-time	\$500.00	State	1/12/09 – 5/8/09	.033	IDS 196-W0	Special, part-time
Seamann, William (Andy)	Athletics – Football	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/09 – 5/12/10	.25	Appointment	Special, part-time
Seeman, Nicholas	Athletics – Sports Information	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/09 – 5/12/10	.25	Appointment	Special, part-time
Sleeper, Charles	Athletics – Athletic Training	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Smith, Alex	Continuing Education	Part-time	\$475.00	State	5/11/09 – 5/29/09	.033	IDS 368-W0	Special, part-time
Smith, Micah	Athletics – Football	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/09 – 5/12/10	.25	Appointment	Special, part-time
Stark, Sarah	Language and Literature	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Strasheim, Dwayne	Continuing Education	Part-time	\$2,340.00	State	6/1/09 – 6/11/09	.10	ENG 610-80	Special, part-time
Trumper, Roger	Continuing Education	Part-time	\$2,190.00	State	6/1/09 – 6/5/09	.10	EDU 568-8A	Special, part-time
Tucker, Anne	Counseling and Special Education	Part-time	\$1,460.00	State	6/1/09 – 7/7/09	.067	CSL 497-01	Special, part-time
Tucker, Anne	Counseling and Special Education	Part-time	\$1,560.00	State	6/1/09 – 7/7/09	.067	CSL 670-H0	Special, part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 19, 2009

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
Urbanec, Eric	Athletics – Athletic Training	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
Walkenhorst, Adam	Athletics – Baseball	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
White, Michael	Communication Arts	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/21/09 – 5/12/10	.25	Appointment	Special, part-time
White, Seth	Athletics – Football	Graduate Assistant	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/09 – 5/12/10	.25	Appointment	Special, part-time
Williams, Kerry	Educational Foundations and Leadership	Part-time	\$2,190.00	State	5/11/09 – 6/2/09	.10	EDU 211-H0	Special, part-time
Wingett, Wes	Continuing Education	Part-time	\$2,925.00	State	6/1/09 – 6/5/09	.10	EDU 568-80	Special, part-time
Wingett, Wes	Continuing Education	Part-time	\$2,925.00	State	6/8/09 – 6/12/09	.10	EDU 568-81	Special, part-time
Worner, Greg	Technology and Applied Sciences	Part-time	\$2,190.00	State	5/11/09 – 6/2/09	.10	ITE 320-01	Special, part-time
Worner, Greg	Technology and Applied Sciences	Part-time	\$285.00	State	5/11/09 – 6/2/09	.10	Appointment, IS/DS*	Special, part-time

* Independent Study and/or Directed Study

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 19, 2009

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
Andrews, Koleen	Senior Resident Assistant	N/A	\$5,015.00 + room and board	Revenue Bond	8/10/09 – 5/8/10	.33	New Hire, replaces Seth Teegerstrom	Special; part-time
Bartek, Rick	Senior Resident Assistant	N/A	\$5,015.00 + room and board	Revenue Bond	8/10/09 – 5/8/10	.33	New Hire, replaces Eric Knutson	Special; part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 19, 2009

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
Fredrickson, Angie	Accounting Clerk III	N/A	\$2,229.22/mo.	State	7/1/04 – 5/17/09	1.0	Resignation	NA
Hackney, Donna	Custodian	N/A	\$1,526.00/mo.	Revenue Bond	6/1/09	1.0	New Hire, replaces George Sherry	Probationary
McGhee, Wyatt	Maintenance Repair Worker III	N/A	\$2,191.00/mo.	State	5/4/09	1.0	New Hire, replaces William Sweeney	Probationary
O'Brien, Jane	Office Assistant II	N/A	\$1,766.00/mo.	State	7/1/09 – 7/31/09	0.0	Voluntary offer to reduce work hours	NA
Sharer, Beth Ann	Office Assistant II	N/A	\$0.00	State	6/22/09	0.0	Temporary Workload/Salary Adjustment	NA

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	\$405.94/mo.	State	5/15/09	.25	Salary adjustment from .725 FTE to .25 FTE	NA

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

ACTION: Accept the 2009-10 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 2009-10 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2009-10.

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			Health Insurance	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	% Increase			
Faculty -- State Supported Positions										
ANDERSON, TIMOTHY	PROFESSOR	1.00	77,514.00					50.00	TBD	
BAHR, KATHERINE	PROFESSOR	1.00	59,503.00					50.00	TBD	
BIRD, RICHARD	PROFESSOR	1.00	66,629.00					50.00	TBD	
BLUNDELL, E PATRICIA	PROFESSOR	1.00	61,641.00					50.00	TBD	c
BURKE, RONALD	PROFESSOR	1.00	75,334.00					50.00	TBD	
BUTTERFIELD, CHARLES	PROFESSOR	1.00	52,556.00		Promotion	2		50.00	TBD	
GAUDET, LAURA	PROFESSOR	1.00	58,085.00					50.00	TBD	
GRIFFITH, GEORGE	PROFESSOR	1.00	81,339.00					50.00	TBD	
HARDY, JOYCE	PROFESSOR	1.00	93,811.00					50.00	TBD	
KEITH, TIM	PROFESSOR	1.00	61,124.00					50.00	TBD	
KING, DONALD	PROFESSOR	1.00	59,220.00					50.00	TBD	
KOZA, RICHARD	PROFESSOR	1.00	67,688.00					50.00	TBD	
LEITE, MICHAEL	PROFESSOR	1.00	59,793.00					50.00	TBD	
LIMBACH, BARBARA	PROFESSOR	1.00	65,230.00						TBD	
LOCKWOOD, CATHERINE	PROFESSOR	1.00	59,777.00					50.00	TBD	
	PROFESSOR/DIRECTOR CHILD DEVELOPMENT CENTER	1.00	62,686.00					50.00	TBD	
MADSEN, KIM	PROFESSOR	1.00	58,085.00					50.00	TBD	
MAYS, ROGER	PROFESSOR	1.00	67,910.00					50.00	TBD	
MCEWEN, ROBERT	PROFESSOR	1.00	61,268.00					50.00	TBD	
NEALEIGH, NORMA	PROFESSOR	1.00	61,268.00					50.00	TBD	
RITZEN, SCOTT	PROFESSOR	1.00	63,058.00					50.00	TBD	
ROWETON, WILLIAM	PROFESSOR	1.00	89,352.00					50.00	TBD	
SCHAEFER, SANDY	PROFESSOR	1.00	58,085.00					50.00	TBD	
STACK, ROB	PROFESSOR	1.00	69,085.00			15,000.00		50.00	TBD	Softball Coach
TUCKER, T DEANE	PROFESSOR	1.00	58,085.00					50.00	TBD	
WATSON, GEORGE	PROFESSOR	1.00	77,265.00					50.00	TBD	
	PROFESSOR/ATHLETIC									
WATT, DON	TRAINER	1.00	58,085.00					50.00	TBD	
WAUGH, WENDY	PROFESSOR	1.00	63,327.00					50.00	TBD	
WEEDON, RONALD	PROFESSOR	1.00	87,081.00					50.00	TBD	
WRIGHT, JAMES	PROFESSOR	1.00	73,357.00					50.00	TBD	
YOUNGLOVE, GEORGIA	PROFESSOR	1.00	58,085.00					50.00	TBD	
Sub-Total Professors		30.00	2,004,058.00	0.00	0.00	15,000.00		1,450.00		
BENTZ, LAURA	ASSOCIATE PROFESSOR	1.00	43,977.00		Promotion	2		50.00	TBD	
BOGNER, MICHAEL	ASSOCIATE PROFESSOR	1.00	57,121.00					50.00	TBD	
BRUEHLMAN, AUGIE	ASSOCIATE PROFESSOR	1.00	62,061.00					50.00	TBD	
CARNOT, MARY JO	ASSOCIATE PROFESSOR	1.00	48,897.00					50.00	TBD	
CARY, PHILIP	ASSOCIATE PROFESSOR	1.00	60,183.00					50.00	TBD	
DONAHUE, MARY	ASSOCIATE PROFESSOR	1.00	52,255.00					50.00	TBD	
DONAHUE, TIMOTHY	ASSOCIATE PROFESSOR	1.00	55,253.00						TBD	
EVERTSON, MATTHEW	ASSOCIATE PROFESSOR	1.00	49,428.00					50.00	TBD	
HAUGLAND, JERRY	ASSOCIATE PROFESSOR	1.00	57,627.00					50.00	TBD	
HOEM, BRUCE	ASSOCIATE PROFESSOR	1.00	44,346.00		Promotion	2		50.00	TBD	
HYER, JOEL	ASSOCIATE PROFESSOR	1.00	50,570.00					50.00	TBD	
KIRSCH, KATHLEEN	ASSOCIATE PROFESSOR	1.00	48,952.00					50.00	TBD	c
LEESCH, LISETTE	ASSOCIATE PROFESSOR	1.00	54,769.00					50.00	TBD	
MILLER, KEVIN	ASSOCIATE PROFESSOR	1.00	56,874.00					50.00	TBD	
MOODY, YVONNE	ASSOCIATE PROFESSOR	1.00	67,908.00					50.00	TBD	
NOBILING, TRACY	ASSOCIATE PROFESSOR	1.00	62,632.00						TBD	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			Health Insurance	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	% Increase			
PETERSEN, ANN	ASSOCIATE PROFESSOR	1.00	51,707.00				50.00	TBD		
SCHAEFFER, SUSAN	ASSOCIATE PROFESSOR	1.00	48,481.00				50.00	TBD		
SCHREUDER, JOEL	ASSOCIATE PROFESSOR	1.00	48,952.00				50.00	TBD		
STEWART, DEBORAH	ASSOCIATE PROFESSOR	1.00	52,135.00				50.00	TBD		
WALDO, JAMIE	ASSOCIATE PROFESSOR	1.00	58,253.00				50.00	TBD		
WILBURN, BRAD	ASSOCIATE PROFESSOR	1.00	45,103.00		Promotion	2	50.00	TBD		
Sub-Total Associate Professors		22.00	1,177,484.00	0.00	0.00	0.00	1,000.00			
AMUKAMARA, HUMPHREY	ASSISTANT PROFESSOR	1.00	54,000.00				50.00	TBD		
AUSTAD, JONATHAN	ASSISTANT PROFESSOR	1.00	44,721.00				50.00	TBD		
BADURA, VICTORIA	ASSISTANT PROFESSOR	1.00	44,000.00				50.00	TBD		
BRAMMER, DAWN	ASSISTANT PROFESSOR	1.00	37,856.00		Promotion	2	50.00	TBD		
BRUST, MATHEW	ASSISTANT PROFESSOR	1.00	41,031.00				50.00	TBD		
BUCHMANN, ANN	ASSISTANT PROFESSOR	1.00	43,335.00				50.00	TBD		
CAVIN, SCOTT	ASSISTANT PROFESSOR	1.00	47,621.00				50.00	TBD		
ELLINGTON, ELISABETH	ASSISTANT PROFESSOR	1.00	40,000.00				50.00	45,050.00	h	
ENGEL, MICHAEL	ASSISTANT PROFESSOR	1.00	48,371.00				50.00	TBD		
ENOS, KAREN	ASSISTANT PROFESSOR	1.00	45,626.00				50.00	TBD		
FICKEL, TWILA	ASSISTANT PROFESSOR	1.00	50,000.00				50.00	TBD		
GOLIGHTLY, COLLEEN	ASSISTANT PROFESSOR	1.00						49,000.00	h	
HICKMANN, KYLE	ASSISTANT PROFESSOR	1.00						46,000.00	h	
HUNN, LORIE	ASSISTANT PROFESSOR	1.00	44,940.00				50.00	TBD		
JACKSON, ALLEN	ASSISTANT PROFESSOR	1.00	42,586.00				50.00	TBD		
JAMISON, WENDY	ASSISTANT PROFESSOR	1.00	46,000.00				50.00	TBD		
KENDRICK, ROGER	ASSISTANT PROFESSOR	1.00	42,515.00		Promotion	2	50.00	TBD	c	
KNIGHT, ROBERT	ASSISTANT PROFESSOR	1.00	40,000.00				50.00	TBD		
KOEHN, JAMES	ASSISTANT PROFESSOR	1.00	56,379.00				50.00	TBD		
LAMBERT, ADAM	ASSISTANT PROFESSOR	1.00	44,841.00				50.00	TBD		
MARGETTS, JAMES	ASSISTANT PROFESSOR	1.00	48,626.00				50.00	TBD		
MARZOTTO, GEORGE	ASSISTANT PROFESSOR	1.00						52,000.00	h	
MILLER, B. LEE	ASSISTANT PROFESSOR	1.00	41,721.00				50.00	TBD		
MORGAN, JEFF	ASSISTANT PROFESSOR	1.00	38,031.00				50.00	TBD		
NJABON, ERIC	ASSISTANT PROFESSOR	1.00	41,000.00				50.00	TBD		
RAHMAN, SHAFIQR	ASSISTANT PROFESSOR	1.00	49,800.00				50.00	TBD		
RITZEN, DONNA	ASSISTANT PROFESSOR	1.00	41,955.00				50.00	TBD		
STEPHENS, MICHAEL	ASSISTANT PROFESSOR	1.00	43,680.00				50.00	TBD		
SUTLIFFE, JAY	ASSISTANT PROFESSOR	1.00	44,818.00				50.00	TBD		
TAYLOR, UNA	ASSISTANT PROFESSOR	1.00	42,711.00				50.00	TBD		
VARPNESS, ZACHARY	ASSISTANT PROFESSOR	1.00	43,032.00				50.00	TBD		
VOGL, MICHAEL	ASSISTANT PROFESSOR	1.00	42,328.00				50.00	TBD		
WADA, JAMES	ASSISTANT PROFESSOR	1.00	41,520.00				50.00	TBD		
WENTWORTH, BETH	ASSISTANT PROFESSOR	1.00	43,286.00				50.00	TBD		
WOODS, KATHLEEN	ASSISTANT PROFESSOR	1.00						43,000.00	h	
ZIMMERMAN, TERESA	ASSISTANT PROFESSOR	1.00	41,500.00				50.00	TBD		
Sub-Total Assistant Professors		36.00	1,417,830.00	0.00	0.00	0.00	1,600.00			
CAREY, CHARLES	INSTRUCTOR	1.00	35,000.00				50.00	TBD		
HOFFMAN, WILLIAM	INSTRUCTOR	1.00	35,000.00					TBD		
KENNEDY, MICHAEL	INSTRUCTOR	1.00	41,600.00				50.00	TBD		
MARSHALL, PEGGY	INSTRUCTOR	1.00	40,240.00				50.00	TBD		
Sub-Total Instructors		4.00	151,840.00	0.00	0.00	0.00	150.00			
None										
Sub-Total Lecturers		0.00	0.00	0.00	0.00	0.00	0.00			
TOTAL FACULTY		92.00	4,751,212.00	0.00	0.00	15,000.00	4,200.00	0.00		

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			Health Insurance	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	% Increase			
Faculty Phased Retirements										
CRESSY, CHARLES	PHASED	0.33	30,023.00					50.00	TBD	3rd year of 3 years
RANKIN, SAMUEL	PHASED	0.33	31,693.00					50.00	TBD	3rd year of 3 years
TOTAL PHASED RETIREMENTS		0.66	61,716.00	0.00	0.00	0.00		100.00	0.00	

Voluntary Retirement Settlement Program (State Supported)

DICKINSON, ZANE	Retiree	NA	57,382.00						14,346.00	
GARDENER, CLARK	Retiree	NA	68,336.00						17,084.00	
TOTAL VOLUNTARY RETIREMENT SETTLEMENT EMPLOYEES			125,718.00	0.00	0.00	0.00		0.00	31,430.00	

Faculty -- Non-State Supported Positions (Federal/Restricted)

none

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) additional adjustment to bring to rank base salary
- (k) terminal one-year contract

Vacant Faculty Positions for 2009-10

VACANT	Communication Arts	1.00							45,000.00	
VACANT	Biology	1.00							45,000.00	
VACANT	Special Education	1.00							45,000.00	
VACANT	History	1.00							45,000.00	
VACANT	English	1.00							45,000.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
<u>NSCPA Professional Staff -- State Supported Positions</u>										
ANDREWS, DEREK	ADMISSIONS REPRESENTATIVE	1.00	36,768.00	1,287.00				3.50%	38,055.00	
AUER, TODD	ATHLETIC ADMINISTRATIVE ASSISTANT	1.00	47,911.00	1,677.00				3.50%	49,588.00	
BAINS, JASKARAN	ASSISTANT COACH	0.83	25,959.00	909.00				3.50%	26,868.00	
BINKARD, DANIEL	GRAPHIC DESIGN ARTIST	1.00	33,000.00	1,155.00				3.50%	34,155.00	
CAREY, TAMSYN	ASSISTANT TO THE ASSISTANT VP OF EXTENDED CAMPUS PROGRAMS	1.00	33,500.00	1,173.00				3.50%	34,673.00	
CASSIDAY, JERRY	LICENSED STUDENT COUNSELOR	0.75	33,248.00	1,164.00				3.50%	34,412.00	
COLLINS, JOBY	DATABASE ADMINISTRATOR	1.00	46,629.00	1,633.00	1,000.00			5.65%	48,262.00	
COUSIN, CARL	STUDENT SERVICES COUNSELOR	1.00	37,373.00	1,309.00				3.50%	38,682.00	
CROFUTT, HEATHER	FINANCIAL AID COUNSELOR	1.00	28,895.00	1,012.00				3.50%	29,907.00	
CROFUTT, KEITH	COMPUTER SUPPORT ANALYST	1.00	43,264.00	1,515.00				3.50%	44,779.00	
DOCKWEILER, ANN	NURSE	0.83	36,854.00	1,290.00				3.50%	38,144.00	
FARRELL, JACKIE	ADMISSIONS REPRESENTATIVE	1.00	32,448.00	1,136.00				3.50%	33,584.00	
FINERTY, JENNIFER	COORDINATOR ADMISSIONS SERVICES	1.00	30,160.00	1,056.00				3.50%	31,216.00	
FULLERTON, CHRISTINE	PUBLIC SERVICES LIBRARIAN	1.00	40,560.00	1,420.00				3.50%	41,980.00	
GAMBY, GLENDA	PUBLIC SERVICES LIBRARIAN	1.00	54,407.00	1,905.00				3.50%	56,312.00	
GIMESON, DEWAYNE	PUBLIC INFORMATION SPECIALIST	1.00	46,551.00	1,630.00				3.50%	48,181.00	
GIORGI, STARR	COMPUTER SUPPORT SPECIALIST	1.00	34,612.00	1,212.00				3.50%	35,824.00	
GONZALEZ, FRANCES	TUTORIAL SERVICES COUNSELOR	0.83	41,236.00	1,444.00				3.50%	42,680.00	
GUTIERREZ, TRINA	ADMISSIONS REPRESENTATIVE	1.00	35,425.00	1,240.00				3.50%	36,665.00	
HAAG, JUSTIN	MARKETING COORDINATOR	1.00	47,047.00	1,647.00				3.50%	48,694.00	
HAYNES, TERRI	TEST COORDINATOR/ACADEMIC ADVISOR	1.00	35,800.00	1,253.00				3.50%	37,053.00	
HELMBRECHT, ALEX	SPORTS INFORMATION DIRECTOR	1.00	31,200.00	1,092.00				3.50%	32,292.00	
HOWARD, MARK	DATABASE ADMINISTRATOR	1.00	46,726.00	1,636.00				3.50%	48,362.00	
HUCKFELDT, BRUCE	PRINT SHOP SUPERVISOR	1.00	41,559.00	1,455.00				3.50%	43,014.00	
HULQUIST, SETH	ADMISSIONS REPRESENTATIVE	1.00	28,340.00	992.00				3.50%	29,332.00	
JOHNSON, ROBERTA	LOCAL PROGRAM COORDINATOR	1.00	41,863.00	1,466.00				3.50%	43,329.00	
KUHNEL, KRISTAL	ASSISTANT TO DEAN	1.00	40,625.00	1,422.00				3.50%	42,047.00	
LANGFORD, ANNETTE	DISTANCE LEARNING COORDINATOR	1.00	33,603.00	1,177.00				3.50%	34,780.00	
LEDBETTER, ELIZABETH	DISTANCE LEARNING COORDINATOR	1.00	33,500.00	1,173.00				3.50%	34,673.00	
LINEGAR, MALINDA	PROGRAMMER/ANALYST	1.00	34,940.00	1,223.00				3.50%	36,163.00	
MACK, JILL	COORDINATOR OF SPECIAL EVENTS	0.92	29,588.00	953.00				3.50%	28,174.00	m
METER, DEBORAH	COORDINATOR OF COOPERATIVE EDUCATION	1.00	43,789.00	1,533.00				3.50%	45,322.00	
MISKIMINS, MELISSA	ATHLETIC ADMINISTRATIVE ASSISTANT	1.00	32,989.00	1,155.00				3.50%	34,144.00	
PATTERSON, JEREME	TELECOMMUNICATIONS SERVICE SPECIALIST	1.00	39,380.00	1,379.00				3.50%	40,759.00	
POLAK, SARAH	MUSEUM DIRECTOR	1.00	53,494.00	1,873.00				3.50%	55,367.00	
POURIER, SHEILA	FINANCIAL AID COUNSELOR	1.00	29,640.00	1,038.00				3.50%	30,678.00	
RUTT, AARON	PAYROLL/BENEFITS MANAGER	1.00	32,895.00	1,152.00				3.50%	34,047.00	
SCHMID, ANDREW	PROGRAMMER/ANALYST	1.00	34,604.00	1,212.00				3.50%	35,816.00	
SHAFER, JOHN	TELECOMMUNICATIONS TECHNICIAN	0.83	27,802.00	974.00				3.50%	28,776.00	
SMITH, DEBRA	COORDINATOR OF ADMISSIONS SERVICES	1.00	32,541.00	1,139.00				3.50%	33,680.00	
SMITH, G. ROBIN	INSTRUCTIONAL DESIGN COORDINATOR	1.00	60,257.00	2,109.00				3.50%	62,366.00	
STEIN, CHRIS	ASSISTANT COACH	1.00	37,888.00	1,327.00				3.50%	39,215.00	
STEPHEN, MARK	NETWORK SPECIALIST	1.00	48,292.00	1,691.00				3.50%	49,983.00	
THOMAS, SARAH	COORDINATOR OF PHYSICAL ACTIVITIES CENTER	1.00	34,840.00	1,220.00				3.50%	36,060.00	
WILLIAMS, SAMUEL	WEBMASTER	1.00	39,620.00						43,500.00	h
WRIGHT, OTTLEY	TEST COORDINATOR/ACADEMIC ADVISOR	1.00	42,515.00	1,489.00				3.50%	44,004.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
ZAHN, SALLY	TECHNICAL SERVICES LIBRARIAN	1.00	60,944.00	2,134.00				3.50%	63,078.00	
TOTAL		45.99	1,815,081.00	62,081.00	1,000.00	0.00	0.00		1,878,675.00	

NSCPA -- Non-State Supported Positions (Federal/Restricted)

BORGES, JERRI	TEST COORDINATOR/ACADEMIC ADVISOR	0.92	33,242.00	1,164.00				3.50%	34,406.00	j
CONWAY, JOLEEN	CHILD CARE CENTER TEACHER	0.90	22,274.00	780.00				3.50%	23,054.00	
DIGMANN, KATIE	TEST COORDINATOR/ACADEMIC ADVISOR	0.92	33,242.00	1,164.00				3.50%	34,406.00	j
DRESSEL, SONJA	LICENSED STUDENT COUNSELOR	0.92	36,253.00	1,269.00				3.50%	37,522.00	j
LEONARD, PAMELA	ASSISTANT DIRECTOR CHILD DEVELOPMENT CENTER	0.75	18,259.00	640.00				3.50%	18,899.00	
SPARGO, MEGAN	RETENTION SPECIALIST	1.00	33,418.00	1,170.00				3.50%	34,588.00	j
TOTAL		5.41	176,688.00	6,187.00	0.00	0.00	0.00		182,875.00	

NSCPA -- Non-State Supported Positions (Revenue Bond)

BACH, CRYSTAL	RESIDENT HALL DIRECTOR	1.00	25,592.00	896.00				3.50%	26,488.00	
FLOYD, DEBRA	RESIDENT HALL DIRECTOR	1.00	24,607.00	862.00				3.50%	25,469.00	
FOSHER, TAMARA	RESIDENT HALL DIRECTOR	1.00	23,660.00	829.00				3.50%	24,489.00	
JOHNS, SHELLIE	COORDINATOR OF CONFERENCING	1.00	37,981.00	1,330.00				3.50%	39,311.00	
SINN, LAURE	COORDINATOR STUDENT ACTIVITIES	1.00	45,840.00	1,605.00				3.50%	47,445.00	
SWESEY, JORDON	RESIDENT HALL DIRECTOR	1.00	23,660.00	829.00				3.50%	24,489.00	
TOTAL		6.00	181,340	6,351.00	0.00	0.00	0.00		187,691.00	

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

BAILY, RYAN	HEAD TRACK & FIELD COACH	0.83	40,579.00	1,421.00			50.00	3.50%	42,050.00	
BARGEN, BRENT	HEAD MEN'S BASKETBALL COACH	1.00	49,614.00	1,737.00			50.00	3.50%	51,401.00	
BARGEN, LESLIE	COORDINATOR OF SPECIAL EVENTS	1.00	31,804.00	1,114.00			50.00	3.50%	32,968.00	
BAYNE, DEANN	DIRECTOR EXTENDED CAMPUS SITES	1.00	43,264.00	1,515.00			50.00	3.50%	44,829.00	
BIDWELL, LAURAL	BUSINESS OFFICE MANAGER	1.00	43,500.00	1,523.00			50.00	3.50%	45,073.00	
BRENNAN, BLAIR	COORDINATOR PHYSICAL FACILITIES	1.00	45,056.00	1,577.00			50.00	3.50%	46,683.00	
BRIGHT, DON	INTERIM, NESIS CHANGE MANAGER	1.00	45,000.00	1,575.00			50.00	3.50%	46,625.00	g
BRIGHT, KIMBERLY	DEAN OF STUDENTS	1.00	77,000.00				50.00		77,050.00	
BURK, ANN	DIRECTOR COMPUTER SERVICES	1.00	61,270.00	2,145.00				3.50%	63,415.00	
CONNELLY, TIMOTHY	HEAD WOMEN'S BASKETBALL COACH	1.00	45,500.00				50.00		47,143.00	h
COOK, TENA	DIRECTOR ADMISSIONS	1.00	46,363.00	1,623.00			50.00	3.50%	48,036.00	
CROUSE, MARGARET	DEAN	1.00	102,081.00				50.00		102,131.00	
DAWSON, THERESA	ASSISTANT VICE PRESIDENT ENROLLMENT MANAGEMENT & INSTITUTIONAL RESEARCH OFFICER	1.00	77,865.00				50.00		77,915.00	
DOUGLAS, SHERRY	DIRECTOR FINANCIAL AID	1.00	58,751.00	2,057.00			50.00	3.50%	60,858.00	
GRANT, DALE	VICE PRESIDENT OF ADMINISTRATION & FINANCE	1.00	104,000.00						104,000.00	
HARTMAN, SHAWN	ASSISTANT DIRECTOR FOR PUBLIC SERVICES	1.00	45,000.00				50.00		55,050.00	h
KENNEL, DEENA	DIRECTOR INTERNSHIPS & CAREER SERVICES	1.00	45,784.00	1,603.00			50.00	3.50%	47,437.00	
KOOPMAN, DANIEL	ASSISTANT TO THE VICE PRESIDENT OF ACADEMIC AFFAIRS	1.00	47,500.00				50.00		50,050.00	h, l
MARSHALL, CON	INFORMATION SERVICES OFFICER	0.33	22,947.00	804.00				3.50%	23,751.00	d
O'BOYLE, WILLIAM	HEAD FOOTBALL COACH	1.00	54,602.00	1,912.00			50.00	3.50%	56,564.00	
POPE, KAREN	DIRECTOR ALUMNI & ANNUAL GIVING	1.00	42,601.00	1,492.00				3.50%	44,093.00	
RHINE, RICHARD	VICE PRESIDENT OF ENROLLMENT MANAGEMENT & STUDENT SERVICES	1.00	112,757.00				50.00		112,807.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
RICKENBACH, SHARON	DIRECTOR STUDENT ACADEMIC SUCCESS SERVICES	1.00	45,182.00	1,582.00			50.00	3.50%	46,814.00	
SMITH, BRAD	DIRECTOR ATHLETICS	1.00	88,389.00						88,389.00	
SNARE, CHARLES	DEAN	1.00	91,936.00				50.00		91,986.00	
SPRUIELL, AMY	HEAD VOLLEYBALL COACH	0.83	38,903.00	1,362.00			50.00	3.50%	40,315.00	
STETSON, GAYLE	HR COORDINATOR	1.00	48,989.00				50.00		36,275.00	h
TAYLOR, STEVE	ASSISTANT VICE PRESIDENT EXTENDED CAMPUS PROGRAMS	1.00	80,222.00						80,222.00	
VEATH, LOIS	VICE PRESIDENT ACADEMIC AFFAIRS	1.00	112,757.00				50.00		112,807.00	
VOGT, KARA	DIRECTOR HUMAN RESOURCES	1.00	54,877.00	1,921.00			50.00	3.50%	56,848.00	
WHITE, GARY	DEAN	1.00	91,936.00			5,000.00	50.00	5.44%	96,986.00	b
WILLIAMSON, DALE	REGISTRAR	1.00	70,054.00	2,452.00			50.00	3.50%	72,556.00	
WOLF, MILTON	DIRECTOR OF LIBRARY & LEARNING	1.00	76,676.00				50.00		76,726.00	
TOTAL		31.99	2,042,759.00	29,415.00	0.00	5,000.00	1,350.00		2,079,853.00	

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

PRESTWICH, AARON	PROJECT DIRECTOR, SSS	1.00	45,500.00	1,593.00			50.00	3.50%	47,143.00	j
TOTAL		1.00	45,500.00	1,593.00	0.00	0.00	50.00		47,143.00	

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

GRONEWOLD, REBECCA	RESIDENT HALL COORDINATOR	0.70	9,000.00	315.00				3.50%	9,315.00	d
ROSAS, SARAH	ASSISTANT DIRECTOR RESIDENCE LIFE	1.00	30,744.00	1,077.00			50.00	3.50%	31,871.00	
SIMONS, SHERRI	DIRECTOR OF HOUSING & RESIDENCE LIFE	1.00	53,602.00	1,877.00				3.50%	55,479.00	
TOTAL		2.70	93,346.00	3,269.00	0.00	0.00	50.00		96,665.00	

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) temporary/interim appointment
- (h) new appointment
- (i) merit based increase
- (j) salary increase effective 09/01/09
- (k) adjustment to reflect minimum wage increase
- (l) August 1 start date
- (m) reduced FTE 1.00 to .92; effective July 1 - 08-09 salary reflects reduction

Professional Staff Vacant Positions

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

VACANT	REFERENCE LIBRARIAN	1.00							44,000.00	
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NSCPA Professional Staff -- Non-State Supported Positions (Federal/Restricted) -- VACANT POSITIONS

none

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

none

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

VACANT	ASSISTANT REGISTRAR	1.00							35,000.00	
VACANT	COMPTRROLLER	1.00							55,000.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
VACANT	GAME MANAGEMENT ASSISTANT	0.40							15,525.00	
VACANT	HEAD WOMEN'S GOLF COACH	0.15							7,000.00	
VACANT	HEAD WOMEN'S SOFTBALL COACH	0.43							3,000.00	
VACANT	RODEO COACH	0.15							9,000.00	
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted) -- VACANT POSITIONS</u>										
VACANT	PROJECT DIRECTOR - UPWARD BOUND	0.50							27,000.00	

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

none

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments			% Increase	2009-10 Total Annual Salary	Notes
					Matrix	Other	Health Insurance			
<u>NAPE/Support Staff -- State Supported Positions</u>										
ABOLD, STACIE	CUSTODIAL LEADER	0.50	12,116.00	150.00				1.24%	12,266.00	c
ALLEY, JOHN	CUSTODIAN	1.00	18,661.00	300.00				1.61%	18,961.00	
ANDERSON, PAMELA B.	OFFICE ASSISTANT I	0.75	15,761.00	225.00				1.43%	15,986.00	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
BARRY-SCHOMMER, BRENDA	OFFICE ASSISTANT IV	0.50	22,154.00	150.00				0.68%	22,304.00	c
BAUMANN, M TODD	OFFICE ASSISTANT II	1.00	23,247.00	300.00	657.00			4.12%	24,204.00	
BLONIEN, SHARLA	OFFICE ASSISTANT II	1.00	21,596.00	300.00				1.39%	21,896.00	
BRADLEY, KIMBERLY	ACCOUNTING CLERK II	1.00	22,478.00	300.00				1.33%	22,778.00	
BROWN, BRENDA	OFFICE ASSISTANT I	1.00	18,661.00	300.00				1.61%	18,961.00	
BURKE, MARY	OFFICE ASSISTANT II	1.00	32,089.00	300.00	815.00			3.47%	33,204.00	
BUTLER, GREG	MAINT REPAIR WORKER IV	0.60	25,977.00	180.00	2,413.00			9.98%	28,570.00	c
CALLAHAN, PAM	ACCOUNTING CLERK II	1.00	27,190.00	300.00				1.10%	27,490.00	
CAMERLINCK, ANGELA	OFFICE ASSISTANT II	1.00	21,393.00	300.00				1.40%	21,693.00	
CASWELL, JOHN JR.	CUSTODIAN	1.00	23,517.00	300.00				1.28%	23,817.00	
CUMMINGS, KRISTOL	OFFICE ASSISTANT I	0.75	13,864.00	225.00				1.62%	14,089.00	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	15,096.00	150.00				0.99%	15,246.00	c
DOWNES, JOANNE	OFFICE ASSISTANT I	0.83	17,528.00	249.00				1.42%	17,777.00	
ELESON, BONNIE	CUSTODIAN	1.00	26,122.00	300.00				1.15%	26,422.00	
EMERSON, SHERRIE	COMPUTER OPERATOR	1.00	23,338.00	300.00				1.29%	23,638.00	
ENCINAS, KIMBERLEY	ACCOUNTING CLERK II	1.00	24,483.00	300.00				1.23%	24,783.00	
ENOS, BRIAN	MAINT REPAIR WORKER I	1.00	20,297.00	300.00				1.48%	20,597.00	
EVANS, LINDA	ACADEMIC RECORDS CLERK	1.00	26,251.00	300.00	1,565.00			7.10%	28,116.00	
FORAL, ROBYN	OFFICE ASSISTANT II	1.00	27,190.00	300.00				1.10%	27,490.00	
GOULD, LISA	OFFICE ASSISTANT II	1.00	21,393.00	300.00				1.40%	21,693.00	
HARDY, JAMES	MAINT REPAIR WORKER I	1.00	19,794.00	300.00				1.52%	20,094.00	
HARTMAN, JANET	OFFICE ASSISTANT II	1.00	27,454.00	300.00	2,446.00			10.00%	30,200.00	
HAYFORD, ERIC	CUSTODIAN	1.00	18,661.00	300.00				1.61%	18,961.00	
HUCKFELDT, KIM	OFFICE ASSISTANT II	1.00	31,012.00	300.00	1,892.00			7.07%	33,204.00	
HUGHART, KAREN	OFFICE ASSISTANT II	1.00	27,322.00	300.00				1.10%	27,622.00	
JAMES, CASEY	MAINT REPAIR WORKER III	0.50	13,146.00	150.00				1.14%	13,296.00	c
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	18,547.00	150.00	803.00			5.14%	19,500.00	c
KATEN, SALLY	ACCOUNTING CLERK III	1.00	31,564.00	300.00				0.95%	31,864.00	
KEIM, DEB	OFFICE ASSISTANT IV	1.00	44,308.00	300.00				0.68%	44,608.00	
KEIPER, DONALD	SECURITY OFFICER II	0.75	19,116.00	225.00				1.18%	19,341.00	
KERN, SILAS	MAINT REPAIR WORKER III	1.00	38,125.00	300.00	2,783.00			8.09%	41,208.00	
KREJCI, LYNDA	CUSTODIAN	1.00	21,320.00	300.00	1,833.00			10.00%	23,453.00	
KUBO, KENNETH	CUSTODIAN	1.00	18,841.00	300.00				1.59%	19,141.00	
KUHNEL, LORIN	MAINT REPAIR WORKER II	1.00	32,427.00	300.00				0.93%	32,727.00	
LAFONTSEE, CRAIG	MAINT REPAIR WORKER I	1.00	28,108.00	300.00				1.07%	28,408.00	
LAUE, TIM	MAINT REPAIR WORKER III	0.70	28,938.00	210.00				0.73%	29,148.00	c
LEMMON, TERRI	ACCOUNTING CLERK II	1.00	21,192.00	300.00				1.42%	21,492.00	
MALONE, VELINDA	CUSTODIAN	1.00	20,953.00	300.00				1.43%	21,253.00	
MASON, KATHY	OFFICE ASSISTANT III	1.00	35,045.00	300.00	3,007.00			9.44%	38,352.00	
MEFFERD, SANDRA	CUSTODIAN	1.00	18,312.00	300.00				1.64%	18,612.00	
MITTLEIDER, STACIE	OFFICE ASSISTANT I	0.75	13,797.00	225.00				1.63%	14,022.00	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
MORFORD, BRENDA	OFFICE ASSISTANT II	1.00	23,530.00	300.00	374.00			2.86%	24,204.00	
MOWRY, MARIANNE	OFFICE ASSISTANT II	1.00	22,118.00	300.00	1,786.00			9.43%	24,204.00	
MRACEK, PATRICIA	MAIL CLERK	1.00	22,937.00	300.00				1.31%	23,237.00	
MUENCHAU, GARY	MAINT REPAIR WORKER IV	1.00	44,468.00	300.00	2,848.00			7.08%	47,616.00	
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	15,084.00	150.00				0.99%	15,234.00	c
NEMETH, PATTI	ACCOUNTING CLERK II	1.00	26,084.00	300.00	820.00			4.29%	27,204.00	
NEUHARTH, JERI	OFFICE ASSISTANT I	0.75	16,910.00	225.00	505.00			4.32%	17,640.00	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	17,040.00	150.00				0.88%	17,190.00	c

