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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 special meeting of the Board of Trustees of the Nebraska State Colleges will convene via LifeSize videoconference at 9:30 a.m. CDT on June 3, 2010 at the following sites:

Chadron State College—Miller Hall	10 <sup>th</sup> & Main, Room 125
Lincoln—NSCS Office	1115 K Street, Suite 102
Omaha—UN Med Center Wittson Hall	42 <sup>nd</sup> and Emilie Streets, Room 3037
Peru State College—T.J. Majors Building	600 Hoyt Street, Room 304
Wayne State College—Hahn Administration Bldg	1111 Main Street, Room 210

An Executive Session may be held in conjunction with this Board of Trustees meeting.

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 3, 2010  
LIFE SIZE VIDEOCONFERENCE  
9:30 A.M. – 10:30 A.M. (CDT)  
8:30 A.M. – 9:30 A.M. (MDT)**

**CALL TO ORDER**

**1. APPROVAL OF MEETING AGENDA**

**APPROVAL OF MINUTES** from the March 25-26, 2010 and April 22, 2010 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 LB 309 Allocations and Retrievals

**ITEMS FOR DISCUSSION AND ACTION**

**2. ACADEMIC, PERSONNEL & STUDENT AFFAIRS**

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 First & Final Round Approval of Board Policy 3001; Criminal History Information; Students
- 2.3 First & Final Round Approval of Changes to Board Policy 3010; Admission Requirements; Graduate

**3. FISCAL, FACILITIES & AUDIT**

- 3.1 Approve Revised Distribution of Funds for 2009-2010
- 3.2 Approve Revised Operating Budgets for 2009-2010
- 3.3 Approve Revised Revenue Bond Budgets for 2009-2010
- 3.4 Approve Preliminary Operating Budgets for 2010-2011
- 3.5 Approve Preliminary Revenue Bond Budgets for 2010-2011
- 3.6 Approve Biennium Budget Requests
  - Operating Budget Requests
  - Capital Construction Budget Requests & Priorities
  - LB 309 Building Renewal Budget Requests
- 3.7 Approve Write-Off of Uncollectible Accounts
- 3.8 Approve Revision to Food Service Contract – CSC

- 3.9 Appoint Architect Selection Committee for Agriculture Lab/Arena and Authorize Chancellor to Sign Professional Services Contract – CSC
- 3.10 Approve 1% Art Project for Sparks Hall and Administration Building Renovations – CSC
- 3.11 Authorize Chancellor to Sign Summer Project Contracts – CSC
- 3.12 Approve Use of Capital Improvement Fee Funds – WSC
- 3.13 Authorize Reallocation of Contingency Maintenance Funds – WSC
- 3.14 Accept Carhart Science Phase I Substantial Completion – WSC
- 3.15 Adopt Resolution to Select Construction Manager at Risk Contract Delivery System for Pile Hall Renovation Project – WSC
- 3.16 Appoint Construction Manager Selection Committee for Pile Hall Renovation and Authorize Chancellor to Sign Professional Services Contract – WSC
- 3.17 First & Final Round Approval of Changes to Board Policy 2101; Reports from Colleges
- 3.18 First & Final Round Approval of Changes to Board Policy 6002; Basis for Accounting; Structure and Classification
- 3.19 First & Final Round Approval of Changes to Board Policy 6004; Cash Funds; Source and Use
- 3.20 First & Final Round Approval of Changes to Board Policy 6011; General Operations Financial Reports
- 3.21 First & Final Round Approval of Changes to Board Policy 7002; Capitalization; Definitions and Classifications
- 3.22 First & Final Round Approval of Changes to Board Policy 7010; Purchases; Bids; Public Letting
- 3.23 First & Final Round Approval of Changes to Board Policy 7014; Inventories and Disposal of Surplus Personal Property
- 3.24 First & Final Round Approval of Changes to Board Policy 9020; Services; Bookstore, Student Center
- 3.25 Approve Contracts and Change Orders
- 3.26 Adopt Region 23 Emergency Management Hazard Mitigation Plan Resolution – CSC

## **ITEMS FOR INFORMATION AND DISCUSSION**

### **4. ACADEMIC, PERSONNEL & STUDENT AFFAIRS**

- 4.1 Foundation Employee Compensation Report

### **5. ENROLLMENT & MARKETING**

- 5.1 2010-11 Marketing Plans
- 5.2 State of the System Address
- 5.3 Key Dates

## **6. FISCAL, FACILITIES & AUDIT**

- 6.1 Modification Budgets
- 6.2 Physical Plant Status Reports (January – March 2010)
- 6.3 Capital Construction Quarterly Reports (as of March 31, 2010)
- 6.4 Spring Occupancy and Income Reports
- 6.5 Contracts and Change Orders
- 6.6 Grant Applications and Awards

## **MISCELLANEOUS ACTION AND INFORMATION ITEMS**

- 7.1 System Lobbyist Contract
- 7.2 Election of Board Officers and Facilities Corp Officers

## **ADJOURNMENT**

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held September 9-10, 2010 at Wayne State College, Wayne, NE.

**NEBRASKA STATE COLLEGE SYSTEM  
BOARD OF TRUSTEES  
MINUTES OF MARCH 25-26, 2010 MEETING**

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A meeting of the Board of Trustees of the Nebraska State College System was held at Peru State College, Peru, Nebraska on Thursday and Friday, March 25-26, 2010.

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:

Larry Teahon, Chadron  
Cap Peterson, Wayne  
Roger Breed, Lincoln  
Michelle Suarez, Lincoln  
Floyd Vrtiska, Table Rock

Student Board Members present:

Doug Liewer, Chadron State  
Samantha Meyer, Peru State  
David Seger, Wayne State

System Office Staff present:

Stan Carpenter, Chancellor  
Kristin Petersen, General Counsel & Vice Chancellor for Employee Relations  
Carolyn Murphy, Vice Chancellor for Finance & Administration  
Korinne Tande, Vice Chancellor for Academic & Student Affairs  
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology  
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  
Randy Rhine, Vice President for Enrollment Management & Student Services  
Connie Rasmussen, Executive Director of Chadron State Foundation  
Tena Cook, Director of Admissions  
Karen Pope, Director of Alumni & Annual Giving

PSC Staff present:

Dan Hanson, President  
Todd Drew, Vice President for Academic and Student Affairs  
Bruce Batterson, Vice President for Administration and Finance  
Michaela Willis, Vice President for Enrollment Management & Student Affairs  
Kent Propst, Executive Director of Peru State College Foundation  
Regan Anson, Director of Marketing and Public Affairs  
Krystal Nolte, Assistant Alumni Director  
Angela Balquier, Assistant Business Manager/Accountant  
Sandy Fisher, Fundraiser

WSC Staff present:

Richard Collings, President  
Bob McCue, Vice President for Academic Affairs  
Mac Taylor, Vice President for Administration and Finance  
Jeff Carstens, Vice President and Dean of Students  
Phyllis Conner, Vice President of Development & Executive Director of the Foundation  
Jay Collier, Director of College Relations  
Tricia Akerlund, Marketing Coordinator

Others Present

William "Butch" Hanlon, Chadron State Foundation President  
SaraBeth Donavon, Peru State College Foundation Board Member  
Trevor Dietrich, 2010-2011 Chadron State Student Trustee  
Caroline Keenan, 2010-2011 Peru State Student Trustee  
Isaac French, 2010-2011 Wayne State Student Trustee

**Thursday, March 25, 2010**

**CALL TO ORDER**

Board Chair Teahon called the meeting to order at 9:30 a.m.

The Board of Trustees and the Chancellor held a college constituent focus group meeting beginning at 9:30 a.m. for campus members to share their thoughts, concerns and ideas.

**EXECUTIVE SESSION**

Motion was made by Trustee Peterson and seconded by Trustee Bieganski to move into executive session to discuss contract, personnel and legal issues at 10:36 a.m. No action was taken. Motion was made by Trustee Bieganski and seconded by Trustee Vrtiska to move out of executive session at 12:05 p.m.

This session of the meeting was adjourned at 12:05 p.m.

The Academic, Personnel and Student Affairs Committee, Enrollment and Marketing Committee and Fiscal, Facilities and Audit Committee met starting at 1:00 p.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 2:30 p.m.

The Board of Trustees and Chancellor participated in the inauguration ceremonies for Dr. Dan Hanson as the 33<sup>rd</sup> President of Peru State College.

**Friday, March 26, 2010**

**CALL TO ORDER—BUSINESS MEETING**

Board Chair Teahon called the business meeting to order at 8:02 a.m.

**APPROVAL OF MEETING AGENDA**

The meeting agenda for March 25-26, 2010 was approved.

## **APPROVAL OF MINUTES**

Minutes of the January 12, 2010 meeting were unanimously approved.

## **CONSENT AGENDA ITEMS**

A motion was made by Trustee Suarez and seconded by Trustee Bieganski to approve the following consent agenda items. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved.

### Accept Report of Personnel Actions

Copies are attached to the official minutes.

### Accept Promotion and Tenure Report

Copies are attached to the official minutes.

### Approve LB 309 Allocations and Retrievals

Copy is attached to the official minutes.

## **ITEMS FOR DISCUSSION AND ACTION**

### **Academic, Personnel & Student Affairs Committee**

#### 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. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copies are attached to the official minutes.)

#### Chadron State College:

Physical Science – continue the program  
Educational Administration (EdS) – program has been eliminated  
Educational Administration (MEd) – continue the program  
Communication Arts (BA) (Follow-up) – continue the program

#### Peru State College:

No Programs Scheduled for Review

#### Wayne State College:

Chemistry (BA, BS) – continue the program  
Geography (BA, BS) – continue the program

#### Teaching Excellence Award Nomination

A motion to approve the recommendation of the Academic, Personnel and Student Affairs Committee for the 2010 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. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved.

First & Final Round Approval of Changes to Board Policy By-Laws

A motion for first and final round approval of changes to Board By-Laws was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

First & Final Round Approval of Changes to Board Policy 4001; College Calendar

A motion for first and final round approval of changes to Board Policy 4001; College Calendar was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

First & Final Round Approval of Changes to Board Policy 4730; Delivery of Telecommunications Courses

A motion for first and final round approval of changes to Board Policy 4730; Delivery of Telecommunications Courses was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

First & Final Round Approval of Changes to Board Policy 5501; Group Insurance; Ancillary Organizations

A motion for first and final round approval of changes to Board Policy 5501; Group Insurance; Ancillary Organizations, which go into effect April 1, 2010, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Approve Addition of Early Childhood Education Unified Teacher Certification Program at Peru State

A motion to approve the addition of the Early Childhood Education Unified Teacher Certification program at Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Approve Elimination of Theatre Major at Wayne State

A motion to approve the elimination of the Theatre major at Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved.



Preliminary Notification of New Academic Programs

A motion to approve the following preliminary new program notification list to be submitted to the Nebraska Coordinating Commission for Postsecondary Education was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved.

Peru State College	Health/Physical Education endorsement
Wayne State College	Business Administration minor in Leadership (undergraduate) Business Administration option in Logistics (undergraduate) Business Administration option in Banking (undergraduate) Industrial Technology minor in Industrial Computing Technology (undergraduate) Higher Education Instruction (MSE degree)

Approve Agreement Between NSCS and the Chadron State Foundation

A motion to approve the Agreement between the NSCS Board of Trustees and Chadron State Foundation was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Approve Consolidation and Naming of Student Services Department at Chadron State

A motion to approve the consolidation and naming of the Student Services Department at Chadron State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

**Enrollment and Marketing Committee**

The Enrollment and Marketing Committee had no action items.

**Fiscal, Facilities & Audit Committee**

Contingency Maintenance Requests

A motion to approve the resolutions authorizing the colleges to spend revenue bond surplus funds for contingency maintenance projects was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Chadron-\$750,000  
Peru-\$400,000  
Wayne-\$725,000

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, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Audit Contracts

A motion to approve the contract extension with KPMG to conduct the revenue bond and facilities corporation audits at a cost of \$27,600 for the revenue bond audit and \$8,400 for the facilities corporation audit was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved.

Bookstore Contracts

A motion to approve the 2010-2011 bookstore contracts submitted by the colleges, as follows, and to adopt the Agreement to end the PSAI, Inc. contracts for lease and operation of the Bobcat Bookstore at Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Chadron – VALIDIS RESOURCES  
Peru – VALIDIS RESOURCES  
Wayne – FOLLETT HIGHER EDUCATION GROUP, INC.

Approve Food Service Contract Extensions

A motion to approve the 2010-2011 food service contract extension recommendations submitted by the colleges, as follows was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

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

Approve Designation of Kline Center as Unusable Surplus Property and Demolition for Chadron State

A motion to approve the designation of CSC's Kline Center as unusable surplus property subject to demolition was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved.

Authorize the Reallocation of Contingency Maintenance Funds for Wayne State

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, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved.

From:		
Resolution 2007:	\$10,700.57	#2 Bowen Hall Doors & Locks Bathroom Ventilation
Resolution 2007:	\$ 8,308.94	#14 Residence Halls Portable AC/Screen Repairs
To:		
Resolution 2008:	\$19,009.51	#2 Bowen Hall Hallway Ceiling Tiles, Lighting & Carpet Replacement

Contracts and Change Orders

A motion to approve the following contract for Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Wayne Contract

- Bowen Hall (Ceiling grid and tile/lighting replacement) -- \$99,600

Grant Applications and Awards

A motion to approve the following grant application for Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer, Meyer and Seger. Motion was unanimously approved. (Copy attached to official minutes.)

Wayne Application

- NCAA Division III Coaching Enhancement Grant (National Collegiate Athletic Association (NCAA)) -- \$32,000

**ITEMS FOR INFORMATION AND DISCUSSION**

**Academic, Personnel & Student Affairs**

NAPE Employee Salary Increases Report

Each college reported the January 1, 2010 salary increases for NAPE employees as directed by the NAPE Agreement. (Copies are attached to the official minutes.)

Peru State Foundation Employee Compensation Report

Peru State College Foundation provided a listing of employees and updated salaries for 2009-2010. (Copies are attached to the official minutes.)

Quantitative Academic Reports

The annual Quantitative Academic Report provided Board members with a status of all undergraduate and graduate programs. (Copies are attached to the official minutes.)

Fall Enrollment Reports

Fall 2009 enrollment reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Fall Graduation Summary

Board members reviewed the Fall 2009 graduate summary reports submitted by the colleges. (Copies are attached to the official minutes.)

Fall Instructional Load Reports

Fall 2009 instructional load reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Five-year Academic Calendar

Board members received a copy of the system-wide academic calendars set for 2010-2011 through 2014-2015. (Copy is attached to the official minutes.)

Fall 2009 NSCS Advantage Report

Final Fall 2009 costs of the NSCS Advantage Program were provided to the Board for information only. (Copy is attached to the official minutes.)

Non-Resident Scholars Report

A summary of the 2009-2010 non-resident scholars report was presented to the Board. (Copy is attached to the official minutes.)

**Enrollment and Marketing**2010 Board of Trustees' Scholarship Report

Sheri Irwin-Gish, Associate Vice Chancellor for Communications, Marketing & System Relations, reported that the System Office had received 345 Board of Trustees' scholarship applications. Following is a table indicating the applications received over the last 7 years.

YEAR	Chadron	Peru	Wayne	TOTAL
2004-05	104	33	131	268
2005-06	94	36	177	307
2006-07	82	36	162	280
2007-08	97	34	161	292
2008-09	102	43	145	290
2009-10	104	47	205	356
2010-11	103	40	202	345

Governor's Opportunity Award Report

This award reflects a partnership between the NSCS and Governor Dave Heinemann. One incoming freshman at each college receives a scholarship that pays for one-half tuition (more than \$7,000). The System Office received 199 applications. Of that number, 41 were for Chadron, 22 for Peru and 136 for Wayne. Recipients for the 2010-2011 award are:

CSC – Maxwell Renning from Emerson  
PSC – Trisha Sejkora from Burchard  
WSC – Megan Miller from Crofton

2010-11 Davis-Chambers Freshman Scholarship

This is the first year the NSCS is offering the Davis-Chambers Freshman Scholarship. This scholarship, like the Davis-Chambers Transfer Student Scholarship, was created to recognize academically promising students who often find that financial requirements of postsecondary education are a major obstacle. The scholarship provides up to \$2,000 financial assistance. The System Office received 155 applications.

2010-11 Davis-Chambers Transfer Student Scholarship

The Davis-Chambers Transfer Student Scholarship was first offered by the NSCS in 2004. This renewable scholarship is provided through the Nebraska State College System for transfer students from Nebraska Community Colleges. The scholarship includes full-tuition, room, board, fees and other expenses. The System Office received three applications.

Non-Resident Scholars Report

A summary of the 2009-2010 non-resident scholars report was presented to the Board. (Copy is attached to the official minutes.)

Fall Enrollment Reports

Fall 2009 enrollment reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Fall Graduation Summary

Board members reviewed the Fall 2009 graduate summary reports submitted by the colleges. (Copies are attached to the official minutes.)

Fall 2009 NSCS Advantage Report

Final Fall 2009 costs of the NSCS Advantage Program were provided to the Board for information only. (Copy is attached to the official minutes.)

Optimal Enrollment Model Report

The optimal enrollment model reports for Fall 2006 through Fall 2009 from each college were reported for information. (Copies are attached to the official minutes.)

2010 Scholarship Luncheon

Board of Trustee scholars, Governor's Award recipients and Davis-Chambers scholars were invited to the Second Annual NSCS Scholarship Luncheon which was held at Hillcrest Country Club immediately following the Board meeting beginning at 12:00 p.m. NSCS representatives had also been invited. Lieutenant Governor Sheehy was to attend and speak to the group. The Ameritas Corporation graciously sponsored a large portion of the luncheon.

Senators' Reception Update

Twenty-four state senators attended the 2010 Senators' Reception which was held following the NSCS Board meeting Tuesday, January 12 from 4-7 p.m. at The Ferguson Center. The Peru State College Foundation sponsored the event. The date for next year's reception is Wednesday, January 19, 2011. The Wayne State Foundation is scheduled to be next year's sponsor.

Student Trustees' Update

The Governor selected the following individuals as the 2010-2011 NSCS Student Trustees.

- CSC – Trevor Dietrich from Mitchell, junior, business administration major
- PSC – Caroline Keenan from Omaha, senior, English and history secondary education major
- WSC – Isaac French from Elkhorn, junior, psychology and sociology major

Plans for 2010-2011

The annual retreat of the Council of Admissions and College Relations will be held in May. The Council will evaluate the 2008-10 marketing efforts and recommend priorities for the 2010-11 academic year.

**Fiscal, Facilities & Audit**

Preliminary Review of Budget Request

The proposed NSCS budget request will be presented to the Board for review and discussion and approval at the special meeting scheduled for April 22, 2010.

Six-Month Financial Reports

July – December 2009 financial reports from each college were reported for information. (Copies are attached to the official minutes.)

Six-Month Operating Expenditure Reports

July – December 2009 operating expenditure reports from each college and the System Office were reported for information. (Copies are attached to the official minutes.)

Six-Month Revenue Bond Expenditure Reports

July – December 2009 revenue bond operating expenditure reports from each college were reported for information. (Copies are attached to the official minutes.)

Occupancy and Income Report

The colleges provided information on occupancy and the income earned on the revenue bond facilities during the fall 2009 semester. (Copies are attached to the official minutes.)

Potential Occupancy and Income Reports

The colleges provided potential 2010-2011 occupancy and income projections. (Copies are attached to the official minutes.)

Contingency Maintenance Progress Reports

Contingency maintenance progress reports from each college were reported for information. (Copies are attached to the official minutes.)

LB 309 Progress Reports

LB 309 progress reports from each college were reported for information. (Copies are attached to the official minutes.)

Physical Plant Status Reports

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

Capital Construction Progress Reports

The following capital construction progress reports were reported for information. (Copies are attached to the official minutes.)

Chadron State College

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

Peru State College

- Al Wheeler Activity Center Addition/Renovation/Bleachers/AD Majors Demolition & Parking Lot – Interim report

Wayne State College

- Campus Services – Interim report
- Rice – Stadium Renovations Project – Interim report

Contracts and Change Orders

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

Chadron State Contract

- Armstrong Gym – (lighting improvements) - \$51,000
- Nelson Physical Activity Center – (lighting improvements) - \$70,000
- Brooks Hall and High Rise Residence Halls – (replace entry doors) - \$36,500

Peru State Contracts

- Neal Hall and Delzell Hall Room 00A – (lease) - \$2,297 per month

Wayne State Contracts

- Bowen Hall – (elevator repair) - \$3,800
- Studio Arts – (north entry EIFS repairs) - \$1,095
- Rec Center – (east entry façade repairs) - \$775
- Carhart Science – (repack elevator #5366) - \$2,075.80
- Carlson Natatorium – (asbestos abatement in Room 218) - \$2,000
- Carlson Natatorium – (remodel baseball/softball office complex) - \$16,750
- Pile Hall – (asbestos survey and samples) - \$2,564
- Campus-wide – (energy audit) - \$84,800 (Chancellor authorized to sign November 13, 2009)

Peru State Change Orders

- Administration Building Elevator – (#1 ventilation change required by State Fire Marshall) - \$6,345.93 (revised dollar amount)
- Jindra Fine Arts – (#1 addendum to contract to guarantee maximum price) – Not to exceed \$5,000,000

Wayne State Change Orders

- South Sioux City College Center – (#3 add damper, remove bypass dampers, soil stabilization, brick masonry delivery) - \$7,807
- South Sioux City College Center – (#4 revise air return paths, concrete masonry units, sidewalk joint sealant) – \$12,605
- South Sioux City College Center – (#5 exhaust fans, parking lot joints, roof insulation) - \$15,678

Grant Applications and Awards

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

Chadron Application

- Surveys for *Cicindela pulchra* in South Dakota using remote sensing and field techniques (South Dakota Department of Game, Fish and Parks Wildlife Division) -- \$2,295

Wayne Awards

- Geography Education Professional Development Workshops Coordinated by the Geographic Educators of Nebraska (Coordinating Commission for Postsecondary Education Improving Teacher Quality: State Grant Program) -- \$59,800
- Social Media/Students Beyond Boundaries Mini Grants (Corp. for National Service/Midwest Consortium for Service Learning in Higher Education/South Dakota State University) -- \$5,000
- Social Norms Poster Campaign (Nebraska Office of Highway Safety through the Nebraska Collegiate Consortium to Reduce High Risk Drinking Mini-Grant Program) -- \$500

Fall 2009 NSCS Advantage Report

Final Fall 2009 costs of the NSCS Advantage Program were provided to the Board for information only. (Copy is attached to the official minutes.)



Optimal Enrollment Model Report

The optimal enrollment model reports for Fall 2006 through Fall 2009 from each college were reported for information. (Copies are attached to the official minutes.)

Update on NeSIS

NSCS Vice Chancellor for Facilities, Planning & Information Technology, Ed Hoffman reported that the implementation process continues to move forward. The registration, admissions, customer relations, academic advising, financial aid and student finance modules are being implemented at one or more of the institutions in the NSCS and/or University System.

**MISCELLANEOUS ACTION AND INFORMATION ITEMS**

Chancellor's Report

Chancellor Carpenter noted that the next biennium would be very difficult for the NSCS. He further noted the budget bill was up for final reading before the Legislature during the Board meeting and he was hoping the higher education sector would continue to be spared.

Chancellor Carpenter noted that he would be forming a "Futures Task Force" to review current practices and to develop practices and procedures to streamline and increase the efficiency of the NSCS. This endeavor will be very important to maintain the quality of the education we provide to our students.

Appointment of Board Nominating Committee

Chair Teahon along with Vice Chair Peterson and Trustee Suarez will serve as the nominating committee for the 2010-2011 Board officers.

Chair Teahon presented certificates of appreciation to Student Trustees Liewer, Meyer and Seger for their service to the Nebraska State College System Board of Trustees during the 2009-2010 academic year. Chair Teahon also presented certificates of appointment to Student Trustees Dietrich, Keenan and French who will serve as student representatives to the Nebraska State College System Board of Trustees during the 2010-2011 academic year.

Chair Teahon reminded the following that they would be providing greetings from the Board of Trustees at the May 8, 2010 NSCS institution commencement ceremonies:

Gary Bieganski – Chadron  
Floyd Vrtiska – Peru  
Cap Peterson or Roger Breed – Wayne

Board of Trustees' Meeting Schedule

Board members were asked to review the following meeting schedules that had been approved at the June 19, 2009 meeting. The Tuesday, January 11, 2011 meeting date was changed to Wednesday, January 19, 2011 to coincide with the Senators' Reception. Chancellor Carpenter asked all to review their personnel schedules and let him know if there were any conflicts.

**2010-2011 Proposed Board Meeting Schedule**  
(Five Meetings Per Year)

<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 9-10, 2010</b> Thursday - Friday
<b>NOVEMBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>November 11-12, 2010</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 11, 2011</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>March 24-25, 2011</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 2, 2011</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 3, 2011</b> Friday

**2011-2012 Proposed Board Meeting Schedule**  
(Five Meetings Per Year)

<b>SEPTEMBER</b>	<b>BOARD OF TRUSTEES MEETING--CHADRON</b>	<b>September 8-9, 2011</b> Thursday - Friday
<b>OCTOBER</b>	<b>BOARD OF TRUSTEES MEETING--WAYNE</b>	<b>October 27-28, 2011</b> Thursday - Friday
<b>JANUARY</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>January 10, 2012</b> Tuesday
<b>MARCH</b>	<b>BOARD OF TRUSTEES MEETING--PERU</b>	<b>March 29-30, 2012</b> Thursday - Friday
<b>JUNE</b>	<b>BOARD OF TRUSTEES RETREAT--LINCOLN</b>	<b>June 7, 2012</b> Thursday
<b>JUNE</b>	<b>BOARD OF TRUSTEES MEETING--LINCOLN</b>	<b>June 8, 2012</b> Friday

Chancellor Carpenter reported a special board meeting would be conducted via Life Size videoconference Thursday, April 22, 2010 to act on tuition, budget and fees for the 2010-2011 academic year. He further reported the June meeting would be held only one day, June 3, 2010, and no Board retreat would be held. The September 9-10, 2010 meeting would be held in Wayne rather than in Chadron.

Presidents' Reports

PSC President Hanson reported on the emphasis placed on academic integrity at Peru State. The administration of the Collegiate Assessment of Academic Proficiency (CAAP) test, conducting program review, conducting assessment of programs, and conducting senior exit interviews and alumni surveys are all a part of the process to ensure programs at PSC remain at the highest academic integrity level. The Distance Education staff at PSC implemented a program to proctor all online program exams during the Spring 2010 session.

CSC President Park reported that technology is changing the way CSC does business. The student handbook, academic catalog and schedules will only be available in electronic format during the 2010-2011 academic year, electronic key fobs are now required for students to enter residence halls, and this year all faculty promotion and tenure portfolios were posted electronically in an effort to continue the process of conducting more business at CSC electronically.