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments			% Increase	2009-10 Total Annual Salary	Notes
					Matrix	Other	Health Insurance			
ROBERTS, AUDREY	OFFICE ASSISTANT II	1.00	21,192.00	300.00				1.42%	21,492.00	
ROBERTS, CASEY	ELECTRICIAN	0.60	18,720.00	180.00				0.96%	18,900.00	c
RODRIGUEZ, BEVERLEY	OFFICE ASSISTANT II	1.00	21,393.00	300.00				1.40%	21,693.00	
RUTTER, JUDY	OFFICE ASSISTANT I	0.83	17,442.00	249.00				1.43%	17,691.00	
SCHEFCIK, KARMA	CUSTODIAN	1.00	18,396.00	300.00				1.63%	18,696.00	
SCHENBECK, APRIL	OFFICE ASSISTANT II	1.00	22,326.00	300.00	1,578.00			8.41%	24,204.00	
SCHRADER, MARSHA	OFFICE ASSISTANT I	0.75	13,996.00	225.00				1.61%	14,221.00	
STRONG, NEIL	ELECTRICIAN MASTER	0.60	22,376.00	180.00				0.80%	22,556.00	c
TAUSAN, JUDY	OFFICE ASSISTANT II	1.00	21,192.00	300.00				1.42%	21,492.00	
TURMAN, BRIDGET	CUSTODIAN	1.00	28,625.00	300.00				1.05%	28,925.00	
VAN VLEET, STEFANI	OFFICE ASSISTANT II	1.00	24,189.00	300.00				1.24%	24,489.00	
VANDERLINDE, CATHY	CUSTODIAN	1.00	18,396.00	300.00				1.63%	18,696.00	
WALCZYK, TIM	CUSTODIAN	1.00	18,396.00	300.00				1.63%	18,696.00	
WALGREN, CINDI	ACCOUNTING CLERK II	1.00	27,190.00	300.00				1.10%	27,490.00	
WEBER, KATHY	CUSTODIAN	1.00	21,116.00	300.00				1.42%	21,416.00	
WEBER, STEVE	MAINT REPAIR WORKER I ACADEMIC CREDENTIALS	1.00	21,465.00	300.00				1.40%	21,765.00	
WHITE, LISA	TECHNICIAN	1.00	24,903.00	300.00				1.20%	25,203.00	
WITTROCK, JENNIFER	OFFICE ASSISTANT I	1.00	18,661.00	300.00				1.61%	18,961.00	
ZILLIG, ROBERT	MAINT REPAIR WORKER II	1.00	26,350.00	300.00				1.14%	26,650.00	
TOTALS		65.16	1,660,357.00	19,548.00	26,125.00	0.00	0.00		1,706,030.00	
<u>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>										
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	1.00	28,796.00	300.00	928.00			4.26%	30,024.00	
FRANDSON, CONNIE	OFFICE ASSISTANT II	1.00	24,189.00	300.00				1.24%	24,489.00	
STUMPH, STEPHANIE	OFFICE ASSISTANT II	1.00	22,141.00	300.00				1.35%	22,441.00	m
TOTALS		3.00	75,126.00	900.00	928.00	0.00	0.00		76,954.00	
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>										
ABOLD, STACIE	CUSTODIAL LEADER	0.50	12,115.00	150.00				1.24%	12,265.00	c
AINSLIE, MELVIN	CUSTODIAN	1.00	25,361.00	300.00	463.00			3.01%	26,124.00	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
BARRY-SCHOMMER, BRENDA	OFFICE ASSISTANT IV	0.50	22,154.00	150.00				0.68%	22,304.00	c
BUTLER, GREG	MAINT REPAIR WORKER IV	0.40	17,319.00	120.00	1,607.00			9.97%	19,046.00	c
CARNAHAN, MELODY	OFFICE ASSISTANT II	1.00	27,322.00	300.00				1.10%	27,622.00	
COATES, AMY	CUSTODIAN	1.00	22,897.00	300.00	323.00			2.72%	23,520.00	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	15,096.00	150.00				0.99%	15,246.00	c
FRANEY, MAX	MAINT REPAIR WORKER II	1.00	28,903.00	300.00				1.04%	29,203.00	
HANSEN, MARUTA	CUSTODIAN	1.00	20,333.00	300.00	283.00			2.87%	20,916.00	
JAMES, CASEY	MAINT REPAIR WORKER III	0.50	13,146.00	150.00				1.14%	13,296.00	c
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	18,547.00	150.00	803.00			5.14%	19,500.00	c
LAUE, TIM	MAINT REPAIR WORKER III	0.30	12,404.00	90.00				0.73%	12,494.00	c
MCKINNON, KENNY	CUSTODIAN	1.00	19,864.00	300.00				1.51%	20,164.00	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	15,084.00	150.00				0.99%	15,234.00	c
O'DONNELL, AUDREY	CUSTODIAN	1.00	19,937.00	300.00				1.50%	20,237.00	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	17,040.00	150.00				0.88%	17,190.00	
ROBERTS, CASEY	ELECTRICIAN	0.40	12,480.00	120.00				0.96%	12,600.00	c
SMITH, DOUGLAS	CUSTODIAN	1.00	18,661.00	0.00				0.00%	18,661.00	
SNOOK, LORN	CUSTODIAN	1.00	19,782.00	300.00	834.00			5.73%	20,916.00	
STRONG, NEIL	ELECTRICIAN MASTER	0.40	14,917.00	120.00				0.80%	15,037.00	c
WALTER, ROGER	CUSTODIAN	1.00	18,485.00	300.00				1.62%	18,785.00	
WHITE, AUDREY	CUSTODIAN	1.00	28,867.00	300.00				1.04%	29,167.00	
WOOD, ELAINE	CUSTODIAN	1.00	26,122.00	300.00				1.15%	26,422.00	
TOTALS		18.00	484,314.00	5,100.00	4,313.00	0.00	0.00		493,727.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments			% Increase	2009-10 Total Annual Salary	Notes
					Matrix	Other	Health Insurance			
Support Staff (Non-Union) -- State Supported Positions										
ANDERSON, PAMELA J.	SECRETARY TO PRESIDENT	1.00	42,125.00	1,391.00			50.00	3.30%	43,566.00	
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.55	22,656.00	748.00			27.50	3.30%	23,431.50	c
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.55	27,599.00	911.00			27.50	3.30%	28,537.50	c
MILLER, BARB	OFFICE ASSISTANT I	0.50	9,238.00	305.00				3.30%	9,543.00	d
NEELY, JOYCE	OFFICE ASSISTANT II	1.00	21,192.00	700.00			50.00	3.30%	21,942.00	
STOKEY, KATHY	OFFICE ASSISTANT III	1.00	38,580.00	1,274.00			50.00	3.30%	39,904.00	
TOTALS		4.60	161,390.00	5,329.00	0.00	0.00	205.00		166,924.00	

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

CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.45	18,537.00	612.00			22.50	3.30%	19,171.50	c
LEHMAN, DAVID	SECURITY SUPERVISOR	1.00	34,678.00	1,145.00			50.00	3.30%	35,873.00	
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.45	22,582.00	746.00			22.50	3.30%	23,350.50	c
TOTALS		1.90	75,797.00	2,503.00	0.00	0.00	95.00		78,395.00	

Support Staff (Non-Union) -- (Federal/Restricted)

GILMORE, ROBERTA	OFFICE ASSISTANT I	0.50	9,154.00	303.00				3.30%	9,457.00	d
TOTALS		0.50	9,154.00	303.00	0.00	0.00	0.00		9,457.00	

Voluntary Retirement Settlement Program (Revenue Bond)

CRAWFORD, CARLA	Retiree	NA	26,122.00						6,531.00	
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NOTES:

- (a) recognition of a certificate or degree
- (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) Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) position changed due to reorganization
- (l) adjustment to reflect minimum wage increase
- (m) salary increase effective 09/01/09

Support Staff Vacant Positions

Vacant Positions (NAPE/State Funded)

VACANT	OFFICE ASSISTANT I	1.00							18,307	
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Vacant Positions (NAPE/Non-State Funded (Revenue Bond))

VACANT	CUSTODIAN	2.00							36,614	
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Vacant Positions (NAPE/Non-State Funded (Federal/Restricted))

NONE

Vacant Positions (Non-Union/State Funded)

NONE

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

NONE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	Health Insurance			
Faculty -- State Supported Positions										
Anderson, Ken	Professor	1.00	67,442						TBD	
Asmussen, Kelly	Professor	1.00	60,373						TBD	
Beischel, Mark	Professor	1.00	61,121				50		TBD	
Citrin, Anthony	Professor	1.00	75,349				50		TBD	
Clemente, William	Professor	1.00	63,501				50		TBD	
Clopton, Richard	Professor	1.00	63,957				50		TBD	
Crook, Sara	Professor	1.00	62,317				50		TBD	
Davis, Spencer	Professor	1.00	76,162				50		TBD	
Eidger, Thomas	Professor	1.00	77,751				50		TBD	
Grotrian, Judy	Professor	1.00	55,057		TBD	(2)	50		TBD	
Hnida, John	Professor	1.00	58,085				50		TBD	
Holtz, Dan	Professor	1.00	67,765				50		TBD	
Long, Daryl	Professor	1.00	94,574				50		TBD	
Snyder, William	Professor	1.00	81,764				50		TBD	
Waln, Randy	Professor	1.00	60,966				50		TBD	
Sub-Total Professors		15.00	1,026,185	0	0	0	650		0	
Barger, Michael	Assoc Prof	1.00	53,399				50		TBD	
Hinrichs, Paul	Assoc Prof	1.00	58,129				50		TBD	
Hutchison, Christy	Assoc Prof	1.00	52,644		TBD	(2)			TBD	
Nevitt, James	Assoc Prof	1.00	50,688				50		TBD	
Welsh, Dennis	Assoc Prof	1.00	56,640				50		TBD	
Sub-Total Associate Professors		5.00	271,500	0	0	0	200		0	
Blue, Cheryl	Asst Prof	1.00	42,711				50		TBD	
Bordeau-Trucks, Tammy	Asst Prof	1.00	42,182				50		TBD	
Galardi, Greg	Asst Prof	1.00	58,543				50		TBD	
Gardner, Kelli	Asst Prof	1.00					N/A		47,000	H
Grotrian, Sheri	Asst Prof	1.00	43,933				50		TBD	
Kearney, Elizabeth	Asst Prof	1.00	45,040				50		TBD	
Kunkel, Margaret	Asst Prof	1.00	47,237				50		TBD	
Lambrecht, Willis	Asst Prof	1.00	44,746				50		TBD	
Lundholm, Mary	Asst Prof	1.00	56,243				50		TBD	
Meints, Kenneth	Asst Prof	1.00	45,000				50		TBD	
Murray, Johann	Asst Prof	1.00	46,688				50		TBD	
Preisman, Kristi	Asst Prof	1.00	43,347						TBD	
Ruskamp, Judith	Asst Prof	1.00	44,564			3,000 (1)			TBD	
Ryan, H. Kyle	Asst Prof	1.00						N/A	50,000	H
Sinkhorn, Keith	Asst Prof	1.00	48,000				50		TBD	
Urbach, Beverly	Asst Prof	1.00	46,688				50		46,688	K
Zost, Gregory	Asst Prof	1.00	44,276				50		TBD	
Zost, Loretta	Asst Prof	1.00	41,300				50		TBD	
Sub-Total Assistant Professors		18.00	740,499	0	3,000	0	300		96,688	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Doctorate(1)/ Promotion (2)	Adjustments		% Increase	2009-2010 Total Annual Salary	Notes
						Other	Health Insurance			
Bittner, Gina	Instructor	1.00	38,938					50	TBD	
Griffin, Kenneth Brad	Instructor	1.00	52,219					50	TBD	
Jackson, Alan	Instructor	1.00	41,923						TBD	
Nies, Kristi	Instructor	1.00	40,290					50	TBD	
Seay, Darolyn	Instructor	1.00	38,938					50	TBD	
Wood, Zoon	Instructor	1.00	40,290					50	TBD	
Wray, Patrick	Instructor	1.00	46,251							
Sub-Total Instructors		7.00	298,848	0	0	0			0	
Sub-Total Lecturers		0.00	0	0	0	0			0	
TOTAL FACULTY		45.00	2,337,032	0	3,000	0			96,688	
<u>Faculty Phased Retirements</u>										
Lundak, Joel	Professor	0.33	20,955					50		1st year of 3 years
Thomas, James	Professor	0.33	26,319					50		1st year of 3 years
TOTAL PHASED RETIREMENTS		0.66	47,274	0	0	0			0	
<u>Faculty -- Non-State Supported Positions (Federal/Restricted)</u>										
		0.00	0	0	0	0			0	
<u>Vacant Faculty Positions for 2009-10</u>										
Vacancy	Instructor	1.00	38,938							
Vacancy (Lundak year 1)	Professor	0.67	42,546							
Vacancy (Thomas year1)	Professor	0.67	53,437							
Faculty Vacancy Total		2	134,921	0	0	0		0	0	

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) additional adjustment to bring to rank base salary
- (k) terminal one-year contract

PERU STATE COLLEGE

Dated:

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	2009-2010 Total Annual Salary	NOTES
					Degree	Other				
<u>NSCPA Professional Staff -- State Supported Positions</u>										
Bergmeier, Wende	Admissions Representative	1.00	28,615	1,002			3.50%		29,616	
Blevins, Matt	Network Specialist	1.00	39,000	1,365			3.50%		40,365	
Blobaum, Kevin	Coordinator of Instruction Resources	1.00	36,375	1,273			3.50%		37,648	
Christensen, Cori	Distance Learning Coord	1.00	32,000	1,120			3.50%		33,120	
Christensen, Heath	Graphic Design Artist - Digital	1.00	34,024	1,191			3.50%		35,215	
Clifton, LeeAnn	Payroll/Benefits Manager	1.00	32,760	1,147			3.50%		33,906	
Corken, Trent	Budget Director	1.00	43,264	1,514			3.50%		44,778	
Edwards, Norva	Student Intervention Coordinator	0.16	6,022	211			3.50%		6,232	
Ellis, Chrystal	Admissions Representative	1.00	28,893	1,011			3.50%		29,905	
Haveman, Deb	Assistant Director of Financial Aid	1.00	32,000	1,120			3.50%		33,120	
Holtz, Alice	Coordinator of Cooperative Programs	1.00					n/a		42,650	FY08-09 =.84FTE
Johnson, Rebecca	Graphic Design Artist	1.00	34,024	1,191			3.50%		35,215	
Meland, Marie	Tutorial/ADA Services Coordinator	1.00	40,648	1,423			3.50%		42,071	
Melvin, Brent	Athletic Trainer	0.84	36,082	1,263			3.50%		37,345	
Otto, Mike	Systems Analyst	1.00	53,965				0.00%		53,965	
Parriott, Lisa	Coordinator of Instruction Resources	1.00	34,300	1,201			3.50%		35,501	
Ramsey, Dick	Asst Football Coach	0.92	30,160	1,056			3.50%		31,216	
Staples, Linda	Coordinator of Instruction Resources	1.00	36,375	1,273			3.50%		37,648	
Streit, Andrea	Assistant Registrar	1.00	31,606	1,106			3.50%		32,712	
Svitak, Rebecca J.	Assistant Registrar	1.00	34,320	1,201			3.50%		35,521	
Wehmeier, Jari	Admissions Representative	1.00	28,893	1,011			3.50%		29,904	
Wenzl, Savannah	Distance Learning Coordinator	1.00	32,000	1,120			3.50%		33,120	
Williams, Krista	Assistant Director of Financial Aid	1.00	32,000	1,120			3.50%		33,120	
TOTAL		21.92	737,325	23,918	0	0			803,893	
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>										
Edwards, Norva	Student Intervention Coordinator	0.84	30,109	1,054			3.50%		31,163	J
Groff, Peggy	Student Intervention Coordinator	0.84	32,402	1,134			3.50%		33,536	J
TOTAL		1.68	62,510	2,188	0	0			64,698	
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>										
TOTAL		0.00	0	0	0	0			0	
<u>Professional Staff (Non-Union) -- State Supported Positions</u>										
Anson, Regan	Director of Marketing & Communications	1.00	69,909	2,447			3.50%	50	72,406	
Batterson, Bruce	Vice President for Administration & Financ	1.00	100,000				0.00%	50	100,050	
Beardslee, Eugene	Director of Computer Services	1.00	83,500				0.00%	50	83,550	
Becker, Roger	Director of the Library	1.00	66,025	2,311			3.50%	50	68,386	
Cade, Eulanda	Director of Human Resources	1.00	62,016	2,171			3.50%		64,187	
Clark, Terry	Head Football Coach	0.92	48,900	1,712			3.50%	50	50,662	
Clifton, Delyn	Coordinator of Computer Services	1.00	55,568	1,945			3.50%	50	57,563	
Cronin, Jason	Head Baseball Coach/Facilities Event Coo	0.92	36,082	1,263			3.50%	50	37,395	
Drew, Todd	Vice President for Academic Affairs	1.00	107,693				0.00%	50	107,743	
Ehrlich, Jeff	Dean of Professional Studies	1.00					#DIV/0!		78,000	H
Fortney, Patrick	Dean of Arts and Sciences	1.00	78,000				0.00%	50	78,050	

PERU STATE COLLEGE

Dated:

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	2009-2010 Total Annual Salary	NOTES
					Degree	Other				
Haley, Michael	Manager of Landscape/Arboretum	1.00	40,945	1,433			3.50%	50	42,428	
Harshbarger, Ted	Director of Transition Services	1.00	77,097				0.00%	50	77,147	
Hopp, Julie	Assistant to the VPAF	1.00	45,427	1,590			3.50%	50	47,067	
Ivy, Maurice	Head Coach W Basketball/Golf/Instructor	0.92	46,800	1,638			3.50%	50	48,488	
Jacobsen, Jay	Asst to the President for Technology	0.50	48,000				0.00%		48,000	D
Katen, Troy	Head Coach M Basketball/SID	0.92	46,400	1,624			3.50%		48,024	
Kupper, Jodi	Dean of Education	1.00	88,000				0.00%	50	88,050	
Mathews, Mark	Head Coach Softball/Intramurals	0.92	39,230	1,373		4,346	14.58%	50	45,000	B
Pate, Paul	Director of Campus Services	1.00	68,546	2,399			3.50%		70,945	
Rippe, Patricia	Director of Field Experiences/Teacher Cert	0.92	56,000	1,960			3.50%	50	58,010	
Roberts, Laura	Director of Online Services & Offutt Operat	1.00	70,304	2,461			3.50%		72,765	
Schneider, Steve	Athletic Director	1.00	73,000	2,555			3.50%	50	75,605	
Seay, Gregory	Dean of Graduate Programs	1.00	78,000				0.00%	50	78,050	
Stonebarger, William	Director of Housing and Security	0.50	22,767	797			3.50%	25	23,589	C
Teten, Dixie	Dir Student Records/Inst Research/College	1.00	56,161	1,966		4,873	12.18%		63,000	B
Turnbull, Alexis	Head Coach Volleyball	0.92	34,611	1,211			3.50%	50	35,873	
Tynon, Kathy	Director of Business Services	1.00	41,467	1,451		6,031	18.04%	50	49,000	B
Unruh, Susan	Director of Accounting & Audit Services	1.00	45,941	1,608		5,451	15.37%		53,000	B
Volker, Janice	Director of Financial Aid	1.00	47,500	1,663			3.50%	50	49,213	
Waln, Ursula	Director of Student Assessment & Support	1.00	62,000	2,170			3.50%	50	64,220	
Willis, Micki	Vice President Enrollment Management ar Student Affairs	1.00	90,000				0.00%		90,000	
TOTAL		30.44	1,885,889	39,746	0	20,701			2,025,463	

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

Bequette, Kelly	Director of Trio Program	1.00	45,000	1,575			3.50%			J
TOTAL		1.00	45,000	1,575	0	0			0	

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

Stonebarger, William	Director of Housing & Security	0.50	22,767	797			3.50%	25		C
TOTAL		0.50	22,767	797	0	0			0	

Professional Staff Vacant Positions

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

VACANT	Senior Programmer Analyst	1.00	52,000							
VACANT	Student Activities Coordinator	1.00	32,100							

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

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

VACANT	Res Hall Dir/Conf Asst	1.00	22,309							
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Professional Staff (Non-Union) -- State Supported Positions -- VACANT POSITIONS

VACANT	Stdy Tbl/Equip Mgr	0.20	5,900							
VACANT	Asst FTBL Coach	0.20	5,900							

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	2009-2010 Total Annual Salary	NOTES
					Degree	Other				
VACANT	Asst FTBL Coach	0.20	5,900							
VACANT	Asst FTBL Coach	0.20	5,900							
VACANT	Asst M BB Coach	0.20	5,900							
VACANT	Asst Bsbl Coach	0.20	5,900							
VACANT	Asst W BB Coach	0.20	5,900							
VACANT	Asst W VLB Coach	0.20	5,900							
VACANT	Asst SB Coach	0.20	5,900							

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

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

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) temporary/interim appointment
- (h) new appointment
- (i) merit based increase
- (j) salary increase effective 09/01/09
- (k) adjustment to reflect minimum wage increase

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
NAPE/Support Staff -- State Supported Positions										
Abrahams, Susan	Library Technician	1.00	22,851	300			1.31%		23,151	
Allen, Jack	Maintenance Repair Worker II	1.00	26,478	300			1.13%		26,778	
Allgood, Angela	Office Assistant II	1.00	21,809	300			1.38%		22,109	
Allgood, Carolyn	Office Assistant II	1.00	31,302	300	1,592		6.04%		33,194	
Bailey, Terry	Office Assistant II	1.00	24,312	300			1.23%		24,612	
Ballue, Don	Security Officer II	0.50	15,706	150			0.96%		15,856	C
Barker, Andrea	Office Assistant II	1.00	21,187	300			1.42%		21,487	
Boden, Daniel M	Maintenance Repair Worker II	1.00	22,965	300			1.31%		23,265	
Breazile, Teresa	Accounting Clerk III	1.00	24,600	300			1.22%		24,900	
Chandler, Yvonne	Computer Operator	1.00	35,827	300			0.84%		36,127	
Cummins, Dana	Custodian	1.00	21,115	300			1.42%		21,415	
Davis, Phyllis	Academic Credentials Technician	1.00	31,564	300			0.95%		31,864	
Dierking, Phyllis	Office Assistant II	1.00	21,187	300			1.42%		21,487	
Edris, Malinda	Office Assistant III	1.00	37,029	300	1,011		3.54%		38,340	
Ellner, Janice	Office Assistant III	1.00	38,341	300			0.78%		38,641	
Eltiste, Hal	Maintenance Repair Worker II	1.00	26,224	300			1.14%		26,524	
Furnas, Kelly	Custodian	1.00	23,975	300			1.25%		24,275	
Gornicki, Efi	Accounting Clerk III	1.00	25,500	300			1.18%		25,800	
Haith, Jeanne	Accounting Clerk III	1.00	25,500	300			1.18%		25,800	
Hawley, Janet	Office Assistant II	1.00	31,010	300	1,884		7.04%		33,194	
Hawley, Nancy	Accounting Clerk III	1.00	35,825	300	2,215		7.02%		38,340	
Irons, Linda	Accounting Clerk III	1.00	25,152	300			1.19%		25,452	
Jones, Barbara	Office Assistant III	1.00	24,893	300			1.21%		25,193	
Kamenar, Tereza	Office Assistant II	1.00	24,192	300			1.24%		24,492	
Kearney, Connie	Office Assistant IV	1.00	43,639	300	369		1.53%		44,308	
Keim, Michael	Custodian	1.00	18,659	300			1.61%		18,959	
Kistner, Eldon	Maintenance Repair Worker IV	1.00	43,173	300			0.69%		43,473	
Knight, Cathy	Custodian	1.00	18,485	300			1.62%		18,785	
LaVigne, Kenny	Maintenance Repair Worker II	1.00	22,855	300			1.31%		23,155	
Leuenberger, Christian	Security Officer II	1.00	24,964	300			1.20%		25,264	
Mangnall, Richard	Maintenance Repair Worker II	1.00	22,855	300			1.31%		23,155	
Martin, Gayle	Computer Operator	1.00	29,550	300			1.02%		29,850	
McMann, Clifford	Maintenance Repair Worker II	1.00	24,388	300			1.23%		24,688	
McQueen, Shawn	Custodian	1.00	18,312	300			1.64%		18,612	
Meyers, Jeff	Maintenance Repair Worker III	1.00	30,166	300			0.99%		30,466	
Moody, Connie	Audio/Visual Technician	1.00	35,826	300			0.84%		36,126	
Morris, Debra	Custodial Leader	1.00	26,397	300	493		3.00%		27,190	
Reeves, Brett	Maintenance Repair Worker II	1.00	23,192	300			1.29%		23,492	
Reeves, Darrin	Security Officer II	1.00	32,817	300			0.91%		33,117	
Robbins, James	Custodian	1.00	22,114	300			1.36%		22,414	
Schultz, Ronald	Maintenance Repair Worker II	1.00	23,192	300			1.29%		23,492	
Stanley, Lindsay	Mail Clerk	1.00	19,704	300			1.52%		20,004	
Strayer, LaRue	Custodian	1.00	18,396	300			1.63%		18,696	
Stutheit, Kurt	Custodian	1.00	28,537	300			1.05%		28,837	
Trail, Brenda	Office Assistant II	1.00	21,600	300			1.39%		21,900	
Wilson, Sandy	Office Assistant II	1.00					N/A		21,192	Starts 7/1/09
Winkelhake, Tracey	Accounting Clerk III	1.00	25,500	300			1.18%		25,800	
TOTALS		46.50	1,212,863	13,650	7,564	0		0	1,255,269	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>										
Ballue, Don	Security Officer II	0.50	15,706	150			0.96%		15,856	C
Kopf, Roger	Maintenance Repair Worker II	1.00	26,225	300			1.14%		26,525	
Spangler, Antonia	Custodian	1.00	22,549	300	668		4.29%		23,517	
Watlington, Kimberly	Custodian	1.00	19,331	300			1.55%		19,631	
Whisler, Jackie	Custodian	1.00	18,396	300			1.63%		18,696	
Williams, Arlin	Maintenance Repair Worker III	1.00	27,739	300	1,982		8.23%		30,021	
Williams, Jackie	Office Assistant II	1.00	31,488	300	1,406		5.42%		33,194	
TOTALS		6.50	161,434	1,950	4,056	0			167,440	
<u>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>										
Horn, Elaine	Office Assistant II	0.84	21,386	300			1.40%		21,686	M
TOTALS		0.84	21,386	300	0	0			21,686	
<u>Support Staff (Non-Union) -- State Supported Positions</u>										
Adams, Phyllis	Academic Records Clerk	0.50	14,292	472			3.30%		14,764	D
Breazile, Debra	Custodial Supervisor	1.00	36,670	1210			3.30%	50	37,930	
Fattig, Leslie	Office Assistant IV	1.00	32,448	1071			3.30%	50	33,569	
Moody, Linda	Secretary to the President	1.00	47,978	1583			3.30%	50	49,611	
Reynolds, James	Maintenance Supervisor	1.00	45,291	1495			3.30%	50	46,836	
TOTALS		4.50	176,679	5,830	0	0			182,710	
<u>Support Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>										
TOTALS		0.00	0	0	0	0			0	
<u>Support Staff (Non-Union) -- Federal Restricted</u>										
TOTALS		0.00	0	0	0	0			0	

Support Staff Vacant Positions**Vacant Positions (NAPE/State Funded)****Vacant Positions (Non-Union/Non-State Funded (Revenue Bond))**

NOTES:

- (a) recognition of a certificate or degree
- (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

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				

- (f) employee on leave of absence without pay
- (g) Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) position changed due to reorganization
- (l) adjustment to reflect minimum wage increase
- (m) salary increase effective 9-1-09

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Faculty -- State Supported Positions										
Adams, Franklin	Professor	1.000	65,812	TBD				50		
Alexander, Andrew	Professor	1.000	62,319	TBD				50		
Anderson, Wayne	Professor	1.000	71,455	TBD				50		(c)
Arneson, Patricia	Professor	1.000	75,562	TBD				50		
Bauer, Jeffrey	Professor	1.000	58,085	TBD				50		
Bertolas, Randy	Professor	1.000	61,124	TBD				50		
Black, Barbara	Professor	1.000	62,676	TBD				50		
Blankenau, Joseph	Professor	1.000	58,650	TBD				50		
Blomenkamp, Jean	Professor	1.000	69,939	TBD				50		
Bondhus, JoAnn	Professor	1.000	79,690	TBD				50		
Bruflat, Alan	Professor	1.000	66,978	TBD				50		
Butler, Katherine	Professor	1.000	92,579	TBD				50		
Campbell, Paul	Professor	1.000	76,974	TBD				50		
Christensen, Douglas	Professor	0.667	38,741	TBD				33		(i)
Conley, Donovan	Professor	1.000	73,138	TBD				50		
Conway, Kathleen	Professor	1.000	77,859	TBD				50		
Dalal, Meenakshi	Professor	1.000	77,342	TBD				50		
Dinsmore, Steven	Professor	1.000	79,242	TBD				50		
Ellis, Susan	Professor	1.000	58,085	TBD				50		
Engebretsen, Barbara	Professor	1.000	54,371	TBD	TBD	2				
Ettel, Mary	Professor	1.000	64,081	TBD				50		
Evetovich, Tammy	Professor	1.000	58,211	TBD				50		
Garvin, Timothy	Professor	1.000	67,044	TBD				50		
Hallgren, Kenneth	Professor	1.000	78,269	TBD				50		(e)
Hamilton, Terry	Professor	1.000	64,628	TBD				50		
Hammer, Mark F.	Professor	1.000	59,793	TBD				50		
Hansen, Pearl	Professor	1.000	75,264	TBD				50		
Hickey, Donald	Professor	1.000	79,690	TBD				50		
Imdieke, Jack	Professor	1.000	78,131	TBD				50		
Karr, Paul	Professor	1.000	61,717	TBD				50		
Karsky, Jason	Professor	1.000	51,919	TBD	TBD	2				
Kietzmann, Glenn	Professor	1.000	66,115	TBD				50		
Lawrence, Gloria	Professor	1.000	68,468	TBD				50		
Leeper, Mark	Professor	1.000	59,793	TBD				50		
Lichty, Dennis	Professor	1.000	61,932	TBD				50		
Lindberg, Judith	Professor	1.000	68,993	TBD				50		
Linster, Carolyn	Professor	1.000	74,044	TBD				50		
Mudge, Marilyn	Professor	1.000	64,477	TBD				50		
Mueller, Marlene	Professor	1.000	73,886	TBD				50		
Nelson, Jeryl	Professor	1.000	65,363	TBD				50		
O'Leary, Jay	Professor	1.000	91,899	TBD				50		
Parker, Chuck	Professor	1.000	62,528	TBD				50		
Paxton, John	Professor	1.000	81,699	TBD				50		