WSC President Collings reported that WSC had entered its twentieth year of participation in the Rural Health Opportunities Program (RHOP). RHOP is a cooperative program between WSC and the University of Nebraska Medical Center (Med Center) that provides tuition waivers, specific curriculum for the selected career, exposure to health care settings and practices and a guaranteed spot in medical school for WSC students. President Collings further reported the IDeA Networks of Biomedical Research Excellence (INBRE) program, an ongoing grant in conjunction with the Med Center, provides opportunities for WSC students to conduct biomedical research and for WSC to purchase expensive cutting-edge biomedical research equipment and supplies to utilize daily in teaching.

Student Trustees' Reports

WSC Student Trustee Seger noted he had elected to attend WSC because of the RHOP program. Student Trustee Seger reported on the activities that occurred at Wayne during the beginning of the spring semester, which included rugby and basketball games, a Blake Shelton concert, and an alternative spring break trip to Arkansas for Habitat for Humanity.

CSC Student Trustee Liewer reported on the various activities that occurred recently, which included an alternative spring break trip to New Orleans for 71 students who assisted with various construction and cleanup projects and an international food tasting. Student Trustee Liewer also reported that the dining room went trayless February 1, 2010.

PSC Student Trustee Meyer reported that many activities had been held at PSC including a band concert, the Dr. Seuss Birthday celebration, the business and math contests, and a free movie night and free bowling night.

Next Meeting

The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Hillcrest Country Club in Lincoln on June 3, 2010.

**ADJOURNMENT** -- The meeting was adjourned at 9:52 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 COLLEGE SYSTEM  
BOARD OF TRUSTEES**

**MINUTES OF April 22, 2010 SPECIAL MEETING**

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A special meeting of the Board of Trustees of the Nebraska State College System was held via Life Size videoconference on Thursday, April 22, 2010.

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:

Larry Teahon, Chadron  
Carter 'Cap' Peterson, Wayne  
Gary Bieganski, Chadron  
Roger Breed, Lincoln  
Bill Roskens, Omaha  
Michelle Suarez, Lincoln  
Floyd Vrtiska, Table Rock

Student Trustees

Doug Liewer, Chadron State  
Samantha Meyer, Peru State

NSC Staff, present:

Stan Carpenter, Chancellor  
Kristin Petersen, General Counsel & Vice Chancellor for Employee Relations  
Carolyn Murphy, Vice Chancellor for Finance & Administration  
Korinne Tande, Vice Chancellor for Academic & Student Affairs  
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology  
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  
Randy Rhine, Vice President for Enrollment Management & Student Services

PSC Staff present:

Dan Hanson, President  
Todd Drew, Vice President for Academic and Student Affairs  
Bruce Batterson, Vice President for Administration and Finance  
Michaela Willis, Vice President for Enrollment Management & Student Affairs  
Regan Anson, Director of Marketing and Communications

WSC Staff present:

Richard Collings, President  
Bob McCue, Vice President for Academic Affairs  
Mac Taylor, Vice President for Administration and Finance  
Jeff Carstens, Vice President and Dean of Students  
Phyllis Conner, Vice President of Development & Executive Director of the Foundation  
Jay Collier, Director of College Relations

Others Present

Caroline Keenan, 2010-2011 Peru State Student Trustee  
Dennis Coudriet, BVH Architects  
Dan Worth, BVH Architects  
Jack Pagel, BVH Architects/Specialized Engineering Solutions

**CALL TO ORDER—BUSINESS MEETING**

Board Chair Teahon called the business meeting to order at 3:30 p.m.

**APPROVAL OF MEETING AGENDA**

A motion was made by Trustee Roskens and seconded by Trustee Vrtiska to approve the meeting agenda for April 22, 2010. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

Dan Worth, Bahr Vermeer Haecker Associates gave a presentation regarding the program statement for the Pile Hall Renovation project at Wayne State College.

Chancellor Carpenter discussed the recent article in the *Lincoln Journal Star* regarding the Governor's request to freeze all state agency salaries for 2010-2011.

**CONSENT AGENDA ITEMS**

A motion was made by Trustee Roskens and seconded by Trustee Bieganski to approve the consent agenda item. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

Approve LB 309 Allocations and Retrievals

Copy is attached to the official minutes.

**ITEMS FOR DISCUSSION AND ACTION**

**Academic, Personnel & Student Affairs Committee**

2010-2011 Salary Policy

A motion to approve the 2010-2011 salary policy as follows, which is consistent with the bargaining Agreements, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

**Non-Unionized Professional Staff.** On July 1, 2010, each College and the System Office is authorized to provide a 3.5% salary increase to each non-union professional staff employee with satisfactory performance.

**Non-Unionized Support Staff.** Each College and the System Office is authorized to provide a 3.1% salary increase to each non-union support staff employee with satisfactory performance. No service date salary adjustments will be provided.

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. The Agreement states that 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 3.1% for 2010-2011. This percentage is made up of a combination of the \$500 flat increase (\$300 – January 1, 2010 and \$200 – July 1, 2011) plus the longevity increases.

**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.

#### Modification of Sports Management Degree – PSC

A motion to approve the modification of the Sports Management degree to the Sports Management & Exercise Science degree at Peru State College was recommended by the committee to the full board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

#### Modification of K-6/7-12 Physical Education Degree – PSC

A motion to approve the modification of the K-6/7-12 Physical Education degree to the K-12 Health & Physical Education degree at Peru State College was recommended by the committee to the full board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

#### Approve Elimination of Physical Education and Sports Management Degrees – PSC

A motion to approve the elimination of the K-6 Physical Education, 7-12 Physical Education, K-6/712 Physical Education and Sports Management degree programs at Peru State was recommended by the committee to the full board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

Approve Addition of Educational Studies Option – PSC

A motion to approve the addition of an Educational Studies option offered by the School of Education at Peru State College was recommended by the committee to the full board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

Trustee Suarez asked if Chadron and Wayne had a similar option to the Educational Studies option approved for Peru State and how many students received the non-teaching option annually. In response to Trustee Suarez's questions, it was noted that every few years approximately 1-2 students would receive the non-teaching option, Chadron does have a similar option to the new Educational Studies option at Peru and Wayne is developing a similar option.

Futures Task Force

Board Chair Teahon requested that Chancellor Carpenter establish a Task Force to look for institutional and system-wide efficiencies during this period of substantial revenue shortfall. Chair Teahon requested that individuals from the Board, System Office, and colleges be included on the Task Force. Chancellor Carpenter noted the Legislature is requiring all state agencies to develop a plan for greater efficiencies and cost reductions by September 1. Legislative hearings will also be held in July and August to deal with the studies called for during the recent session. The NSCS is scheduled to appear before the Education Committee August 19.

**Fiscal, Facilities & Audit Committee**

Approve 2010-2011 Tuition Rates and Online Rates

A motion to approve the following tuition rates and online rates per credit hour for 2010-2011 was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copy attached to official minutes.)

TUITION:	
Undergraduate, resident	\$128.75
Graduate, resident	\$163.50
Undergraduate, non-resident	\$257.50
Graduate, non-resident	\$327.00
PERU STATE NON-RESIDENT PILOT PROJECT	
Undergraduate, non-resident (on-site)	\$129.75
ONLINE RATE:	
Undergraduate Online	\$190.00
Graduate Online	\$237.50

Approve 2010-2011 Fees

A motion to approve the following proposed fee schedules for 2010-2011 as submitted by the colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copies are attached to the official minutes.)

	Chadron	Peru	Wayne
<b>Mandatory Fees:</b>			
Admission/Matriculation Fee	\$15.00	\$10.00	\$30.00
Capital Improvement Fee	\$10.00/hr	\$10.00/hr	\$10.00/hr
Event Fee:	1-6 hrs. \$0.00	\$1.75/hour	0-12 hrs. \$7.50/hr
	7+ hrs. \$0.00		\$90.00/max
	\$3.50/cr hr	\$1.75/hr	
	\$42.00/max		
Facilities Fee	\$14.50/hr-on	\$14.00/hr	\$17.25/hr
	\$12.50/hr-off		\$207.00/max
Health Fee	\$3.95/hr		\$3.50/hr
	\$47.40/max	\$20.00/sem	\$42.00/max
Student Activity Fee:	1-10 hrs. \$5.80/hr.	\$4.00/hr	0-12 hrs. \$2.75/hr
	max \$69.60		\$33.00/max
Technology Fee	\$4.55/hr	\$3.50/hr	\$6.50/hr
			\$78.00/max sem
<b>Other Fees:</b>			
CATS Services Fee		\$6.00	
CLEP Test Fee		Vary	
Deferment Fee		\$35.00	
Degree Fee	\$20.00	\$30.00/\$40.00	\$35.00/\$60.00
Duplicate ID Card	\$5.00		
Extended Campus Fee		\$15.00/hr	\$20.00/hr
Failure to Pay Penalty			\$100.00
Housing Deposit	\$100.00	\$100.00	\$100.00
Intrn'l Student Adm. Fee			
Lab Fees	\$5.00-\$75.00	Vary	as published
Late Payment Fee		10% balance	2% monthly
Late Registration Fee		\$10.00	\$15.00
LEAP Fee		\$6.00	
Library Penalty	\$.05/day	\$.10/day	vary by article
Library User Fee			\$5.00/annual
Material Fee			at cost
Music, Instrument Rental Fee			\$10.00/sem
Music Locker Rental			\$10.00/sem
Music, Private Lessons		\$90.00	
New Student Orientation Fee	\$100.00		
Parking Permit	\$20.00	\$20.00	\$40/\$24/\$13
Parking Penalty	\$20.00	\$25.00	varies
Placement Fee	\$30.00	\$5.00/\$10set-up	\$30.00
Publications Fee		\$1.25/hr	
Reinstate. Fee After Adm. Withdrw			\$100.00
Replacement ID Card	\$5.00	\$3.00	\$15.00
Returned Check Charge		\$20.00	\$35.00
Site Specific Fee			
Student ID Card		\$2.00	
Student Record Fee			\$.25/hour
Transcript Fee	\$5.00		\$4.00 after 25 free



Approve 2010-2011 Room and Board Rates

A motion was made to approve the 2010-2011 room and board rate proposals as submitted by the colleges was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copies are attached to the official minutes.)

Approve Distribution of Operations Appropriations for Fiscal Year 2010-2011

A motion was made to approve the distribution of operations appropriations for fiscal year 2010-2011 was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

**Proposed Distribution of Funds**

2010-11  
April 22, 2010

	CSC	PSC	WSC	SO	TOTAL
<b>DISTRIBUTION 2009-10</b>					
General Fund	15,996,660	8,979,434	19,834,557	1,363,448	46,174,099
Less Special Session Reductions (LB 1 Nov 2009)	(272,468)	(176,584)	(374,057)	(15,771)	(838,880)
<b>Total Revised General Funds</b>	<b>15,724,192</b>	<b>8,802,850</b>	<b>19,460,500</b>	<b>1,347,677</b>	<b>45,335,219</b>
Cash Funds (est.)	7,536,112	6,265,789	12,463,273	0	26,265,174
Board Approved Adjustments (9/11/2009)	0	199,013	250,000	0	449,013
<b>Total Revised Cash Funds (est.)</b>	<b>7,536,112</b>	<b>6,464,802</b>	<b>12,713,273</b>	<b>0</b>	<b>26,714,187</b>
<b>Subtotal General and Cash</b>	<b>23,260,304</b>	<b>15,267,652</b>	<b>32,173,773</b>	<b>1,347,677</b>	<b>72,049,406</b>
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
Board Approved Adjustment (6/19/2009)	274,399	27,430	160,292	0	462,121
<b>Total Revised Revolving Funds (est.)</b>	<b>2,650,000</b>	<b>831,613</b>	<b>4,271,856</b>		<b>7,753,469</b>
<b>2009-10 All Funds Total</b>	<b>34,910,304</b>	<b>20,965,355</b>	<b>40,670,629</b>	<b>1,347,677</b>	<b>97,893,965</b>
<b>2010-11 Gen./Cash Fund Adjustments</b>					
Gen. Fund - LB 1 (Nov 2009) Operations	(14,908)	(80,308)	(35,506)	15,475	(115,247)
Gen. Fund - LB 1 (Nov 2009) College Center SSC Oper.	0	0	150,000	0	150,000
<b>Total Gen. Fund adjustments</b>	<b>(14,908)</b>	<b>(80,308)</b>	<b>114,494</b>	<b>15,475</b>	<b>34,753</b>
Cash Fund	364,615	311,100	510,671	0	1,186,386

**Proposed Distribution of Funds continued**  
**2010-11**  
**April 22, 2010**

<b>Total Cash Fund adjustments</b>	364,615	311,100	510,671	0	1,186,386
<b>Total 2010-11 Gen./Cash Adjustments</b>	<b>349,707</b>	<b>230,792</b>	<b>625,165</b>	<b>15,475</b>	<b>1,221,139</b>
<b>DISTRIBUTION 2010-11</b>					
Gen. Fund	15,709,284	8,722,542	19,574,994	1,363,152	45,369,972
Cash Funds (est.)*	7,900,727	6,775,902	13,223,944	0	27,900,573
<b>Subtotal General and Cash</b>	<b>23,610,011</b>	<b>15,498,444</b>	<b>32,798,938</b>	<b>1,363,152</b>	<b>73,270,545</b>
Federal Funds (est.)**	9,000,000	4,866,090	4,225,000	0	18,091,090
Revolving Funds (est.)***	2,650,000	831,613	4,271,856	0	7,753,469
<b>2010-11 All Funds Total</b>	<b>35,260,011</b>	<b>21,196,147</b>	<b>41,295,794</b>	<b>1,363,152</b>	<b>99,115,104</b>
*Tuition income is net of remissions and refunds -- Tuition rate \$128.75/cr. hr. (undergraduate, resident)					
**Federal Funds for 2010-11 are estimates based on LB 1 (Nov 2009). Adjustments are made as needed by the colleges.					
***Revolving Funds for 2010-11 are estimates based on LB 1 (Nov 2009). Adjustments are made when approved by the Board.					

Approve Pile Hall Renovation Program Statement – WSC

A motion to approve the program statement for the Pile Hall Renovation project at Wayne State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

Appoint Substantial Completion Committee for Phase I Carhart Science Building Renovation – WSC

A motion to appoint the following substantial completion committee for the Phase I Renovation of the Carhart Science Building at Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

Cap Peterson, Chair, Fiscal, Facilities & Audit Committee, Board of Trustees  
 Bill Roskens, Member, Fiscal, Facilities & Audit Committee, Board of Trustees  
 Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS Office  
 Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS Office  
 Rick Collings, President, WSC  
 Mac Taylor, Vice President for Administration & Finance, WSC  
 Bob McCue, Vice President for Academic Affairs, WSC  
 Chad Altwine, Director of Facilities Services, WSC  
 Nick Hanna, The Clark Enersen Partners  
 Representative from Beckenhauer Construction  
 Representative from the State Building Division

First & Final Round Approval of Changes to Board Policy 8064; Capital Construction; Bids

A motion for first and final round approval of the changes to Board Policy 8064; Capital Construction; Bids was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copy attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 8066; Capital Construction; Contracts; Professional Consulting Services

A motion for first and final round approval of the changes to Board Policy 8066; Capital Construction; Contracts; Professional Consulting Services was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copy attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 8067; Capital Construction; Contracts; Works of Art

A motion for first and final round approval of the changes to Board Policy 8067; Capital Construction; Contracts; Works of Art was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copy attached to the official minutes.)

First & Final Round Approval of Changes to Board Policy 8068; Capital Construction; Contracts; Forms, Payments

A motion for first and final round approval of the changes to Board Policy 8068; Capital Construction; Contracts; Forms, Payments was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copy attached to the official minutes.)

Approve Grant Application – PSC

A motion to approve the following grant application for Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copy attached to the official minutes.)

Peru Application

- Title III, Strengthening Institutions Grant (U.S. Department of Education) -- \$1,750,000

Approve Contract – CSC

A motion to approve the following contract for Chadron State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved.

Chadron Contract

- Campus (consulting contract for managing access to Sakai) -- \$133,602 (3 year contract at \$44,534 annually)

Approve Use of Un-Appropriated Cash Funds – PSC

A motion to approve the use of un-appropriated cash funds on a one-time basis for Peru State College was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens, Suarez, Teahon and Vrtiska. Voting nay: None. Student Opinion aye: Liewer and Meyer. Motion was unanimously approved. (Copy attached to the official minutes.)

**ITEMS FOR INFORMATION AND DISCUSSION**

**Academic, Personnel and Student Affairs**

Funding Request To CSC Foundation

According to the Agreement between the Board of Trustees and the Chadron State Foundation, a formal request for funding must be submitted annually no later than June 15. Following is the 2010-2011 and 2011-2012 request.

- Unrestricted funds to a discretionary account for the CSC President in the amount of \$4,500
- Unrestricted funds to a discretionary account for the NSCS Chancellor in the amount of \$1,500
- Annually provide one-third (1/3) of the payment made in support of the NSCS Senators' Reception
- Annually provide \$1,000 in support of the NSCS Teaching Excellence Award

Peru State Acceptance Into Heartland of America Athletic Conference

Peru State has been accepted into the Heartland of America Athletic Conference (HAAC) and competition for all sports will begin in Fall 2011.

**Fiscal, Facilities & Audit Committee**

Contracts & Change Orders for Information

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

Chadron State Contract

- Heat Plant – (switchgear replacement) - \$195,500 (Chancellor authorized to sign April 17, 2009)

Wayne State Contracts

- Student Center – (furnish and install overlay floor for dishwasher project) - \$12,339
- Rice Auditorium – (alley door replacement) - \$3,817
- Bowen Hall – (carpet replacement) - \$95,520
- Carlson Natatorium – (door replacement) - \$6,717
- Brandenburg Education – (provide and install auto door opener) - \$300
- U.S. Conn Library – (engineering costs for fire/sprinkler system) - \$8,750
- Brandenburg Education – (engineering costs for fire alarm/sprinkler system) - \$8,500
- Humanities Building – (engineering costs for fire alarm/sprinkler system) - \$7,750
- Humanities/Brandenburg/Conn Library – (administration fee for fire alarm/sprinkler system) - \$4,000
- Carhart Science – (Natural History Museum asbestos abatement) - \$3,263
- Humanities – (insulation, stub wall, gypsum board (Rooms 319, 301, 216) - \$1,099
- Student Center – (construction for dishwasher replacement) - \$16,550
- Student Center – (mechanical room glovebagging for dishwasher replacement) - \$250
- Student Center – (mechanical work for dishwasher replacement) - \$33,963

Peru State Change Order

- Jindra Fine Arts Building – (#1 change window types) - \$21,120 (contingency increase)

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held via Life Size videoconference on June 3, 2010.

**ADJOURNMENT** -- The meeting was adjourned at 4:40 p.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 College System Office in Lincoln.

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION:                   Accept Report of Personnel Actions**

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

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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 3, 2010

<b>RANKED FACULTY</b>								
<b>(FULL-TIME/.75 FTE OR MORE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Brown, Linda	EHPCP&SW; Education	Assistant Professor	50,000.00 AY	State	08/19/2010 - 05/07/2011	1.00	New Appointment; Replaces George Marzotto Jr.	Probationary/Tenure Track
Ritzen, Donna	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	TBD	State	08/22/2003 - 05/07/2011	1.00	Resignation	NA
Smith, Margie	EHPCP&SW; Health, Physical Education & Recreation	Lecturer	39,000.00 AY	State	08/19/2010 - 05/07/2011	1.00	New Appointment; Replaces departmental Leave of Absences	Special

<b>UNIONIZED PROFESSIONAL STAFF</b>								
<b>(FULL-TIME/.75 FTE OR MORE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Farrell, Jackie	Admissions; Admissions Representative	NA	33,584.00 FY	State	08/16/2007 - 05/05/2010	1.00	Resignation	NA
Jersild, Craig	Athletics; Assistant Coach	NA	6,190.39 (26,868.00) FY	State	03/23/2010 - 06/30/2010	0.83	New Appointment; Replaces Jaskaran Bains	Special
Milner, Sarah	EHPCP&SW; Coordinator of Physical Activities Center	NA	36,060.00 FY	State	08/01/2006 - 07/02/2010	1.00	Resignation	NA
Neugebauer, Ronda	Academic Affairs; Academic Support Center Coordinator	NA	11,125.00 (33,375.00) FY	State	03/01/2010 - 06/30/2010	0.75	New Position	Special
Roberts, Eric	Computer Services; Computer Support Specialist	NA	4,903.98 (33,400.00) FY	State	05/10/2010 - 06/30/2010	1.00	New Appointment; Replaces Mark Howard	Special
Swesey, Jordon	Housing & Residence Life; Resident Hall Director	NA	24,489.00 FY	Revenue Bond	08/01/2008 - 06/18/2010	1.00	Revised date of resignation; effective 6/18/10 rather than 5/31/10	NA
Zahn, Sally	Library & Learning Services; Technical Services Librarian	NA	63,078.00 FY	State	09/01/1974 - 06/30/2010	1.00	Retirement	NA

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Chadron State College**

**MEETING DATE: June 3, 2010**

<b>NON-UNIONIZED PROFESSIONAL STAFF</b>								
<b>(FULL TIME/.75 FTE OR MORE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Fosher, Tamara	Housing & Residence Life; Assistant Director Residence Life	NA	36,000.00 FY	Revenue Bond	07/01/2010 - 06/30/2011	1.00	New Appointment; Replaces Sarah Rosas	Specific Term
Goodman, Julie	Administration & Finance; Interim, Budget Director	NA	42,500.00 FY	State	01/11/2010 - 06/30/2010	1.00	Resignation	NA
Goodman, Julie	Administration & Finance; Comptroller	NA	7,708.33 (52,500.00) FY	State	05/10/2010 - 06/30/2010	1.00	New Appointment; Replaces William Martin	Special
Harper, Lynette	Library & Learning Resources; Interim Assistant Director for Information Technology	NA	50,000.00 FY	State	10/21/2009 - 3/30/2010	1.00	Resignation	NA
Martin, William	Administration & Finance; Comptroller	NA	55,000.00 FY	State	10/01/2009 - 4/28/2010	1.00	Resignation	NA
Sawyer, Kalla	Housing & Residence Life; Interim, Resident Hall Director	NA	23,660.00 FY	Revenue Bond	08/10/2009 - 06/18/2010	1.00	Resignation	NA

<b>RANKED FACULTY</b>								
<b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Tim	BEAMSS; Business	Professor	492.45 AY	State	03/15/2010 - 05/08/2010	NA	Over 30 in an online course MIS 332-79 B; 1 student	Special
Anderson, Tim	BEAMSS; Business	Professor	5,820.00 AY	State	05/10/2010 - 07/02/2010	0.10	MGMT 230-79	Special
Bogner, Michael	Liberal Arts; Justice Studies	Associate Professor	1,715.13 AY	State	03/15/2010 - 05/08/2010	0.05	Department Absence; additional instructional duties	Special
Brammer, Dawn	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	3,117.00 AY	State	05/10/2010 - 06/04/2010	0.10	HPER 339-79	Special
Brammer, Dawn	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	155.18 AY	State	03/01/2010 - 03/31/2010	NA	Correspondence Course HPER 122 80E	Special
Buchmann, Ann	BEAMSS; Physical & Life Sciences	Assistant Professor	300.00 AY	Grant	03/01/2010 - 03/31/2010	NA	College Challenge Grant Work	Special
Burke, Ronald	BEAMSS; Business	Professor	5,655.00 AY	State	05/10/2010 - 07/02/2010	0.10	ECON 231-79	Special
Carey, Charles	Liberal Arts; Music	Instructor	2,631.00 AY	State	05/10/2010 - 06/04/2010	0.10	MUS 235-79	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Chadron State College**

**MEETING DATE: June 3, 2010**

<b>RANKED FACULTY</b>								
<b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Carnot, Mary Jo	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	232.77 AY	State	03/01/2010 - 03/31/2010	NA	Correspondence Course PSYC 336 80E	Special
Cary, Phil	BEAMSS; Mathematical Sciences	Associate Professor	600.00 AY	State	03/01/2010 - 03/31/2010	NA	Rewrite Correspondence Course MATH 142	Special
Cavin, Scott	Liberal Arts; Visual & Performing Arts	Assistant Professor	4,000.00 FY	Revenue	07/01/2009 - 05/31/2010	NA	Galaxy Series; Memorial Hall technical work	Special
Donahue, Tim	BEAMSS; Business	Associate Professor	1,969.80 AY	State	01/11/2010 - 03/05/2010	NA	Independent Study Course; BA 400 02	Special
Donahue, Timothy	BEAMSS; Business	Associate Professor	4,146.00 AY	State	05/10/2010 - 07/02/2010	0.10	MKTG 560-79	Special
Enos, Karen	EHPCP&SW; Education	Assistant Professor	4,868.00 AY	State	05/10/2010 - 06/04/2010	0.13	EDUC 322-84, 99 & EDUC 323-84, 99	Special
Gaudet, Laura	EHPCP&SW; Counseling, Psychology & Social Work	Professor	232.77 AY	State	02/01/2010 - 02/28/2010	NA	Correspondence Course; PSYC 334 80E	Special
Griffith, George	Liberal Arts; English & Humanities	Professor	6,105.00 AY	State	05/10/2010 - 06/04/2010	0.10	PHIL 432-79	Special
Hardy, Joyce	BEAMSS; Physical & Life Sciences	Professor	500.00 AY	Grant	03/01/2010 - 03/31/2010	NA	College Challenge Grant Work	Special
Haugland, Jerry	BEAMSS; Business	Assistant Professor	4,326.00 AY	State	05/10/2010 - 07/02/2010	0.10	ACTG 241-79	Special
Hoem, Bruce	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,639.00 AY	State	05/10/2010 - 05/31/2010	0.10	Reassigned time for Field Experience Coordinator of Social Work	Special
Hoffman, William	EHPCP&SW; Health, Physical Education & Recreation	Instructor	155.18 AY	State	03/01/2010 - 03/31/2010	NA	Correspondence Courses HPER 103 80E	Special
Hunn, Lorie	EHPCP&SW; Education	Assistant Professor	3,600.00 AY	State	05/10/2010 - 05/21/2010	0.10	Cross Cultural Studies in Education, Topics	Special
Hyer, Joel	Liberal Arts; Social & Communication Arts	Associate Professor	170.94 AY	State	02/1/2010 - 02/28/2010	NA	Correspondence Course; HIST 231 80E	Special
Jamison, Wendy	BEAMSS; Physical & Life Sciences	Assistant Professor	300.00 AY	Grant	03/01/2010 - 03/31/2010	NA	College Challenge Grant Work	Special
Kennedy, Michael	Liberal Arts; Social & Communication Arts	Instructor	3,126.00 AY	State	05/10/2010 - 07/30/2010	0.10	Study Away: Borderlands	Special
King, Donald	EHPCP&SW; Education	Professor	4,446.00 AY	State	05/10/2010 - 05/21/2010	0.10	Cross Cultural Studies in Education	Special
King, Donald	EHPCP&SW; Education	Professor	1,482.00 AY	State	05/24/2010 - 05/28/2010	0.03	EDUC 412s-40, 65, 89	Special
King, Donald	EHPCP&SW; Education	Professor	166.66 AY	State	05/24/2010 - 05/28/2010	NA	ITV Course; SPED 412s - 2 sites	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Chadron State College**