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Pearcy, Shawn	Professor	0.667	39,500	TBD				33		(i)
Renzelman, John	Professor	1.000	74,273	TBD				50		
Ronnow, Gretchen	Professor	1.000	65,065	TBD				50		
Rudin, Catherine	Professor	1.000	71,818	TBD				50		
Sharer, Timothy	Professor	1.000	68,211	TBD				50		
Slaymaker, William	Professor	1.000	71,201	TBD				50		
Snowden, Monica	Professor	1.000	58,085	TBD				50		
Sweetland, Robert	Professor	1.000	72,220	TBD				50		
Taber, Douglass	Professor	1.000	74,233	TBD				50		
Walker, Karen	Professor	1.000	58,650	TBD				50		
Whitt, Deborah	Professor	1.000	65,177	TBD				50		
Whitt, Ronald	Professor	1.000	74,284	TBD				50		
Wilcox, Daryl	Professor	1.000	79,690	TBD				50		
Willis, Keith	Professor	1.000	60,466	TBD				50		
Worner, Tamara	Professor	1.000	58,085	TBD				50		
Young, Todd	Professor	1.000	58,085	TBD				50		
Sub-Total Professors		58.334	3,987,608	0	0	0		2,867	0	
Agoumba, Darius	Assoc. Prof.	1.000	45,334	TBD	TBD	2				
Bohnert, David	Assoc. Prof.	1.000	51,188	TBD				50		
Brummels, James	Assoc. Prof.	1.000	70,396	TBD				50		
Cacheiro, Adolfo	Assoc. Prof.	1.000	52,470	TBD				50		(e)
Carrigg, Maureen	Assoc. Prof.	1.000	60,251	TBD				50		
Christensen, Linda	Assoc. Prof.	1.000	51,401	TBD						
Conway, Gerald	Assoc. Prof.	1.000	74,989	TBD				50		
Dendinger, Laura	Assoc. Prof.	1.000	57,736	TBD				50		
Elliott, Steven	Assoc. Prof.	1.000	48,634	TBD				50		
Garvin, Sharon	Assoc. Prof.	1.000	56,145	TBD				50		
Hardy, Timothy	Assoc. Prof.	1.000	48,672	TBD	TBD	2		50		
Harms, Sally	Assoc. Prof.	1.000	52,903	TBD				50		
Hayford, Barbara	Assoc. Prof.	1.000	44,500	TBD	TBD	2		50		
Hill, Kevin	Assoc. Prof.	1.000	78,521	TBD				50		
Jensen, Gwen	Assoc. Prof.	1.000	54,754	TBD				50		
Lofgren, Ronald	Assoc. Prof.	1.000	53,858	TBD				50		
Lutt, Patricia	Assoc. Prof.	1.000	56,245	TBD						
Marek, Michael	Assoc. Prof.	1.000	49,795	TBD				50		
McElwain, David	Assoc. Prof.	1.000	55,253	TBD				50		
Miller, Daniel	Assoc. Prof.	1.000	57,726	TBD				50		
Ossian, James	Assoc. Prof.	1.000	52,997	TBD				50		
Volk, Gary	Assoc. Prof.	1.000	78,961	TBD				50		
Sub-Total Associate Professors		22.000	1,252,729	0	0	0		950	0	
Buryanek, Donald	Asst. Prof.	1.000	57,378	TBD				50		
Cupp, Rodney	Asst. Prof.	1.000	44,346	TBD				50		

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Davis, Adam	Asst. Prof.	1.000	41,500	TBD				50		
Dilliard, Kelly	Asst. Prof.	1.000	41,000	TBD				50		
Dinsmore, Janice	Asst. Prof.	1.000	56,822	TBD				50		(k)
Everett, Pamela	Asst. Prof.	1.000							45,000	(h)
Fiedler, Pamela	Asst. Prof.	1.000							45,500	(h)
Geisert, Cameron	Asst. Prof.	1.000	42,585	TBD						
Gollyhorn, James	Asst. Prof.	1.000							50,000	(h)
Greene, Todd	Asst. Prof.	1.000						50	42,550	(h)
Gutshall, Elise	Asst. Prof.	1.000	43,500	TBD				50		
Headley, Lindsay Sanders	Asst. Prof. (Int.)	1.000	37,000	TBD				50		(g)
Heggestad, Susan	Asst. Prof. (Int.)	0.500							18,000	(g)(h)
Hinnerichs, Kristi	Asst. Prof.	1.000	41,028	TBD				50		
Langdon, Jennifer	Asst. Prof.	1.000	42,500	TBD				50		
Langlie, Pamela	Asst. Prof.	1.000	42,777	TBD				50		
Loggins, Ronald	Asst. Prof.	1.000	41,000	TBD				50		
Nicholson, Lori	Asst. Prof.	1.000	50,097	TBD				50		
Ras, Gerard	Asst. Prof.	1.000	48,487	TBD	TBD	2		50		
Sikich, Sharmin	Asst. Prof.	1.000	43,805	TBD						
Vander Weil, Gregory	Asst. Prof.	1.000	54,398	TBD				50		
Weixelman, Joseph	Asst. Prof.	1.000	43,680	TBD						
Zink, Mark	Asst. Prof. (Int.)	1.000	37,440	TBD						(g)
Sub-Total Assistant Professors		22.500	809,343	0	0	0		750	201,050	
Amend, Tracie	Instructor (Int.)	1.000							34,000	(g) (h)
Barnes, Johanna	Instructor	1.000							41,000	(h)
Black, Timothy	Instructor (Int.)	1.000							34,000	(g)(h)
Calkin, Josh	Instructor	1.000	37,000	TBD						
Casey-Agoumba, Endia	Instructor (Int.)	1.000							32,750	(g) (h)
Clark, Tegan	Instructor (Int.)	1.000	35,000	TBD				50		(g)
Curnyn, Molly	Instructor	1.000	37,000	TBD						
DeBoer, Buffany	Instructor (Int.)	1.000	36,267	TBD				50		(g)
Dorman, Sherry	Instructor (Int.)	1.000	34,320	TBD				50		(g)
Ebmeier, Sally	Instructor	1.000	41,721	TBD				50		
Garden, Randa	Instructor	1.000	38,938	TBD				50		
Hanson, Cynthia	Instructor	1.000							42,000	(h)
Herling, Lourdes	Instructor	1.000	42,183	TBD				50		
Irlmeier, Joni	Instructor	1.000	37,500	TBD						
Maas, Chad	Instructor	1.000	36,648	TBD						
Mancastroppa, Roger	Instructor (Int.)	1.000	32,760	TBD				50		(g)
Meyer, Jeffrey	Instructor	1.000	45,694	TBD				50		(k)
Moeller, Judith	Instructor (Int.)	1.000	33,343	TBD				50		(g)
Murphy, Richard	Instructor (Int.)	1.000							36,000	(g) (h)
Newcomb, Lori	Instructor	1.000	39,000	TBD				50		
Tinnon, Vicki	Instructor	1.000	37,960	TBD				50		

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Villarreal, Sofia	Instructor	1.000	39,520	TBD	3,000	1		50		
Sub-Total Instructors		22.000	604,854	0	3,000	0		600	219,750	
TOTAL FACULTY		124.834	6,654,534	0	3,000	0		5,167	420,800	
<u>Faculty Phased Retirements</u>										
Karlen, Jean	Professor	0.330	30,310	TBD				50		2nd year of 3 years
Schmitz, Janet	Assoc. Prof.	0.330	28,204	TBD				50		2nd year of 3 years
Taber, Linda	Assoc. Prof.	0.330	23,239	TBD				50		3rd year of 3 years
TOTAL PHASED RETIREMENTS		0.990	81,753	0	0	0		150	0	
<u>Faculty -- Non-State Supported Positions (Federal/Restricted)</u>										
Christensen, Douglas	Professor	0.333	19,344	TBD				17		(i)
Pearcy, Shawn	Professor	0.333	19,720	TBD				17		(i)
		0.666	39,064	0	0	0		34	0	

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 2009-10

VACANT	Instructor (Int.)	1.00	34,000							
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Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		%	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				
<u>NSCPA Professional Staff -- State Supported Positions</u>										
Akerlund, Tricia	Marketing Coordinator	1.000	47,047	1,647			3.50%		48,694	
Burns, Jana	Admissions Counselor	0.750	23,912	837			3.50%		24,749	(d)
Carpenter, Amy	Admissions Counselor	1.000	28,615	1,002			3.50%		29,617	
Carstens, Mary	Learning Skills Specialist	0.750	33,449	1,171			3.50%		34,620	(d)
Crom, Jennifer	Programmer Analyst	1.000	37,530	1,314			3.50%		38,844	
Denklau, Susan	Accountant/Grants	1.000	35,261	1,235			3.50%		36,496	
Derechailo, Melissa	Theatre Technician	0.875	36,794	1,288			3.50%		38,082	(d)
Dostal, Makala	Admissions Counselor	1.000	28,616	1,002			3.50%		29,618	
Eckmann, Brandon	Computer Support Specialist	1.000	39,383	1,379			3.50%		40,762	
Edwards, Kim	Asst. Volleyball Coach	0.800	26,800	938			3.50%		27,738	(c)
Ensz, Deborah	Learning Skills Specialist	0.750	34,536	1,209			3.50%		35,745	(d)
Fredrickson, Angela	Accountant	1.000	32,000	1,120			3.50%		33,120	
Granberg, Karen	Counselor (Licensed)	0.800	47,195	1,652			3.50%		48,847	(d)
Grosz, Mike	Sports Information Director	1.000	34,956	1,224			3.50%		36,180	
Haddinger, Mark	Admissions Counselor	1.000	30,160	1,056			3.50%		31,216	
Halle, Kevin	Coordinator Admissions Svcs	1.000	33,182	1,162			3.50%		34,344	
Hansen, James	Programmer Analyst	1.000	35,280	1,235			3.50%		36,515	
Heggemeyer, Terri	Career Services Specialist	1.000	43,204	1,513			3.50%		44,717	
Hix, Karla	Assistant Registrar	1.000	34,700	1,215			3.50%		35,915	
Hoffman, LeAnn	Asst. Dir. Financial Aid	1.000	36,674	1,284			3.50%		37,958	
Janke, Kathy	Coordinator, Admission Services	1.000	30,445	1,066			3.50%		31,511	
Johnson, Deborah	Computer Support Specialist	1.000	34,881	1,221			3.50%		36,102	
Kielsmeier, Kelly	Asst W Basketball Coach	0.800	26,800	938			3.50%		27,738	(c)
Knight, Valerie	Reference Librarian	1.000	41,080	1,438			3.50%		42,518	
Kucera, Loren	Director, NBDC	0.090	5,269	185			3.51%		5,454	(c)
Loftis, Charissa	Reference Librarian	1.000	42,183	1,477			3.50%		43,660	
Mackling, Jamie	Counselor (Licensed)	1.000	40,175	1,407			3.50%		41,582	
Meyer, Michelle	Counselor (Licensed)	1.000	45,196	1,582			3.50%		46,778	
Mohlfeld, Kathy	Counselor (Licensed)	1.000	46,939	1,643			3.50%		48,582	
Muir, Trudy	Graphic Design Artist	1.000	39,300	1,376			3.50%		40,676	
Nelson, Jeremy	Computer Support Specialist	1.000	39,003	1,366			3.50%		40,369	
Nitzke, Joseph	Director SSRC	1.000	58,494	2,048			3.50%		60,542	
Nuernberger, Lois	Instructional Resource Coord	1.000	34,532	1,209			3.50%		35,741	
O'Reilly, Gretchen	Nurse	0.875	35,434	1,241			3.50%		36,675	(d)
Parker, Brett	Computer Support Specialist-OTLT	1.000	34,071	1,193			3.50%		35,264	
Pfaltzgraff, Philip	Events Coordinator	1.000	39,000	1,365			3.50%		40,365	
Piper, Jeff	Graphic Design Artist (Digital)	1.000	38,731	1,356			3.50%		40,087	
Quance, Marilyn	Technical Services Librarian	1.000	52,475	1,837			3.50%		54,312	
Reinhardt, Heather	Coordinator Cooperative Education	1.000	39,683	1,389			3.50%		41,072	
Reynolds, Lisa	Asst. Dir. Continuing Education	1.000	34,660	1,214			3.50%		35,874	
Rieger, Rose	Assistant Athletic Trainer	1.000	33,280	1,165			3.50%		34,445	
Rosebrock, Wyatt	Programmer Analyst	1.000	34,700	1,215			3.50%		35,915	
Roy, Donovan	Director, Minority Affairs	1.000	45,000	1,575			3.50%		46,575	
Rusch, Amanda	Telecomm. Services Specialist	1.000	33,828	1,184			3.50%		35,012	
Samuelson, Josh	Network Specialist-UNIX Support	1.000	44,177	1,547			3.50%		45,724	
Schlichter, Marcus	Acquisitions Librarian	1.000	55,247	1,934			3.50%		57,181	
Skow, Lora	Payroll Manager	1.000	36,404	1,275			3.50%		37,679	
Smith, Ruth	Coordinator, Construction Projects	1.000	44,000	1,540			3.50%		45,540	
Suhr, Gene	Assistant Football Coach	1.000	35,275	1,235			3.50%		36,510	
Sydow, Suzanne	Assessment Director	1.000	72,800	2,548			3.50%		75,348	
Tiedtke, Teresa	Assistant Manager Student Center	1.000	30,285	1,060			3.50%		31,345	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				
Van Arsdale, William	Reference Librarian	1.000	42,183	1,477			3.50%		43,660	
Vick, Ronald Sr.	Counselor (Licensed)	1.000	49,734	1,741			3.50%		51,475	
Willhite, Brady	Admissions Counselor	1.000	28,615	1,002			3.50%		29,617	
Wood, Alexander	Assistant Ftbl Coach/Equip Coord	1.000	37,440	1,311			3.50%		38,751	
Yates, Marilyn	Compliance/Events Coord.	0.910	29,054	1,017			3.50%		30,071	(c)
Young, Kaye	Accountant	1.000	37,305	1,306			3.50%		38,611	
TOTAL		54.400	2,146,972	75,166	0	0		0	2,222,138	
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>										
Krusemark, Renee	Learning Skills Specialist STRIDE	0.917	32,922	1,153			3.50%		34,075	(d)
Kucera, Loren	Director, NBDC	0.910	53,268	1,864			3.50%		55,132	(c)
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.802	33,238	1,164			3.50%		34,402	(d)
TOTAL		2.629	119,428	4,181	0	0		0	123,609	
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>										
Anderson Derek	Student Center Manager	1.000	45,741	1,601			3.50%		47,342	
Cantrell, Jodene	Asst. Dir. Residence Life	0.875	27,446	961			3.50%		28,407	(d)
Edwards, Kim	Asst. Volleyball Coach	0.200	6,700	235			3.51%		6,935	(c)
Franco, Amy	Asst. Dir. Residence Life	0.875	27,446	961	1,000		7.14%		29,407	(d)
Kielsmeier, Kelly	Asst W Basketball Coach	0.200	6,700	235			3.51%		6,935	(c)
Laursen, Jennifer	Asst. Dir. Residence Life	0.875	30,167	1,056			3.50%		31,223	(d)
Muir, Nick	Computer Support Specialist	1.000	37,545	1,315			3.50%		38,860	
Osnes, Thomas	Asst. Dir. Residence Life	1.000	34,835	1,220			3.50%		36,055	
Smith, Chad	Computer Support Specialist	1.000	43,992	1,540			3.50%		45,532	
Yates, Marilyn	Compliance/Events Coord.	0.090	2,873	101			3.52%		2,974	(c)
TOTAL		7.115	263,445	9,225	1,000	0		0	273,670	
<u>Professional Staff (Non-Union) -- State Supported Positions</u>										
Altwine, Chad	Director, Facility Services	1.000	78,000	0			0.00%	50	78,050	
Bareman, Jason	Director, Career Services	1.000	54,593	1,911			3.50%	50	56,554	
Bargholz, Darin	Computer Support Specialist (Int.)	1.000	34,604	1,212			3.50%	50	35,866	(g) (n)
Korth, Regina	Nurse	0.875					n/a		41,500	(d) (h)
Barry, Jeannette	Institutional Research Analyst	1.000	47,364	1,658			3.50%	50	49,072	
Benson, Vaughn	Dean, Business/Technology	1.000	106,044	0			0.00%	50	106,094	
Brink, Marlon	Head M/W Track/Crss Cntry Coach	1.000	45,315	1,587			3.50%		46,902	
Brummels, Linda	Director, Counseling	0.940	58,458	2,047			3.50%	50	60,555	(d)
Carstens, Jeffrey	VP/Dean of Students	1.000					n/a	50	90,050	(h)
Collier, Jerry	Director, College Relations	1.000	67,060	2,348			3.50%	50	69,458	
Combs, Paul	Head Men's Basketball Coach	0.920					n/a		65,000	(d) (h)
DeBoer, Mitchell	Asst. Ath Dir Business Mgmt	1.000	52,657	1,843			3.50%	50	54,550	
Dunning, John	Director, Network Operations	1.000	68,986	2,415			3.50%	50	71,451	
Elfers, Eddie	Director, Tchng/Lrning Technologies	1.000	67,525	2,364			3.50%	50	69,939	
Gardner, Janice	Admin Asst. to President	0.800	42,587	1,491			3.50%	50	44,128	(d)
Graber, David	Library Director	1.000	64,896	2,272			3.50%	50	67,218	
Grisham, Molly	Head Women's Soccer Coach	1.000	40,000	1,400			3.50%	50	41,450	
Kielsmeier, Chris	Head Women's Basketball Coach	0.920	65,000	2,275			3.50%	50	67,325	(d)
Kiely, John	HVAC/Energy Manager	1.000	62,018	2,171			3.50%	50	64,239	
Kniefl, Scott	Head Volleyball Coach	0.920	49,608	1,737			3.50%		51,345	(d)
Kroger, Beth	VP Administration/Finance	1.000	111,405	0			0.00%		111,405	(o)
Lentz, Brian	Accountant/Asst. Dir. WSF	0.910	41,479	0			0.00%		41,479	(c)
Lentz, Lynette	Registrar	1.000	59,819	2,094			3.50%	50	61,963	
Linster, Dennis	Chief Information Officer	1.000	98,519	0			0.00%	50	98,569	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				
McCue, Robert	VP Academic Affairs	1.000	125,177	0			0.00%	50	125,227	
McLaughlin, Dan	Head Football Coach	0.920	76,311	0			0.00%	50	76,361	(d)
Meyer, Barbara	Budget Manager	1.000	62,317	2,182			3.50%	50	64,549	
O'Donnell, James	Dean, Arts/Humanities	1.000	101,288	0			0.00%	50	101,338	
Peitz, David	Dean, Natural/Social Sciences (Int.)	1.000					n/a	50	85,050	(g) (h)
Polenske, Cheri	Director, Administrative Systems	1.000	59,488	2,083			3.50%	50	61,621	
Rose, Kyle	Director, Financial Aid	1.000	51,669	1,809			3.50%	50	53,528	
Schoh, Eric	Athletic Director	1.000	85,860	0			0.00%	50	85,910	
Sell, Traci	Programmer Analyst (Int.)	1.000	34,604	1,212			3.50%	50	35,866	(g) (n)
Spethman, Phyllis	Director, Professional Education Services	1.000	58,494	2,048			3.50%	50	60,592	
Unger, Krista	Head Softball Coach	1.000	37,856	1,325			3.50%	50	39,231	
Waddington, Cheryl	Director, Human Resources	1.000	81,120	0			0.00%	50	81,170	
Weber, Dorothy	Director, Learning Center	0.920	52,153	1,826			3.50%	50	54,029	(d)
Young, Tammy	Director, Admissions	1.000	64,896	2,272			3.50%	50	67,218	
TOTAL		37.125	2,207,170	45,582	0	0		1,600	2,535,852	

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

Mancastroppa, Shawn	Director STRIDE	1.000	49,135	1,720			3.50%	50	50,905	(l)
TOTAL		1.000	49,135	1,720	0	0		50	50,905	

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

Andrews, Koleen	Senior Resident Assistant	0.330					n/a		5,015	(d) (h)
Barry, Michael	Dir. Spts/Rec Fac/Assoc. Dir. Ath	1.000	61,265	2,145			3.50%	50	63,460	
Bartek, Rick	Senior Resident Assistant	0.330					n/a		5,015	(d) (h)
Buhrman, Beverly	Accounting Manager	1.000	59,913	2,097			3.50%	50	62,060	
Gatzemeyer, Jessica	Senior Resident Assistant	0.330	4,560	160		500	14.47%		5,220	(d) (m)
Hochstein, Roger	Security Manager	1.000	45,103	1,579			3.50%	50	46,732	
Pitkin, Chad	Senior Resident Assistant	0.330	4,560	160		500	14.47%		5,220	(d) (m)
Saab, Jerry	Senior Resident Assistant	0.330	4,560	160		500	14.47%		5,220	(d) (m)
Schramm, Kim	Grounds/Arboretum/Landscape Mgr.	1.000	44,164	1,546			3.50%	50	45,760	
TOTAL		5.650	224,125	7,847	0	1,500		200	243,702	

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) interim appointment
- (h) new appointment
- (i) merit based increase
- (j) gender equity adjustment
- (k) in accordance with NSCPA salary guide 2009-10
- (l) salary increase effective 09/01/09
- (m) adjustment to reflect minimum wage increase
- (n) temporary position in Program 830 for NESIS/SAP
- (o) special appointment; resignation 09/30/09

Professional Staff Vacant Positions

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				

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

VACANT	Asst. MBB Coach/Event Mgr.	0.800	24,238							
VACANT	Reference Librarian - Electronic Services	1.000	39,353							

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

VACANT	Retention Specialist STRIDE	0.875	28,959							
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NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Asst. Dir. Residence Life	0.875	26,642							
VACANT	Asst. MBB Coach/Event Mgr.	0.200	6,060							

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

VACANT	Coaching Asst. Baseball	0.625	18,900							
VACANT	Asst. Dir. Facility Services	1.000	55,000							
VACANT	Dean, Education & Counseling	1.000	85,000							
VACANT	Head Athletic Trainer	1.000	40,880							
VACANT	Bsball Cch&Event/Fields Mgr.	1.000	40,000							

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

VACANT	Dir. Residence Life	1.000	63,000							
VACANT	Manager Custodial Services	0.500	21,400							
VACANT	Director of Student Center Activities	1.000	45,000							

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
NAPE/Support Staff -- State Supported Positions										
Ahmann, Nancy	Office Assistant II	1.000	22,778	300	0		1.32%		23,078	
Bijlsma, Karyn	Office Assistant II	1.000	21,816	300	0		1.38%		22,116	
Bottger, Bridget	Office Assistant II	1.000	21,920	300	0		1.37%		22,220	
Calhoon, Karla	Custodian	1.000	18,312	300	0		1.64%		18,612	
Carroll, Dennis	Maintenance Repair Worker II	1.000	32,424	300	0		0.93%		32,724	
Chase, Deb	Office Assistant II	1.000	31,016	300	1,888		7.05%		33,204	
Clarkson, Robert	Maintenance Repair Worker III	1.000	30,164	300	0		0.99%		30,464	
Daehnke, Deborah	Office Assistant II	1.000	30,192	300	0		0.99%		30,492	
Donner, Colette	Custodian	1.000	20,916	300	0		1.43%		21,216	
Echtenkamp, Cathleen	Library Assistant	1.000	45,141	300	0		0.66%		45,441	
Echtenkamp, Jerry	Maintenance Repair Worker II	1.000	22,740	300	0		1.32%		23,040	
Fleer, Sharon	Accounting Clerk III	1.000	36,273	300	1,779		5.73%		38,352	
Franzen, Cynthia	Office Assistant II	1.000	22,356	300	0		1.34%		22,656	
Frevert, Cynthia	Office Assistant I	1.000	21,646	300	1,574		8.66%		23,520	
Gathje, Richard	Custodian	1.000	28,527	300	0		1.05%		28,827	
Green, James	Maintenance Repair Worker III	1.000	26,292	300	0		1.14%		26,592	
Hank, Amanda	Office Assistant II	1.000	24,311	300	0		1.23%		24,611	
Hansen, Cathleen	Office Assistant III	1.000	28,080	300	0		1.07%		28,380	
Hart, Britney	Accounting Clerk II	1.000	22,500	300	0		1.33%		22,800	
Headley, Terri	Library Assistant	1.000	22,935	300	1,994		10.00%		25,228	
Hirschman, Dawn	Office Assistant III	1.000	28,496	300	0		1.05%		28,796	
Hobza, Cathy	Office Assistant II	1.000	24,550	300	0		1.22%		24,850	
Jech, Brook	Office Assistant II	1.000	21,192	300	0		1.42%		21,492	
Jensen, Lesa	Office Assistant III	1.000	35,830	300	2,222		7.04%		38,352	
Jorgensen, Stephanie	Office Assistant II	1.000	21,595	300	0		1.39%		21,895	
Kardell, Jeanne Ann	Office Assistant II	1.000	28,747	300	0		1.04%		29,047	
Kastrup, Tama	Office Assistant II	1.000	30,192	300	0		0.99%		30,492	
Keiser, Jenny	Library Assistant	1.000	20,751	300	0		1.45%		21,051	
Kennedy, Gerald	Maintenance Repair Worker III	1.000	30,607	300	2,761		10.00%		33,668	
Leise, Heather	Academic Credentials Technician	1.000	28,080	300	0		1.07%		28,380	
Long, William	Custodian	1.000	26,124	300	0		1.15%		26,424	
Loofe, Vickie	Office Assistant III	1.000	37,399	300	653		2.55%		38,352	
Lubberstedt, Marcella	Custodian	1.000	28,027	300	401		2.50%		28,728	
Maas, Mark	Maintenance Repair Worker III	1.000	29,761	300	0		1.01%		30,061	
Maly, Jim	Audio-Visual Service Technician	1.000	35,658	300	0		0.84%		35,958	
Marr, Daniel	Electrician	1.000	40,975	300	3,041		8.15%		44,316	
McGhee, Wyatt	Maintenance Repair Worker III	1.000	26,292	300	0		1.14%		26,592	
Mecseji, Karen	Office Assistant II	1.000	22,228	300	0		1.35%		22,528	
Meier, Tammy	Office Assistant III	1.000	36,372	300	1,680		5.44%		38,352	
Meyer, Nancy	Accounting Clerk II	1.000	31,016	300	1,888		7.05%		33,204	
Meyer, Roger	Electrician	1.000	30,499	300	0		0.98%		30,799	
Monahan, Pamela	Accounting Clerk III	1.000	28,496	300	0		1.05%		28,796	
Morlok, Deb	Office Assistant II	1.000	24,427	300	0		1.23%		24,727	
Mosley, Greg	Maintenance Repair Worker III	1.000	37,476	300	0		0.80%		37,776	
Mostek, Denise	Office Assistant III	1.000	31,416	300	0		0.95%		31,716	
Nordhues, Angela	Office Assistant III	1.000	31,416	300	0		0.95%		31,716	
O'Brien, Jane	Office Assistant II	0.750	15,894	300	0		1.89%		16,194	(d)
Olson, Renee	Academic Records Clerk	1.000	19,793	300	0		1.52%		20,093	
Oswald, Laurie	Office Assistant I	1.000	20,904	300	0		1.44%		21,204	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
Paulson, Debra	Custodian	1.000	22,555	300	665		4.28%		23,520	
Penn, Suzanne	Office Assistant II	1.000	27,451	300	2,445		10.00%		30,196	
Peterson, Ricky	Maintenance Repair Worker III	1.000	30,024	300	0		1.00%		30,324	
Pieper, Diane	Office Assistant III	1.000	26,169	300	0		1.15%		26,469	
Rahn, Terry	Maintenance Repair Worker III	1.000	28,147	300	0		1.07%		28,447	
Rasmussen, Richard	Master Electrician	1.000	37,296	300	0		0.80%		37,596	
Raveling, Linda	Office Assistant II	1.000	30,192	300	2,712		9.98%		33,204	
Reklaitis, Joe	Custodian	1.000	20,916	300	0		1.43%		21,216	
Ritze, David	Maintenance Repair Worker II	1.000	26,480	300	0		1.13%		26,780	
Ritze, Randy	Maintenance Repair Worker III	1.000	37,476	300	0		0.80%		37,776	
Roeber, Merle	Custodian	1.000	25,360	300	464		3.01%		26,124	
Roland, Charles	Maintenance Repair Worker II	1.000	32,424	300	2,940		9.99%		35,664	
Ruskamp, Bernie	Maintenance Repair Worker IV	1.000	42,960	300	0		0.70%		43,260	
Schenck, Joyce	Custodian	1.000	18,840	300	1,584		10.00%		20,724	
Schmitz, Cynthia	Custodial Leader	1.000	27,319	300	0		1.10%		27,619	
Schmitz, Thomas	Broadcast Engineer	1.000	39,175	300	0		0.77%		39,475	
Schroeder, Molly	Office Assistant II	1.000	23,844	300	0		1.26%		24,144	
Schulz, Karen	Custodian	1.000	21,016	300	0		1.43%		21,316	
Sebade, Rhonda	Office Assistant III	1.000	31,721	300	2,872		10.00%		34,893	
Sharer, Beth Ann	Office Assistant II	0.875	19,464	300	0		1.54%		19,764	(d)
Sherman, Stacie	Custodian	1.000	19,598	300	0		1.53%		19,898	
Sinniger, Carolyn	Office Assistant II	1.000	27,192	300	0		1.10%		27,492	
Soden, Dustin	Storekeeper	1.000	24,311	300	0		1.23%		24,611	
Spahr, Connie	Accounting Clerk III	1.000	28,496	300	0		1.05%		28,796	
Sprick, Theresa	Custodian	1.000	18,312	300	0		1.64%		18,612	
Stephens, Carol	Office Assistant III	1.000	28,217	300	0		1.06%		28,517	
Swinney, William	Maintenance Repair Worker IV	1.000	43,934	300	0		0.68%		44,234	
Teach, Linda	Office Assistant IV	1.000	39,962	300	46		0.87%		40,308	
Thompson, Patricia	Library Technician	1.000	32,424	300	0		0.93%		32,724	
Trevett, Joyce	Office Assistant III	1.000	34,872	300	0		0.86%		35,172	
Vick, Ron Jr.	Custodian	1.000	21,325	300	0		1.41%		21,625	
Vrtiska, Kenneth	Custodian	1.000	28,728	300	0		1.04%		29,028	
Weber, Deborah	Office Assistant II	1.000	32,140	300	764		3.31%		33,204	
Weed, Ronald	Maintenance Repair Worker III	1.000	32,910	300	0		0.91%		33,210	
Woehler, Mary	Library Assistant	1.000	25,422	300	0		1.18%		25,722	
Wurdinger, Marlin	Custodian	1.000	21,282	300	0		1.41%		21,582	
Wurdinger, Sandra	Office Assistant II	1.000	22,462	300	0	250	2.45%		23,012	(a)
Ziska, Brandon	Security Officer II	1.000					n/a		31,413	(m)
TOTALS		86.625	2,404,967	25,800	34,372	250		0	2,496,802	

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

Carollo, Anthony	Custodian	1.000	19,041	300	0		1.58%		19,341	
Casey, Gene	Maintenance Repair Worker III	1.000	33,320	300	3,032		10.00%		36,652	
Elsberry, Ronald	Custodian	1.000	25,197	300	627		3.68%		26,124	
Granberg, Gordon	Custodian	1.000	25,197	300	627		3.68%		26,124	
Gray, Bradley	Custodian	1.000	21,325	300	0		1.41%		21,625	
Gustafson, Carol	Custodial Leader	1.000	21,192	300	0		1.42%		21,492	
Hackney, Donna	Custodian	1.000	18,312	300	0		1.64%		18,612	
Haney, Kathy	Custodian	1.000	25,360	300	464		3.01%		26,124	
Harm, Debra	Office Assistant II	1.000	30,192	300	0		0.99%		30,492	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
Heggemeyer, Lydell	Maintenance Repair Worker II	1.000	22,740	300	0		1.32%		23,040	
Hurlbert, Glenda	Custodian	1.000	21,117	300	0		1.42%		21,417	
Kamrath, Vernon	Custodian	1.000	28,527	300	0		1.05%		28,827	
Loberg, Jeffery	Maintenance Repair Worker II	1.000	24,000	300	0		1.25%		24,300	
McManigal, Melanie	Accounting Clerk III	1.000	24,725	300	0		1.21%		25,025	
Mrsny, Jason	Security Officer II	1.000					n/a		38,340	(m)
Nelson, Roxanne	Custodian	1.000	18,560	300	0		1.62%		18,860	
Neuhalfen, Kathy	Custodian	1.000	19,041	300	0		1.58%		19,341	
Niemann, Joey	Maintenance Repair Worker II	1.000	24,102	300	0		1.24%		24,402	
Olson, Arden	Custodian	1.000	28,527	300	0		1.05%		28,827	
Owen, Kent	Custodian	1.000	18,312	300	0		1.64%		18,612	
Penlerick, Norma	Custodian	1.000	23,625	300	0		1.27%		23,925	
Schmidt, Wendy	Custodian	1.000	22,555	300	665		4.28%		23,520	
Sherman, Judy	Custodian	1.000	18,767	300	0		1.60%		19,067	
Stalling, Mary	Custodian	1.000	25,360	300	464		3.01%		26,124	
Weldon, Kevan	Custodian	1.000	18,396	300	0		1.63%		18,696	
Wiechman, Diane	Custodian	1.000	18,396	300	0		1.63%		18,696	
TOTALS		26.000	575,887	7,500	5,878	0		0	627,605	

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

Woehler, Kara	Office Assistant II	1.000	21,595	300	0		1.39%		21,895	
TOTALS		1.000	21,595	300	0	0		0	21,895	

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

Agler, Leah	Office Assistant III	1.000	24,881	821			3.30%	50	25,752	
Anderson, Elliott	Custodian	0.500	9,156	302			3.30%		9,458	(d)
Backer, Joni	Secretary to the President	1.000	43,454	1434			3.30%	50	44,938	
Burke, Kathy	Office Assistant I	0.606	11,812	390			3.30%		12,202	(d)
Greve, Rhea	Office Assistant I	0.500	9,796	323			3.30%		10,120	(d)
Riley, Delpha	Office Assistant IV	1.000	40,296	1330			3.30%	50	41,676	
TOTALS		4.606	139,396	4,600	0	0		150	144,146	

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

TOTALS	0.000	0	0	0	0	0		0	0	
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Support Staff (Non-Union) -- Federal Restricted

TOTALS	0.000	0	0	0	0	0		0	0	
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NOTES:

- (a) recognition of a certificate or degree
- (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	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				

- (g) Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) position changed due to reorganization
- (l) adjustment to reflect minimum wage increase
- (m) position transferred from professional staff

Support Staff Vacant Positions

Vacant Positions (NAPE/State Funded)

VACANT	Accounting Clerk III	1.00	24,492
VACANT	Maintenance Repair Worker III	1.00	26,304

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

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

Vacant Positions (Non-Union/State Funded)

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

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

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]

1.3
.2

Peru State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Wayne State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

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. Approve the acceptance of \$1,500,000 for HVAC/codes renovation of Jindra Fine Arts
Allocation Date/Amount 4/7/09 \$1,500,000.00
College Contributed Amount 500,000.00
Estimated Project Cost \$2,000,000.00

Wayne

1. Approve the acceptance of an additional \$10,000 for the ADA elevator in Rice Auditorium
Allocation Date/Amount 4/20/09 \$10,000.00
College Contributed Amount 0.00
Estimated Project Cost \$10,000.00
2. Approve the acceptance of \$4,000 for fire alarm bases and detectors for the Humanities Building (materials only)
Allocation Date/Amount 5/20/09 \$4,000.00
College Contributed Amount 0.00
Estimated Project Cost \$4,000.00
3. Approve the acceptance of \$5,500 for lighting upgrade in Humanities Building (materials only)
Allocation Date/Amount 5/20/09 \$5,500.00
College Contributed Amount 0.00
Estimated Project Cost \$5,500.00

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

ACTION: Approve the 2009-2010 Salary and Contract Extension Until June 30, 2011 for the Chancellor and Presidents

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

The Board of Trustees approved the 2009-2010 Salary Policy for professional staff in the System Office and the Colleges at its April 17, 2009 meeting. The policy noted that all professional staff employees, which included the Chancellor and the Presidents at CSC and WSC, would receive a 0% salary increase on July 1, 2009 if their salary was more than \$75,000. Thus the following recommended salaries for the Chancellor and the CSC & WSC Presidents reflect that policy. The recommended salary for the new PSC President is also included.