**MEETING DATE: June 3, 2010**

<b>RANKED FACULTY</b>								
<b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Knight, Robert	Liberal Arts; Social & Communication Arts	Assistant Professor	3,231.00 AY	State	05/10/2010 - 07/02/2010	0.10	PS 231-79	Special
Koza, Richard	BEAMSS; Business	Professor	5,082.00 AY	State	05/01/2010 - 07/02/2010	0.10	FIN 432/532-79	Special
Leesch, Lisette	Liberal Arts; Justice Studies	Associate Professor	1,644.57 AY	State	03/15/2010 - 05/08/210	0.05	Department Absence; additional instructional duties	Special
Leite, Michael	BEAMSS; Physical & Life Sciences	Professor	300.00 AY	Grant	03/01/2010 - 03/31/2010	NA	College Challenge Grant Work	Special
Leite, Michael	BEAMSS; Physical & Life Sciences	Professor	312.56 AY	State	04/15/2009 - 03/01/2010	NA	Independent Study Course; GEOS 600 02	Special
Lockwood, Catherine	Liberal Arts; Social & Communication Arts	Professor	300.00 AY	Grant	04/01/2010 - 04/30/2010	NA	College Challenge Grant Work	Special
McCallum, Henry	EHPCP&SW; Education	Assistant Professor	2,600.00 AY	State	05/10/2010 - 06/04/2010	0.07	SPED 334-79	Special
McCallum, Henry	EHPCP&SW; Education	Assistant Professor	1,300.00 AY	State	05/31/2010 - 06/06/2010	0.03	SPED 412s-40, 65, 89	Special
McCallum, Henry	EHPCP&SW; Education	Assistant Professor	166.66 AY	State	05/31/2010 - 06/06/2010	NA	ITV Course; SPED 412s - 2 sites	Special
Morgan, Jeff	Liberal Arts; Social & Communication Arts	Assistant Professor	2,859.00 AY	State	05/10/2010 - 07/30/2010	0.10	Study Away: 49th Parallel	Special
Nobiling, Tracy	Liberal Arts; Justice Studies	Associate Professor	4,698.00 AY	State	05/10/2010 - 05/21/2010	0.10	Seminar - London	Special
Nobiling, Tracy	Liberal Arts; Justice Studies	Associate Professor	1,878.96 AY	State	03/15/2010 - 05/08/2010	0.05	Department Absence; additional instructional duties	Special
Petersen, G. Ann	EHPCP&SW; Education	Associate Professor	1,294.00 AY	State	05/10/2010 - 05/14/2010	0.03	EDUC 411s - 40, 65, 89	Special
Petersen, G. Ann	EHPCP&SW; Education	Associate Professor	166.66 AY	State	05/10/2010 - 05/14/2010	0.03	ITV Course; SPED 412s - 2 sites	Special
Ritzen, Donna	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	77.59 AY	State	03/01/2010 - 03/31/2010	NA	Correspondence Course HPER 100 80E	Special
Stack, Robert	BEAMSS; Mathematical Sciences	Professor	5,187.00 AY	State	05/10/2010 - 07/02/2010	0.10	MATH 232-79	Special
Stewart, Deborah	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	3,915.00 AY	State	05/10/2010 - 05/31/2010	0.10	Reassigned time for Director of Social Work Program	Special
Sutcliffe, Jay	BEAMSS; Applied Sciences	Assistant Professor	6,732.00 AY	State	05/10/2010 - 07/02/2010	0.20	FCS 247-79 & FCS 447/547-79	Special
Wada, James	Liberal Arts; Justice Studies	Assistant Professor	3,120.00 AY	State	05/10/2010 - 05/21/2010	0.10	Comparative CJ/London	Special
Waldo, Jamie	BEAMSS; Business	Associate Professor	232.77 AY	State	03/01/2010 - 03/31/2010	NA	Correspondence Course BA 432 80E	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR****COLLEGE: Chadron State College****MEETING DATE: June 3, 2010**

<b>RANKED FACULTY</b> <b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Wright, James	BEAMSS; Business	Professor	5,508.00 AY	State	05/10/2010 - 07/02/2010	0.10	BA 336-79	Special
Zimmerman, Teresa	BEAMMSS; Applied Sciences	Assistant Professor	100.00 AY	Grant	04/01/2010 - 04/30/2010	NA	College Challenge Grant Work	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Chadron State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b>								
<b>(PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Balmat, Jennifer	BEAMSS; Physical & Life Sciences	NA	2,100.00 AY	State	05/10/2010 - 06/30/2010	0.10	Adjunct; GEOS 130-79	Special
Barger, Julie	Extended Campus Programs	NA	3,033.00 AY	State	01/11/2010 - 04/19/2010	0.15	Adjunct; EDCI 536-67A & INS 501-67	Special
Beutler, Marian	Liberal Arts; Music	NA	2,100.00 AY	State	01/11/2010 - 05/08/2010	0.10	Adjunct; Spring Semester - Courses revised (\$1,624 AY salary and .08 FTE previously reported March 2010)	Special
Colgate, Thomas P	EHPCP&SW; Education	NA	700.00 AY	State	05/17/2010 - 05/21/2010	0.03	Adjunct; EDUC 414s - 40, 65, 89	Special
Colgate, Thomas P	EHPCP&SW; Education	NA	166.66 AY	State	05/17/2010 - 05/21/2010	NA	Adjunct; EDUC 414s - 2 sites	Special
Coone, Jan	Extended Campus Programs	NA	489.84 AY	State	03/01/2010 - 03/31/2010	NA	Adjunct; Online Courses EDCI 531 79; EDUC 535 79; EDUC 532 79	Special
Coone, Jan	Extended Campus Programs	NA	155.14 AY	State	04/01/2010 - 04/31/2010	NA	Adjunct; Online Course EDUC 531 79	Special
Miskimins, Melissa	BEAMSS; Business	NA	2,100.00 AY	State	05/10/2010 - 07/02/2010	0.10	Adjunct; ECON 130-79	Special
Neuharth, Marvin	EHPCP&SW; Counseling, Psychology & Social Work	NA	2,100.00 AY	State	05/10/2010 - 06/04/2010	0.10	Adjunct; PSYC 421-79	Special
Neuharth, Marvin	EHPCP&SW; Counseling, Psychology & Social Work	NA	414.24 AY	State	03/01/2010 - 03/31/2010	NA	Online Course INS 501 79A	Special
Nicholson, Mark	Liberal Arts; Social & Communication Arts	NA	2,100.00 AY	State	05/10/2010 - 06/04/2010	0.10	Adjunct; HIST 233-79	Special
Pollard, Tracie	EHPCP&SW; Education	NA	1,400.00 AY	State	05/10/2010 - 06/04/2010	0.07	Adjunct; EDUC 321- 84, 99	Special
Rankin Jr, Samuel	Extended Campus Programs	NA	1,500.00 AY	State	04/01/2010 - 04/30/2010	NA	Online Course Development HIST 233	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Chadron State College**

**MEETING DATE: June 3, 2010**

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Darnell, Richard	Upward Bound; Test Coordinator/Academic Advisor	NA	1,152.26 (17,892.00) FY	Grant	08/09/2010 - 08/31/2010	0.50	New Appointment; Replaces Holly Newbold	Special
Gronewold, Rebecca	Housing & Residence Life; Resident Hall Coordinator	NA	9,315.00 FY	Revenue Bond	09/08/2008 - 05/15/2010	0.70	Resignation	NA
Pritchett, Bryant	Housing & Residence Life; Resident Hall Coordinator	NA	9,000.00 FY	Revenue Bond	08/08/2010 - 05/14/2010	0.70	New Appointment; Replaces Rebecca Gronewold	Special
Welch, Cheryl	Upward Bound; Test Coordinator/Academic Advisor	NA	1,152.26 (17,892.00) FY	Grant	08/09/2010 - 08/31/2010	0.50	New Appointment; replaces Holly Newbold	Special
Zeller, LaWayne	EHP&SW; Certification Officer	NA	6,981.46 (23,500.00) FY	State	03/15/2010 - 06/30/2010	0.70	New Position	NA

<b>UNIONIZED SUPPORT STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Pamela B	English and Humanities & Social and Communication Arts; Office Assistant I	NA	1,626.10 MO	State	08/26/2002 - 05/11/2010	0.75	Resignation	NA
Gould, Lisa	Admissions; Office Assistant II	NA	1,824.42 MO	State	06/15/2007 - 05/14/2010	1.00	Resignation	NA
Myers, Lewis	Administration & Finance; Maintenance Repair Worker III	NA	2,555.67 MO	State / Revenue Bond	10/09/2000 - 05/06/2010	.50 / .50	Resignation	NA
Myers, Lewis	Administration & Finance; Maintenance Repair Worker IV	NA	2,895.00 MO	State / Revenue Bond	5/7/2010	.50 / .50	New Appointment; Replaces Darrell Marshall	NA
Schilling, Twyla	Physical Facilities; Custodian	NA	1,542.25 MO	Revenue Bond	09/21/2009 - 05/10/2010	1.00	Termination	NA

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>RANKED FACULTY</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Blue, Cheryl	School of Education	Assistant Professor	\$42,761	State	08/18/06-05/08/10	1 AY	Resignation	N/A
Jones-Branch, Julie	School of Education	Assistant Professor	\$49,000	State	08/20/10-05/07/11	1 AY	Appointment	Specific, Tenure-Track
Crook, Sara	School of Arts and Sciences	Professor	\$1,200	State	03/31/10	.10 AY	Online Course Development, HIST 329 (3 cr.hr.)	Special
Lambrech, Willis	School of Education	Assistant Professor	\$44,796	State	08/18/06-05/07/11	1 AY	Resignation	N/A
Urbach, Beverly	School of Education	Assistant Professor	\$46,738	State	08/18/03-05/07/10	1 AY	Resignation	N/A

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Cronin, Jason	Head Baseball Coach Facilities and Events Coordinator	N/A	\$37,395	State	03/03/10	.92 FY	Resignation	N/A
Ehrlich, Jeff	Dean, School of Professional Studies	N/A	\$78,000	State	06/30/10	1 FY	Resignation	N/A
Martin, Brad	Head Baseball Coach, Interim	N/A	\$32,000 pro-rated	State	03/04/10-05/15/10	.92 FY	Appointment	Special
Roberts, Laura	Director, Online Services and Offutt Operations	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, PSYC 250-049Y (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Roberts, Laura	Director, Online Services and Offutt Operations	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, PSYC 250-49X (3 cr.hr.)	Special
Roberts, Laura	Director, Online Services and Offutt Operations	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, PSYC 250-049X (3 cr.hr.)	Special
Seay, Gregory	Dean, Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 510-49X (3 cr.hr.)	Special
Seay, Gregory	Dean, Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 621-EBX (3 cr.hr.)	Special

<b>RANKED FACULTY</b> (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jackson, Alan	School of Professional Studies	Instructor	\$3,144.23	State	08/23/10-12/17/10	.10 AY	Appointment, BUS 410-00A (3 cr.hr.), Overload	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Beischel, Mark	School of Education	Professor	\$4,587.83*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 602-49X (3 cr.hr.)	Special
Beischel, Mark	School of Education	Professor	\$4,587.83*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 601-49X (3 cr.hr.)	Special
Blue, Cheryl	School of Education	Assistant Professor	\$3,207.08*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 375-02A (3 cr.hr.)	Special
Citrin, Anthony	School of Education	Professor	\$5,654.93*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 601-FBX (3 cr.hr.)	Special
Citrin, Anthony	School of Education	Professor	\$5,654.93*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 602-EBX (3 cr.hr.)	Special
Galardi, Greg	School of Professional Studies	Assistant Professor	\$4,394.48*	State	06/07/10-07/30/10	.10 AY	Appointment, MGMT 602-49V (3 cr.hr.)	Special
Galardi, Greg	School of Professional Studies	Assistant Professor	\$4,394.48*	State	06/07/10-07/30/10	.10 AY	Appointment, MGMT 602-49X (3 cr.hr.)	Special
Gardner, Kelli	School of Professional Studies	Assistant Professor	\$3,525.00*	State	06/07/10-07/30/10	.10 AY	Appointment, SOC 300-49X (3 cr.hr.)	Special
Goebel-Lundholm, Mary	School of Professional Studies	Assistant Professor	\$4,221.98*	State	06/07/10-07/30/10	.10 AY	Appointment, BUS 480-49X (3 cr.hr.)	Special
Griffin, Brad	School of Professional Studies	Instructor	\$3,920.18*	State	06/07/10-07/30/10	.10 AY	Appointment, CMIS 101-00A (3 cr.hr.)	Special
Grotrian, Judy	School of Professional Studies	Professor	\$4,360.13*	State	06/07/10-07/30/10	.10 AY	Appointment, BUS 301-49X (3 cr.hr.)	Special
Grotrian, Sheri	School of Professional Studies	Assistant Professor	\$3,298.73*	State	06/07/10-07/30/10	.10 AY	Appointment, MGMT 581-49X (3 cr.hr.)	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>RANKED FACULTY</b>								
<b>(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Grotrian, Sheri	School of Professional Studies	Assistant Professor	\$3,298.73*	State	06/07/10-07/30/10	.10 AY	Appointment, BUS 381-49X (3 cr.hr.)	Special
Hutchison, Christy	School of Professional Studies	Associate Professor	\$8,346.60*	State	06/07/10-07/30/10	.20 AY	Appointment, BUS 353-49X (3 cr.hr.), BUS 496-49X (3 cr.hr.)	Special
Jackson, Alan	School of Professional Studies	Instructor	\$3,144.23*	State	06/07/10-07/30/10	.10 AY	Appointment, BUS 373-49X (3 cr.hr.)	Special
Kearney, M. Elizabeth	School of Education	Assistant Professor	\$3,381.75*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 533-49X (3 cr.hr.)	Special
Kearney, M. Elizabeth	School of Education	Assistant Professor	\$3,381.75*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 305-49X (3 cr.hr.)	Special
Kunkel, M. Ellie	School of Education	Assistant Professor	\$3,546.53*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 621-EAX (3 cr.hr.)	Special
Kunkel, M. Ellie	School of Education	Assistant Professor	\$3,546.53*	State	06/07/10-07/30/10	.10 AY	Appointment, PE 498-49X (3 cr.hr.)	Special
Lambrech, Willis	School of Education	Assistant Professor	\$3,359.70*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 553-49X (3 cr.hr.)	Special
Lambrech, Willis	Graduate Programs	Assistant Professor	\$3,359.70*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 551-49X (3 cr.hr.)	Special
Lundak, Joel	School of Professional Studies	Professor	\$4,762.58*	State	06/07/10-07/30/10	.10 AY	Appointment, SOC/PHIL 322-49X (3 cr.hr.)	Special
Murray, Johann	School of Education	Assistant Professor	\$3,505.35*	State	06/07/10-07/30/10	.10 AY	Appointment, PE 313-02A (3 cr.hr.)	Special
Nevitt, James	School of Professional Studies	Associate Professor	\$3,805.35*	State	06/07/10-07/30/10	.10 AY	Appointment, PSYC 121-49X (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Priesman, Kristi	School of Education	Assistant Professor	\$3,251.03*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 602-ECX (3 cr.hr.)	Special
Ruskamp, Judith	School of Education	Assistant Professor	\$7,134.60*	State	06/07/10-07/30/10	.20 AY	Appointment, EDUC 317-02Z (3 cr.hr.), EDUC 317-02Q (3 cr.hr.)	Special
Ryan, Kyle	School of Education	Assistant Professor	\$3,750.00*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 602-EAX (3 cr.hr.)	Special
Ryan, Kyle	School of Education	Assistant Professor	\$3,750.00*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 602-49V (3 cr.hr.)	Special
Ryan, Kyle	School of Education	Assistant Professor	\$3,750.00*	State	06/07/10-07/30/10	.10 AY	Appointment, PE 298-49X (3 cr.hr.)	Special
Seay, Darolyn	School of Education	Instructor	\$1,949.40*	State	06/07/10-07/30/10	.07 AY	Appointment, EDUC 400-49X (2 cr.hr.)	Special
Zost, Gregory	School of Education	Assistant Professor	\$3,324.45*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 621-ECX (3 cr.hr.)	Special
Zost, Gregory	School of Education	Assistant Professor	\$3,324.45*	State	06/07/10-07/30/10	.10 AY	Appointment, SPED 500-49X (3 cr.hr.)	Special
Zost, Loretta	School of Education	Assistant Professor	\$3,326.25*	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 512-49X (3 cr.hr.)	Special
Zost, Loretta	School of Education	Assistant Professor	\$3,326.25*	State	06/07/10-07/30/10	.10 AY	Appointment, SPED 505-49X (3 cr.hr.)	Special

\*If course enrollment meets expectations. Based on 2.5% per credit hour of 2009-2010 base salary.

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Marian	School of Education	N/A	\$135.00	State	01/11/10-05/07/10	.01 AY	Appointment, Student Teacher Supervision (.19 cr.hr.)	Special
Moss, Louise	School of Arts and Sciences	N/A	\$700/cr.hr.	State	Revised Date: 03/15/10-05/07/10	.10 AY	Appointment, ENG 203-02A (3 cr.hr.)	Special
Bennett, Pamela	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr.hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, SOWK 330-049Y (3 cr.hr.)	Special
Bennett, Pamela	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr.hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, SOWK 300-049X (3 cr.hr.)	Special
Bliss-Fudge, Stacy	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr.hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, PSYC 450-049Y (3 cr.hr.)	Special
Forsberg, Peggy	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr.hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, SOC 201-049X (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Forsberg, Peggy	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-12/17/10	.10 AY	Appointment, SOC 201-049A (3 cr.hr.)	Special
Forsberg, Peggy	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, SOC 201-049Y (3 cr.hr.)	Special
Giles, Mara	School of Professional Studies	N/A	\$70/student/cr. hr. to 10 students if approved to meet; \$700/cr.hr. if 10 or more enroll	State	08/23/10-12/17/10	.10 AY	Appointment, SOC 201-00A (3 cr.hr.)	Special
Green, Mary Jane	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-12/17/10	.10 AY	Appointment, CMIS 101-049X (3 cr.hr.)	Special
Hayes, Daniel F.	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, CJUS 450-049Y (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jacobsen, Linda	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, BUS 414-049Y (3 cr.hr.)	Special
Jacobsen, Linda	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, BUS 414-049X (3 cr.hr.)	Special
Kelly, Dale	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, BUS 301-049X (3 cr.hr.)	Special
Kelly, Dale	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, BUS 301-049Y (3 cr.hr.)	Special
Kroeten, Terrence	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, BUS 410-49X (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Kroeten, Terrence	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, BUS 492-049Y (3 cr.hr.)	Special
Langstraat, Rick	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-12/17/10	.10 AY	Appointment, BUS 231-049B (3 cr.hr.)	Special
Lundholm, Robert	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, BUS 251-049X (3 cr.hr.)	Special
Lundholm, Robert	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-12/17/10	.10 AY	Appointment, BUS 339-049A (3 cr.hr.)	Special
Maddox, Jim	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-10/15/10	.20 AY	Appointment, BUS 329-049X (3 cr.hr.), BUS 350-049X (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Maddox, Jim	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, BUS 380-049Y (3 cr.hr.)	Special
Odum, Jay Anthony	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	10/25/10-12/17/10	.10 AY	Appointment, CJUS 340-049Y (3 cr.hr.)	Special
Parks, Gregory	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-12/17/10	.10 AY	Appointment, PSYC 431-049A (3 cr.hr.)	Special
Popelka, Susan	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-12/17/10	.10 AY	Appointment, BUS 335-049B (3 cr.hr.)	Special
Popelka, Susan	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-10/15/10	.10 AY	Appointment, BUS 380-049X (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Seigworth, Clifton	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	08/23/10-12/17/10	.10 AY	Appointment, BUS 335-049A (3 cr.hr.)	Special
Anderson, Josh	School of Arts and Sciences	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, ART 206-49X (3 cr.hr.)	Special
Bennett, Pamela	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, SOC 340-49X (3 cr.hr.)	Special
Bennett, Pamela	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, SOWK 430-49X (3 cr.hr.)	Special
Brand, Lesa	Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 512-FCX	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Brizuela, Francisco	Graduate Programs	N/A	\$70/student/cr. hr. to 10 students if approved to meet; \$700/cr.hr. if 10 or more enroll	State	06/07/10-06/25/10	.10 AY	Appointment, INS 500-49X	Special
Engel, Linda	Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 542-49X	Special
Falcon, Lori	Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 512-FAX	Special
Falcon, Lori	Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 512-FCX (3 cr.hr.)	Special
Feldmann, Ann	Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 512-FBX	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: Peru State College**

**MEETING DATE: June 3, 2010**

<b>NON-RANKED FACULTY</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Green, Mary Jane	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, CMIS 101-49X (3 cr.hr.)	Special
Hoehn, Jorja	School of Education	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.07 AY	Appointment, PE 101-49X (2 cr.hr.)	Special
Lundholm, Robert	School of Professional Studies	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, BUS 251-49X (3 cr.hr.)	Special
Weichel, Mark	Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 601-49V (3 cr.hr.)	Special
Weichel, Mark	Graduate Programs	N/A	\$50/student/cr. hr. for first 10; \$34/student/cr. hr. for 11 or more	State	06/07/10-07/30/10	.10 AY	Appointment, EDUC 601-FCX (3 cr.hr.)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Peru State College**  
**MEETING DATE: June 3, 2010**

<b>UNIONIZED SUPPORT STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Kopf, Roger	Maintenance Repair Worker II	N/A	\$2,210	Revenue Bond	06/25/01-03/31/10	1 FY	Reclassification to MRW III	N/A
Kopf, Roger	Maintenance Repair Worker III	N/A	\$2,523	Revenue Bond	04/01/10	1 FY	Position Upgrade from MRW II	N/A
Sommerhalder, Tammy	Accounting Clerk III	N/A	\$2,041	State	05/01/10	1 FY	Appointment	N/A

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR****COLLEGE:** Wayne State College**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Murphy, Richard	Communication Arts; School of Arts and Humanities	Instructor	\$39,900.00	State	8/19/10 – 5/11/11	1.0	New Hire; New Position	Specific
O'Leary, Jay	Music; School of Arts and Humanities	Professor	\$91,949.00	State	9/1/66 – 5/12/10	1.0	Resignation	N/A
Pitchford, Jessica	Language and Literature; School of Arts and Humanities	Assistant Professor	\$43,000.00	State	8/19/10 – 5/11/11	1.0	New Hire; New Position	Specific
Tinnon, Vicki	History, Politics and Geography; School of Natural and Social Sciences	Instructor	\$38,010.00	State	8/16/07 – 8/31/10	1.0	Resignation	N/A

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Keiser, Jenny	Instructional Resource Coordinator	N/A	\$32,500.00 FY, prorated \$8,831.49	State	3/24/10 – 6/30/10	1.0	New Hire, replaces Lois Nuernberger	Special
Yates, Marilyn	Compliance Coordinator and Events Coordinator	N/A	\$33,045.00	State/ Revenue Bond	1/13/97 – 6/30/10	1.0	Resignation	N/A