The Chancellor receives a car allowance and the President's each receive a housing allowance in addition to their salaries.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

ACTION: Approve Elimination of the Following Programs at Chadron State College

Minors – Humanities
Geography
Political Science
Sociology
Spanish

Majors - Information Science and Technology
Museum Studies/Applied History

Education Specialist – Superintendent of Schools (Ed.S.) Degree

Priority: Financial Strength of the System
Goal: 4. Improve efficiency of operations

Due to economic considerations and based on the recommendation of the faculty viability committee, the recommendations of the academic deans and the vice president for academic affairs, and the approval of the president, the programs listed above will be eliminated commencing in the fall of 2009.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

**ACTION: First & Final Round Approval of Changes to Board Policy 2001;
 Committees; Board of Trustees**

Priority: Educational Excellence Throughout the System

- Goals:
1. Promote educational excellence through academic achievement
 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers
 3. Recruit, retain and invest in excellent faculty and staff
 4. Strengthen academic programs

Priority: Financial Strength of the System

- Goals:
1. Ensure financial accountability
 2. Increase enrollment and retention
 3. Strengthen fiscal, environmental, technological and physical resources
 4. Improve efficiency of operations
 5. Secure public and private funding sources

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

The revisions to the policy signify the evolution of the committee responsibilities. Attached is a copy of Board Policy 2001.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 2001 Committees; Board of Trustees

Page 1 of 2

BOARD POLICY

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

Academic, Personnel & Student Affairs
 Enrollment and Marketing
 Fiscal, ~~and~~ Facilities and Audit
~~Legislative Affairs~~

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

Academic, Personnel and Student Affairs

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

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

Enrollment and Marketing

This committee develops and recommends to the Board strategies to:

1. Broaden the general awareness of our Colleges and the entire System.
2. Strengthen enrollment, retention and graduation rates at the Colleges.
3. Create a positive image of the System to the public through media interaction and direct communication.
4. Communicate needs and concerns of the System to the media, legislature, and Governor's Office.
5. Foster a sense of belonging to the System among all employees and students.
6. Establish and promote system-wide scholarship programs.
- 5-7. Collaborate to create distinctive marketing efforts.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 2001

Committees; Board of Trustees

Page 2 of 2

Fiscal, ~~and~~ Facilities and Audit

This committee ~~has is responsible responsibility~~ for recommending ~~decisions and courses of action~~ to the Board in such areas as: ~~related to budgeting, finance, physical plant construction and facilities management:~~

1. ~~Physical planning policies for buildings and equipment~~ Finance, budget, and business administration
2. ~~Priorities for construction, renovation and maintenance~~ Audit and accountability
3. ~~Management of Revenue Bond programs~~ Capital construction and renovation
4. ~~Budgeting and financial policy for Board consideration~~ Physical plant, maintenance, and equipment
5. ~~Financial reports and audits to assure effective and efficient use of resources~~ Management of revenue bond programs
6. Information technology, including administrative systems
7. Insurance

Legislative Affairs

This committee is responsible to the Board for:

1. ~~Providing advice to other governmental or legislative bodies that influence the well being of the Nebraska State College System;~~
2. ~~Informing the Board about governmental/legislative issues affecting the State Colleges.~~

Legal Reference: RRS 85-302
RRS 85-304

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

Policy Adopted: 6/5/93
Policy Revised: 9/17/04
Policy Revised: 6/19/09

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

ACTION: First & Final Round Approval of Changes to Board Policy 5017; Emeritus Status

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

The System Office recommends the revisions to this policy be approved as the revised policy provides clarification on the awarding of emeritus status to NSCS faculty and professional staff. Attached is a copy of Board Policy 5017.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5017

Emeritus Status

Page 1 of 12

BOARD POLICY

~~Emeritus titles status~~ may be granted by the ~~Board at its pleasure, President of a State College~~ to tenured faculty members ; ~~or professional staff members employed as Deans or Vice Presidents, or members of the support staff~~ upon retirement ~~after approval by the Board~~. Emeritus status is ~~the rank given~~ awarded by the Board to an employee at the time of his or her retirement in recognition of exceptional service to the State College System in the field of teaching or of research, or administration in these fields to employees who plan to continue to professionally contribute to the college after retirement. It may also be given to retired professional and support staff members in fields other than teaching, research, or administration who have made exceptional contributions to the State College System.

Requests for emeritus status shall be made in writing, shall describe the full history of services and contributions to the college and shall provide justification for the request. Requests shall be forwarded to the Board through the Chancellor and shall include the Chancellor's and the President's recommendations.

The following are the minimum criteria for consideration for the granting of emeritus status. Because an individual meets the minimum criteria shall not be considered adequate justification for recommending emeritus status.

1. At least fifteen (15) years of full-time employment within the Nebraska State College System;
2. Clear evidence of exceptional teaching, research, administrative services, and/or professional achievement;
3. Recognized record of college service and contribution beyond normal or ordinary expectations;
4. Defined plans for continuing service to the college and the college community; and,
5. Retired status.

Privileges of Emeritus Status

1. Limited use of college facilities and an e-mail account as necessary for the employee to continue professional contributions at the college, as determined by the President;
2. Access to wellness facilities, parking, college sponsored athletic and cultural activities on a basis comparable to current faculty and professional staff;
3. Recognition of emeritus status in appropriate college publications;
4. Use of college identification with emeritus status in communications with official groups/organizations; and,
5. Opportunities to be designated as a college representative to specified groups/organizations as determined by the President.

Responsibilities of Emeritus Status

1. Support and contribute toward the mission and purposes of the Nebraska State Colleges; and,
2. Maintain professional and personal standards which reflect positively on the Nebraska State Colleges;

The Board reserves the right to rescind the emeritus title and grants the Chancellor or President authority to rescind or alter emeritus privileges granted pursuant to the terms of this policy or previous emeritus policies.

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 5017 Emeritus Status****Page 12 of 12**

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

~~PROCEDURE~~

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

Policy Adopted: 6/5/93
Policy Revised: 2/10/05
Policy Revised: 6/2/06
Policy Revised: 6/19/09

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

ACTION: First & Final Round Approval of Changes to Board Policy 6012; Financial Exigency

Priority: Financial Strength of the System

Strategies: 1. Ensure financial accountability

4. Improve efficiency of operations

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

The System Office recommends the revisions to this policy be approved as the financial exigency information from Board Policy 5202 has been included. Attached is a copy of Board Policy 6012.

2.5.-2

FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 6012 Financial Exigency

Page 1 of 1

BOARD POLICY

The term "financial exigency" shall mean an an bona fide, imminent financial crisis of such magnitude, ~~caused by financial circumstances beyond the control of the Board of Trustees~~, that within one or more of the State Colleges, normal operations cannot be maintained and programs and operations of the campus-college must be significantly altered.

A state of financial exigency may ~~only~~ be found and declared only by the Board of Trustees upon the recommendation of the Chancellor and the College Presidents in accordance with policy established by the Board for declaration of a state of financial exigency.

~~When a financial exigency has been declared, state college administrators shall refer to policy 5202 for procedures to follow in terminating faculty positions; to policy 5014 for notice requirements relating to professional staff; and policy 5206 for termination of professional and support staff employees; and any other Board policy that may be applicable.~~

Policy Adopted: 3/11/94
Policy Revised: 9/15/06
Policy Revised: 6/19/09

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

ACTION: First & Final Round Approval of Deletion of Board Policy 5110; Academic Freedom and Tenure Committee; Powers; Due Process; Faculty

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

The System Office recommends that this policy be deleted as a grievance process already exists in the SCEA Bargaining Agreement for faculty employees in the bargaining unit. Grievance and due process provisions for faculty employees who are not included in the SCEA bargaining unit are covered in Board Policy 5102. Attached is a copy of Board Policy 5110.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5110 Academic Freedom and Tenure Committee;
Powers; Due Process; Faculty**

Page 1 of 3

BOARD POLICY

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

Powers

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

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

Function

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

Composition

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 5110 Academic Freedom and Tenure Committee;
Powers; Due Process; Faculty****Page 2 of 3****PROCEDURE**

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

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

2.6.-4

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5110 Academic Freedom and Tenure Committee;
Powers; Due Process; Faculty**

Page 3 of 3

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

Policy Adopted: 6/5/93
Policy Revised: 6/2/06
Policy Deleted: 6/19/09

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

ACTION: First & Final Round Approval of Deletion of Board Policy 5202; Dismissal; Faculty; Financial Exigency

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

Dismissal terms for faculty employees who are not included in the SCEA bargaining unit have been revised and moved into Board Policy 5102. Dismissal terms for employees in the SCEA bargaining unit are addressed in the bargaining agreement. Attached is a copy of Board Policy 5202.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5202 Dismissal; Faculty;
Financial Exigency**

Page 1 of 2

BOARD POLICY

The Board may terminate tenured faculty members of a State College of the Nebraska State College System for reasons of financial exigency of that State College or discontinuance or reduction of a program or department of instruction.

1. Financial exigency exists when a State College's budget for faculty member services is insufficient to sustain the current number of faculty positions taking into account anticipated attrition and non-renewal of probationary appointments.
2. Staffing in a program or department may be discontinued or reduced following:
 - a. A system-wide or campus level review of the particular program or department, or
 - b. A sustained decline in enrollment or shift in student interests adversely affecting the program or department.
3. A state of financial exigency may only be found and declared by the Board upon the recommendation of the Chancellor and the Executive Council in accordance with policy established by the Board for declaration of a state of financial exigency.

Whenever a reduction in force is necessary due to non-viability of programs, financial exigency, over-staffing or by the direction of the Legislature, a faculty advisory committee shall be established on the affected campus to provide recommendations to the campus administration. In each instance the faculty advisory committee shall be established by the College President on the affected campus, the members of the committee shall be recommended by the faculty and such advisory committee shall contain SCEA representatives. In each instance, the faculty advisory committee shall provide recommendations to the campus administration regarding program viability and within the time limits established by the administration. The faculty advisory committee recommendation shall be advisory only and any final decisions regarding the necessity of reduction in force shall be reserved to the administration and Board.

The decision as to when a reduction in force is necessary due to non-viability of programs, financial exigency, over-staffing, or by direction of the Legislature is reserved to the administration and Board. When reduction in force becomes necessary, the Board, or the campus administration, shall inform SCEA of that fact in writing. The administration and Board decision that reduction in force is necessary due to non-viable programs, financial exigency, over-staffing or by direction of the Legislature shall not be subject to the grievance and arbitration procedure.

In laying off faculty in accordance with the order listed in the next paragraph, the following criteria shall be utilized:

- a) Program viability shall be the controlling consideration in all instances.
- b) A reduction in force shall be made in such a way that the remaining members of the faculty possess necessary qualifications to perform assigned duties needed for offering a viable program.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 5202 Dismissal; Faculty;
Financial Exigency****Page 2 of 2**

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- c) Faculty members with higher academic preparation, after considering program viability, shall be given retention preference in laying off faculty members that are similarly situated. However, if faculty members have the same academic preparation, the member with more years of teaching service to the College shall be retained.

Faculty shall be laid off in the following order after the programs have been arrived at according to the preceding paragraph:

- a) Employees over required retirement age who were given extended employment
- b) Temporary part-time
- c) Temporary full-time
- d) Regular part-time
- e) Regular full-time non-tenured
- f) Regular full-time tenured faculty

Tenured employees who are laid off shall retain recall rights for two years following the layoff. Before hiring new faculty at any State College, such College administration will provide an opportunity for faculty members who have been laid off less than one year to be interviewed by the hiring State College. This obligation shall be carried out by posting the notices of such vacancies at the other two State Colleges.

Before laying off any individual pursuant to this policy, the College administration shall make a reasonable effort to place that individual in another position within the College.

Policy Adopted: 6/5/93
Policy Revised: 9/15/06
Policy Deleted: 6/19/09

Academic, Personnel & Student Affairs Committee

*Gary Bieganski, Chair
Roger Breed
David Seger*

June 19, 2009

ACTION: First & Final Round Approval of Changes to Board Policy 5030; Salary Payment

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

This policy has been revised to coincide with the requirements established by DAS that as of September, 2009 all salary and wages may be paid via direct deposit or other electronic means. The System Office recommends approval of the changes to this policy. Attached is a copy of Board Policy 5030.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5030

Salary Payment

Page 1 of 2

BOARD POLICY

Salaries and wages paid to employees shall be determined by applicable employment contract terms and reported to the Board as follows:

1. **Faculty.** As of 8-1-09, salary payments to full-time employees shall be made in twelve (12) equal, monthly payments. Newly hired employees, at the discretion of the College, may have the option to receive a prorated payment for the first partial month of employment.

At the end of employment, any salary proration shall be based upon the fractional part of the month or academic term represented by the calendar working days preceding the date of termination.

2. **Professional Staff.** Salary payments for full-time (1.0 FTE) employees shall be made in twelve (12) equal monthly payments. Salary payments for part-time employees (less than 1.0 FTE) will be determined by the employment contract terms. At the end of employment, any salary proration shall be based upon the fractional part of the month or academic term represented by the calendar working days preceding the date of termination.
3. **Support Staff.** Wages for full-time employees are calculated on an hourly rate based on a 40-hour work week. Part-time employees are paid on an hourly basis according to the number of hours worked. At the end of employment, pro- rata compensation shall be based upon the fractional part of the pay period represented by the number of hours between the date service began and the date of termination, inclusive.
4. **Student Employees.** Wages for student employees shall be determined by the College based on an hourly rate and shall be paid biweekly.

METHOD OF PAYMENT

Starting September 1 of 2009, at the Chancellor's discretion, all salaries and wages may be paid by electronic fund transfer or a similar means of deposit. All salaries and wages shall be paid in State warrants. No compensation can be paid in advance of services performed. The Chancellor, Presidents, or designees, as appropriate, shall properly voucher and certify according to the law all salary and wage claims, and shall present them to proper officials for issuance of payments warrants thereon, and delivery warrants received in pursuance thereof to the proper parties.

UPON DEATH

Salary shall terminate on the date of death, however, this provision in no way abrogates the employee's right to receive salary earned but not yet paid because of the method of prorating academic-year salaries over a 12-month period.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5030 Salary Payment;

Page 2 of 2

GRANT AND CONTRACT COMPENSATION

As authorized by the President and specified by the funding source, funds from an external grant or contract may be used to pay all or a portion of an employee's salary. Funds can either supplement or substitute the funds regularly budgeted for the employee's salary as authorized by the President. The Board will be notified any time an employee's salary amount changes.

Policy Adopted: 6/5/93
Policy Revised: 6/2/06
Policy Revised: 1/13/09
Policy Revised: 6/19/09

Fiscal and Facilities Committee*Larry Teahon, Chair**Cap Peterson**Doug Liewer*

June 19, 2009

ACTION: Approve Revised Operating Budgets for 2008-09

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 2007-08, cash fund adjustments approved by the Board of Trustees, and federal funds awarded during 2008-09.

The auditors will examine the 2008-09 expenditures against the Board-approved fiscal year budgets. A table comparing the preliminary budgets along with the revised budgets follows.

2008-09 OPERATING BUDGETS

	CHADRON		PERU		WAYNE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$15,660,586	\$15,660,586	\$8,975,750	\$9,540,354	\$19,435,668	\$19,569,148
Cash Fund	7,185,690	8,721,908	5,662,565	7,245,498	12,000,735	15,736,337
Federal Funds	9,000,000	11,203,288	4,866,090	6,925,755	4,225,000	5,075,408
TOTAL	\$31,846,276	\$35,585,782	\$19,504,405	\$23,711,607	\$35,661,403	\$40,380,893

**CHADRON STATE COLLEGE
2008-09 REVISED OPERATING BUDGET**

June 19, 2009

<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	6,000,000	0	100,000	1,450,000	1,400,000	2,000,000	875,000	0	11,825,000
Benefits	1,920,000	0	25,000	413,615	420,000	617,580	361,200	0	3,757,395
Total Permanent Salaries & Benefits	7,920,000	0	125,000	1,863,615	1,820,000	2,617,580	1,236,200	0	15,582,395
<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	1,200,000	15,000	25,000	90,000	150,000	75,000	55,000		1,610,000
Benefits	91,800	1,150	1,915	6,885	20,000	5,800	4,200		131,750
Total Temporary Salaries & Benefits	1,291,800	16,150	26,915	96,885	170,000	80,800	59,200	0	1,741,750
Total Personal Services	\$9,211,800	\$16,150	\$151,915	\$1,960,500	\$1,990,000	\$2,698,380	\$1,295,400	\$0	\$17,324,145
Total Operating Expenses	990,000	2,500	33,000	265,000	370,000	1,370,000	1,175,000	0	4,205,500
Total Supplies	210,647	12,500	17,000	85,000	105,000	230,000	317,000	0	977,147
Total Travel	175,000	7,500	18,197	25,000	166,695	175,000	700	0	568,092
Total Capital Outlay	115,000	1,073	0	310,355	35,000	217,935	0	0	679,363
Tuition Remissions and Exemptions	35,000	0	0	0	0	0	0	593,247	628,247
Total General/Cash Budget	\$10,737,447	\$39,723	\$220,112	\$2,645,855	\$2,666,695	\$4,691,315	\$2,788,100	\$593,247	\$24,382,494
Federal FTE	0.00	0.00	2.00	0.00	0.00	1.00	0.00	3.92	6.92
Total Federal Funds	165,880	219,749	546,537	23,353	237,163	379,902	0	9,630,704	11,203,288
Total Expenditures	\$10,903,327	\$259,472	\$766,649	\$2,669,208	\$2,903,858	\$5,071,217	\$2,788,100	\$10,223,951	\$35,585,782
<u>Fund Sources</u>									
General Funds*	\$7,210,661	\$0	\$122,200	\$1,890,000	\$1,753,100	\$2,712,200	\$1,972,425	\$0	15,660,586
Cash Funds**	3,526,786	39,723	97,912	75,855	913,595	1,979,115	815,675	593,247	8,721,908
Federal Funds	165,880	219,749	546,537	23,353	237,163	379,902	0	9,630,704	11,203,288
Total Funds	\$10,903,327	\$259,472	\$766,649	\$2,669,208	\$2,903,858	\$5,071,217	\$2,788,100	\$10,223,951	\$35,585,782

* - General Funds: Includes new appropriation of \$15,660,586 and carryforward encumbrances/balances of \$0.

* - Program 800 has \$85,000 in general fund appropriation for NeSIS implementation which makes the total general fund appropriation \$15,745,586.

** - Cash Funds: Includes new appropriation of \$7,185,690, adjustment for NSG fund increases of \$284,242 and carryforward encumbrances/balances of \$1,251,976

** - Program 800 has \$100,000 in cash fund appropriation for NeSIS implementation which makes the total cash fund appropriation \$8,821,908

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

June 19, 2009

<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	14,038	48,878	113,336	49,900	15,498	0	1,132,887
Benefits	68,180	0	1,070	3,267	8,670	377	593	0	82,157
Total Temporary Salaries & Benefits	959,417	0	15,108	52,145	122,006	50,277	16,091	0	1,215,044
Total Personal Services	\$5,174,968	\$0	\$15,108	\$1,409,950	\$956,677	\$2,285,622	\$1,038,500	\$0	\$10,880,825
Total Operating Expenses	1,392,786	0	0	325,419	475,925	1,260,323	1,490,709	0	4,945,162
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	228,752	228,752
Total General/Cash Budget	\$6,724,754	\$0	\$15,108	\$1,830,369	\$1,575,020	\$3,634,580	\$2,777,269	\$228,752	\$16,785,852
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
Total Federal Funds	26,096	43,608	0	31,250	298,695	600,919	148,500	5,776,687	6,925,755
Total Expenditures	\$6,750,850	\$43,608	\$15,108	\$1,861,619	\$1,873,715	\$4,235,499	\$2,925,769	\$6,005,439	\$23,711,607
<u>Fund Sources</u>									
General Funds (1)	\$4,371,754	\$0	\$0	\$1,371,607	\$809,846	\$1,968,127	\$1,006,942	\$12,078	\$9,540,354
Cash Funds (2)	2,353,000	0	15,108	458,763	765,174	1,666,452	1,770,327	216,674	7,245,498
Federal Funds (3)	26,096	43,608	0	31,250	298,695	600,919	148,500	5,776,687	6,925,755
Total Funds	\$6,750,850	\$43,608	\$15,108	\$1,861,619	\$1,873,715	\$4,235,499	\$2,925,769	\$6,005,439	\$23,711,607

(1) General Appropriation: \$8,975,750; Encumbrances \$564,604.14; Support for NeSIS project \$80,000 which is assigned to program 820

2) Cash Appropriation: \$5,662,565; \$1,215,527.61 Encumbrances and Payables; (\$130,000 is budgeted in Program 820)

Permanent Cash Fund Adjustment to Base of \$280,731; AET Grant \$22,500; Ne State Grant \$191,674; NSG C/O \$2,500

(3) Federal Appropriation: \$4,866,090; NSG Federal \$7,732; Encumbrances & C/O \$2,051,933.18

(4) Program 993 Cash Fund 25030 \$963,410 for AD Majors Parking Lot/AWAC

*** REVISED PLAN ***

EXPENDITURE OBJECT	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Serv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
PERSONAL SERVICES									
Faculty FTE	133.16	0.00	0.00	0.00	0.33	0.00	0.00	0.00	133.49
Prof. Staff/Non-Acad FTE	3.34	0.00	1.00	26.75	36.38	29.41	4.50	0.00	101.38
Support Staff FTE	15.00	0.00	0.00	9.50	9.49	21.50	38.00	0.00	93.49
Salaries	10,217,941	0	62,453	1,648,561	1,967,407	2,173,482	1,372,003	0	17,441,847
Benefits	2,996,935	0	12,069	546,828	680,102	1,045,923	569,665	0	5,851,522
Subtotal	13,214,876	0	74,522	2,195,389	2,647,509	3,219,405	1,941,668	0	23,293,369
Part-time Faculty FTE	61.05	0.00	0.00	0.00	0.81	0.00	0.00	0.00	61.86
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.50	0.00	0.00	0.00	8.00
Federal Work Study FTE	0.40	0.00	0.00	0.70	0.10	0.30	0.10	0.00	1.60
Other Straight-time FTE	1.20	0.00	4.00	9.30	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	0	75,000	184,944	183,940	107,531	73,811	0	2,220,367
Benefits	122,028	0	6,500	14,148	14,071	8,226	5,647	0	170,620
Subtotal	1,717,169	0	81,500	199,092	198,011	115,757	79,458	0	2,390,987
Total Personal Serv.	14,932,045	0	156,022	2,394,481	2,845,520	3,335,162	2,021,126	0	25,684,356
Total Operating Exp.	778,184	11,500	253,407	592,320	982,121	1,134,923	2,310,684	0	6,063,139
Total Supplies	282,053	5,550	65,000	395,000	375,000	425,000	190,000	0	1,737,603
Total Travel	200,000	6,000	5,000	135,000	105,000	75,000	1,500	0	527,500
Total Capital Outlay	175,000	2,500	5,000	410,000	45,000	65,809	85,000	0	788,309
Tuition Remissions/Exempt.	0	0	0	0	0	0	0	504,578	504,578
TOTAL--GENERAL/CASH	16,367,282	25,550	484,429	3,926,801	4,352,641	5,035,894	4,608,310	504,578	35,305,485
FEDERAL FUNDS									
FTE	6.34	0.00	0.00	0.25	6.85	5.00	0.00	12.06	30.50
Funds	470,906	0	0	3,726	383,211	286,499	0	3,931,066	5,075,408
TOTAL EXPENDITURES	16,838,188	25,550	484,429	3,930,527	4,735,852	5,322,393	4,608,310	4,435,644	40,380,893
FUND SOURCES									
General Fund*	9,970,744	0	0	2,137,673	2,432,266	3,088,302	1,940,163	0	19,569,148
Cash Fund*	6,396,538	25,550	484,429	1,789,128	1,920,375	1,947,592	2,668,147	504,578	15,736,337
Federal Funds	470,906	0	0	3,726	383,211	286,499	0	3,931,066	5,075,408
TOTAL -- ALL FUNDS	16,838,188	25,550	484,429	3,930,527	4,735,852	5,322,393	4,608,310	4,435,644	40,380,893

*General Funds: Includes new appropriation of \$19,435,668, and carryforward encumbrances/balances of \$133,480

*Cash Funds: Includes new appropriation of \$10,621,056, adjustment for tuition/fee increases of \$1,254,679, carryforward encumbrances/balances of \$3,297,263, additional cash funds authorized of \$125,000, 08-09 NDE Attracting Excellence to Teaching funds of \$67,500, 08-09 NSG funds of \$437,378, 07-08 NSG funds of \$539 returned and \$66,000 transferred to Program 830 NESIS/SAP.

Fiscal and Facilities Committee*Larry Teahon, Chair**Cap Peterson**Doug Liewer*

June 19, 2009

ACTION: Approve Revised Revenue Bond Budgets for 2008-09

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 2008-09 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	154%	233%
Peru	194%	209%
Wayne	194%	181%

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 Chadron and Peru as follows:

Chadron State Revolving	\$200,000
Peru State Revolving	\$ 28,012

June 19, 2009

**NEBRASKA STATE COLLEGE SYSTEM
2008-2009 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

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

REVENUE SOURCE	Revised BUDGET FY 2009
Residence Hall/Dormitory Rentals	2,050,000
Apartment/House Rentals	150,000
Facilities Rentals	50,000
Food Service Contracts	1,855,000
Food Service Commissions	320,000
Facilities Fees	700,000
Bookstore Commissions/Income	100,000
Trustee Investment/Interest Income	60,000
Parking Fees/Fines	0
Other	125,000
TOTAL REVENUE	5,410,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,475,000
Utilities	537,500
Insurance	25,000
Equipment & Furnishings	5,000
Capital Outlay	15,100
Telephone/Cable Television/Internet	178,000
Supplies	200,000
Repairs and Maintenance	105,000
Other Operating Expenses	35,001
Operations/Maintenance Total	2,575,601
Food Service Payments	1,450,000
Debt Service	594,045
TOTAL EXPENSES	4,619,646

Available for Distribution to Subsidiary Funds 790,354

DEBT SERVICE COVERAGE RATIO 233.05%

June 19, 2009

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

PERU STATE COLLEGE

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

REVENUE SOURCE	REVISED BUDGET FY 2009
Residence Hall/Dormitory Rentals	974,608
Apartment/House Rentals	61,977
Facilities Rentals	59,569
Food Service Contracts	872,153
Food Service Commissions	37,840
Facilities Fees	190,948
Bookstore Commissions/Income	0
Trustee Investment/Interest Income	30,895
Parking Fees/Fines	8,180
Other	31,519
TOTAL REVENUE	2,267,689

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	289,671
Utilities	276,140
Insurance	26,488
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	112,100
Supplies	76,518
Repairs and Maintenance	18,692
Other Operating Expenses	32,586
Operations/Maintenance Total	832,195
Food Service Payments	905,000
Debt Service	253,308
TOTAL EXPENSES	1,990,503
Available for Distribution to Subsidiary Funds	277,186
DEBT SERVICE COVERAGE RATIO	209.43%

June 19, 2009

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

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY09
Residence Hall/Dormitory Rentals	2,752,000
Apartment/House Rentals	5,000
Facilities Rentals	3,000
Food Service Contracts	3,415,000
Food Service Commissions	45,000
Facilities Fees	770,000
Bookstore Commissions/Income	145,000
Trustee Investment/Interest Income	95,000
Parking Fees/Fines	105,000
Other	85,000
TOTAL REVENUE	7,420,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,100,064
Utilities	896,500
Insurance	30,000
Equipment & Furnishings	165,000
Capital Outlay	125,000
Telephone/Cable Television/Internet	305,000
Supplies	235,000
Repairs and Maintenance	120,000
Other Operating Expenses	135,000
Operations/Maintenance Total	4,111,564
Food Service Payments	1,985,000
Debt Service	730,663
TOTAL EXPENSES	6,827,227
Available for Distribution to Subsidiary Funds	592,773

DEBT SERVICE COVERAGE RATIO **181.13%**

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19, 2009

ACTION: Amend the Non-Resident Tuition 3-Year Pilot Project for Peru State:

Priority: Financial Strength of the System

Goals: 2. Increase enrollment and retention

3. Strengthen fiscal, environmental, technological and physical resources

Strategy: e. Increase number of out-of-state students

At the April 17, 2009 meeting, the Board of Trustees approved a pilot project that provides a special tuition rate for non-resident on-site undergraduate students at \$1.00 per credit hour above the resident undergraduate tuition rate. The additional \$1.00 will be waived via tuition remissions to result in a rate equal to the resident undergraduate rate. As approved, the pilot project will be effective with new on-site freshmen entering in Fall 2009.

Peru State proposes to amend the pilot project to extend the reduced tuition rate to all new and returning non-resident on-site undergraduate students. This change would standardize the treatment of non-resident undergraduate student billings. It would also eliminate the need for multiple codes currently used to designate the various tuition rates that apply to non-resident undergraduate students. Peru State's analysis indicates the change would have a minimal fiscal impact.

Fiscal and Facilities Committee*Larry Teahon, Chair**Cap Peterson**Doug Liewer*

June 19, 2009

ACTION: Approve the following tuition rates and on-line rates per credit hour for 2009-10:

TUITION

Undergraduate, resident	\$122.50
Graduate, resident	\$155.50
Undergraduate, non-resident	\$245.00
Graduate, non-resident	\$311.00

PERU STATE NON-RESIDENT PILOT PROJECT

Undergraduate, non-resident (on-site)	\$123.50
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ON-LINE RATE

Undergraduate On-Line	\$180.00
Graduate On-Line	\$225.00

Mission Statement: The Nebraska State College System serves our students, communities and state by providing high quality, accessible educational opportunities.

Core Values: Assure financial, programmatic, and geographic access to NSCS institutions
Maintain affordable tuition and fees

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

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

TUITION

Board policy states that undergraduate resident tuition rates will be established, and the graduate rate will be one hundred twenty-five percent (125%) of the undergraduate rate. Non-resident undergraduate rates will be established at no more than two hundred percent (200%) of resident undergraduate rates, and non-resident graduate rates will be established at one hundred twenty-five percent (125%) of the non-resident undergraduate rate. The rates for 2008-09 were as follows:

TUITION

Undergraduate, resident	\$116.50
Graduate, resident	\$147.75
Undergraduate, non-resident	\$233.00
Graduate, non-resident	\$295.50

4.4.-2

The impact of the tuition increase to a full-time, undergraduate resident student is \$90 per semester. The increase takes into consideration the state appropriation level for Fiscal Year 2009-10 as well as the impact of significant anticipated increases in operational expenses. The tuition increase, while higher than the NSCS would like to see, does not close the gap between available funds and anticipated costs of maintaining existing operations. The NSCS has already implemented significant budget reductions, including some program eliminations, elimination of many vacant positions, as well as some layoffs.

ON-LINE RATE

The on-line rates are inclusive of all tuition and fees. The 2008-09 single, system-wide rates were:

ON-LINE RATE	
Undergraduate On-Line	\$168.50
Graduate On-Line	\$210.75

Each college will propose the distribution of these revenues generated by the on-line rate for approval by the Chancellor each year following the establishment of the rate.

09-10 Tuition Increase

	Current	Proposed
Undergraduate Resident	\$116.50	\$122.50
Graduate Resident (Rate at 125% of Proposed Undergraduate Resident Rate)	\$147.75	\$155.50
Undergraduate Non-Resident (Proposed rate is 200% of Proposed Undergraduate Resident Rate)	\$233.00	\$245.00
Graduate Non-Resident (Proposed rate is 125% of Proposed Undergraduate Non- Resident Rate)	\$295.50	\$311.00
	<u>\$ INC/CH</u>	<u>ANNUAL \$ INC *</u>
Undergraduate Resident	\$6.00	\$180.00
Graduate Resident	\$7.75	\$186.00
Undergraduate Non-Resident	\$12.00	\$360.00
Graduate Non-Resident	\$15.50	\$372.00
* Based on assumption that a full-time UG student will take 15 hrs. per semester and a full-time Grad student will take 12 hrs. per semester		
Net Increase Per Institution (Based on 2008-09 Estimated Tuition Revenues)		
	CSC \$	350,422
	PSC \$	322,493
	WSC \$	462,538
	TOTAL \$	1,135,453

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19, 2009

ACTION: Approve the Proposed Fee Schedules for 2009-10 as Submitted by the Colleges

Priority: Financial Strength of the System

Goals: 2. Increase enrollment and retention

4. Improve efficiency of operations

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

The colleges have submitted the following proposed fee changes for FY 2009-10. A summary of all student fees is found on the following pages.

Institution	Fee Changes	Current 2008-09	Proposed 2009-10
Chadron	Capital Improvement Fee (per credit hour)	\$ 9.00	\$10.00
	Event Fee:		
	1-6 credit hours	17.95	18.50
	7+ credit hours	35.90	37.00
	Max per semester	35.90	37.00
	Facilities Fee:		
	On-campus	13.10/cr. hr.	14.10/cr. hr.
	Off-campus	11.10/cr. hr.	12.10/cr. hr.
	Health Fee: (per semester)		
	0-11 credit hours	2.80	3.80
	11 credit hours or more	33.60	45.60
	Max per semester	33.60	45.60
	Student Activity Fee (per credit hour)		
	1-10 credit hours	5.50	5.65
	11+ credit hours	66.00	67.80
Max per semester	66.00	67.80	
Technology Fee: (per credit hour)	4.25	4.40	
New Student Orientation	75.00	100.00	
Peru	Capital Improvement Fee (per credit hour)	\$9.00	\$10.00
	Facilities Fee (per credit hour)	\$7.00	\$8.00
Wayne	Capital Improvement Fee (per credit hour)	\$ 9.00	\$10.00
	Facilities Fee (per credit hour)		
	0-12 credit hours	13.00	14.00
	Max per semester	156.00	168.00

CHADRON STATE COLLEGE

Proposed Student Fee Schedule

Fiscal Year 2010

	Fund				FY 2009	Proposed		Change	
	C*	F*	R*	T*	Rate	FY 2010	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	\$9.00	\$10.00	\$1.00	11.1%	
Event Fee (per credit hour)									
1-6 credit hours				x	\$17.95	\$18.50	\$0.55	3.1%	
7+ credit hours				x	\$35.90	\$37.00	\$1.10	3.1%	
Max per semester, if applicable				x	\$35.90	\$37.00	\$1.10	3.1%	
Facilities Fee (per credit hour)									
On-Campus *	x	x	x		\$13.10	\$14.10	\$1.00	7.6%	
Off-Campus	x		x		\$11.10	\$12.10	\$1.00	9.0%	
Health Fee (per semester)									
per credit hour, 0-11 hours	x				\$2.80	\$3.80	\$1.00	35.7%	
Max per semester, if applicable	x				\$33.60	\$45.60	\$12.00	35.7%	
Student Activity Fee (per credit hour)									
1-10 credit hours				x	\$5.50	\$5.65	\$0.15	2.7%	
11+ credit hours				x	\$66.00	\$67.80	\$1.80	2.7%	
Max per semester, if applicable				x	\$66.00	\$67.80	\$1.80	2.7%	
Technology Fee (per credit hour) #	x				\$4.25	\$4.40	\$0.15	3.5%	
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			\$75.00	\$100.00	\$25.00	33.3%	
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									

PERU STATE COLLEGE							
Proposed Student Fee Schedule							
2009-10 Fiscal Year							
					Proposed		
	Fund			2008-09	2009-10	Change	
	C*	R*	T*	Rate	Rate	Amount	Percent
Mandatory Fees:							
Admission/Matriculation Fee (one time)	C			\$10.00	\$10.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)		R		\$9.00	\$10.00	\$1.00	11.1%
Event Fee (per credit hour)	C			\$1.75	\$1.75	\$0.00	0.0%
Facilities Fee (per cr hr) 34% State 66% Revenue Bond	C	R		\$7.00	\$8.00	\$1.00	14.3%
Health Fee (per semester)	C			\$20.00	\$20.00	\$0.00	0.0%
Student Activity Fee (per credit hour)			T	\$3.50	\$3.50	\$0.00	0.0%
Technology Fee (per credit hour)	C			\$3.50	\$3.50	\$0.00	0.0%
Other Fees:							
CATS Services Fee (Per Semester)	C			\$6.00	\$6.00	\$0.00	0.0%
CLEP Test Administration Fee	C			Vary	Vary		
Course Lab Fees	C			Vary	Vary		
Deferment Fee (Per Semester)	C			\$35.00	\$35.00	\$0.00	0.0%
Degree/Graduation Fee:							
Undergraduate/Baccalaureate	C			\$30.00	\$30.00	\$0.00	0.0%
Graduate/Master's	C			\$40.00	\$40.00	\$0.00	0.0%
Distance Learning/Off-Campus/Ext Campus (per cr. hr.)	C			\$15.00	\$15.00	\$0.00	0.0%
Housing Deposit		R		\$100.00	\$100.00	\$0.00	0.0%
International Student Admission Processing Fee				\$0.00	\$0.00	\$0.00	0.0%
Late Payment Fee	C				Up To 10% of Unpaid Balance		
Late Registration/Enrollment Fee	C			\$10.00	\$10.00	\$0.00	0.0%
LEAP Fee (Per Semester)	C			\$6.00	\$6.00	\$0.00	0.0%
Library Penalty (per day)	C			\$0.10	\$0.10	\$0.00	0.0%
Library User Fee (annual)				\$0.00	\$0.00	\$0.00	0.0%
Material Fee				\$0.00	\$0.00	\$0.00	0.0%
Music, Private Lessons (per credit hour)	C			\$90.00	\$90.00	\$0.00	0.0%
New Student Registration Fee				\$0.00	\$0.00	\$0.00	0.0%
Parking							
Employee Only	C			\$20.00	\$20.00	\$0.00	0.0%
Annual	C			\$20.00	\$20.00	\$0.00	0.0%
Penalty	C			\$25.00	\$25.00	\$0.00	0.0%
Publications Fee (Per Credit Hour)			T	\$1.25	\$1.25	\$0.00	0.0%
Returned Check Charge	C			\$20.00	\$20.00	\$0.00	0.0%
Student ID Card (Per Semester)	C			\$2.00	\$2.00	\$0.00	0.0%
Replacement ID Card	C			\$3.00	\$3.00	\$0.00	0.0%
C* = cash fund							
R* = revolving fund							
T* = trust fund							

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2009-10 Fiscal Year

	Fund			2008-09	Proposed 2009-10	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		\$9.00	\$10.00	\$1.00	11.1%
Event Fee (per credit hour)							
1-6 credit hours							
7+ credit hours							
0-12 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							
0-12 credit hours		x		\$13.00	\$14.00	\$1.00	7.7%
12 credit hours or more							
Max per semester, if applicable		x		\$156.00	\$168.00	\$12.00	7.7%
Health Fee (per semester)							
per credit hour, 0-12 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							
0-12 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			included in online rate			
Other Fees:							
ARC Services Fee							
CLEP Test Administration Fee							
Course Lab Fees (per course)	x			as published			
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			\$0.00	\$0.00	\$0.00	0.0%
Late Payment Fee (monthly on past due balance)	x			2%	2%	\$0.00	\$0.00
Late Registration/Enrollment Fee	x			\$15.00	\$15.00	\$0.00	0.0%
LEAP Fee							
Library Penalty (per item)	x			varies	varies		
Library User Fee (annual)	x			\$5.00	\$5.00	\$0.00	0.0%

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2009-10 Fiscal Year

Material Fee	x			at cost	at cost		
Music, Private Lessons (per semester)	x			\$0.00	\$0.00	\$0.00	0.0%
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 after 25 free requested)	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
Doug Liewer

June 19, 2009

ACTION: Approve the 2009-10 Room and Board Rate Proposals as Submitted by the Colleges

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

Strategies: b. Increase number of students in residential housing

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

The Colleges have submitted proposals for their respective room and board rates for the 2009-10 fiscal year as follows. Detailed information is found on the following pages.

2009-10 Proposals	Chadron	Peru	Wayne
Double Room Rate Increases	5.0%	3.0%	5.0%
19-Meal Plan Rate Increases +\$100/7 Day Plan	5.0%	N/A	N/A
Meal Plan with no Restrictions Increases	N/A	3.0%	N/A
19-Meal Plan Rate Increases +\$50/7 Day Plan	N/A	N/A	4.0%

Double Room Rate Proposals	Chadron	Peru	Wayne
Double room rates/semester	\$1,147/\$1,262	\$1,164/\$1,366	\$1,255

Meal Plan Proposals	Chadron	Peru	Wayne
10-meal + \$100/7 day per sem.	N/A	N/A	\$1,385 (\$115)
14-meal + \$100/7 day per sem.	\$1,175	N/A	N/A
15-meal + \$85/7 day per sem.	N/A	N/A	\$1,385
19-meal + \$100/7 day per sem.	\$1,297	N/A	\$1,385 (\$50)
Meal Plan with No Restrictions	N/A	\$1,115	N/A

4.6.-2

Chadron State College
Room and Board Rate Proposal
2009-10

Board Rates					
	Actual 2007-08	Actual 2008-09	Proposed 2009-10	Difference	Percent Change
19 Meal +\$100/7 Day Plan	\$ 1,175	\$ 1,235	\$ 1,297	\$ 62	5.02%
14 Meal + \$100/7 Day Plan	\$ 1,066	\$ 1,119	\$ 1,175	\$ 56	5.00%
9 Meal + \$100/7 Day Plan	\$ 1,019	\$ 1,070	\$ 1,124	\$ 54	5.05%
5 Meal + \$250/7 Day Plan	\$ 1,040	\$ 1,092	\$ 1,147	\$ 55	5.04%
135 Meal Block Plan + \$200	\$ 983	\$ 1,032	\$ 1,084	\$ 52	5.04%
5 Meal Commuter Plan	\$ 458	\$ 481	\$ 505	\$ 24	4.99%
Room Rates					
	Actual 2007-08	Actual 2008-09	Proposed 2009-10	Difference	Percent Change
Residence Halls *					
Private Room	\$ 1,560	\$ 1,638	\$ 1,720	\$ 82	5.01%
Private Room - Edna Hall	\$ 1,720	\$ 1,806	\$ 1,897	\$ 91	5.04%
Semi-Private Room	\$ 1,040	\$ 1,092	\$ 1,147	\$ 55	5.04%
Semi-Private Room - Edna Hall	\$ 1,145	\$ 1,202	\$ 1,262	\$ 60	4.99%
Family Housing **					
West Court 1-16, 32-47	\$ 377	\$ 396	\$ 416	\$ 20	5.05%
West Court 17-18, 24-31	\$ 409	\$ 430	\$ 452	\$ 22	5.12%
West Court 19/20	\$ 458	\$ 481	\$ 505	\$ 24	4.99%
West Court 21-22	\$ 357	\$ 375	\$ 394	\$ 19	5.07%
Brooks Apartments	\$ 335	\$ 352	\$ 370	\$ 18	5.11%
Residence Hall Apartments	\$ 290	\$ 305	\$ 320	\$ 15	4.92%

*Per Semester

**Per Month

Peru State College
Room and Board Rate Proposal
2009-10

Board Rates					
	Actual 2007-08	Actual 2008-09	Proposed 2009-10	Difference	Percent Increase
Meal Plan - No Restrictions	\$ 1,082	\$ 1,082	\$ 1,115	\$33	3.05%
Room Rates					
	Actual 2007-08	Actual 2008-09	Proposed 2009-10	Difference	Percent Increase
Residence Halls*					
DELZELL					
Private Room	\$ 1,696	\$ 1,696	\$ 1,746	\$50	2.95%
Semi-Private Room	\$ 1,130	\$ 1,130	\$ 1,164	\$34	3.01%
MORGAN					
Private Room (remodel no/ac)	\$ 1,696	\$ 1,696	\$ 1,746	\$50	2.95%
Semi-Private Room (remodel no/ac)	\$ 1,130	\$ 1,130	\$ 1,164	\$34	3.01%
Private Room (new construction)	\$ 1,989	\$ 1,989	\$ 2,049	\$60	3.02%
Semi-Private Room (new construction)	\$ 1,326	\$ 1,326	\$ 1,366	\$40	3.02%
CENTENNIAL COMPLEX					
Private Room	\$ 1,989	\$ 1,989	\$ 2,049	\$60	3.02%
Semi-Private Room	\$ 1,326	\$ 1,326	\$ 1,366	\$40	3.02%
OAK HILL APTS**					
One Bedroom	\$ 330	\$ 330	\$ 342	\$12	3.64%
Two Bedroom (price is per person) (limit - two people)	\$ 395	\$ 395	\$ 407	\$12	3.04%
Apartment rent does not include electricity or phone. Includes cable w/HBO.					
FACULTY APTS**					
One Bedroom	\$ 350	\$ 350	\$ 350	\$0	0.00%
Two Bedroom	\$ 400	\$ 400	\$ 400	\$0	0.00%
Three Bedroom	\$ 425	\$ 425	\$ 425	\$0	0.00%
Apartment rent does not include electricity, gas or phone. Includes cable w/HBO.					
PRIVATE ROOM CHARGE	150% Double	150% Double	150% Double		
ROOM DEPOSIT	\$ 100	\$ 100	\$ 100	n/a	n/a
ROOM CHANGE FEE	\$ 25	\$ 25	\$ 25	n/a	n/a

*Per Semester

**Per Month

4.6.-4

Wayne State College
Room and Board Rate Proposal
2009-10

Board Rates					
	Actual 2007-08	Actual 2008-09	Proposed 2009-10	Difference	Percent Change
19 Meal +\$50/7 Day Plan	\$ 1,260	\$ 1,332	\$ 1,385	\$ 53	3.98%
15 Meal + \$85/7 Day Plan	\$ 1,250	\$ 1,321	\$ 1,385	\$ 64	4.84%
10 Meal + \$115/7 Day Plan	\$ 1,235	\$ 1,305	\$ 1,385	\$ 80	6.13%
Commuter Plans					
5-Meal/5-Day	\$ 455	\$ 481	\$ 481	0	0.00%
3-Meal +\$175/5 Day Plan	\$ 435	\$ 455	\$ 481	0	0.00%
Residence Hall Board Rates for 2007-08 and 2008-09 include Flex Dollars of \$50, \$75 and \$100; compared to 2009-10 with \$50, \$85 and \$115					
Room Rates					
	Actual 2007-08	Actual 2008-09	Proposed 2009-10	Difference	Percent Change
Residence Halls*					
Standard Room	\$ 1,140	\$ 1,195	\$ 1,255	\$ 60	5.02%
Premium Room**	\$ 1,825	\$ 2,090	\$ 2,196	\$ 106	5.07%
Room charge includes telephone, cable tv, and computer network access.					
Room charge for 2009-10 includes residence hall activity fee, telephone, cable tv, and computer network access					

*Per Semester

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Approve Distribution of Operations Appropriations for Fiscal Year 2009-10

Priority: Financial Strength
Strategy: 1

The NSCS General Fund appropriation for FY 2009-10 is \$46,174,099, which is contained in LB 315 (2009). The Cash Fund appropriations displayed are adjusted for the proposed FY 2009-10 tuition increase. The appropriations are spread among the three colleges and the System Office so that, in combination, each will receive an equal percentage share (42%) of its core operating needs increases for FY 2009-10. Any additional cash fund adjustments recommended will be brought forward separately.

The Revenue Bond appropriation reflects the level contained in LB 315. Additional adjustments will be made based on Revised and Preliminary Revenue Bond budgets that will be provided for approval separately.

The Federal Fund appropriation reflects the amount contained in LB 315 and is adjusted throughout the year as needed by the colleges.

The initial distribution is made on the assumption that the SCEA decision by the Special Master is not overturned by the CIR or other jurisdiction. Should this not be the case, the Board will be asked in September to revise the distribution to reflect the financial impact of the CIR's ruling. In either case, faculty salary increase funds will be held until a final outcome is determined.

Proposed Distribution of Funds

2009-10

June 19, 2009

	CSC	PSC	WSC	SO	TOTAL
DISTRIBUTION 2008-09					
General Fund	15,660,586	8,975,750	19,435,668	1,321,197	45,393,201
Cash Funds	7,185,690	5,662,565	12,000,735	0	24,848,990
Board Approved Adjustment	0	280,731	0	0	280,731
Total Cash Funds (est.)	7,185,690	5,943,296	12,000,735	0	25,129,721
Subtotal General and Cash	22,846,276	14,919,046	31,436,403	1,321,197	70,522,922
Federal Funds (est.)	9,000,000	4,866,090	4,225,000	0	18,091,090
Revolving Funds	2,375,601	784,183	3,671,060	0	6,830,844
Board Approved Adjustment	0	20,000	440,504	0	460,504
Revolving Funds (est.)	2,375,601	804,183	4,111,564		7,291,348
2008-09 All Funds Total	34,221,877	20,589,319	39,772,967	1,321,197	95,905,360
2009-10 Gen./Cash Fund Adjustments					
Gen. Fund - LB 315 (2009) Operations	235,631	85,305	317,711	42,251	680,898
Gen. Fund - LB 315 (2009) College Center SSC Ope	0	0	100,000	0	100,000
Transfer Among Colleges	100,443	(81,621)	(18,822)	0	0
Total Gen. Fund adjustments	336,074	3,684	398,889	42,251	780,898
Cash Fund - based on 5.15% tuition increase	350,422	322,493	462,538	0	1,135,453
Total Cash Fund adjustments	350,422	322,493	462,538	0	1,135,453
Total Gen./Cash Adjustments	686,496	326,177	861,427	42,251	1,916,351
DISTRIBUTION 2009-10					
Gen. Fund	15,996,660	8,979,434	19,834,557	1,363,448	46,174,099
Cash Funds (est.)*	7,536,112	6,265,789	12,463,273	0	26,265,174
Subtotal General and Cash	23,532,772	15,245,223	32,297,830	1,363,448	72,439,273
Federal Funds (est.)**	9,000,000	4,866,090	4,225,000	0	18,091,090
Revolving Funds (est.)***	2,375,601	804,183	4,111,564	0	7,291,348
2008-09 All Funds Total	34,908,373	20,915,496	40,634,394	1,363,448	97,821,711

*Tuition income is net of remissions and refunds -- Tuition rate \$122.50/cr. hr. (undergraduate, resident)

**Federal Funds for 2009-10 are estimates based on LB315. Adjustments are made as needed by the colleges.

***Revolving Funds for 2009-10 are estimates based on LB315. Adjustments are made when approved by the Board.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19, 2009

ACTION: Approve the Preliminary 2009-10 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 2009-10, with the General, Cash and Federal Fund amounts based on the approved distribution of funds. These budgets provide the basis for the initial distribution of appropriations for FY 2009-10.

Approval of the Preliminary Operating Budgets provides authorization to make the following increases to the College's appropriation levels (increases from initial distribution of funds).

CSC Cash Funds	96,000 (related to fee increases)
CSC Federal Funds	2,000,000
WSC Federal Funds	169,000

The System Office Preliminary Operating Budget recommends support of \$40,473 for the Tri-State Graduate Center for 2009-10.

**CHADRON STATE COLLEGE
2009-10 PRELIMINARY OPERATING BUDGET**

June 19, 2009

<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	95.66				2.00				97.66
Professional Staff FTE	9.96		2.00	22.00	21.00	26.00			80.96
Support Staff FTE	12.22			5.00	8.00	20.50	27.20		72.92
Salaries	6,250,000	0	105,000	1,450,000	1,500,000	2,100,000	950,000	0	12,355,000
Benefits	2,000,000	0	27,000	420,000	450,000	650,000	390,000	0	3,937,000
Total Permanent Salaries & Benefits	8,250,000	0	132,000	1,870,000	1,950,000	2,750,000	1,340,000	0	16,292,000
<u>Temporary Staff:</u>									
Part-time Faculty FTE	17.50								17.50
Graduate Assistant FTE	8.00								8.00
Federal Work-study FTE	15.50	0.00	0.00	4.00	3.00	2.50	0.00	0.00	25.00
Other Student FTE	1.00	0.66	1.65	2.00	3.50	3.50	4.00	0.00	16.31
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	1,200,000	10,000	25,000	90,000	100,000	90,000	60,000		1,575,000
Benefits									0
Total Temporary Salaries & Benefits	1,200,000	10,000	25,000	90,000	100,000	90,000	60,000	0	1,575,000
Total Personal Services	\$9,450,000	\$10,000	\$157,000	\$1,960,000	\$2,050,000	\$2,840,000	\$1,400,000	\$0	\$17,867,000
Total Operating Expenses	725,000	4,000	25,000	265,000	327,720	1,165,245	1,050,970	0	3,562,935
Total Supplies	200,000	15,000	15,000	81,315	100,000	215,000	310,000	0	936,315
Total Travel	125,000	5,000	15,000	25,000	125,000	175,000	5,000	0	475,000
Total Capital Outlay	100,000	2,827	3,600	300,000	35,000	210,000	5,000	0	656,427
Tuition Remissions and Exemptions	35,095								35,095
Total General/Cash Budget	\$10,635,095	\$36,827	\$215,600	\$2,631,315	\$2,637,720	\$4,605,245	\$2,770,970	\$0	\$23,532,772
Federal FTE	0.00	0.00	2.00	1.00	0.00	1.00	0.00	3.92	7.92
Total Federal Funds	162,870	215,760	536,620	22,930	232,860	373,010	0	9,455,950	11,000,000
Total Expenditures	\$10,797,965	\$252,587	\$752,220	\$2,654,245	\$2,870,580	\$4,978,255	\$2,770,970	\$9,455,950	\$34,532,772
<u>Fund Sources</u>									
General Funds	\$7,365,400	\$0	\$124,825	\$1,930,560	\$1,790,720	\$2,770,400	\$2,014,755	\$0	15,996,660
Cash Funds	3,269,695	36,827	90,775	700,755	847,000	1,834,845	756,215	0	7,536,112
Federal Funds	162,870	215,760	536,620	22,930	232,860	373,010	0	9,455,950	11,000,000
Total Funds	\$10,797,965	\$252,587	\$752,220	\$2,654,245	\$2,870,580	\$4,978,255	\$2,770,970	\$9,455,950	\$34,532,772

General Funds: Includes new appropriation of \$15,996,660.

Cash Funds: Includes new appropriation of \$7,185,690 and adjustment for tuition/fee increases of \$446,422.

\$96,000 budgeted in program 800-Fund 2501 for SAP & NeSIS Projects

**PERU STATE COLLEGE
2009-10 PRELIMINARY OPERATING BUDGET**

June 19, 2009

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
Permanent Staff:									
Faculty FTE	48.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48.00
Professional Staff FTE	3.92	0.00	0.00	15.16	14.08	22.00	2.00	0.00	57.16
Support Staff FTE	6.00	0.00	0.00	5.00	3.00	14.00	22.00	0.00	50.00
Salaries	3,175,803	0	0	1,043,993	658,857	1,773,242	698,995	0	7,350,890
Benefits	997,928	0	0	312,103	240,388	527,247	333,345	0	2,411,011
Total Permanent Salaries & Benefits	4,173,731	0	0	1,356,096	899,245	2,300,489	1,032,340	0	9,761,901
Temporary Staff:									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	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	35,878	121,756	38,700	23,148	0	1,124,703
Benefits	68,180	0	1,070	2,744	9,314	2,960	1,770	0	86,038
Total Temporary Salaries & Benefits	959,417	0	15,054	38,622	131,070	41,660	24,918	0	1,210,741
Total Personal Services	\$5,133,148	\$0	\$15,054	\$1,394,718	\$1,030,315	\$2,342,149	\$1,057,258	\$0	\$10,972,642
Total Operating Expenses	391,664	0	0	397,259	254,617	1,190,092	1,161,704	0	3,395,336
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	12,379	12,379
Total General/Cash Budget	\$5,681,812	\$0	\$15,054	\$1,886,977	\$1,427,350	\$3,620,876	\$2,467,022	\$12,379	\$15,111,470
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	\$5,701,812	\$43,000	\$15,054	\$1,911,977	\$1,697,350	\$4,170,876	\$2,467,022	\$3,970,469	\$19,977,560
<u>Fund Sources</u>									
General Funds (1)	\$3,378,885	\$0	\$0	\$1,356,096	\$899,245	\$2,300,489	\$1,032,340	\$12,379	\$8,979,434
Cash Funds (2)	2,302,927	0	15,054	530,881	528,105	1,320,387	1,434,682	0	6,132,036
Federal Funds (3)	20,000	43,000	0	25,000	270,000	550,000	0	3,958,090	4,866,090
Total Funds	\$5,701,812	\$43,000	\$15,054	\$1,911,977	\$1,697,350	\$4,170,876	\$2,467,022	\$3,970,469	\$19,977,560

(1) General Appropriation: \$8,979,434

(2) Cash Appropriation: \$6,265,789

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

(4) \$133,753 Budgeted in Program 820 - Fund 25030 for SAP & NeSIS Projects

WAYNE STATE COLLEGE
2009-10 PRELIMINARY OPERATING BUDGET

June 19, 2009

*** PRELIMINARY PLAN ***

EXPENDITURE TYPE	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	119.49	0.00	0.00	0.00	0.33	0.00	0.00	0.00	119.82
Prof. Staff/Non-Acad FTE	3.09	0.00	1.75	23.92	34.71	31.32	4.00	0.00	98.79
Support Staff FTE	15.75	0.00	-	9.50	9.49	20.50	35.50	0.00	90.74
Salaries	8,688,448	0.00	65,697	1,639,635	1,979,311	2,182,738	1,393,391	0.00	15,949,219
Benefits	2,792,568	0.00	13,155	566,540	709,945	1,107,517	604,693	0.00	5,794,418
Total Permanent Salaries & Benefits	11,481,009	0.00	78,852	2,206,174	2,689,256	3,290,256	1,998,083	0.00	21,743,637
<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	1,599,449	10,125	0.00	200,954	196,509	121,750	80,429	0.00	2,209,216
Benefits	122,358	775	0.00	15,373	15,033	9,314	6,153	0.00	169,005
Total Temporary Salaries & Benefits	1,721,807	10,900	0.00	216,327	211,542	131,064	86,581	0.00	2,378,221
Total Personal Services	13,202,816	10,900	78,852	2,422,501	2,900,798	3,421,320	2,084,664	0.00	24,121,850
Total Operating Expenses	407,460	5,020	183,150	109,604	707,040	1,350,604	2,750,418	0.00	5,513,296
Total Supplies	225,000	4,500	35,000	255,000	225,000	425,000	190,000	0.00	1,359,500
Total Travel	125,000	4,500	5,000	25,000	60,000	65,000	15,000	0.00	299,500
Total Capital Outlay	175,000	2,500	5,000	610,000	25,000	80,283	100,000	0.00	997,783
Tuition Remissions and Exemptions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total General/Cash Budget	14,135,276	27,420	307,002	3,422,105	3,917,838	5,342,207	5,140,082	0.00	32,291,929
<u>FEDERAL FUNDS</u>									
FTE	6.34	0.00	0.00	0.25	6.85	5.00	0.00	12.06	30.50
Total Federal Funds	395,200	0.00	0.00	5,200	395,901	275,600	0.00	3,328,000	4,399,901
Total Expenditures	14,530,476	27,420	307,002	3,427,305	4,313,739	5,617,807	5,140,082	3,328,000	36,691,830
<u>Fund Sources</u>									
General Funds	10,960,452	9,083	0.00	1,995,402	2,371,267	2,828,191	1,670,163	0.00	19,834,557
Cash Funds	3,174,824	18,337	307,002	1,426,703	1,552,472	2,514,016	3,469,919	0.00	12,463,273
Federal Funds	395,200	0.00	0.00	5,200	390,000	275,600	0.00	3,328,000	4,394,000
Total Funds	14,530,476	27,420	307,002	3,427,305	4,313,739	5,617,807	5,140,082	3,328,000	36,691,830

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2009-10 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	REVOLVING FUNDS	TOTAL
Professional FTE	7		7
Salaries	742,198		742,198
Benefits	186,257		186,257
Sub-Total	928,455		928,455
Support Staff FTE	2		2
Salaries	77,443		77,443
Benefits	30,885		30,885
Sub-Total	108,328		108,328
Total Personal Serv	1,036,783	0	1,036,783
Total Operating Exp	208,500	0	208,500
Total Travel	56,400	5,400	61,800
Total Capital Outlay	21,292	0	21,292
SUBTOTAL	1,322,975	5,400	1,328,375
Tri-State Graduate Center	40,473	0	40,473
TOTAL	1,363,448	5,400	1,368,848

PRELIMINARY MARKETING INITIATIVES

New Funds for 2009-10	\$154,787
Advertising*	\$67,500
Scholarship Promo	\$59,200
Print Materials	\$27,800

*Includes TV, Radio & Print and related advertising expenses

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Approve the Preliminary 2009-10 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 2009-10 fiscal year.

As required by the master resolution, these budgets will be submitted to the NSCS 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	230%
Peru	226%
Wayne	215%

Approval of these preliminary budgets will authorize the colleges' appropriations to be revised to the "Operations/Maintenance Total" level for 2009-10, which will include increases from the initial distribution of funds for Chadron, Peru and Wayne as follows:

Chadron State	274,399
Peru State	27,430
Wayne State	160,292

**NEBRASKA STATE COLLEGE SYSTEM
2009-10 REVENUE BOND OPERATIONS BUDGET**

CHADRON STATE COLLEGE

PRELIMINARY BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY 2010
Residence Hall/Dormitory Rentals	2,150,000
Apartment/House Rentals	160,000
Facilities Rentals	50,000
Food Service Contracts	1,880,000
Food Service Commissions	340,000
Facilities Fees	650,000
Bookstore Commissions/Income	100,000
Trustee Investment/Interest Income	75,000
Parking Fees/Fines	0
Other	125,000
TOTAL REVENUE	5,530,000

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	1,525,000
Utilities	565,000
Insurance	30,000
Equipment & Furnishings	10,000
Capital Outlay	10,000
Telephone/Cable Television/Internet	165,000
Supplies	200,000
Repairs and Maintenance	105,000
Other Operating Expenses	40,000
Operations/Maintenance Total	2,650,000
Food Service Payments	1,495,000
Debt Service	602,815
TOTAL EXPENSES	4,747,815

Available for Distribution to Subsidiary Funds	782,185
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DEBT SERVICE COVERAGE RATIO	229.76%
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June 19, 2009

**NEBRASKA STATE COLLEGE SYSTEM
2009-10 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

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

REVENUE SOURCE	BUDGET FY 2010
Residence Hall/Dormitory Rentals	994,100
Apartment/House Rentals	63,977
Facilities Rentals	60,760
Food Service Contracts	889,872
Food Service Commissions	38,320
Facilities Fees	194,767
Bookstore Commissions/Income	0
Trustee Investment/Interest Income	31,512
Parking Fees/Fines	8,200
Other	32,292
	<hr/>
TOTAL REVENUE	<u><u>2,313,800</u></u>

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	292,973
Utilities	285,000
Insurance	30,500
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	112,100
Supplies	70,764
Repairs and Maintenance	15,363
Other Operating Expenses	24,913
Operations/Maintenance Total *	<hr/> 831,613
Food Service Payments	914,198
Debt Service	251,383
TOTAL EXPENSES	<u><u>1,997,194</u></u>
Available for Distribution to Subsidiary Funds	316,606

DEBT SERVICE COVERAGE RATIO

225.95%

May 27, 2009

**NEBRASKA STATE COLLEGE SYSTEM
2009-10 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY10
Residence Hall/Dormitory Rentals	2,869,020
Food Service Contracts	3,551,520
Food Service Commissions	30,000
Facilities Fees	825,000
Bookstore Commissions/Income	160,000
Trustee Investment/Interest Income	225,000
Parking Fees/Fines	75,000
Other	160,000
TOTAL REVENUE	7,895,540

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,265,461
Utilities	941,325
Insurance	45,000
Equipment & Furnishings	95,000
Capital Outlay	115,000
Telephone/Cable Television/Internet	345,000
Supplies	214,000
Repairs and Maintenance	130,000
Other Operating Expenses	121,070
Operations/Maintenance Total	4,271,856
Food Service Payments	2,059,089
Debt Service	729,220
TOTAL EXPENSES	7,060,165
Available for Distribution to Subsidiary Funds	835,375

DEBT SERVICE COVERAGE RATIO 214.56%

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Approve One-Time Cash Fund Adjustment of \$150,000 for Peru State College for 2008-2009

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

Due to unknown conditions beneath the AD Majors Building, the excavation of the parking lot site was much more extensive than originally planned. This condition resulted in additional/unplanned costs of \$283,000 for removal and replacement of soil in order to achieve a proper base for the parking lot. This adjustment, combined with the LB 605 adjustment in Item 4.11 will provide funding to cover this unplanned cost for 2008-09.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19, 2009

ACTION: Approve Distribution of LB 605 Project Funds as Follows:

Chadron State – Academic/Administration Building	\$ 50,000
Peru State – Al Wheeler Activity Center Project	\$133,000
Wayne State – Carhart Science Project	\$300,000

And a Transfer of LB 605 Project Funds as Follows:

Peru State – Al Wheeler Activity Center Project	\$ 463.18
Peru State – Emergency Power Generator Project	\$ (463.18)

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 System Office recommends the distribution and transfer of LB 605 project funds as outlined above.

BACKGROUND AND DETERMINATION OF DISTRIBUTION AMOUNT

Recently, an arbitrage rebate report was completed by Berens-Tate Consulting Group for the LB 605 bonds. That report indicates that, as of March 31, 2009, there were positive arbitrage rebate earnings of \$57,128.79. A payment to the US Treasury is not required at this time. That amount, however, is being set aside in a Rebate Fund in case a later review indicates that all or some portion of these funds must be paid to the US Treasury. After allowing for the rebate amount, there is still just over \$483,000 in the bond project funds account.

We will continue to have annual audit costs, trustee fees, as well as professional fees for an additional arbitrage calculation. The bond funds include a general fund to assist with these costs, however there is not adequate funds to cover all of these costs for the remaining 11-12 years of the debt service repayment. In discussions with Lauren Wismer, NSCS bond counsel, and Chad Shirk, with our Trustee, Wells Fargo, we learned that we are not able to transfer project funds to the general fund to assist with these future costs. Therefore, our recommended approach is to distribute the project funds for existing projects and then in a few years, when the bond general funds are depleted, use the Capital Improvement Fee (CIF) funds to pay for the annual audit and trustee costs, as well as any additional professional fees for arbitrage calculations. This is an acceptable approach, although it will be important to keep in mind that we will need to tap into the CIF funds to cover these costs in the future. Adequate funds will be maintained in the CIF to assure availability for these needs. In light of this, it is our recommendation to distribute this balance to assist with the successful completion of projects already underway at the Colleges.

4.11.-2

THE PROJECTS

The last portion of the CSC Academic/Administration building project is the completion of a parking lot for that building. This funding will allow the College to complete this project without tapping into other College resources to the extent anticipated.

The PSC AI Wheeler Activity Center project experienced significant challenges when unknown conditions were discovered beneath the AD Majors Building. This required an extensive excavation of the parking lot site and replacement of soil which resulted in additional unplanned costs of \$283,000. The funding above will assist with a portion of that cost, with the balance being requested as a one-time adjustment to Peru State cash funds in Item 4.11.

The WSC Carhart Science project continues with Phase I under construction. The College is currently working toward the funding needs for Phase II. By adding the amount recommended from LB 605 to the Phase I project, earmarked cash funds for the project can be used instead toward Phase II in the future.

TRANSFER

The transfer included above reflects the completion of the Peru State Emergency Generator project and a request to transfer a small remaining balance in that project to be used instead for the Peru State AI Wheeler Activity Center project. Approval is requested.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Approve Waiver of Board Policy 9008; Revenue Bonds; Budgets

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

Board Policy 9008 requires the NSCS Office to forward copies of the approved revenue bond operating budgets to the Bond Trustee by June 15. Since the Board of Trustees will not meet until June 19, the System Office requests the Board approve the waiver of Board Policy 9008.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Approve Chadron State College's Acceptance of The Chicoine House

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

The System Office and Chadron State request approval to accept the transfer of the Chicoine House from the Chadron State Foundation, once the Foundation receives a transfer of title from the Chicoine family. Acceptance of this property is offered in accordance with Board Policy 8002; Real Property; Acquisition.

Real Property Acquisition:

- a.) Justification of Need – Chadron State College has need for a single family residence near the campus to serve as the home for the President. This home will be used by the President to host friends of the College as well as to provide appropriate housing for the President.
- b.) The legal description of the property – Block 4, Lots 12 and 13 in the Parrys Hillcrest Addition.
- c.) A general description of any buildings or other improvements located on the property – This property consists of a single family residence located on a corner lot adjacent to the Chadron State College Campus and Chadron High School.
- d.) A summary of the past and present use of the property – The residence located at 702 Tenth Street is currently vacant but was a single family residence since it was built.
- e.) The estimated value of the property – \$372,330

The impact on the campus master site plan – Since the home in question is located off-campus there is no impact on the campus master site plan.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Approve Program Statement for Biomass Energy Center at Peru State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

In 2007-08 the college received funding from the Nebraska Forestry to conduct a biomass feasibility study. The study was completed in March 2008. In early 2009 the college contracted with Geary Engineering, Inc. to prepare a program statement to place a Biomass Energy Center at Neal Hall on the Peru State College Campus.

The program statement recommends the existing Neal Hall building at Centennial Complex will be converted into the Biomass Energy Center (BEC). The BEC will house the biomass boilers and equipment necessary for the operation of the biomass heating system. The boilers will burn woody waste material and provide steam for heating the buildings and domestic hot water on campus. The energy could also be used to chill water at some future date.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Rich Kunckel*

June 19, 2009

ACTION: Authorize the Chancellor to Sign the Soft Drink Contract for Chadron 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

Bid Proposals were accepted at Chadron State College on May 1, 2009 at 2:00 p.m. MT for the soft drink vending contract. Proposals were received from Swire Coca-Cola and Pepsi-Cola of Alliance. Pepsi's proposal offered a higher return and the College proposes to continue the relationship with Pepsi-Cola of Alliance for the period July 1, 2009 through June 30, 2014.