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Dalager, Jon K.	Dean, School of Natural and Social Sciences	N/A	\$96,000.00	State	7/1/10 – 6/30/11	1.0	New Hire; replaces Kevin Hill	Specific
Halle, Kevin	Interim Director of Admissions	N/A	\$46,344.00 FY, prorated \$14,608.33	State	3/8/10 – 6/30/10	1.0	Interim Appointment	Special
Krusemark, Renee	Director of STRIDE	N/A	\$46,500.00 FY, prorated \$13,654.76	Grant	5/17/10 – 8/31/11	1.0	New Hire; replaces Shawn White	Special
Labenz, Robin	Administrative Assistant to the President	N/A	\$32,050.00 FY, prorated \$8,941.48	State	3/22/10 – 6/30/10	.80	New Hire; replaces Janice Gardner	Special
Scardino, Janell	Director of Administrative Systems	N/A	\$65,000.00 FY, prorated \$10,833.34	State	5/3/10 – 6/30/10	1.0	New Hire; replaces Cheri Polenske	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Agoumba, Darius	Physical Sciences and Mathematics	Associate Professor	\$83.00	State	1/11/10 – 5/12/10	.033	Appointment; Directed Study	Special
Agoumba, Darius	Physical Sciences and Mathematics	Associate Professor	\$6,042.00	State	5/10/10 – 6/2/10	.13	CHE 305-01	Special
Anderson, Wayne	Art and Design	Professor	\$493.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Anderson, Wayne	Art and Design	Professor	\$6,967.00	State	5/10/10 – 6/2/10	.10	ART 281/381/481	Special
Arneson, Patricia	Business and Economics	Professor	\$559.00	State	1/11/10 – 5/12/10	.20	Appointment; Directed Study	Special
Barnes, Johanna	Educational Foundations and Leadership	Instructor	\$1,025.00	State	5/10/10 – 6/2/10	n/a	NENTA Release	Special
Barnes, Johanna	Educational Foundations and Leadership	Instructor	\$1,970.00	State	5/10/10 – 6/2/10	.10	EDU 211-H0	Special
Bauer, Jeffery	Physical Sciences and Mathematics	Professor	\$1,232.00	State	1/11/10 – 5/12/10	.40	Appointment; Independent Study/ Directed Study	Special
Bertolas, Randy	History, Politics and Geography	Professor	\$1,724.00	State	1/11/10 – 5/12/10	.50	Appointment; Independent Study/ Directed Study	Special
Bertolas, Randy	History, Politics and Geography	Professor; Department Chair	\$3,059.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Black, Barbara	Educational Foundations and Leadership	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Blankenau, Joseph	History, Politics and Geography	Professor	\$985.00	State	1/11/10 – 5/12/10	.30	Appointment; Independent Study/ Directed Study	Special
Blomenkamp, Jean	Educational Foundations and Leadership	Professor; Department Chair	\$3,500.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Bohnert, David	Music	Associate Professor	\$83.00	State	1/11/10 – 5/12/10	.033	Appointment; Directed Study	Special
Bondhus, JoAnn	Continuing Education	Professor	\$1,724.00	State	5/10/10 – 7/1/10	.10	BUS 222-W0	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,981.00	State	5/10/10 – 7/1/10	.10	BUS 418-W0	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Brufat, Alan	Language and Literature	Professor; Department Chair	\$3,352.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Brufat, Alan	Continuing Education	Professor	\$5,028.00	State	5/10/10 – 5/28/10	.10	SPA 110-W0	Special
Brummels, J V	Language and Literature	Associate Professor	\$626.00	State	1/11/10 – 5/12/10	.20	Appointment; Independent Study/ Directed Study	Special
Buryanek, Donald	Continuing Education	Assistant Professor	\$4,308.00	State	5/10/10 – 7/1/10	.10	ITE 320-W0	Special
Calkin, Joshua	Music	Instructor	\$165.00	State	1/11/10 – 5/12/10	.067	Appointment; Directed Study	Special
Calkin, Joshua	Music	Instructor; Department Chair	\$148.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Campbell, Paul	Sociology, Psychology and Criminal Justice	Professor; Department Chair	\$3,852.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Carrigg, Maureen	Communication Arts	Associate Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Casey-Agoumba, Endia	Physical Sciences and Mathematics	Interim Instructor	\$571.00	State	1/11/10 – 5/12/10	.029	Appointment; overload for family leave	Special
Christensen, Douglas	Life Sciences	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Christensen, Linda	Music	Associate Professor; Department Chair	\$2,378.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Conway, Gerald	Continuing Education	Associate Professor	\$2,463.00	State	5/10/10 – 7/1/10	.10	BUS 322-W0	Special
Conway, Gerald	Continuing Education	Associate Professor	\$5,628.00	State	5/10/10 – 7/1/10	.10	BUS 362-W0	Special
Cupp, Rodney	Language and Literature	Assistant Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Curnyn, Molly	Computer Technology and Information Systems	Instructor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Dalal, Meenaski	Business and Economics	Professor	\$739.00	State	1/11/10 – 5/12/10	.30	Appointment; Independent Study/ Directed Study	Special
Dalal, Meenaski	Continuing Education	Professor	\$5,805.00	State	5/10/10 – 7/1/10	.10	ECO 202-W0	Special
Dalal, Meenaski	Educated Perspective Seminar	Professor	\$5,805.00	State	5/10/10 – 6/2/10	.10	EPS 300-01	Special
DeBoer, Buffany	Life Sciences	Interim Instructor	\$3,024.00	State	5/10/10 – 6/2/10	.10	BIO 102-01	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$1,970.00	State	5/10/10 – 7/1/10	.10	BUS 208-W0	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$5,418.00	State	5/10/10 – 7/1/10	.10	BUS 620-H0	Special
Dilliard, Kelly	Physical Sciences and Mathematics	Assistant Professor	\$1,396.00	State	1/11/10 – 5/12/10	.333	Appointment; Directed Study	Special
Dinsmore, Steven	Counseling and Special Education	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Ebmeier, Sally	Technology and Applied Sciences	Instructor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Elliott, Steven	Art and Design	Associate Professor	\$739.00	State	1/11/10 – 5/12/10	.30	Appointment; Independent Study	Special
Elliott, Steven	Art and Design	Associate Professor; Department Chair	\$2,435.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Ettel, Mary	Physical Sciences and Mathematics	Professor	\$493.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$730.00	State	1/11/10 – 5/12/10	.233	Appointment; Independent Study	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor; Department Chair	\$2,914.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$4,370.00	State	5/10/10 – 6/2/10	.10	PED 487/587-01	Special
Evetovich, Tammy	Continuing Education	Professor	\$5,462.00	State	5/10/10 – 7/1/10	.10	PED 650-W0	Special
Fiedler, Pamela	Art and Design	Assistant Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Garden, Randa	Communication Arts	Instructor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Garvin, Sharon	Continuing Education	Associate Professor	\$2,709.00	State	5/10/10 – 7/1/10	.10	BUS 240-W0	Special
Garvin, Tim	Computer Technology and Information Systems	Professor; Department Chair	\$3,355.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Geisert, Cameron	Health, Human Performance and Sport	Assistant Professor	\$1,200.00	State	1/11/10 – 5/12/10	n/a	Development of on-line course	Special
Geisert, Cameron	Health, Human Performance and Sport	Assistant Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Hammer, Mark	Life Sciences	Professor; Department Chair	\$2,993.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Hamilton, Terry	Continuing Education	Professor	\$4,043.00	State	5/10/10 – 5/28/10	.067	CSL 688-W0	Special
Hansen, Pearl	Art and Design	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Hanson, Cynthia	Continuing Education	Instructor	\$3,150.00	State	5/10/10 – 7/1/10	.10	BUS 408-W0	Special
Harms, Sally	Educational Foundations and Leadership	Associate Professor	\$165.00	State	1/11/10 – 5/12/10	.067	Appointment; Directed Study	Special
Hayford, Barbara	Life Sciences	Associate Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Hickey, Don	History, Politics and Geography	Professor	\$313.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$165.00	State	1/11/10 – 5/12/10	.067	Appointment; Directed Study	Special
Hill, Kevin	Educational Foundations and Leadership	Associate Professor	\$329.00	State	1/11/10 – 5/12/10	.067	Appointment; Directed Study	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$3,202.00	State	5/10/10 – 6/2/10	.067	PED 381-01	Special
Hinnerichs, Kristi	Health, Human Performance and Sport	Assistant Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Hinnerichs, Kristi	Health, Human Performance and Sport	Assistant Professor	\$1,027.00	State	5/10/10 – 6/2/10	.033	PED 131-01	Special
Imdieke, Jack	Computer Technology and Information Systems	Professor	\$1,970.00	State	1/11/10 – 5/12/10	.20	Appointment; Directed Study	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jensen, Gwen	Communication Arts	Associate Professor	\$739.00	State	1/11/10 – 5/12/10	.30	Appointment; Independent Study/ Directed Study	Special
Jensen, Gwen	Communication Arts	Associate Professor; Department Chair	\$1,371.00	State	5/8/10 - 8/19/10	n/a	Summer Department Chair	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	Professor	\$165.00	State	1/11/10 – 5/12/10	.033	Appointment; Directed Study	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$5,143.00	State	5/10/10 – 6/2/10	.10	PHS 102-01	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Professor	\$4,123.00	State	5/10/10 – 6/2/10	.10	SSC 300-01	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$657.00	State	1/11/10 – 5/12/10	.267	Appointment; Independent Study/ Directed Study	Special
Langlie, Pamela	Educational Foundations and Leadership	Assistant Professor	\$626.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Langlie, Pamela	Technology and Applied Sciences	Assistant Professor	\$2,217.00	State	5/10/10 – 6/2/10	.10	FCS 316-01	Special
Lawrence, Gloria	Sociology, Psychology and Criminal Justice	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Lawrence, Gloria	Sociology, Psychology and Criminal Justice	Professor	\$5,139.00	State	5/10/10 – 6/2/10	.10	PSY 450-01	Special
Leeper, Mark	History, Politics and Geography	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Leeper, Mark	History, Politics and Geography	Professor	\$4,489.00	State	5/10/10 – 6/2/10	.10	POS 444-01	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$4,649.00	State	5/10/10 – 6/2/10	n/a	Advising/Manual Release	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$4,649.00	State	5/10/10 – 6/2/10	.10	EDU 321-H0	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lindberg, Judith	Technology and Applied Sciences	Professor	\$559.00	State	1/11/10 – 5/12/10	.20	Appointment; Independent Study/ Directed Study	Special
Lindberg, Judith	Technology and Applied Sciences	Professor; Department Chair	\$3,453.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Loggins, Ronald	Life Sciences	Assistant Professor	\$3,418.00	State	5/10/10 – 6/2/10	.10	BIO 400-01	Special
Lutt, Patricia	Continuing Education	Associate Professor	\$1,970.00	State	5/10/10 – 7/1/10	.10	BUS 350-W0	Special
Maas, Chad	Health, Human Performance and Sport	Instructor	\$411.00	State	1/11/10 – 5/12/10	.167	Appointment; Directed Study	Special
Maas, Chad	Continuing Education	Instructor	\$1,642.00	State	5/10/10 – 5/28/10	.067	PED 103-W0	Special
McElwain, Max	Communication Arts	Associate Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Meyer, Jeffery	Health, Human Performance and Sport	Instructor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Moeller, Judy	Educational Foundations and Leadership	Interim Instructor	\$1,670.00	State	5/10/10 – 6/2/10	.067	EDU 216-H0	Special
Nelson, Jeryl	Business and Economics	Professor	\$938.00	State	1/11/10 – 5/12/10	.30	Appointment; Independent Study/ Directed Study	Special
Nelson, Jeryl	Continuing Education	Professor	\$4,906.00	State	5/10/10 – 7/1/10	.10	BUS 420-W0	Special
Nelson, Jeryl	Continuing Education	Professor	\$6,133.00	State	5/10/10 – 7/1/10	.10	BUS 696-W0	Special
Newcomb, Lori	Language and Literature	Instructor	\$351.00	State	1/11/10 – 5/12/10	.133	Appointment; Directed Study	Special
O'Leary, Jay	Music	Professor	\$165.00	State	1/11/10 – 5/12/10	.067	Appointment; Directed Study	Special
Ossian, James	Educational Foundations and Leadership	Associate Professor	\$1,251.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Parker, Charles	Business and Economics	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Parker, Charles	Business and Economics	Professor; Department Chair	\$3,129.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Parker, Charles	Continuing Education	Professor	\$1,232.00	State	5/10/10 – 7/1/10	.10	BUS 226-W0	Special
Parker, Charles	Continuing Education	Professor	\$1,724.00	State	5/10/10 – 7/1/10	.10	BUS 352-W0	Special
Pearcy, Shawn	Life Sciences	Professor	\$165.00	State	1/11/10 – 5/12/10	.033	Appointment; Directed Study	Special
Renzelman, John	Technology and Applied Sciences	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Ronnow, Gretchen	Language and Literature	Professor	\$313.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Ronnow, Gretchen	Continuing Education	Professor	\$985.00	State	5/10/10 – 5/28/10	.10	ENG 102-W0	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$3,414.00	State	5/10/10 – 6/2/10	n/a	NENTA Release	Special
Sikich, Sharmin	Physical Sciences and Mathematics	Assistant Professor	\$1,526.00	State	1/11/10 – 5/12/10	.058	Appointment; overload for family leave	Special
Snowden, Monica	Sociology, Psychology and Criminal Justice	Professor	\$493.00	State	1/11/10 – 5/12/10	.20	Appointment; Independent Study	Special
Sweetland, Robert	Educational Foundations and Leadership	Professor	\$1,232.00	State	1/11/10 – 5/12/10	.50	Appointment; Independent Study/ Directed Study	Special
Weixelman, Joseph	History, Politics and Geography	Assistant Professor	\$313.00	State	1/11/10 – 5/12/10	.10	Appointment; Independent Study	Special
Whitt, Deborah	Communication Arts	Professor	\$559.00	State	1/11/10 – 5/12/10	.20	Appointment; Independent Study	Special
Whitt, Deborah	Communication Arts	Professor; Department Chair	\$1,631.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Whitt, Ronald	Communication Arts	Professor	\$493.00	State	1/11/10 – 5/12/10	.20	Appointment; Independent Study/ Directed Study	Special
Wilcox, Daryl	Counseling and Special Education	Professor	\$1,876.00	State	1/11/10 – 5/12/10	.20	Appointment; Directed Study	Special
Willis, Keith	Counseling and Special Education	Professor	\$105.00	State	1/11/10 – 5/12/10	.033	Appointment; Directed Study	Special
Willis, Keith	Counseling and Special Education	Professor	\$800.00	State	1/11/10 – 5/12/10	n/a	Development of online syllabus	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR****COLLEGE:** Wayne State College**MEETING DATE:** June 3, 2010