Chadron State College respectfully asks for approval to have the Chancellor be given authority to sign the contract.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Approve Three-Way Agreement for Ownership and Responsibilities for Wetlands and Flood Detention Area at South Sioux City College Center for Wayne State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Wayne State College, Northeast Community College and the City of South Sioux City are currently working on an agreement to address responsibilities for water detention ponds and the wetlands mitigation/channel project including construction and maintenance costs. The three-way agreement is needed before work can commence on the project. The agreement will be forwarded under separate cover as soon as completed.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: **Designate the Existing Armory Building as Unusable Surplus Property and Approve for Demolition at Wayne State**

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Wayne State College requests approval to demolish the existing armory building. The structure housed maintenance services for the College and was included in the Campus Services project for demolition. The funding for demolition is included in the LB605 funds. Disposal of the building has been coordinated with the Department of Administrative Services – Surplus Property. Conversion of the land to landscaped green space will be an aesthetic improvement to the campus. At some point in the future, WSC intends to turn this lot into parking.

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Appoint Engineer Selection Committee for Energy Audit 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

Board Policy 8066 states, "The College President shall recommend the membership of the Selection Committee to the Board of Trustees for approval. Included as members of the committee will be a Board of Trustee member; the Chair of the Fiscal and Facilities committee; the Vice Chancellor for Finance and Administration, the Vice Chancellor for Facilities, Planning, and Information Technology; and appropriate campus personnel as designated by the President. If the consultant being sought is an engineer, a licensed engineer shall also be on the selection committee; if architectural firms are being interviewed, the selection committee shall have one member who is a certified architect. NOTE: If the project is a state-funded project, a representative of the State Building Division shall also serve on the selection committee."

The Campus Wide Energy Audit will include both State and Revenue Bond buildings. The Revenue Bond portion is funded by the April 17, 2009 Contingency Maintenance Resolution Item 1. It is anticipated that the State portion will be funded through LB309 funds.

Committee Members

Larry Teahon, Chair, Fiscal & Facilities Committee, Board of Trustees

Cap Peterson, Fiscal & Facilities Committee, Board of Trustees

Ed Hoffman, Vice Chancellor for Facilities, Planning, and Information Technology, NSCS

Carolyn Murphy, Vice Chancellor for Finance and Administration, NSCS

Richard Collings, President, WSC

Chad Altwine, Director of Facility Services, WSC

Jeff Carstens, incoming Vice President and Dean of Students

Building Renewal Task Force representative(s) including a Licensed Engineer tbd

Fiscal and Facilities Committee

Larry Teahon, Chair

Cap Peterson

Doug Liewer

June 19, 2009

ACTION: Appoint Architect Selection Committee for Pile Hall Renovation Program Statement 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

Board Policy 8066 states, "The College President shall recommend the membership of the Selection Committee to the Board of Trustees for approval. Included as members of the committee will be a Board of Trustee member; the Chair of the Fiscal and Facilities Subcommittee; the Vice Chancellor for Finance and Administration, the Vice Chancellor for Facilities, Planning, and Information Technology; and appropriate campus personnel as desired by the President. If the consultant being sought is an engineer, a licensed engineer shall also be on the selection committee; if architectural firms are being interviewed, the selection committee shall have one member who is a certified architect. NOTE: If the project is a state-funded project, a representative of the State Building Division shall also serve on the selection committee."

It is anticipated that the Pile Hall Renovations Project will be funded, along with Natatorium HVAC upgrade and Bowen Hall Window Replacement, through a future revenue bond to be issued in 2010 or 2011.

Committee Members

Larry Teahon, Chair, Fiscal & Facilities Committee, Board of Trustees

Cap Peterson, Fiscal & Facilities Committee, Board of Trustees

Ed Hoffman, Vice Chancellor for Facilities, Planning, and Information Technology, NSCS

Carolyn Murphy, Vice Chancellor for Finance and Administration, NSCS

Richard Collings, President, WSC

Chad Altwine, Director of Facility Services, WSC

Jeff Carstens, incoming Vice President and Dean of Students

Mike Rindone, Certified Architect, State Building Division

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

ACTION: Authorize Chancellor to Negotiate Terms of Collaborative Agreements With the Chadron State Foundation, the Peru State College Foundation and the Wayne State Foundation

Priority: Financial Strength of the System

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

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

The System Office requests authorization for the Chancellor to negotiate terms of collaborative agreements with the Chadron State Foundation, the Peru State College Foundation and the Wayne State Foundation. The collaborative agreements will identify a commitment between the Board and the respective Foundations to engage in collaborative practices and exchange benefits for the betterment of the College communities including the students, staff, alumni, the local region, the Nebraska State College System (NSCS), and the Foundation.

The System Office further requests the Board Chair sign each contract after the Chancellor finalizes the terms of the collaborative agreements.

Fiscal and Facilities Committee

Larry Teahon, Chair
 Cap Peterson
 Doug Liewer

June 19, 2009

ACTION: Approve the Following Contracts as Submitted by Peru and Wayne State:

Peru Contract

Jindra Hall (asbestos abatement) -- \$158,200

Wayne Contract

College Center at South Sioux City (new construction) -- \$7,130,800

Peru Change Orders

AD Majors Parking Lot (#034-037 remediate sewage contaminated soil) -- \$235,320

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:	Jindra Hall
Contracted Work:	Asbestos Abatement
Contract Amount:	\$158,200
Fund Source:	LB 309/Cash
Contractor:	Bockmann Inc., Lincoln, NE

Wayne State College	
Location on Campus:	College Center at South Sioux City
Contracted Work:	New Construction
Contract Amount:	\$7,130,800
Fund Source:	State Appropriation; NECC; Private Fundraising; Federal Grants
Contractor:	L & L Construction, Sioux City, IA

4.21.-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.

Peru State College	
Location on Campus: No. & Description:	AD Majors Parking Lot #034-037 remediate sewage contaminated soil (Emergency Chancellor approval requires Board ratification)
Change Order Amount:	\$235,320
Fund Source:	Cash/LB 605
Contractor:	Lueder Construction

Fiscal and Facilities Committee*Larry Teahon, Chair**Cap Peterson**Doug Liewer*

June 19, 2009

ACTION: Approve the Use of Up to \$260,000 of Capital Improvement Fee Funds for the Following Projects

Chadron	Repair and Replacement of College Parking Lots	\$250,000
Wayne	Rice ADA Entrance and Elevator Project	<u>\$ 10,000</u>
		\$260,000

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Chadron State requests approval to utilize \$250,000 from capital improvement fee funds toward the repair and replacement of college parking lots.

Wayne State requests the use of \$10,000 in capital improvement fee dollars for the Rice ADA Entrance and Elevator Project. This request represents an increase to the original CIF request of \$150,000 which was approved by the Board on June 7, 2007. The increase is based on necessary redesign of the equipment room cooling system. The related Change Order was approved by the 309 Task Force on Building Renewal.

The System Office recommends the approval of these requests.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2008

Report on Updates to 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 updates 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.

5.1.-2

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 in [Organizational Management](#)
~~Specialist in Education~~

2. Specific Authorization, Non-Teaching Degree Programs

Bachelor

Art
Biology
Business Administration
Communication Arts
Family & Consumer Science
General Business
Health Sciences
History
~~Industrial Management~~ [Construction Management \(Name Change\)](#)
~~Information Management Systems~~
Interdisciplinary Studies
Justice Studies – Criminal Justice
Justice Studies – Legal Studies
Library Information Management
Literature
Mathematics
~~Museum Studies~~
Music
Physical Sciences
Psychology
[Rangeland Management](#)
Sports and Recreation Management
Social Work
Technical ~~Ocupations~~ [Operations](#)
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	Master	Specialist
Art Field Endorsements	Educational Administration	Superintendent
Art <u>Educ</u> Middle Grade Content Areas of Spec.	Elem Curr & Instr Educ	
Basic Business Ed Subject Endorsement	Sec Curr & Instr Educ	
Biology Educ Subject Endorsement	School Counseling	
Business Education Field Endorsement	School Library Media P-12	
Business <u>Educ</u> Middle Grade Content Area of Spec.	Special Education Coordinator	
Chemistry Subject Endorsement		
<u>Coaching Supplement Endorsement (Left off from last time, not new)</u>		
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 Educ Subject Endorsement		
Family & Consumer Sciences Field Endorsement		
Family and Consumer Sciences <u>Educ</u> Middle Grade Content Area of Spec.		
Family and Consumer Sciences Related Occup. Sup. End.		
Foreign Language Subject Endorsement		
Health & Physical Education Field Endorsement		
<u>Health & Physical Education Middle Grade Content Area of Spec. (Left off from last time, not new)</u>		
Health Education Subject Endorsement		
History Subject Endorsement		
Industrial Technology Field Endorsement-Design & Technology Field Endorsement (Name Change)		
Industrial Technology Educ Middle Grade Content Areas of Spec.-Design & Technology Educ Middle Grade Content Areas of Spec (4-9) Name Change		
Language Arts Educ Field Endorsement		
Language Arts Educ Middle Grade Content Area of Spec.		
Library Media Specialist Field Endorsement		
Mathematics Field Endorsement		
Mathematics <u>Educ</u> Middle Grades Content Area of Spec.		
Middle Grades Field Endorsement		
Mild & Moderate Disabilities Field Endorsement		
Mild & Moderate Disabilities <u>Educ</u> Middle Grades Content Area of Spec.		
Music Field Endorsement		
Natural Science Field Endorsement		
Natural Science <u>Educ</u> Middle Grades Content Area of Spec.		
Physical Education Subject Endorsement		
Physical Science Field Endorsement		
Physics Subject Endorsement		
Secondary Education Endorsement		
Social Science Field Endorsement		
Social Science <u>Educ</u> Middle Grades Content Area of Spec.		
Theatre Subject Endorsement		
Trade and Industrial Education Field Endorsement <u>(9-12)</u>		
Vocal Music Subject Endorsement		

5.1.-4

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 4160

**Degree Programs;
Chadron State College**

Page 3 of 3

4. Minors

Agribusiness – Agriculture	Library Media Specialist (K-8) (Left off from last time)
Agribusiness - Business	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 Computer Aided Drafting & Design (Name Change)	Psychology
Early Childhood Education (K-8)	Psychology and the Legal System
Economics Finance	Public Relations
Energy and Electronics Rural Energy (Name Change)	Rangeland Management
English	Science Education (K-8)
English Education (K-8)	Social and Personality
Fitness and Exercise Science (Name Change)	Social Science Education (K-6)
Geography	Sociology
Geoscience	Spanish
History	Sports Leadership
Humanities	Textiles and Fashion
Internet Technology Web Developer (Name Change)	Theatre
Journalism	Veterinary Science
Legal Studies	Water Resources Management
Leisure Services Outdoor Adventure (Name Change)	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
Policy Revised: 6/19/09

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 6, 2008

Report on Updates to Policy 4170

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 updates to Policy 4170 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: 4170 Degree Programs;
Peru State College**

BOARD POLICY

The following degree programs are authorized for Peru State College:

1. **General Authorization:**

Bachelor of Arts
Bachelor of Science
Bachelor of Applied Science
Master of Science
Master of Science in Education
[Master of Science in Organizational Management](#)

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

Bachelor

Art
Business Administration
Criminal Justice
Education
English
Liberal Arts
Mathematics
Music
Natural Science
Physical Education
Psychology
Social Science

Master

Organizational Management

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

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

Page 2 of 3

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

Art Field Endorsement
 Basic Business Subject Endorsement
 Biology Subject Endorsement
 Chemistry Subject Endorsement
 Coaching Endorsement
 Early Childhood Education Subject Endorsement
 Elementary Education Field Endorsement
 English Subject Endorsement
 History Subject Endorsement
 Language Arts Field Endorsement
 Mathematics Field Endorsement
 Middle Grades Education Field Endorsement
 Music Field~~†~~ Endorsements
 Natural Science Field Endorsement
 Physical Education Subject Endorsement
 Physical Science Field Endorsement
 Preschool Disabilities Subject Endorsement
 Social Science Field Endorsement
 Special Education Field Endorsement
 Vocal Music K-~~8~~6 Subject Endorsement

Curriculum & Instruction

5.2.-4

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

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

Page 3 of 3

4. **Minors**

[Art](#)

[Accounting](#)

[2-D Art](#)

[3-D Art](#)

Art Graphic Design

Biology

Business Administration

Chemistry

Computer and Management Information Systems

Criminal Justice

English

History

[Marketing](#)

Mathematics

Music

Political Science

Psychology

Social Science

Speech/Drama

Policy Adopted: 1/28/77

Policy Revised: 6/5/93

Policy Revised: 11/12/94

Policy Revised: 11/11/95

Policy Revised: 8/29/97

Policy Revised: 4/13/00

Policy Revised: 6/13/03

Policy Revised: 6/10/04

Policy Revised: 6/5/05

Policy Revised: 6/2/06

Policy Revised: 6/7/07

Policy Revised: 6/19/09

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

Report on Updates to Policy 4180

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 updates to Policy 4180 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: 4180 Degree Programs;
Wayne State College**

BOARD POLICY

The following degree programs are authorized for Wayne State College:

1. **General Authorization:**

- Bachelor of Arts
- Bachelor of Science
- Master of Science in Education
- Master of Business Administration
- Master of Science
- [Master of Science in Organizational Management](#)
- Specialist in Education

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

Bachelor

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

Master

- Business Administration
- Organizational Management

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

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

Page 2 of 4

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

Bachelor	Master	Specialist
Art Education K-12 Field/K-6 Subject Endorsements	School Counseling	School Admin/Ed Ldrshp
Basic Business Education Subject Endorsement	Curriculum & Instruction	
Business Education Field Endorsement	Exercise Science	
Chemistry Education Subject Endorsement	School Administration	
Early Childhood Education Unified Field End.	Special Education	
Elementary Education K-8 Field Endorsement		
English Subject Endorsement		
Family & Consumer Sciences Education Field Endorsement		
French Subject Endorsement		
Geography Subject Endorsement		
Health & Physical Education K-12 Field Endorsement		
History Subject Endorsement		
Industrial Technology Education Field Endorsement		
Journalism & Mass Communication Subject Endorsement		
Language Arts Field Endorsement		
Life Sciences/Biology Subject Endorsement		
Marketing Education Field Endorsement		
Mathematics Field Endorsement		
Middle Level Education 4-9 Field Endorsement		
Music Vocal/Instrumental K-12 Field/K-8 and 7-12 Subject Endorsements		
Natural Science Field Endorsement		
Physical Education K-6 and 7-12 Subject Endorsements		
Physical Sciences Field Endorsement		
Political Science Subject Endorsement		
Psychology Subject Endorsement		
Social Sciences Field Endorsement		
Sociology Subject Endorsement		
Spanish Subject Endorsement		
Special Education/MMH K-12 Field Endorsement		
Speech Communication Subject Endorsement		
Theatre Subject Endorsement		
Trade & Industrial Education Field Endorsement		

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

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

4. **Minors:**

Advertising
Anthropology
Art
Art: Advanced Studio
Biology
Broadcast Communications
Business Administration
Chemistry
Coaching
Computer Information Systems
Computer Science
Criminal Justice
Earth Science
Economics
Editing and Publishing
Emergency Management
English
Environmental Studies
Exercise Science
Family Life Studies
Foods and Nutrition
French
Geography
History
~~Human Resource Management~~
Industrial Technology
Interdisciplinary Studies
Journalism
Management Information Systems
Mathematics
Music
Online Media
Philosophy
Physics
Political Science
Pre-Law
Psychology
Public Administration
Safety
Social Sciences
Sociology
Spanish
Speech Communication
Sport Management
Theatre

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

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

Page 4 of 4

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: 6/19/09

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2008

Foundation Employee Compensation Report

Priority: Financial Strength of the System

Goal: 5. Secure public and private funding sources

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

Information regarding the Foundation employees salaries for 2009-10 are attached as an information item.

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
PROFESSIONAL STAFF-NON-UNION - FOUNDATION										
Haag, Cricket	Business Manager	1.00	40,946.00	1,434.00			50.00	3.50%	42,430.00	
Rasmussen, Connie	Executive Director	1.00	78,930.00				50.00		78,980.00	
TOTAL FOUNDATION FUNDED POSITIONS		2.00	119,876.00	1,434.00			100.00		121,410.00	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			2009-2010 Total Annual Salary	% Increase	NOTES
					Degree	Other	Health Insurance			
Professional Staff (Non-Union) -- Non-State Supported Positions -Other										
Balquier, Angela	Assistant Business Manager/Accountant	1.00	40,497					40,497		N
Fisher, Sandra	Fund Raiser	1.00	47,506					47,506		N
Kent Propst	Executive Director	1.00	100,004					100,004		N
Nolte, Krystal	Assistant Alumni Director	1.00	41,495					41,495		N

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) 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
- (n) not a state employee

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	% increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				
Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted)										
Armstrong, Kevin	Director Planned Giving	1.000	39,647	0			0.00%		39,647	
Conner, Phyllis	VP Development/Exec Dir. WSF	1.000	108,346	0			0.00%	50	108,396	
Lentz, Brian	Accountant/Asst. Dir. WSF	0.090	4,102	0			0.00%		4,102	(c)
Lundahl, Deborah	Director Development/Alumni Rel	1.000	45,581	0			0.00%	50	45,631	
TOTAL		3.090	197,676	0	0	0		100	197,776	

Support Staff (Non-Union) -- Federal Restricted

Bebee, Lori	Office Assistant I	1.000	19,282	636.00			3.30%	50	19,968	
TOTAL		1.000	19,282	636	0	0		50.000	19,968	

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

VACANT	Director, Annual Giving	1.00	35,000							
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Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2008

VSA/College Portrait Report

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

Chadron State

Main link on CSC website for VSA data

<http://www.csc.edu/vsa>

Link to College Cost Calculator

<http://www.csc.edu/businessoffice/attendanceCost.csc>

Link to Institution Specific Data on Student Experiences & Perceptions

Information is unavailable as the NSSE survey was conducted spring 2009 and the results will not be available until fall 2009

Link to Institution Specific Data on Student Learning Outcomes

Information is unavailable as CAAP test will be given spring 2010

5.5.-2

Peru State

Main link on PSC website for VSA data

<http://www.peru.edu/vsa/>

Link to College Cost Calculator

<http://www.peru.edu/businessoffice/ccc/calculator.htm>

Link to Institution Specific Data on Student Experiences & Perceptions

Information unavailable as this is the first year for the NSSE survey

Link to Institution Specific Data on Student Learning Outcomes

http://www.peru.edu/vsa/nsc_student_tracker_data.pdf

Wayne State

Main link on WSC website for VSA data

<http://www.wsc.edu/vsa>

Link to College Cost Calculator

http://www.wsc.edu/financial_services/cost/calculator/

Link to Institution Specific Data on Student Experiences & Perceptions

<http://www.collegeportraits.org/NE/WSC/interaction>

Link to Institution Specific Data on Student Learning Outcomes

Information unavailable as the CAAP survey will be administered in 2009-2010 in order to provide current data. The data currently available is very old.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
 Roger Breed
 David Seger

June 19, 2009

Faculty College Report

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

Priority: Educational Excellence Throughout the System

Goal; 1. 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
 d. Increase support for professional development
 e. Support an environment that promotes collaborative research and service
 f. Facilitate system-wide discipline-based meetings to talk about new initiatives

Faculty College: ***First Three Years and Beyond*** at CSC: **May 18th through May 19th**

Highlights:

Day 1:

Tours: Lakota Drum Beat: Interaction with the Oglala Lakota
 Attendance: approx. 17

Fort Robinson: Outposts of the Plains and the Indian Agencies
 Attendance: approx. 13

Picnic:

Keynote Speaker: Dr. Clark Gardener: *...Achievements in the Realms of Scholarship, Service and Leadership...*
 Attendance: approx. 30

Day 2:

Overall attendance for the day: approx. 60

Morning Session:

- *Welcome*
- *How can we help you? – Experiences for the first-year faculty (and discussion of Faculty First Year Blended Experience at CSC)*
 - *panel discussion*
 - *survey conducted – results yet to be tabulated*
- *What the Best Professors Do! – Teaching tips from the best*
 - *panel discussion*

5.6.-2

Afternoon Session:

- *Results of First Three Faculty survey*
- *Millennium Students and their Helicopter Parents – What to expect & how to survive*
- *Future of the Textbook – The new world of information literacy*
- *Three Legged Stool – The world of the Academy*
- *Faculty Research Presentation*
- *Roundup at Wrecker's Road House for the Family*
 - *Entertainment: CSC Faculty Jazz Ensemble*

ITV facilities were not used at either Peru or Wayne.

Please note that exact attendance counts have yet to be tabulated.

Nebraska State College System

2009 Faculty College

The First Three Years and Beyond



Welcome to the campus of
Chadron State College.

Chadron State College is pleased to host the
Nebraska State College System
2009 Faculty College.



Dear Faculty College Attendees,

I want to welcome each of you to Chadron State College and to the beautiful pine ridge of western Nebraska. I trust we have planned a meaningful educational program and recreational experience for you to enjoy while you are here. Each of the three Colleges in the NSCS has its own unique character and culture to share as well as many common experiences and challenges. I believe the most meaningful way our three Colleges can work together will be in the area of academics and I hope that bringing faculty from all three campuses together in a *Faculty College* will be the catalyst for ideas and partnerships that will make the NSCS more than the sum of its parts.



Janie C. Park, Ph.D.
President
Chadron State College

Dear Faculty Colleagues,

Thank you for taking time from your busy schedules to attend the third annual Nebraska State College System Faculty College. I would also like to personally thank the Chadron State College Faculty Senate and Faculty College Planning Committee, as well as our colleagues at Wayne State College and Peru State College, who organized this special event. The sessions that have been planned for you are the result of a faculty survey distributed to individuals in their first several years as professors at our state college campuses. In addition many of you have prepared presentations on your scholarly research endeavors to share with your associates. I hope that this Faculty College experience will be one that is both productive and enjoyable for you. If there is anything that the staff of Chadron State College or I can do to enhance your time here, please do not hesitate to ask us.

Warm regards,



Dr. Lois Veath
Vice President for Academic Affairs
Chadron State College

Monday, May 18, 2009

Schedule of Events

Tours of the Pine Ridge

Northwest Nebraska showcases Old West landscapes, from Ponderosa pines to rocky bluffs. The region was once home to the Lakota Sioux, fur traders, cowboys and frontier soldiers. Nearby Fort Robinson was active during the Indian Wars of the 1870s. Just northeast is the beautiful Pine Ridge/Badlands filled with ancient legends and history. Take a day and come explore with us!

Lakota Drum Beat: Interaction with the Oglala Lakota

The Pine Ridge Indian Reservation is the home of the Oglala Sioux Tribe that is one of the largest reservations in the United States. The reservation has approximately 120,000 acre in the Badlands, including the Badlands National Park. Visitors to the reservation will find history, legend and heritage as old as the Badlands area.

Many great Lakota leaders, including Red Cloud, resided here. As a respected chief, Red Cloud successfully led the fight to close the Bozeman Trail, which passed through the great buffalo hunting grounds. Later he worked to establish a school for Indian children, which today is known as Red Cloud School & Heritage Center.

Chief Big Foot was another great Lakota leader. In 1890, he led his Minneconjou band through Big Foot Pass south of Porcupine and later ended the journey at Wounded Knee.

What's our Secret? Bette's Kitchen overlooks the pine valley between Manderson community and Wounded Knee Memorial site. Come see what the Secret is at Bette's.

Let's not forget Oglala Lakota College, a site for higher education on the reservation. The four-year accredited college with a museum on campus explaining some of the history on the Pine Ridge Reservation.

- 8:00 AM** Leave for Pine Ridge Reservation
- 9:15 AM** Holy Rosary Mission
- 11:00 AM** Wounded Knee
- 11:25 AM** Bette's Kitchen (Find out the secret)
- 1:45 PM** Oglala Lakota College
- 2:45 PM** Head back to Chadron State College

Fort Robinson: Outposts of the Plains and the Indian Agencies

Take an in-depth look at early northwestern Nebraska and early American history at it best! Journey back to the time when early explorers created fur-trading outposts, the US Army built forts and Indian agencies, and settlers followed to establish ranches and settlements.

Nebraska's largest and most historical state park, Fort Robinson was an active military post from 1874 to 1948. Crazy Horse, Walter Reed, Red Cloud, Arthur MacArthur, Dull Knife, General Crook and Doc Middleton are but a few of the colorful characters who played significant parts in carving Fort Robinson's place in western lore.

What is the Drifter Cookshack? An Old-West Cow town is slowly coming alive on the windswept prairies of NW Nebraska, surrounded by rugged Badlands and framed by trees of the beautiful Pine Ridge. A restored log cabin filled with antiques and collectibles, the Drifter serves cowboy-sized meals, homemade pies and breads.

History of the first business in North American can be seen at the Museum of the Fur Trade. This includes, the entire range of goods traded to Indians, the largest and most complete collection of Northwest guns made for the Indian trade, and textiles, costumes, beads, paints, kettles, knives and silver.

Walk on the land where US history was made!

- 8:00 AM** Leave for Fort Robinson State Park
- 8:30 AM** Fort Robinson Museum
- 11:30 AM** Drifter Cookshack (See what it is?)
- 1:30 PM** Leave Drifter Cookshack
- 2:30 PM** Museum of the Fur Trade
- 4:00 PM** Head back to Chadron State College

Dinner at the Chadron State Park

- 6:00 PM** Please wear comfortable clothing and shoes.
We do request that you bring jackets.
- 7:00 PM** Keynote Address
Dr. Clark Gardener, Ed.D., Administration, Curriculum and Instruction

***(We will provide a bus for those that choose not to drive.)
Park Permits are required.***

May 19, 2009

- 8:00 – 9:00 AM** **Registration** – Student Center – Scottsbluff Room (outside)
- 9:00 – 9:10 AM** **Welcome**
- 9:10 – 10:00 AM** ***How can we help you? – Experiences for the first-year faculty***
Presenters: Dr. Charles Snare, Mr. John Shafer,
Ms. Dawn Brammer, Ms. Laura Bentz
- 10:00 – 10:15 AM** Break
- 10:15 – 11:30 AM** ***What the Best Professors Do! – Teaching tips from the best***
Presenters: Dr. George Griffith, Dr. Phil Cary,
Dr. Sandy Schaefer, Ms. Theresa Zimmerman
- 11:45 AM – 1:00 PM** **Lunch** – Student Center – Ballroom
Update of Survey Results during lunch – Dr. Kevin Miller and
Dr. Ann Petersen
- 1:00 – 1:50 PM** ***Millennium Students and their Helicopter Parents – What to expect & how to survive***
Presenter: Dr. Lois Veath
- 1:50 – 2:30 PM** ***Future of the Textbook – The new world of information literacy***
Presenters: Mr. Milton Wolf and Mr. James Britsch
- 2:35 – 2:45 PM** Break
- 2:50 – 3:00 PM** ***Three Legged Stool – The world of the Academy***
Presenter: Dr. Lois Veath
- 3:00 – 5:30 PM** ***One Leg of the Stool – Faculty Research Presentation***
- 6:00 PM – 9:00 PM** ***Roundup at Wrecker’s Road House for the Family***
Entertainment: **CSC Faculty Jazz Ensemble**
(Supper & Snacks available on your own)



Faculty Research Presentations Session Listings (Sessions are limited to 15 minutes including Q&A)

1. CPEN: The Chironomid Pupal Exuviae of Nebraska Project

Presenter: Barbara Hayford

Wayne State College

Abstract:

Chironomidae, or non-biting midges, are one of the most diverse aquatic insects in the world. Collection of surface floating chironomid pupal exuviae provides life history and ecology data as a species level identification. This high level of taxonomic resolution is necessary for community analysis of aquatic habitat. I have collected pupal exuviae from streams in the Nebraska Sandhills, the Nebraska Pine Ridge, the Verdigris and Bazile Creek watershed streams and other streams of Northeast Nebraska for nearly ten years. Herein, I produce the first checklist of Nebraska Chironomidae and will discuss some ecological trends associated with the checklist data.

2. Discovering Resources and Avoiding Hazards: Two Sides of Human – Earth Interaction

Presenter: Mike Leite

Chadron State College

Abstract:

The high quality of life that Nebraskans enjoy is due in part to abundant resources, including water, soil, clean air and open space. But along with the resources that our environment affords come hazards. Lack of sufficient resources, such as drought, is one such hazard, but those with more acute impact—severe weather, mass movement and earthquakes, for example—are also present. My students and I are now trying to understand geological hazards in Nebraska's Panhandle and to assess their overall impacts. By this we hope to contribute knowledge that will improve the quality of life in the Great Plains.

3. General Studies Assessment in Science: What We Have Learned and Have Yet to Learn

Presenters: Joyce Phillips-Hardy, Wendy Jamison, Jennifer Balmat, and Twila Fickel

Chadron State College

Abstract:

Chadron State College Physical and Life Sciences Department revised the assessment for general studies offerings in 2007-08. We have completed one partial year and one full year with the new learning outcomes, performance criteria and methods of assessment. Instructors of 2008-09 courses involved in the data collection for Science General Studies Assessment will discuss the insight gained from this process and the challenges they are still struggling with.

Presentation will include Power Point, panel presentation, and some time for group interaction.

4. *Identifying Cultural Diversity in Build a more Inclusive Classroom*

Presenters: Mary Goebel-Lundholm, Ellie Kunkel, Carol Malcolm

Peru State College

Abstract:

The presentation identifies unique culturally based characteristics diverse learners bring to the classroom. The discussion adapts a cultural framework developed for international business and describes how identifying cultural characteristics in Hispanic or Native American communities helps build an inclusive learning environment.

5. *Special Educators for the Heartland*

Presenter: Greg and Loretta Zost

Peru State College

Abstract:

Attracting and retaining qualified special education teachers is a problem many rural school districts face. Districts in rural areas suffer from a lack of qualified special educators is not easily solved. It is not just a question of turning out enough graduates, but finding candidates that are capable of teaching and being successful in a rural setting. The presentation focuses on the retention and recruitment of special educators in rural Nebraska and what school districts, communities, and colleges can do to improve the current trend.

6. *Online Student Teacher Supervision*

Presenter: Karen Enos

Chadron State College

Abstract:

I am conducting a study to see if the fourth of five visits to our elementary student teachers could be done online just as effectively as a face-to-face visit.

7. ***Illustrating Mathematical Concepts through Games***

Presenter: Keith Sinkhorn

Peru State College

Abstract:

Games can often provide visual and conceptual reinforcement of mathematical ideas. They can be used as an active learning tool at multiple points in the learning process. This presentation will include a few examples of some games and the mathematical concepts behind them. Content areas include geometry, probability, and discrete mathematics. Games discussed may include Chess, Star Wars Miniatures, and Mwahahaha!

8.

9. ***Women Writing the Self to Heal Following Childhood Sexual Abuse***

Presenter: Beth Carnes

Chadron State College

Abstract:

It seems counselors have always used writing/journaling exercises when working with survivors of childhood sexual abuse (CSA) but until now research addressing specific therapeutic value has been sparse. This presentation will present the findings of a phenomenological study of women who used writing to heal from CSA. Specifically, the use of narratives for meaning-making of abuse experiences will be presented to show distinct changes in voice as the client's identity emerges from survivor to selfhood so that the history of CSA which influences their lives but is no longer the soul determinant of identity.

10. ***The "Cozy" Meets "Tartan Noir": Intertextual Transgressions in M.C. Beaton's MacBeth Novel***

Presenter: Gretchen Ronnow

Wayne State College

Abstract:

While M.C. Beaton's Hamish MacBeth novels clearly fit the parameters of the "cozy," the television adaptations of these stories enter the realm of the so-called "tartan noir," dwelling on the dark duality of the soul, on issues of redemption and abjection, and on an ever-present existential abyss in MacBeth himself. The "Caledonian antisyzygy" is strikingly reinforced when male writers re-write the novels into dark and violent screen treatments and when Robert Carlyle, noted for playing "crazed and brutally violent characters," is cast as MacBeth. John Ruskin thought that one's home and place should be a monument of human life and work – its very stone inscribed with its dweller's life. The "cozy" mystery reinforces individual with enduring value" and protects private and intimate the ideology of domesticity which, as Gillian Brown writes, "clothe[s] the community space. "The tautological turn by which the domestic encapsulates nostalgia for

itself works as the mainspring of the fable of continuity.” Turning Beaton’s gentle MacBeth into (in Carlyle’s words) a “f***nutter” is truly stunning “about face.”

11. *Explaining the Past with the Present, An Ulterior Approach to Historical Pedagogy*

Presenter: Charles O. Carey

Chadron State College

Abstract:

Methods of familiarization with pop culture on the part of the instructor, and then utilizing elements of it to explain history in terms that are more familiar to the student. Such concepts are often found in music and theater textbooks and, in general, are an asset. Though much of this material is “hip” to the teacher it is often old and irrelevant to an 18-year old. The objective of my presentation seeks to provide ways of letting the student(s) of a topic teach the instructor about the people and events that they find relevant in return, they are shown how elements of these figures were previously demonstrated in key historical figures or moments. In essence using the familiarity of the present to explain the past.

12. *Best Practices for Building on Online Learner Community*

Presenter: Dr. Liz Kearney, Dr. Cheryl Blue

Peru State College

Abstract:

Many college professors have been asked to provide online coursework for students. Peru professors Liz Kearney and Cheryl Blue are conducting a research project designed to identify the key elements for designing effective online courses. The presenters will review some of the important information provided in the available literature on distance education.

The researchers will also outline the results of their research project. They are conducting surveys of both undergraduate and graduate students and their attitudes about online learner communities.

In this session attendees will have the opportunity to:

- Review key ideas in the literature about online learner communities.
- Learn more about the perceptions of students about online coursework.
- Develop formats that encourage frequent and thoughtful participation from the learners.

Faculty College Coordinating Committee:

Ms. Laura Bentz
Dr. Mary Jo Carnot
Dr. Kevin Miller
Dr. Ann Peterson
Dr. Sandy Schaefer

Special Thanks to:

Dr. Lois Veath for support and encouragement.

Ms. Shellie Johns for ***all the coordinating*** of the day-trips (and more)!

Administrative Staff of the Office of Arts and Sciences
Administrative Staff of the Department of Counseling,
Psychology, and Social Work
Computer Services
Conferencing
Creative Dining Services
Custodial Services
Instructional Resource Center
Interactive Television (ITV) Services

and the ***CSC Faculty Jazz Ensemble:***

Michael Stephens, saxophones and flute
Joel Schreuder, vocals
Charles Carey, guitar
Jim Margetts, piano
Adam Lambert, trumpet
Sandy Schaefer, drums
Jerome Vogel, bass

Enrollment and Marketing Committee

Michelle Suarez, Chair

Floyd Vrtiska

Samantha Meyer

June 19, 2009

Review of 2008-09 New Marketing Efforts

Priority: Greater System Prominence

- Goals:
- 2. Increase awareness of the system
 - 3. Market distinctiveness of the system
 - 4. Promote collaboration within the system

The Council for Admissions and College Relations held a retreat in July 2008 to plan for the 2008-09 academic year. Council members determined key audiences for system marketing and specific tactics to reach these audiences. College personnel worked closely with the System Office staff throughout the year and a variety of new marketing efforts were implemented. The following are several of the successful efforts that resulted.

1. Governor's Opportunity Award

- Established in partnership with Governor Dave Heineman
- Joint press conference with Governor
- Direct marketing efforts
- Received 144 applications

2. Application Week

- More than 100 high schools visited by college representatives
- More than 1600 applications received
-

3. NSCS Tour

- Expanded the overall tour
- 122 educational professionals (high school and community college representatives)
- 119 students and families

4. Scholarship Luncheon

- Governor delivered keynote speech
- Three former Board of Trustees students spoke
- 143 attendees

5. Board of Trustees' Scholarship Expanded Marketing

- New direct marketing efforts
- Received 358 applicants – highest ever (averaged 289 in past five years)

6. Advertising in Educational Publications

- Focused on opportunities offered through the NSCS
- Featured three graduates and their experiences at Chadron, Peru or Wayne

Enrollment and Marketing Committee

Michelle Suarez, Chair

Floyd Vrtiska

Samantha Meyer

June 19, 2009

2009-10 Marketing Plans

Priority: Greater System Prominence

- Goals:
2. Increase awareness of the system
 3. Market distinctiveness of the system
 4. Promote collaboration within the system

The Council for Admissions and College Relations held a retreat in May 2009 to discuss marketing efforts for the 2009-10 academic year. Members of the council reviewed last year's efforts and recognized the benefits of working as a team. They also reviewed the priorities established at the past board retreats and the information collected during the focus groups held at each college.

Several successful efforts from 2008-09 will be continued. New strategies discussed during the retreat will also be developed in the new academic year. Additional information will be provided at the board meeting.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Floyd Vrtiska
Samantha Meyer

June 19, 2009

NSCS Davis-Chambers Scholarship Expansion for Freshmen

Priority: Greater System Prominence

- Goals:
2. Increase awareness of the system
 3. Market distinctiveness of the system
 4. Promote collaboration within the system

Priority: Financial Strength of the System

2. Increase enrollment and retention

The Nebraska State College System Davis-Chambers Scholarship program was expanded for the fall of 2010 to include freshmen in our applicant pool. The scholarships will be awarded based on academic preparedness (ACT/SAT score, GPA, class rank), financial considerations (first-generation college student, low income, single family household) and life experiences (honors, activities, community involvement, evidence of leadership, essay information).

Enrollment and Marketing Committee

Michelle Suarez, Chair

Floyd Vrtiska

Samantha Meyer

June 19, 2009

Guidance Counselor Survey

Priority: Financial Strength

Goal: 2. Increase enrollment and retention

Priority: Greater Prominence

Goals: 2. Increase awareness of the system

4. Promote collaboration within the system

A survey of Nebraska high school guidance counselors was conducted in September 2008 for the Nebraska State College System. The survey was distributed in the fall of 2008 to participants at the Nebraska Counseling Conference, during the NSCS Tour events and through the mail. The response rate was 33 percent with 167 counselors responding.

The survey consisted of 15 questions focusing on the role, responsibilities and perceptions of the counselors. Each question was designed to elicit specific data to evaluate perceptions of the NSCS, assess current marketing and communications efforts from the NSCS and provide insight about the college selection process.

A sample of the findings:

Almost half of the counselors surveyed indicated that students typically don't know where they wish to attend college when they first contact their high school guidance counselor.

Counselors reported themselves as the first source students seek to get information on specific colleges.

Counselors ranked parents as the most influential source on college selection.

Almost 60 percent indicated that students know that Chadron, Peru and Wayne are part of the Nebraska State College System and 40 percent reported that this relationship would play a role in the decision making process for high school students.

Counselors also offered several ways the NSCS could assist them at their high school. One way that was frequently mentioned was Application Week, They found it was beneficial and worth repeating.

Enrollment and Marketing Committee

Michelle Suarez, Chair

Floyd Vrtiska

Samantha Meyer

June 19, 2009

State of the System Address

Priority: Greater System Prominence

- Goals:
2. Increase awareness of the system
 3. Market distinctiveness of the system
 4. Promote collaboration within the system

Chancellor Carpenter will deliver the fourth State of the System Address this fall at each college. Associate Vice Chancellor for Communications, Marketing and System Relations Sheri Irwin-Gish will be finalizing 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 27 at 11 a.m.

Chadron State College – Thursday, September 10 at 11 a.m.

Enrollment and Marketing Committee

Michelle Suarez, Chair

Floyd Vrtiska

Samantha Meyer

June 19, 2009

Key Dates

Priority: Greater System Prominence

- Goals:
2. Increase awareness of the system
 3. Market distinctiveness of the system
 4. Promote collaboration within the system
-

The next Senators' Reception will be held Tuesday, January 12, 2010 from 4-7 p.m.
This event will be sponsored by the Peru State Foundation.

The next Scholarship Luncheon will be held Friday, March 26, 2010 from 12-1:30 p.m.

More information will be provided as the dates approach.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19, 2009

Update on Bookstore and Food Service Contracts

Priority: Financial Strength of the System

Goal: 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

Chadron Bookstore

The Chadron State Campus Bookstore Review Committee received proposals from Validis Resources, Follett Higher Education Group, and Barnes & Noble Book Company. Because of past performance, percentage of payment to the program and continuity of service, the Committee recommends Nebraska Book Company continue to operate the Campus Bookstore as Validis Resources. Upon approval the Lease and Operating Agreement with Chadron would be effective July 1, 2009 through June 30, 2012 with up to four-one year renewal terms ending on June 30, 2016. The terms of the contract include:

- 3 year initial term, with 4 one-year renewals to year 2016
- \$100,000 annual commission guarantee
- 10% commission up to \$1,500,000
- 11% commission over \$1,500,001
- \$6,000/year scholarship investment
- \$50,000 signing bonus
- \$50,000 construction investment

Wayne Bookstore

Wayne State is entering into a new seven year bookstore contract. A competitive RFP process was followed and Follett Higher Education Group, Inc. was selected for several reasons including financial terms and an emphasis on new and emerging technologies for student textbooks. The terms of the contract include:

- 3 year initial term, with two 2-year renewals
- \$160,000 annual commission guarantee 11.1% commission up to \$2M in sales and 13.1% commission thereafter
- \$4,000 textbook scholarships annually
- Follett will invest up to \$120,000 for flooring, paint, shelving, displays and other store improvements
- Follett will also invest \$28,000 to implement their JDA/Windows DSS POS Computer System

7.1.-2

Wayne Food Service

Wayne State will continue with Chartwells for the fifth year of a seven year contract; with no substantive changes to the contract.

The following rates are for 2009-10 contract period:

	2009-10 <u>Proposed</u>	Meals per <u>Semester</u>
19-meal plan + \$50 flex dollars	\$2.61	291
15-meal plan + \$85 flex dollars	\$3.21	237
10-meal plan + \$115 flex dollars	\$4.69	162
5-meal plan/5-Day (commuter only)	\$5.92	78
3-meal plan + \$175 flex dollars (commuter only)	\$5.92	48

The increases above reflect an increase of 4.8% above the 2008-09 rates.

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19, 2009

Physical Plant Status Reports for Information
(January – March 2009)

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 19, 2009

Project Description	Status	Fund Source
LB 309 Projects		
Campus Energy/Utilities Study	In Progress	LB 309/CIF
Heat Plant Emergency Generator Design	In Progress	LB 309/CIF
Heat Plant Reverse Osmosis Unit	In Progress	LB 309/CIF
Heat Plant Switchgear Replacement	Complete	LB 309/CIF
King Library Fire Sprinklers	Complete	LB 309/CIF
Nelson Physical Activity Center Handicapped Accessible Ramp	In Progress	LB 309/CIF
Revenue Bond Projects (including BANS)		
LB 605 Projects		
Administration Building Parking Lot Repair	In Progress	LB 605
Administration Building Renovation	In Progress	LB 605
LB 1100 Projects		
NPAC Controls Upgrade	In Progress	LB1100
Miller Hall Window Replacement	Complete	LB 1100
Contingency Maintenance Projects		
Crites Hall Reroof	In Progress	Contingency Maint.
Kent Hall/Andrews Hall Window Replacement	In Progress	Contingency Maint.
Residence Hall Carpet	In Progress	Contingency Maint.
Residence Hall Security Electronics	In Progress	Contingency Maint.
Revenue Bond Buildings Asbestos Abatement	In Progress	Contingency Maint.
Revenue Bond Buildings Furnishings	In Progress	Contingency Maint.
Student Center Specialty Equip	In Progress	Contingency Maint.
West Court Deferred Repair	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)		
12 th Street Repairs	In Progress	Cash
Nelson Physical Activity Center Modifications	In Progress	Cash

PHYSICAL PLANT STATUS REPORT

College: **Peru State College**

Meeting Date: June 19, 2009

Project Description	Status	Fund Source
LB 309 Projects		
Administration Building Elevator Code	Bids to be received May 21, 2009	LB 309
Jindra Fine Arts Code Upgrade Study	Asbestos Abatement bids to be received May 21, 2009 Design Development In Progress CM at Risk firm selected and the contract under review	LB 309
LB 605 Projects (2006)		
AD Majors Demolition and Parking Lot Construction	Work In Progress	LB 605, Cash, Foundation
Revenue Bond Projects (including BANS)		
Eliza Morgan	Next Step is to Design Phase II of the Renovation – The project is on hold waiting for funding	Bonds
Delzell Hall Restrooms	Program Statement Approved – ventilation portion of the project complete	Bonds
Contingency Maintenance Projects		
Other Capital Construction Projects (Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
New College Entry	Foundation Fundraising In Progress	Foundation

PHYSICAL PLANT STATUS REPORT

College: **Wayne State College**

Meeting Date: June 19, 2009

Project Description	Status	Fund Source
LB 309 Projects		
Benthack Hall – ADA Hardware	Construction in Process	LB 309
Carhart Science 3 rd Floor HVAC	Construction in Process	LB 309
Campus Services Steam Traps	Complete	LB 309
U.S. Conn Library – Lighting Upgrade	Construction in Process	LB 309
Humanities – ADA Door Hardware	Complete	LB 309
Peterson HVAC Upgrade Phase 2	Construction in Process	LB 309
Rice Auditorium ADA Elevator	Construction in Process	LB 309
LB 1100 Projects (99-00)		
U.S. Conn Library Art Gallery Design	In Design	LB 1100 FY09
Rice Auditorium Sprinkler System	Construction in Process	LB 1100 FY 09
LB 605 Projects (2006)		
Rice Basement	Substantially Complete	LB 605
Stadium (weight room/lockers/offices)	Substantially Complete	LB 605
Carhart Science Renovations Phase I	Construction in Process	LB605/Cash/Foundation
Revenue Bond Projects (including BANS)		
Contingency Maintenance Projects		
Bowen Hall Doors/Locks/ Hall Ceiling & Lights	Construction in Process	Contingency Maint.
Student Weight/Cardio Room	Construction in Process	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)		
JG Lewis Commons Phase III	Construction in Process	Cash/Foundation
Hahn Administration Entrance Renovations	Complete	Cash

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

Capital Construction Progress Reports for Information Only
(as of March 31, 2009)

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/AD Majors Demolition & Parking Lot – Interim Report
2. Emergency Power Generator – Interim Report

Wayne

1. Campus Services – Interim Report
2. Rice - Stadium Renovations 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 3/31/09**

College: Chadron State College		Meeting Date: June 19, 2009	
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	\$4,865,322.00	
	Federal Funds		
	LB 309 Funds		
	Cash Funds	\$69,965.00	
	Capital Imp. Fee Commitment		
	Other		
Total Available	\$4,935,287.00		
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	\$332,705.33	\$1,739.67
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,678,726.90	\$3,491,890.90	\$186,836.00
2. Fixed Equipment			
3. Sitework/Utilities			
Furnishings/Moveable Equip.	\$635,583.00	\$205,068.24	\$430,514.76
Contingency	\$225,257.50	\$27,326.20	\$197,931.30
Artwork	\$40,036.50	\$0.00	\$40,036.50
Other Items			
1. Special/Tech. Equipment			
2. Asbestos Abatement	\$69,965.00	\$78,025.00	-\$8,060.00
3. Signage	\$12,635.90	\$12,635.90	\$0.00
4. Venetian Blinds	27366.23	27366.23	\$0.00
Change Orders			
#1-Fuller Construction	\$16,816.80		
#2-Fuller Construction	\$10,509.40		
#3-Fuller Construction	\$16,653.10		
TOTALS	\$4,996,649.80	\$4,147,651.57	\$848,998.23

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF 3/31/09**

College: Chadron State College		Meeting Date: June 19, 2009	
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	\$198,147.50	
	Capital Imp. Fee Commitment		
	Other		
Total Available	\$2,878,597.50		
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	\$2,878,597.50	
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.	\$2,495,000.00	\$2,442,893.00	\$52,107.00
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			
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		-\$28,102.00
TOTALS	\$2,878,597.50	\$2,834,592.50	\$44,005.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2009

College: Peru State College		Meeting Date: June 19, 2009		
Project Information	Project Title:	AWAC Addition/Renovation/Bleachers/ AD Majors Demolition and Parking Lot		
	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, 8/16/2008, 12/31/2008		
Final Acceptance Date				
Project Dates	Professional Consultants:	The Clark Enersen Partners		
	Needs Statement			
	Program Statement			
	Professional Services Contract			
	Bonds Sold	8/15/06		
	Preliminary Plans			
	Design Development	9/15/06		
	Construction Contract	4/9/07		
	Substantial Completion	5/1/08		
	Final Completion	5/1/08		
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	\$4,846,933.00	\$0.00	
State Funds--LB No:605 (bleachers)	\$167,990.00	\$167,990.00	\$0.00	
LB 1100 06-07	\$136,761.00	\$136,761.00	\$0.00	
LB 1100 07-08	\$152,921.00	\$152,921.00	\$0.00	
LB 605 5% ON AWAC	\$215,550.00	\$215,550.00	\$0.00	
LB 605 5% ON Emer Power	\$30,000.00	\$30,000.00	\$0.00	
LB 605 transferred from Generator	\$149,500.00	\$149,500.00	\$0.00	
LB 605 transferred from Generator approved 1/13/2009	\$18,660.86	\$0.00	\$18,660.86	
Capital Improvement Fee (IPF)	\$145,000.00	\$131,818.20	\$13,181.80	
Cash Fund Adjustment 9/14/2007 (includes IPF)	\$337,500.00	\$337,500.00	\$0.00	
PSC Foundation (IPF)	\$250,000.00	\$250,000.00	\$0.00	
State Funds--LB No:605 Additional 6/6/08 (ADM)	\$300,000.00	\$300,000.00	\$0.00	
Cash Fund Adjustment 6/6/2008 (ADM)	\$342,910.00	\$248,050.94	\$94,859.06	
Federal EDI Funds (ADM)	\$148,500.00	\$0.00	\$148,500.00	
Grand Total AWAC and AD Majors	\$7,242,225.86	\$6,967,024.14	\$275,201.72	
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 (plus reimbursables)	\$395,289.59	\$395,289.59	\$0.00	
Life Cycle Cost Analysis				
Construction				
1. AWAC Bid Amount	\$5,613,000.00			
2. Value Engineering Deduct (CO#01)	-\$107,802.00			
3. Deduct for LB 1100 HVAC contract (CO#02)	-\$289,682.00			
4. General, Mech., Elec. Contract	\$5,215,516.00	\$5,215,516.00	\$0.00	
5. Fixed Equipment (bleachers)	\$0.00	\$0.00	\$0.00	
6. Site work/Utilities	\$13,546.86	\$13,546.86	\$0.00	
7. HVAC contract for LB 1100 Funds	\$289,682.00	\$289,682.00	\$0.00	
8. Furnishings/Moveable Equip. (SIGN/PLAQUE)	\$16,636.50	\$16,636.50	\$0.00	
9. Contingency plus Escalation	\$0.00	\$0.00	\$0.00	
10. Artwork	\$55,052.00	\$32,133.84	\$22,918.16	
11. Administrative Fees	\$11,680.48	\$11,680.48	\$0.00	
12. Relocation	\$0.00	\$0.00	\$0.00	
13. Asbestos Abatement	\$1,690.00	\$1,690.00	\$0.00	

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
January - March 2009

College: Peru State College		Meeting Date: June 19, 2009		
Project Information		Project Title: AWAC Addition/Renovation/Bleachers/ AD Majors Demolition and Parking Lot		
AD Majors Expenditure Information				
Demolition and Construction				
1. Asbestos Abatement	\$88,278.75	\$88,278.75	\$0.00	
2. Demolish AD Majors Building (CO#020)	\$194,750.00	\$194,750.00	\$0.00	
3. Build Parking Lot, Walks and Curbs (CO#020)	\$291,383.00	\$166,022.12	\$125,360.88	
4. Lighting for Parking Lot (CO#020)	\$32,709.00	\$0.00	\$32,709.00	
5. Contingency @ 10% of Construction/add 605 funds	\$85,105.68	\$0.00	\$85,105.68	
6. A & E Services for Construction Administration	\$18,000.00	\$8,892.00	\$9,108.00	
7. Environmental Impact Study per HUD requirements	\$39,000.00	\$39,000.00	\$0.00	
8. Possible remediation costs @ 10% of Construction	\$0.00	\$0.00	\$0.00	
9. JEO Design costs for Sewer Repair	\$6,890.00	\$6,890.00	\$0.00	
Change Orders				
003 Lockers, ductwork, high voltage	\$6,962.00	\$6,962.00	\$0.00	
004 Revised fire srv, fire rated door	\$19,342.00	\$19,342.00	\$0.00	
005 Precast bridge with masonry guardrail	\$17,000.00	\$17,000.00	\$0.00	
006 Composite metal on addition	\$36,988.00	\$36,988.00	\$0.00	
007 Composite metal on natatorium north face	\$39,950.00	\$39,950.00	\$0.00	
008 Reinforcing steel, etc for A4	\$27,781.00	\$27,781.00	\$0.00	
009 Brick for north natatorium	\$25,676.00	\$25,676.00	\$0.00	
010 Mirrors, conduit change, combine pads	\$4,300.00	\$4,300.00	\$0.00	
011 Change lavatory type, add elevator sump/pit	\$15,226.00	\$15,226.00	\$0.00	
012 Provide Gymnasium Curtains	\$24,980.00	\$24,980.00	\$0.00	
013 Add cross-bracing, structural steel	\$5,292.00	\$5,292.00	\$0.00	
014 Add corrugated panels for north existing bldg	\$3,468.00	\$3,468.00	\$0.00	
015 New relay panel Gymnasium	\$2,354.00	\$2,354.00	\$0.00	
016 Power disconnects for Heat Pumps	\$2,263.00	\$2,263.00	\$0.00	
017 Insulation for ductwork	\$18,717.00	\$18,717.00	\$0.00	
018 Correction to 2nd floor beam elevations	\$9,332.00	\$9,332.00	\$0.00	
019 Four handicapped accessible shower	\$844.00	\$844.00	\$0.00	
020 For AD Majors Parking - see above for expenditure	\$0.00	\$0.00	\$0.00	
021 Additional court striping	\$7,395.00	\$7,395.00	\$0.00	
022 Electric lift batting cage	\$10,939.00	\$10,939.00	\$0.00	
023 Electrical additions to contract	\$2,987.00	\$2,987.00	\$0.00	
024 Steel mod for digital sign	\$342.00	\$342.00	\$0.00	
025 Paint existing panels to match "Cherokee"	\$35,953.00	\$35,953.00	\$0.00	
026 Add fire alarm, electrical bat cage, remove cap	\$5,275.00	\$5,275.00	\$0.00	
027 Remove cap on floor drain, add door closures	\$3,340.00	\$3,340.00	\$0.00	
028 Change to exterior rated cabling, modify door 130	\$4,024.00	\$4,024.00	\$0.00	
029 Railing change, provide additional railing at wall	\$5,833.00	\$5,833.00	\$0.00	
030 Fire alarm mod and framing modifications	\$17,837.00	\$17,837.00	\$0.00	
031 By-pass pump for damaged sanitary sewer line	\$56,687.00	\$56,687.00	\$0.00	
032 Cost to replace sanitary sewer line	\$50,000.00	\$50,000.00	\$0.00	
033 Additional cost to replace sewer line	\$25,929.00	\$25,929.00	\$0.00	
TOTALS	\$7,242,225.86	\$6,967,024.14	\$275,201.72	

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
Jan - Mar 2009

College: Peru State College		Meeting Date: June 19, 2009		
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	\$628,375.96	\$174,124.04
Transferred to AWAC		-\$149,500.00		-\$149,500.00
Transferred to ADM Parking (BOT approved 1/13/2009)		-\$18,660.86		-\$18,660.86
Total Available		\$634,339.14	\$628,375.96	\$5,963.18
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	\$70,000.00	\$0.00
Professional Fees - Fuel Filter		\$4,386.82	\$4,386.82	\$0.00
Life Cycle Cost Analysis				\$0.00
Construction				
1. General, Mech., Elec.		\$533,000.00	\$527,500.00	\$5,500.00
2. Fixed Equipment				
3. Site work/Utilities				
Furnishings/Moveable Equip.				
Contingency		\$463.18	\$0.00	\$463.18
Artwork				
Other Items				
1. Administrative Fees		\$1,862.14	\$1,862.14	\$0.00
2. Relocaton		\$0.00	\$0.00	\$0.00
3. Testing and Surveys		\$0.00	\$0.00	\$0.00
4. Asbestos Abatement		\$0.00	\$0.00	\$0.00
5. Legal fees and Insurance		\$0.00	\$0.00	\$0.00
Change Orders				
Change Order #1		\$4,528.00	\$4,528.00	\$0.00
Change Order #2		\$20,099.00	\$20,099.00	\$0.00
TOTALS		\$634,339.14	\$628,375.96	\$5,963.18

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT

As of March 31, 2009

***project under construction **

College: Wayne State College		Meeting Date: June 18-19, 2009	
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	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	\$334,213.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$4,014,000.00	\$4,014,000.00	\$0.00
2. Concrete encased fiber	\$80,000.00	\$90,088.50	-\$10,088.50
Furnishings/Moveable Equip.	\$369,535.00	\$493,535.25	-\$124,000.25
Contingency	\$114,347.14	\$0.00	\$114,347.14
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	\$60,305.69	\$22,621.31
Change Orders			
1. CO # 1 through #12	\$267,568.86	\$267,569.02	-\$0.16
			\$0.00
			\$0.00
TOTALS	\$5,342,013.00	\$5,259,711.46	\$82,301.54

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2009

College: Wayne State College		Meeting Date: June 18-19, 2009	
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		
	Estimated Completion Date	September-08	
Final Acceptance Date	February-09		
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	February-09	
	Final Completion		
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	\$	160,000 ADA Entrance & Elevator
	Cash Funds	\$	80,000 Steam Pipe Replacement
	Capital Imp. Fee Commitment	\$	160,000 ADA Entrance & Elevator
	Other LB1100	\$	175,000 Rice Sprinkler System
	Total Available	\$	4,341,611
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	\$	575,000.00
	Total Available		\$4,341,611
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$282,000.00	\$281,662.71	\$337.29
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. Rice & Stadium Renovations	\$3,085,978.00	\$3,059,228.00	\$26,750.00
2. Visitor Bleachers	\$75,000.00	\$75,535.95	-\$535.95
3. Concessions Remodel	\$25,000.00	\$13,997.50	\$11,002.50
4. Rice Sprinklers	\$175,000.00	\$175,000.00	\$0.00
5. ADA Entrance/Elevator	\$287,400.00	\$205,579.00	\$81,821.00
Furnishings/Moveable Equip.	\$329,864.00	\$329,864.00	\$0.00
Contingency	\$82,154.00	\$82,154.00	\$0.00
Artwork	\$35,000.00	\$35,000.00	\$0.00
Other Items	\$15,000.00	\$37,517.66	-\$22,517.66
Change Orders 1 to 11	-\$50,785.00	-\$53,318.00	\$2,533.00
TOTALS	\$4,341,611.00	\$4,242,220.82	\$99,390.18

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19,2009

Occupancy/Income Reports for Spring 2009

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, 2009.

In summary, the following ratios are noted with comparative data from 2008:

	% Residence Hall Bed Occupancy Spring 09	% Residence Hall Room Occupancy Spring 09	% Residence Hall Income Spring 09
Chadron	62%	90%	63%
Peru	76%	85%	75%
Wayne	75%	93%	68%

	% 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 2009

Report Date: 05-18-09
Final Report: Spring 2009

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2008	Beds Occupied Spring 2009	Percent of Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2009	Percent Room Occupancy
Residence Hall									
ANDREWS	304	284	163	169	3.68%	59.51%	148	138	93.24%
BROOKS	110	84	35	54	100.00%	64.29%	40	31	77.50%
EDNA WING	94	94	64	62	-3.13%	65.96%	49	48	97.96%
EDNA WORK	92	92	54	52	0.00%	56.52%	46	46	100.00%
HIGH RISE	400	422	248	276	11.29%	65.40%	218	208	95.41%
KENT HALL	304	275	178	165	-7.30%	60.00%	151	113	74.83%
SUBTOTALS	1,304	1,251	742	778	4.85%	62.19%	652	584	89.57%

	Apartments Available	Apartments Occupied Spring 2008	Apartments Occupied Spring 2009	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0	0.00%
WEST COURT	41	34	34	0	82.93%
SUBTOTALS	41	34	34	0	82.93%
TOTALS	1,304	1,292	776	0	62.85%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Actual Income
Residence Halls * **	1,304	1,194	925-1806	\$1,508,372	\$954,425	63.28%
Student Apartments N/A						
Family Housing	41	41	396-481	\$83,185	\$65,638	78.91%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				\$90,000	\$50,736	56.37%
Other						
TOTALS				\$1,681,557	\$1,070,798	63.68%

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

**Actual income for spring 2009 is higher although the occupancy rate is lower because most of the room waivers for spring 2009 were put on in November 2008 and included in the fall 2008 numbers. Total for 2008-09 room waivers is approximately \$20,000 higher this year than last year.

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2009

REPORT DATE: JUNE 19, 2009
FINAL REPORT

OCCUPANCY

Residence Hall	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2008	Beds Occupied Spring 2009	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2009	Percent Room Occupancy
ELIZA MORGAN (1)	170	98	73	69	-5.48%	70.41%	50	37	74.00%
DELZELL	146	144	99	105	6.06%	72.92%	72	63	87.50%
CLAYBURN/MATHEWS	120	106	66	85	28.79%	80.19%	58	50	86.21%
DAVIDSON/PALMER	116	106	56	78	39.29%	73.58%	58	48	82.76%
NICHOLAS/PATE	24	48	40	44	10.00%	91.67%	28	28	100.00%
SUBTOTALS	576	502	334	381	14.07%	75.90%	266	226	84.96%

Family Housing	Apartments Available	Apartments Occupied Spring 2008	Apartments Occupied Spring 2009	Percent of Change	Percent Occupancy	
OAK HILL	12	10	9	0	75.00%	
FACULTY	8	6	5	0	62.50%	
SUBTOTALS	0	20	16	0	70.00%	
TOTALS	576	522	350	395	0	75.67%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	576	502	1130-1696	\$641,502	\$483,533	75.38%
Student Apartments	12	12	1320-1580	\$23,310	5,653	24.25%
Faculty Apartments	8	8	1400-1700	\$14,616	11,867	81.19%
Summer, Guest Housing & Rentals					4,000	
Other					13,340	
TOTALS				\$679,428	\$518,393	76.30%

* 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 2009

REPORT DATE: May 27, 2009
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2008	Beds Occupied Spring 2009	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2009	Percent Room Occupancy
Residence Hall	165	160	117	115	-1.71%	71.88%	66	62	93.94%
Anderson Hall	328	306	238	284	19.33%	92.81%	159	149	93.71%
Berry Hall	448	434	286	250	-12.59%	57.60%	208	179	86.06%
Morey Hall	240	231	181	186	2.76%	80.52%	119	114	95.80%
Neihardt Hall	185	161	125	127	n/a	78.88%	91	85	93.41%
Pile Hall	150	134	103	111	7.77%	82.84%	72	72	100.00%
Terrace Hall	147	140	119	109	-8.40%	77.86%	74	70	94.59%
SUBTOTALS	1,663	1,566	1,169	1,182	1.11%	75.48%	789	731	92.65%

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

SUBTOTALS	0	0	0	0	0	0
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TOTALS	1,663	1,566	1,169	1,182	1.11%	75.48%
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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	\$1195-\$2090	\$1,856,759	\$1,262,051	67.97%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	4,243	n/a
Other				\$10,513	4,243	40.36%
TOTALS				\$1,867,272	\$1,266,295	67.82%

* 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
Doug Liewer

June 19, 2009

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 \$55,000; c) consultant contracts for less than \$50,000 (between \$25,000 and \$50,000 must have Chancellor's approval); and d) exempt contracts exceeding \$25,000.

SYSTEM OFFICE

System Office	
Location on Campus:	System Office
Contracted Work:	Assist NSCS to secure federal funding for programs and projects
Contract Amount:	\$36,000
Fund Source:	Cash
Contractor:	Federal Management Strategies

Chadron State College	
Location on Campus:	Andrews Hall
Contracted Work:	Design for window replacement
Contract Amount:	\$3,100
Fund Source:	Contingency Maintenance
Contractor:	Dave Coe, Coe Engineering

7.5.-2

Peru State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra Fine Arts Building Asbestos abatement project specifications and bid solicitation \$29,775 LB 309/Cash AMI Environmental
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Parking Lots Asphalt parking overlay specifications \$1,800 Cash Jackson Jackson and Associates
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra Fine Arts Building Drilling, soil testing and engineering for construction project \$3,350 LB 309 GSI
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Neal Hall Asbestos Survey \$1,843 Cash AMI Environmental
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Theater Paint theater ceiling \$12,500 Cash Christiansen Painting
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	President's House Roof replacement \$10,055 Cash Ernco, Inc.

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	College Center South Sioux City Additional charges/expenses (amendment to original) \$9,775 State Appropriation/NECC/Private Fundraising Beringer Ciaccio Dannel Mabrey, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Building Asbestos abatement \$29,500 LB 605/Cash Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts Asbestos abatement \$49,450 Cash Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Replace restroom stall dividers \$19,740 Contingency Maintenance Otte Construction, Inc., Wayne, NE

Wayne State College continued	
Location on Campus:	Commons
Contracted Work:	Improvements
Contract Amount:	\$619,684 (Board authorized Chancellor to sign contract January 13, 2009)
Fund Source:	Cash/Foundation
Contractor:	Stephens & Smith Construction, Lincoln, NE
Location on Campus:	Carhart Science
Contracted Work:	Renovations Phase I
Contract Amount:	\$5,835,717 (Board approved CM@ Risk contract 11/14/08 & adopted resolution for CM@ Risk delivery system)
Fund Source:	LB 309/Foundation/LB 605/Cash
Contractor:	Beckenhauer Construction

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 reported for ratification at next Board meeting.

Chadron State College	
Location on Campus:	Campus
No. & Description:	#4 add 11 security cameras
Change Order Amount:	\$17,998.08
Fund Source:	Cash
Contractor:	Golden West Technologies

Fiscal and Facilities Committee

Larry Teahon, Chair
Cap Peterson
Doug Liewer

June 19 2009

Grant Awards for Information Only**Wayne Awards**

- IdeA Networks of Biomedical Research Excellence (INBRE) (National Institutes of Health through the University of Nebraska Medical Center) -- \$149,606 Funding for award period 5/09-4/10
- Shade our Streets (Nebraska Department of Roads from Federal Transportation Funds) -- \$4,200

Priority: Financial Strength of the System

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

5. Secure public and private funding sources

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

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

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

7.6.-2

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

College: Wayne State College		Date: June 19, 2009
Notice of Intent	Application:	Accept Award: X
Name of Program: IdeA Networks of Biomedical Research Excellence (INBRE)		
Funding Source: National Institutes of Health through the University of Nebraska Medical Center		
Amount Requested: \$748,030	Amount Awarded: \$149,606 Funding for award period 5/09-4/10	Funding Period: 05/01/09-04/30/14
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 01/13/09
Does this grant include Indirect Cost Funds for the College's use?		Yes: X No:
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?		Yes: No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: X No:
How many FTE positions will the grant fund?		FTE: 0.87
How many of these are new positions?		New FTE: 0.20
Briefly describe the purpose(s) of this application/award: This first-year award of a five-year grant by the University of Nebraska Medical Center for the IdeA Networks of Biomedical Research Excellence (INBRE), of which Wayne State is a participant, is designed to develop and sponsor research activity at undergraduate institutions and to involve undergraduate students in the research enterprise. It provides funding for supplies, travel, and salary/benefits for three faculty members and scholar support for students involved in biomedical research. The project goal is to enhance the competitive biomedical research capability throughout the State of Nebraska through collaboration among the state's institutions of higher education.		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: While not technically a continuation, this award funds Phase III of the three-year Biomedical Research Infrastructure Network (BRIN) grant awarded for the period 09/01-09/04 and the five-year IdeA Networks of Biomedical Research Excellence (INBRE) grant awarded for the period 09/04-04/09.		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Shawn Pearcy, Professor, Life Sciences Department, Dr. Doug Christensen, Professor, Life Sciences Department, and Dr. Sharmin Sikich, Asst. Professor, Physical Sciences and Mathematics Department.		
Administrator responsible for approving the application: Beth Kroger, Administration and Finance		

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

College: Wayne State College		Date: June 19, 2009
Notice of Intent	Application:	Accept Award: X
Name of Program: Shade Our Streets		
Funding Source: Nebraska Department of Roads from federal transportation funds		
Amount Requested: \$4,180	Amount Awarded: \$4,200	Funding Period: Spring 09-Fall 09
Closing Date for Application Submission: March 6, 2009		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: April 17, 2009
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: X
Will this grant require State Matching Funds ?		Yes: X No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): Matching funds will come from the Campus Beautification Fund from Wayne State Foundation.		
Will this grant require In-Kind Funds ?		Yes: X No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-kind support includes time commitment of grounds crew members for planting, watering and lifetime maintenance of the trees.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: This award provides funding for the purchase of 25 mature trees to be planted on campus.		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Mr. Kim Schramm, Landscape & Arboretum Manager		
Administrator responsible for approving the application: Beth Kroger, Administration and Finance		

Fiscal and Facilities Committee

*Larry Teahon, Chair
Cap Peterson
Doug Liewer*

June 19, 2009

Update on NeSIS and SAP Projects

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

NeSIS

The SIS project continues to move forward with the implementation team having completed two of the five identified phases of the project. The five phases of the project include:

- Phase One: Planning and Discovery;
- Phase Two: Analyze and Design
- Phase Three: Configure and Develop
- Phase Four: Testing and Training
- Phase Five: Deployment

The completed phases include phase one – planning and discovery and phase two – analyze and design. The team is currently in phase three and phase four. Many of the activities of phases three and four overlap.

According to our consulting team, CedarCrestone, the progress to date continues to be within the scope of the project.

Included with this report for your information is a copy of the Project Status Form submitted to the Nebraska Information Technology Commission (NITC) last month.

SAP

The SAP project remains as scheduled for a go-live on July 1, 2009. The teams on this project have completed both unit testing and integration testing. Master Data is now being loaded into production. Lead training continues as we approach the July 1 date.

It should be noted that the individuals involved in this process on both the SIS and SAP projects continue to make great personal sacrifices to bring these technological upgrades to our colleges. Our thanks and appreciation go out to all of those involved.

7.7.-2

Nebraska Information Technology Commission

Nebraska Student Information System - NeSIS

Project Status Report

June 9, 2009




Nebraska Student Information System - NeSIS
June 9, 2009
University of Nebraska and Nebraska State College System

Project Status

General Information			
Project Name			Date
NeSIS – Joint Student Information System Replacement Project			06-09-09
Sponsoring Agency			
University of Nebraska and Nebraska State College System			
Contact	Phone	Email	Employer
Dr. Linda Pratt – UN EVP and Provost	402-472-7117	lpratt@nebraska.edu	University of Nebraska
Project Manager	Phone	Email	Employer
Rory Weaver	402-472-0131	rweaver@nebraska.edu	University of Nebraska
Key Questions			Explanation (if Yes)
1. Has the project scope of work changed? (Scope marginally reduced)			Yes X No
2. Will upcoming target dates be missed?			Yes X No
3. Does the project team have resource constraints?			X Yes No Budget
4. Are there problems or concerns that require stakeholder or top management attention?			Yes X No

7.7.-4

Project Metrics		
Measure	Numbers	Percent Complete
Tasks Completed – Project Planning (Detailed Project Plan)	(on going – subject to change)	100%
Tasks in Progress (Phase II, Analyze & Design) <ul style="list-style-type: none"> Student Financials IDP's Admission IDP's Student Records IDP's Financial Aid IDP's Enterprise Portal IDP's Security Plan Discussions Data conversion activities 		100% 100% 100% 97% 21% 83% 50%
Tasks in Progress (Phase III, Configure & Develop) <ul style="list-style-type: none"> Admission Student Financials 	Due 8/17/09 Due 11/05/09	65% 41%
Tasks not Started - (Phases IV, V of above tasks Phase IV – Test & Train, Phase V – Deploy & Optimize) <ul style="list-style-type: none"> Business Intelligence Reporting Production Hardware Installation 		
Time spent – (note: project days have been adjusted)	130 of 467 days	28%
Time remaining	337 of 467 days	72%
[Project Specific Measure]		

Summary Project Status						
Based on the color legend below, indicate green, yellow, or red for the reporting periods of each item. Any item classified as red or yellow requires an explanation in the comment boxes that follow this section. Additional priority items can be added to the list for status reporting.						
Select one color in each of the Reporting Period columns to indicate your best assessment of:	Last Reporting Period [4/14/09]			This Reporting Period [05/12/09]		
1. Overall Project Status	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	X Green	<input type="checkbox"/> Red	(X) Yellow	<input type="checkbox"/> Green
2. Schedule	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	X Green	<input type="checkbox"/> Red	(X) Yellow	X Green
3. Budget (project gap funded by legislature – budget still tight)	<input type="checkbox"/> Red	(X) Yellow	<input type="checkbox"/> Green	<input type="checkbox"/> Red	(X) Yellow	<input type="checkbox"/> Green
4. Scope	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	X Green	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	X Green
5. Quality	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	X Green	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	X Green
	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	<input type="checkbox"/> Green	<input type="checkbox"/> Red	<input type="checkbox"/> Yellow	<input type="checkbox"/> Green
Color Legend						
	Red	Project has significant risk to baseline cost, schedule, or project deliverables. Current status requires immediate escalation and management involvement. "Probable that item will NOT meet dates with acceptable quality without changes to schedule, resources, and/or scope".				
	Yellow	Project has a current or potential risk to baseline cost, schedule, or project deliverables. Project Manager will manage risks based on risk mitigation planning. "Good probability item will meet dates and acceptable quality. Schedule, resource, or scope changes may be needed".				
	Green	Project has no significant risk to baseline cost, schedule, or project deliverables. "Strong probability project will meet dates and acceptable quality".				

Product and/or Service Performance				
Performance Standard	Meets	Exceeds	Below	Explanation
CedarCrestone Consulting IDP's (Interactive Design and Prototyping)	X			
Oracle/PeopleSoft Campus Solution			X	"Self Service" limitations causing concern.
Oracle/PeopleSoft Campus Solution 'SOA App'	X		X	Beta product still being developed. Some limitation causing concern.
Milestones Planned and Accomplished				
Milestone	Original Date	Revised Date	Actual Date	
Production HW installation has begun.	1 st Qtr 2009	2 nd Qtr 2009	2 nd Qtr 2009	
NU ID Assignment Process	2 nd Qtr '09		2 nd Qtr '09	

7.7.-6

Milestones Planned and Not Accomplished			
For each item listed, provide a corresponding explanation of the effect of this missed item on other target dates and provide the plan to recover from this missed item.			
Milestone	Original Date	Revised Date	Effect on Other Dates/Plan
SOA Tools and SOA Apps installed	1 st Qtr '09	2 nd Qtr '09	Compresses schedule
Milestones Planned for Next Period			
Milestone	Original Date	Revised Date	
Production Hardware installed and DB environments built	1 st Quarter '09	2 nd Qtr '09	
Database environments built out complete	April '09	June '09	

Decision Points				
For each item listed, provide a corresponding explanation of the effect of this item on other target dates, scope or cost and provide the responsible parties name. The responsible party will ensure the decision is made and carried out.				
Decision Point	Decision Due Date	Deciders Name or Names	Decisions Effect on Project	
Oracle WebLogic vs. OAS. SOA App platform requirement to be decided.	Immediate	Executive Sponsor / PMO	Decision impacts licensing which impacts project cost and schedule.	
Project Issues				
Description	Impact on Project - (H,M,L)	Date Resolution is Needed	Issue Resolution Assigned to	Date Resolved
CSN Staffing: Security Specialist; Associate DBA	H	6-1-09	UNCA CIO	

Footnote: High, Medium, Low Impact.

High- "project killer" major impact on project time, scope, cost. Issue must be resolved! - **Medium-** impact will moderately effect project time, scope, cost. - **Low-** Issue will not impact project delivery

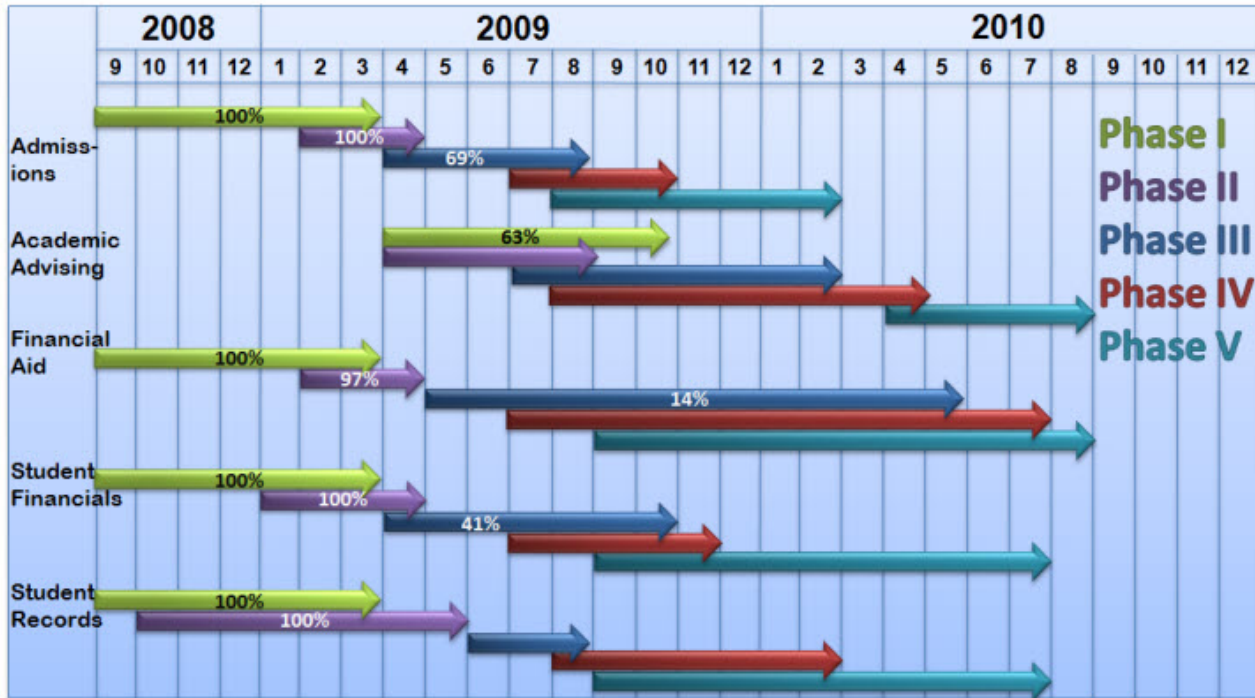
Risk is primarily associated with the overall complexity of the project. The number of different and unique processes and procedures that are involved, user requirements and demands, providing for all the needed campus services, quantity of data converted, operational areas impacted will all play a part in the area of project risk.

Risk Rank	Risk Statement	Probability	Impact	Mitigating Actions
SectionTitle				
1	Lack of funding to complete and support NeSIS	High	High	<ul style="list-style-type: none"> ▪ Support from legislature ▪ Reallocation of resources
2	Adequate campus staffing to support the project and the ongoing legacy system	High	High	<ul style="list-style-type: none"> • Appropriate campus staffing • Appropriate campus backfill
3	Inadequate central technical staff to support the project and post implementation	High	High	<ul style="list-style-type: none"> ▪ Appropriate allocation and funding of resources ▪ Timely identification of post implementation requirements ▪ Appropriate post implementation governance planning
4	Significant scope creep	High	High	<ul style="list-style-type: none"> ▪ Adherence to governance procedures as documented in the NeSIS project charter
5	Departure from two instance implementation strategy	Low	High	<ul style="list-style-type: none"> ▪ Adherence to governance procedures as documented in the NeSIS project charter
6	Resistance to change	Medium	High	<ul style="list-style-type: none"> ▪ Project education and communication ▪ Executive advocacy of user ownership
7	Decisions not made in a timely manner.	Medium	High	<ul style="list-style-type: none"> ▪ Follow the issue and decision making matrix as outlined in the charter. ▪ Provide strong central leadership by management. ▪ Empower team members to make decision within their scope of responsibility.

Risk Rank	Risk Statement	Probability	Impact	Mitigating Actions
8	System, component or connectivity failure	Medium	High	<ul style="list-style-type: none"> ▪ Create contingency plan ▪ Pursue high availability strategy in order to preserve business continuity ▪ Effective network redundancy
9	Nebraska and CCI Staff turnover	Medium	High	<ul style="list-style-type: none"> ▪ Cross training ▪ Depth chart analysis ▪ Identify replacement ▪ Reward & Recognition
10	Lack of executive support at individual campus	Low	High	<ul style="list-style-type: none"> ▪ Ongoing communication with campus executives. State and system governance bodies encourage support of the project. ▪ Engage campus executives
11	PS not performing core functions as designed &/or described.	Medium	High	<ul style="list-style-type: none"> ▪ Appropriate system and unit testing ▪ User participation and contribution to product knowledge communities
12	Inadequate end user support	Low	High	<ul style="list-style-type: none"> ▪ Adequate training and knowledge transfer ▪ Appropriate restructuring of help desk
13	Potential and temporary reduction of service levels	High	Medium	<ul style="list-style-type: none"> ▪ Management of expectations ▪ Timely and effective interfaces to existing services ▪ Appropriate go live planning
14	Lack of Appropriate and accurate project documentation	Low	Medium	<ul style="list-style-type: none"> ▪ Adherence to project documentation standards

Key:

Probability	Low minimal chance that the identified risk will occur	Medium Low likelihood that the identified risk will occur	High significant chance that the identified risk will occur
Impact	minimal affect on the project execution and success	moderate affect on the project execution and success	significant affect on the project execution and success



- Phase I – Plan & Discover
 - Project preparation
 - Project readiness assessment
 - Preliminary fit/gap analysis and business process overview
 - Scope confirmation
 - Project planning and management
 - Quality assurance
- Phase II – Analyze & Design
 - Technical preparation
 - Interactive Design and Prototype (IDP) sessions
 - Technical planning
 - Project planning and management
 - Quality assurance
- Phase III – Configure & Develop
 - Prepare technical environments
 - Development
 - Data conversion
 - Security setup
 - Unit testing
 - Configuration
 - User documentation and communication
 - Quality assurance
- Phase IV – Test & Train
 - Infrastructure update and conversion validation
 - Testing
 - Knowledge transfer, documentation and training
 - Go-live planning
 - Quality assurance
- Phase V – Deploy & Optimize
 - Production cutover preparation
 - Production support
 - Project assessment

- Chancellor's Report –
June 2009

1. Legislative Wrap-Up

There are several bills from the 2009 legislative session that will have an impact on the Nebraska State College System (NSCS).

- LB 167 allows a requirement of electronic funds transfers to pay state employees. The agenda includes a board policy change for the NSCS to implement this change.
- LB 206 adds a “tuition and fees” remission requirement for dependents of police and firefighters who are killed in the line of duty.
- LB 403 requires verification of lawful presence in the United States to receive public benefits. This will necessitate the implementation of checks through the federal e-verify system for all new employees hired after 10/1/2009 who physically perform services within the State of Nebraska. For the NSCS, it also requires that any public contract issued after 10/1/2009 contain a provision requiring the public contractor to use the federal system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.
- LB 430 included an amendment that includes higher education in the definition of schools for the Concealed Handgun Permit Act. This is a change requested by the “higher education sector” for clarification purposes.
- LB 440 changed the Student Diversity (Davis-Chambers) Scholarship Act to bring the program in line with Initiative 424 which was approved by the voters in 2008. The bill also included an amendment that changes the threshold for review of state-funded capital projects by the Coordinating Commission for Postsecondary Education from \$500,000 to \$2,000,000. This is another change requested by the “higher education sector”.
- LB 533 changes provisions for expense reimbursements. Itemized receipts for meals are now required and reimbursement requests must be filed within 60 days of the expense.

Also related to the Legislative Update is the final budget from the Legislature and Governor. A quick wrap-up is below:

- The NSCS state appropriation is increased 1.5% each year of the biennium and in addition includes funding for the College Center at South Sioux City operations (\$100,000 in FY 2009-10 plus an additional \$150,000 in FY 2010-11).
- The deficit transfer of \$83,000 from LB1 to LB1100 final debt service payments was approved. The language was included that will allow any remaining funds in LB1 (about \$168,000) on June 30, 2009 to be used toward the NeSIS project.
- On the capital side, state funding for LB 605 bond repayments was reaffirmed and is included in the biennium budget. No other capital projects were included in the biennium funding.
- Language also remains that allows for carry-forward of unspent FY09 appropriations on June 30, 2009 into FY10.

8.1.-2

2. Budget

The budget for 2009-11 has provided significant challenges for the Nebraska State College System. Challenges I believe that we, as a system, have taken on and worked diligently to overcome. As we knew and began planning for early in the biennium budget process, the increases in our "core needs" for 2009-11 outpaced anticipated available funding. The core needs identified in our biennium budget (September, 2008) totaled \$6.7 million, at that point assuming a 2.5% increase in salaries for each year of the biennium in advance of completion of the collective bargaining process. That \$6.7 million amount would have required nearly a 15% increase in General Fund support from the State of Nebraska. In September, 2008, the Board approved a \$4.4 million total request (or 9.75% increase) in General Funds as part of the biennium request plus a one-time funding request of \$1 million for a campus safety and security initiative. If the state had fully funded that request, the NSCS was still \$2.3 million short of covering core needs for the biennium. The final result of the biennium budget request, as noted above in the legislative section, is a 1.5% increase in General Funds each year of the biennium plus some operational funding for the College Center at South Sioux City.

Given the economic situation and the likelihood of no additional General Funds for the 2009-11 biennium budget, the Colleges and the System Office began planning for various budget scenarios very early that took into consideration variables related to:

- 1) Outcomes of the collective bargaining process
- 2) State appropriations
- 3) Tuition Increases
- 4) Other changes in core needs such as the LB1100 depreciation assessment

This planning process continued from December, 2008 through February, 2009. By the end of February, the NSCS had preliminary plans in place for a "best case scenario" and a "worst case scenario". One of the variables – the SCEA Faculty Agreement -- still remained undetermined at that time and remains so today. Due to timing required for any layoffs and for budget planning, action was taken for the FY2009-10 budget in line with the planning process assuming the "worst case scenario". These budget reductions included the elimination of some programs, the elimination of several vacant positions, some layoffs, as well as reductions in other operating costs.

As a result of these planning efforts, even with state appropriations just being finalized for FY 2009-10, the NSCS is positioned to move forward with a balanced budget for FY2009-10 without additional reductions at this time. The recommendations included in this board meeting for Distribution of Funds, as well as the Tuition, Fees, Room and Board recommendations all reflect the planning efforts that have been completed for the upcoming fiscal year.

Preliminary plans are in place for additional reductions for FY2010-11. As we get the fall term underway, these reductions will be revisited as we continue the planning process for the FY2010-11 budget.

**Chadron State College
President's Report
June 2009**

Chadron State College's Alternative Spring Break Experience

Amidst official warnings from travel companies that college students should avoid spring break trips to Mexico and border towns in Texas, a group of 40 Chadron State College students traveled to Galveston over the Spring 2009 mid-term break. This Alternative Spring Break trip, however, had several distinct differences from the stereotypical college spring break trip fraught with potential trouble. Besides being an alcohol-free trip, the participants in the Chadron State College Alternative Spring Break trip performed service in the form of hurricane relief work in the storm-battered gulf coast region after Hurricane Ike struck in September of 2008.

In the fall of 2008 and at the urging of a handful of students who had participated in a service trip the prior year, Deena Kennell, Chadron State's Director of Internships and Career Services, coordinated a planning committee of a group of interested students to plan for an Alternative Spring Break trip. The National Relief Network (NRN) was chosen as the agency through which CSC would coordinate their trip, and fund-raising efforts were planned. In addition to a soup supper and silent auction, the planning committee garnered great support from the campus and Chadron community. To offset out-of-pocket expenses to the students, financial support was pledged from the CSC Student Senate; Ms. Kimberly Bright, Dean of Students; and Dr. Randy Rhine, VP for Enrollment Management and Student Services; and a grant from the Midwest Consortium for Service Learning in Higher Education, to which CSC belongs.

The NRN required a minimum of 35 participants, so the committee began recruiting in early February. The response from the CSC student body was extremely enthusiastic and after four weekly pre-service meetings the chartered bus was loaded on March 7, 2009 with 40 students and three adult sponsors for the trip south. After a 22 hour bus ride the still enthusiastic group arrived at the First Baptist Church in La Marque, TX, which, through the NRN, provided lodging and support to service groups from all across the country. Along with three other college groups, the CSC students were housed in Sunday school rooms on cots and were fed out of the kitchen in the parish hall of the church. Showers were taken in either the converted rail-car shower house or a shower trailer, both of which were temporary structures set up in the church parking lot. During the service orientation, the NRN staff explained to the group that they might encounter work sites on properties that seemed unworthy of our attention but to be mindful that the site was at one time someone's home. Additionally, the group was assured that even though there was more work than any one group could get done, the fact that they would come all the way to Texas to help was an emotional boost to area residents.



CSC students work together to haul a section of cinder-block foundation from a residential lot

For the next four days the CSC group remained enthusiastic and performed a variety of tasks primarily involving clean-up efforts resulting from hurricane damage. The group's assignment on the first day was to clear a residential lot of debris, which in many places was nearly 5 feet deep. The group made very quick work of this seemingly insurmountable job which earned them the reputation of being extremely capable and hardworking. A student from another school described the CSC group as a swarm of bees who fly in and immediately clean up a site.

8.2.-2

Additional job assignments included; tearing damaged shingles off a home, removing a fallen tree from the garage it crushed, clearing a tree line and residential lots of debris, gutting a residential structure, demolishing the damaged garage, and clearing the lot of debris.



Not too busy to pose for a picture though!

Although the group seemed completely satisfied with just doing the work, well-earned breaks were taken. One afternoon was spent at the beach in Galveston, and an evening meal was taken at a local seafood restaurant. Despite the long trip home, and even before all the laundry was done, the still enthusiastic group had begun discussing ideas for an Alternative Spring Break trip for mid-term break of Spring 2010.

The list of benefits of participating in this trip varies by student, but reactions to the trip were overwhelmingly positive. Student comments include being grateful for the opportunity to serve others, excitement over seeing the ocean for the first time, and a sincere appreciation for the opportunity to be part of such a great team and to have had the chance to build lasting relationships with classmates who were previously strangers in many instances.



Upon their return, students were able to report having accomplished the three goals they established prior to the trip: experience the value of serving others and be motivated to continue to serve, gain an understanding of the effects of natural disaster, and be able to identify opportunities to serve in our own community. To demonstrate this learning, members of the group volunteered to participate in the 50K Trees Project, established to rehabilitate the fire-ravaged hills behind the CSC Campus. True to form, this group planted nearly 700 of the 12,200 trees that were hand-planted, helping that project achieve its goal. Ms. Kennell is anticipating a visit from some still enthusiastic students sometime after the start of the fall semester and will be making plans for the next Alternative Spring Break trip in 2010.

**Peru State College
President's Report
June 2009**

“The Year in Review”

Since I am approaching both the end of my term as president of Peru State College and the fiscal year, I thought it appropriate to take a look back at a few of the accomplishments we have made over the course of the past year.

First, I'm proud to report that Peru State's School of Education has received continued accreditation under the performance-oriented standards of the National Council for Accreditation of Teacher Education. NCATE, which has accredited Peru State since the organization was founded in 1954, has moved from an accreditation system that focused on curriculum and what teacher candidates were offered in the past decade, to a data-driven performance-based system dedicated to determining what candidates know and are able to do. The new system expects teacher preparation institutions to provide compelling evidence of candidate knowledge and skill in the classroom.

We strongly believe that our teacher education candidates leave our programs well-qualified with the knowledge and skills they need to meet the challenges and expectations of the teaching profession. Having an external accrediting body like NCATE assess our programs and confirm these beliefs is a welcome validation of what we do. I want to recognize and thank Dean Jodi Kupper, her staff and the faculty for their tireless efforts with the reaccreditation process. Second, last summer we determined that Peru State's scholarship program was in need of a make-over, so we created two new scholarships that recognize and reward on-campus involvement. The Campus Citizen Award allows traditional freshmen a \$2,000 tuition waiver each year for up to two years if they have at least a 2.75 or above high school GPA and a 20 or above ACT (1410 or above SAT) score. They must also live on campus and register for and complete a minimum of 12 on-campus credit hours per semester. Students can renew the award their sophomore year if they maintain a 3.0 cumulative GPA, continue to live on campus, and register for and complete a minimum of 12 on-campus credit hours per semester. Additionally, they must show evidence of being actively involved in a sponsored/recognized campus activity. Even more importantly, if a student has assumed a leadership role on campus the award will be increased to \$3,000.

The Campus Continuing Studies Award provides a \$2,000 per year tuition waiver for two years for up to 60 individuals. The criteria for the award requires that students be first-time Peru State students, have a minimum of 12 transferable hours and possess a 2.5 cumulative transfer GPA. They must also register for and complete 12 on-campus hours each semester (up from the three currently required). This scholarship can also be renewed for a second year if the student maintains a 2.5 GPA, registers for and completes a minimum of 12 on-campus hours each semester, and is actively involved in a sponsored/recognized campus activity. The overall goal is to bolster on-campus enrollment to ensure that campus remains not only relevant but vibrant. We believe we can help achieve that end by increasing the significance of the financial award for students who agree to pursue their degrees in a more traditional format. We also believe the revised scholarship program will result in a better overall education for students. Studies have shown that the most successful and persistent students are those who participate in athletics, music, drama, intramurals, or other clubs and organizations. More well-rounded students ultimately lead to a more well-rounded, attractive campus environment and to more well-rounded citizens.

8.2.-4

The revamped scholarship program will have a significant impact by simplifying the process for admissions, financial aid and the business office as many different programs have been pared down to three more attractively named alternatives. We are hopeful that the impact of the redesigned program will be significant and our goals of increasing both on-campus enrollment and student involvement will be achieved.

Third, we revitalized the college's Honors Program. Unfortunately, the program had been essentially defunct for some time because students found the courses to be less relevant and engaging than they had hoped. Part of the failure was due to misperception. Some students who qualified to take the courses did not because they thought them to be unnecessarily difficult, while others not in the Honors Program were taking the classes because they thought they were easier – an interesting dichotomy.

The administration began the effort to reinvigorate the program by facilitating faculty meetings to define its parameters. Once those were enhanced and confirmed by the PSC faculty as a whole, individual professors led the effort to generate more unique, engaging classes that would create a “buzz” among students. The goal was to create new courses that were as interdisciplinary as possible, focusing on the development of advanced critical thinking skills. Toward that goal, each course features at least one simulation along with other extracurricular activities. Additionally, the tradition of requiring Board of Trustees Scholars to enroll in the Honors Program was revived, which has boosted its prestige as well as eventual program and student marketability.

Fourth, in order to continue enrollment growth and build future organizational capacity, the position of Vice President for Enrollment Management and Student Affairs was created. The position, to which former Director of Admissions Michaela Willis was appointed, will allow for a more strategic approach in managing enrollment and coordinating student services. The change will both improve retention and better facilitate coordination between the student services areas. The position was part of the natural evolution that needed to occur in order to broaden the administrative structure at the institution. It also gives Peru State an administrative structure that resembles that of the other two institutions in the NSCS and trends elsewhere in higher education given the growing complexity of student affairs activities.

Finally, in an effort to encourage campus activity throughout the entire year, we created the position of a Summer Programs Director. Criminal Justice Professor Dr. Greg Galardi will take on the additional duties beginning this summer. The idea is to engage high school, junior high and even elementary students with the college by coordinating a series of summer camps and other events on campus involving everything from athletics to science to music. Coaches, athletes and others will travel to outside locations to host camps as well. The expectation is that this endeavor will help bolster on-campus enrollment by familiarizing students with the institution at an earlier age while also helping with new student recruitment.

It's been another busy, exciting year at Peru State College and it has been a privilege to be part of it.

**Wayne State College
President's Report
June 2009**

WSC's Graduate Programs Meet the Needs of Students and the State

Wayne State College's graduate programs are student-centered and offer life-long learning opportunities that respond to students' needs. The online format of most of our programs particularly appeals to students who want to further their education yet have family and career commitments that do not allow them to come to campus. The college's Learning Community model similarly gives students the flexibility to work toward an advanced education while balancing work and family responsibilities. Students enrolled in Wayne State's graduate programs, whether online, face-to-face or within a Learning Community still have access to college support services that assist students in reaching their educational goals.

WSC's graduate programs allow the college to respond to the workforce needs and vitality of our service region. By providing learning opportunities to those students within our region it is more likely that those students will stay in our region and in the state of Nebraska. Educators, counselors, business leaders, sports professionals and school administrators rely on Wayne State for leadership in the development of professional skills beyond their undergraduate degrees.

The Wayne State Master of Business Administration program received approval in 2007 from the Higher Learning Commission of the North Central Association to begin offering the program totally online. During the past summer the college offered three online MBA courses with an average enrollment of 16. During the fall 2008 semester eight courses were offered totally online, with an average enrollment of 12, and in the spring 2009 semester seven online classes were offered with an average enrollment of 12. Last year we offered our entire core every semester, with one class per semester in Norfolk and the remaining online. The classes in Norfolk averaged 9 per class.

Wayne State's Master of Business Administration degree is a 30-credit-hour program consisting of a 24-hour core of classes and six hours of electives. MBA electives consist of any six credit hours from approved courses normally reserved for graduate students at the 600-level. MBA courses are open to graduate students only. The program requires 21 credit hours of prerequisite undergraduate course work (Common Body of Knowledge) or completion of the appropriate MBA foundation course. MBA foundation courses cannot be used as MBA elective courses. MBA core courses include one course from the seven business disciplines plus an integrated capstone course

The Wayne State MBA program is delivered online and via hybrid delivery to Norfolk, Nebraska. Hybrid courses meet five times on a face-to-face basis plus online instruction; the program has been revised to incorporate the online program option. Because of staffing and budget constraints, Wayne State will no longer offer the on-ground program at the Wayne, Columbus, and South Sioux City sites.

8.2.-6

Wayne State's MBA program is accredited by the International Assembly for Collegiate Business Education (IACBE). Candidates must achieve a minimum Graduate Management Admission Test (GMAT) score of 450 to enroll in the program. One hundred percent of course work is taught by terminally degreed full-time faculty. Wayne State's graduates have frequently scored in the top 10 percent of Educational Testing Service Major Field Exam. The program's applied curriculum enables students to learn the skills needed to become successful and learn how to apply these skills in day-to-day business operations. Wayne State currently has 69 students in the program and graduates approximately 16 students per year.

Wayne State's Education Specialist degree prepares qualified students for leadership positions in education and meets the endorsement requirements for all general administrative and supervisory capacities in Nebraska schools. The entire program is conducted online.

The Wayne State College Education Specialist Program was initiated in the 1983-84 academic year. Since that time, through May of 2009, there have been 117 graduates. Twenty-one of the 117 are women; 46 are school superintendents; 26 are school principals; seven hold other administrative positions; 14 are teachers; 18 are retired or out of education; 2 are deceased; and 4 are undetermined. All but a few of those who are currently practicing are employed in either Nebraska or Iowa. There are 46 students presently active in the Education Specialist program; 10 are women and 36 are men.

The Education Specialist curriculum addresses the needs of mid-career professionals who wish to move into administration and management positions. Classes cover school law, superintendents, organizational problem solving, facilities planning, personnel management, school and community relations, and information management.

The Master of Science in Organizational Management (MSOM) at Wayne State requires 36 hours of graduate study. Currently, 30 students enrolled in the program. It is offered jointly by the three member institutions of the Nebraska State College System. Each college's course offerings feature a unique emphasis. Wayne State College offers a specialization in Sport and Recreation Management. In addition to the concentration in Sport and Recreation Management, the college has added an Information Technology Management concentration.

The program consists of a common core of required courses consisting of 18 credit hours. The required 18 hours include six credit hours of research design and methods courses and 12 credit hours of courses in organizational management. Additionally, the program requires the completion of a six credit hour thesis, scholarly project, or internship requirement, or a combination scholarly project/internship. The focus of this part of the program is to emphasize knowledge integration and application of learned principles.

The college's graduate programming was limited to a Master of Science degree in Education or a Master in Business Administration before adding the MSOM. At Wayne State, approximately 26 percent of the graduate students annually have a non-teaching undergraduate degree. Thus, a cohort of students existed at Wayne State College that indicated an interest in a graduate program focusing on non-teaching and non-business fields.

As is the case with all of WSC's graduate programs, the MSOM serves our largely rural region. People who want to stay within and enhance the viability and vitality of their communities are faced with limited career opportunities, or with moving from the region to which they are committed. The emphasis in Sports & Recreation Management offers students a market

advantage by delivering business skills with practical industry knowledge and experience and includes any combination of skills related to planning, organizing, leading, and evaluating within the context of an organization or department whose primary product or service is related to sport and/or physical activity.

Wayne State's School of Education and Counseling offers a Master of Science in Education (MSE) degree to meet the needs of diverse groups of graduate students. Students interested in pursuing the Master of Science in Education degree may choose from several programs. Currently 396 students are in the program.

The School Administration/Educational Leadership program offers courses that are delivered online with one exception. Within the program, students can focus on preschool through eighth grade; grades seven through 12; or preschool through twelfth grade. A new delivery option for the P-12 program was initiated in January 2007 using the Learning Community delivery model. Twenty-two students were enrolled in the pilot project. A second program began in January 2009 with 42 graduate students.

Students also may pursue their MSE in counseling, with the majority of the courses delivered face-to-face. The program covers school counseling, community counseling and student affairs practice in higher education.

The MSE program also features tracks of study such as exercise science, special education, special education instructional manager (a program for graduate students who are certified in special education), and a special education program for graduate students who are certified and want to pursue K-12 Mild/Moderate certification.

The Curriculum and Instruction degree combines a professional education core with one area of emphasis. Twelve of the 15 hours of professional education courses are offered online. Emphasis area courses are delivered face-to-face and online. Course delivery is determined by content areas responsible for emphasis content. The two-year program, designed using a learning community delivery model, was initiated in August 2003. New communities begin each August. The two year program is delivered on weekends and supported with online communication, Sakai and WebCT.

Enrollment in Wayne State's graduate programs has grown from 316 students in fall 1999 to 522 in the fall of 2008. In addition to offering a quality education in a convenient format for educators, sports professionals, administrators, business leaders and entrepreneurs, Wayne State's programs have developed a solid reputation for helping professionals take their careers to the next level.

June 19, 2009

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 17 Board meeting, Board Chair Roskens reported that he would serve on the nominating committee for the 2009-2010 Board officers along with Vice Chair Teahon and Trustee Suarez.

The Committee will report at the June 19 meeting.

Chancellor's Report

June 19, 2009

ACTION: Approval of Proposed Board of Trustees' Meeting Schedule for 2009-2010 through 2011-2012 With Selection of Five or Six Meetings Per Year

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

The System Office recommends the approval of the attached proposed Board of Trustees' meeting schedules for five (5) or six (6) meetings per year. The schedules are for 2009-2010 through 2011-2012.

8.5.-2

2009-2010 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 10-11, 2009 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 12-13, 2009 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 12, 2010 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 25-26, 2010 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 3, 2010 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 4, 2010 Friday

2009-2010 Proposed Board Meeting Schedule
(Six Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 10-11, 2009 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 12-13, 2009 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING—LINCOLN	January 12, 2010 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 4, 2010 Thursday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 22-23, 2010 Thursday – Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 3, 2010 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 4, 2010 Friday

8.5.-4

2010-2011 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 9-10, 2010 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 11-12, 2010 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 11, 2011 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 24-25, 2011 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 2, 2011 Thursday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 3, 2011 Friday

2010-2011 Proposed Board Meeting Schedule
(Six Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 9-10, 2010 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 11-12, 2010 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING—LINCOLN	January 11, 2011 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 3, 2011 Thursday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 14-15, 2011 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 2, 2011 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 3, 2011 Friday

8.5.-6

2011-2012 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 8-9, 2011 Thursday - Friday
OCTOBER	BOARD OF TRUSTEES MEETING--WAYNE	October 27-28, 2011 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 10, 2012 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 29-30, 2012 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 7, 2012 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 8, 2012 Friday

2011-2012 Proposed Board Meeting Schedule
(Six Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 8-9, 2011 Thursday - Friday
OCTOBER	BOARD OF TRUSTEES MEETING--WAYNE	October 27-28, 2011 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING—LINCOLN	January 12, 2012 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 29, 2012 Thursday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 19-20, 2012 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 7, 2012 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 8, 2012 Friday