<b>RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Willis, Keith	Counseling and Special Education	Professor; Department Chair	\$3,026.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Worner, Tamara	Physical Sciences and Mathematics	Professor	\$938.00	State	1/11/10 – 5/12/10	.20	Appointment; Directed Study	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$247.00	State	1/11/10 – 5/12/10	.10	Appointment; Directed Study	Special
Young, Todd	Physical Sciences and Mathematics	Professor; Department Chair	\$2,907.00	State	5/8/10 – 8/19/10	n/a	Summer Department Chair	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$7,267.00	State	5/10/10 – 6/2/10	.17	PHY 201/321-01	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Austin, Jr., Gregory	Athletics	N/A	\$2,500.00 + 9 hrs. tuition waiver	State	1/11/10 – 3/12/10	.125	Resignation	N/A
Beair, Misty	Counseling and Special Education	N/A	\$2,190.00	State	5/10/10 – 6/2/10	.10	SPD 151-H0	Special
Bruening, Kristie	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Brummond, Kimberly	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Chambers, Amy	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Christensen, Chad	Language and Literature	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
Commerford, Debra	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Dahlman, Sheila	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Davie, Billie	Counseling and Special Education	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
Eaton, Janelle	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Gamble, Robin	Continuing Education	N/A	\$2,190.00	State	5/10/10 – 5/28/10	.10	PED 310-W0	Special
Green, Jacob	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
Gutzman, Janie	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Haglund, Conda	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Hansen, Trisha	Business and Economics	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
Hirschman, Michael	Computer Technology and Information Systems	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
Hoffart, Cathy	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Houghtelling, Christina	Athletics – Volleyball	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/08 – 3/1/10	.25	Resignation	N/A
Johnson, Barb	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Kang, Cong Ying	Counseling and Special Education	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
Kenny, Debra	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Kinning, Shauna	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Knight, Valerie	Continuing Education	N/A	\$600.00	State	1/11/10 – 5/7/10	.033	IDS 368-W3	Special
Knight, Valerie	Continuing Education	N/A	\$1,200.00	State	1/11/10 – 5/7/10	.067	IDS 368-W4	Special
Knight, Valerie	Continuing Education	N/A	\$300.00	State	5/10/10 – 5/28/10	.033	IDS 368-W0	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Kucera, Loren	Continuing Education	N/A	\$2,190.00	State	5/10/10 – 7/1/10	.10	BUS 370-W0	Special
Lennerton, Ryan	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
Lwanga, Ambrose	Multicultural Center	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special
O'Leary, Jane	Educational Foundations and Leadership	N/A	\$2,190.00	State	5/10/10 – 6/2/10	.10	EDU 321-H1	Special
Olson, Amber	Counseling and Special Education	N/A	\$1,460.00	State	5/10/10 – 6/2/10	.067	CSL 497-01	Special
Owens, Richard	Educational Foundations and Leadership	N/A	\$2,190.00	State	1/11/10 – 5/12/10	.10	SPD 361-01	Special
Piper, Jessica	Technology and Applied Sciences	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/10	.25	Graduate Assistant	Special
Quance, Marilyn	Continuing Education	N/A	\$100.00	State	1/11/10 – 5/12/10	.033	IDS 196-W0	Special
Quance, Marilyn	Continuing Education	N/A	\$300.00	State	1/11/10 – 5/12/10	.033	IDS 368-W1	Special
Quance, Marilyn	Continuing Education	N/A	\$300.00	State	1/11/10 – 5/12/10	.033	IDS 368-W2	Special
Samuelson, Marianne	Counseling and Special Education	N/A	\$390.00	State	1/11/10 – 5/12/10	.017	CSL 686-01	Special
Silhacek, Sandy	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Sindelar, Amanda	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/20/10 – 5/11/11	.25	Graduate Assistant	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)</b>								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Stoddard, David	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Stusse, Marni	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
Tucker, Anne	Educational Foundations and Leadership	N/A	\$2,190.00	State	5/10/10 – 6/2/10	.10	EDU 367/567-H0	Special
Tucker, Anne	Educational Foundations and Leadership	N/A	\$2,190.00	State	5/10/10 – 6/2/10	.10	EDU 367/567-H1	Special
Wells, Diane	Educational Foundations and Leadership	N/A	\$365.00	State	1/11/10 – 5/12/10	.017	EDU 435	Special
White, Michael	Communication Arts	N/A	\$2,500.00 + 9 hrs. tuition waiver	State	8/20/10 – 12/21/10	.125	Graduate Assistant	Special
Worner, Greg	Technology and Applied Sciences	N/A	\$2,190.00	State	5/10/10 – 6/2/10	.10	ITE 320-01	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR****COLLEGE:** Wayne State College**MEETING DATE:** June 3, 2010

<b>NON-UNIONIZED PROFESSIONAL STAFF</b> (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bartek, Rick	Senior Resident Assistant	N/A	\$5,015.00 + room and board	Revenue Bond	8/10/09 – 5/8/10	.33	Resignation	N/A
Pitkin, Chad	Senior Resident Assistant	N/A	\$5,220.00 + room and board	Revenue Bond	1/5/09 – 5/8/10	.33	Resignation	N/A
Saab, Jerry	Senior Resident Assistant	N/A	\$5,220.00 + room and board	Revenue Bond	1/5/09 – 5/8/10	.33	Resignation	N/A

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Wayne State College

**MEETING DATE:** June 3, 2010

<b>UNIONIZED SUPPORT STAFF</b> (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Brandow, Jennifer	Academic Records Clerk	N/A	\$1,724.00/mo.	State	5/24/10	1.0	New Hire, replaces Renée Olson	N/A
Calhoon, Karla	Custodian	N/A	\$1,567.67/mo.	State	9/2/08 – 3/29/10	1.0	Resignation	N/A
Garett, Kelly	Custodian	N/A	\$1,526.00/mo.	Revenue Bond	4/26/10	1.0	New Hire, replaces Kevan Weldon	N/A
Green, James	Maintenance Repair Worker III	N/A	\$2,232.67/mo.	State	10/20/08 – 4/30/10	1.0	Resignation	N/A
Hackney, Donna	Custodian	N/A	\$1,567.67/mo.	Revenue Bond	4/11/10	1.0	Internal transfer, replaces Diane Weichman	N/A
Keiser, Jenny	Library Assistant	N/A	\$1,770.92/mo.	State	3/1/06 – 3/23/10	1.0	Resignation	N/A
Olson, Renée	Academic Records Clerk	N/A	\$1,691.11/mo.	State	5/19/08 – 4/22/10	1.0	Resignation	N/A
Owen, Kent	Custodian	N/A	\$1,567.67/mo.	Revenue Bond	2/9/09 – 3/12/10	1.0	Resignation	N/A
Raveling, Linda	Office Assistant II	N/A	\$2,783.67/mo.	State	10/17/88 – 5/3/10	1.0	Retirement	N/A
Roeber, Janet	Custodian	N/A	\$1,526.00/mo.	State	4/19/10	1.0	New Hire, replaces Karla Calhoon	N/A
Weichman, Diane	Custodian	N/A	\$1,574.63/mo.	State	4/12/10	1.0	Internal transfer, replaces Ron Vick, Jr.	N/A
Weldon, Kevan	Custodian	N/A	\$1,574.63/mo.	Revenue Bond	4/25/10	1.0	Internal transfer, replaces Kent Owen	N/A
Wendt, Kevin	Custodian	N/A	\$1,526.00/mo.	Revenue Bond	4/12/10	1.0	New hire, replaces Donna Hackey	N/A

<b>NON-UNIONIZED SUPPORT STAFF</b> (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	\$419.34/mo.	State	5/15/10	.25	Salary adjustment from .725 FTE to .25 FTE	N/A
Small, Benjamin	Custodian	N/A	\$763.00/mo.	State	9/1/09 – 4/28/10	.50	Terminated	N/A

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION: Accept the 2010-2011 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

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The Chancellor and each State College President have submitted salary recommendations for the 2010-2011 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2010-2011.

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
<b>Faculty -- State Supported Positions</b>									
ANDERSON, TIMOTHY	PROFESSOR	1.00	77,564.00				TBD		
BAHR, KATHERINE	PROFESSOR	1.00	59,553.00				TBD		
BIRD, RICHARD	PROFESSOR	1.00	66,679.00				TBD		
BLUNDELL, E. PATRICIA	PROFESSOR	1.00	61,691.00				TBD		
BURKE, RONALD	PROFESSOR	1.00	75,384.00				TBD		
BUTTERFIELD, CHARLES	PROFESSOR	1.00	58,135.00				TBD		
DONAHUE, TIMOTHY	PROFESSOR	1.00	55,253.00		Promotion	2	TBD		
GAUDET, LAURA	PROFESSOR	1.00	58,135.00				TBD		
GRIFFITH, GEORGE	PROFESSOR	1.00	81,389.00				TBD		
HARDY, JOYCE	PROFESSOR	1.00	93,861.00				TBD		
HAUGLAND, JERRY	PROFESSOR	1.00	57,677.00		Promotion	2	TBD		
HYER, JOEL	PROFESSOR	1.00	50,620.00		Promotion	2	TBD		
KEITH, TIM	PROFESSOR	1.00	61,174.00				TBD		
KING, DONALD	PROFESSOR	1.00	59,270.00				TBD		
KOZA, RICHARD	PROFESSOR	1.00	67,738.00				TBD		
LEITE, MICHAEL	PROFESSOR	1.00	59,843.00				TBD		
LIMBACH, BARBARA	PROFESSOR	1.00	65,230.00				TBD		
MADSEN, KIM	PROFESSOR/DIRECTOR CHILD DEVELOPMENT CENTER	1.00	62,736.00				TBD		
MAYS, ROGER	PROFESSOR	1.00	58,135.00				TBD		
MCEWEN, ROBERT	PROFESSOR	1.00	67,960.00				TBD		
NEALEIGH, NORMA	PROFESSOR	1.00	61,318.00				TBD		
RITZEN, SCOTT	PROFESSOR	1.00	63,108.00				TBD		
ROWETON, WILLIAM	PROFESSOR	1.00	75,566.00				TBD		
SCHAEFER, G. SANDY	PROFESSOR	1.00	58,135.00				TBD		
STACK, ROB	PROFESSOR	1.00	69,135.00			15,000.00	TBD		Head Softball Coach
TUCKER, T. DEANE	PROFESSOR	1.00	58,135.00				TBD		
WATSON JR, GEORGE	PROFESSOR	1.00	77,315.00				TBD		
WATT, DON	PROFESSOR/ATHLETIC TRAINER	1.00	58,135.00				TBD		
WAUGH, WENDY	PROFESSOR	1.00	63,377.00				TBD		
WRIGHT, JAMES	PROFESSOR	1.00	73,407.00				TBD		
YOUNGLOVE, GEORGIA	PROFESSOR	1.00	58,135.00				TBD		
<b>Sub-Total Professors</b>		<b>31.00</b>	<b>2,013,793.00</b>	<b>0.00</b>	<b>0.00</b>	<b>15,000.00</b>	<b>0.00</b>		
BENTZ, LAURA	ASSOCIATE PROFESSOR	1.00	48,481.00				TBD		
BOGNER, MICHAEL	ASSOCIATE PROFESSOR	1.00	57,171.00				TBD		
BRUEHLMAN, AUGUST	ASSOCIATE PROFESSOR	1.00	62,111.00				TBD		
BUCHMANN, ANN	ASSOCIATE PROFESSOR	1.00	43,385.00		Promotion	2	TBD		
CARNOT, MARY JO	ASSOCIATE PROFESSOR	1.00	48,947.00				TBD		
CARY, PHILIP	ASSOCIATE PROFESSOR	1.00	60,233.00				TBD		
DONAHUE, MARY	ASSOCIATE PROFESSOR	1.00	52,305.00				TBD		
ENOS, KAREN	ASSOCIATE PROFESSOR	1.00	48,676.00		Promotion	2	TBD		
EVERTSON, MATTHEW	ASSOCIATE PROFESSOR	1.00	49,478.00				TBD		
HOEM, BRUCE	ASSOCIATE PROFESSOR	1.00	48,481.00				TBD		
HUNN, LORIE	ASSOCIATE PROFESSOR	1.00	47,990.00		Promotion	2	TBD		
KIRSCH, KATHLEEN	ASSOCIATE PROFESSOR	1.00	49,002.00				TBD		
KOEHN, JAMES	ASSOCIATE PROFESSOR	1.00	56,429.00		Promotion	2	TBD		
LAMBERT, ADAM	ASSOCIATE PROFESSOR	1.00	44,891.00		Promotion	2	TBD		

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
LEESCH, LISETTE	ASSOCIATE PROFESSOR	1.00	54,819.00				TBD		
MARGETTS, JAMES	ASSOCIATE PROFESSOR	1.00	48,676.00		Promotion	2	TBD		
MILLER, B. LEE	ASSOCIATE PROFESSOR	1.00	44,771.00		Promotion	2	TBD		
MILLER, KEVIN	ASSOCIATE PROFESSOR	1.00	56,924.00				TBD		
MOODY, YVONNE	ASSOCIATE PROFESSOR	1.00	67,958.00				TBD		
NOBILING, TRACY	ASSOCIATE PROFESSOR	1.00	62,632.00				TBD		
PETERSEN, G. ANN	ASSOCIATE PROFESSOR	1.00	51,757.00				TBD		
RAHMAN, SHAFIQUR	ASSOCIATE PROFESSOR	1.00	49,850.00		Promotion	2	TBD		
SCHAEFFER, SUSAN	ASSOCIATE PROFESSOR	1.00	48,531.00				TBD		
SCHREUDER, JOEL	ASSOCIATE PROFESSOR	1.00	49,002.00				TBD		
STEWART, DEBORAH	ASSOCIATE PROFESSOR	1.00	52,185.00				TBD		
SUTLIFFE, JAY	ASSOCIATE PROFESSOR	1.00	44,868.00		Promotion	2	TBD		
WALDO, JAMIE	ASSOCIATE PROFESSOR	1.00	58,303.00				TBD		
WENTWORTH, BETH	ASSOCIATE PROFESSOR	1.00	43,336.00		3000.00 Promotion	1 2	TBD		
WILBURN, BRAD	ASSOCIATE PROFESSOR	1.00	48,481.00				TBD		
<b>Sub-Total Associate Professors</b>		<b>29.00</b>	<b>1,499,673.00</b>	<b>0.00</b>	<b>3,000.00</b>	<b>0.00</b>	<b>0.00</b>		
BADURA, VICTORIA	ASSISTANT PROFESSOR	1.00	44,050.00				TBD		
BAILEY, MELANIE	ASSISTANT PROFESSOR	1.00	45,000.00				TBD		
BRAMMER, DAWN	ASSISTANT PROFESSOR	1.00	41,551.00				TBD		(c)
BROWN, LINDA	ASSISTANT PROFESSOR	1.00					50,000.00		(h)
BRUST, MATHEW	ASSISTANT PROFESSOR	1.00	41,081.00				TBD		
CAVIN, SCOTT	ASSISTANT PROFESSOR	1.00	47,671.00				TBD		
ELLINGTON, H. ELISABETH	ASSISTANT PROFESSOR	1.00	45,050.00				TBD		
FICKEL, TWILA	ASSISTANT PROFESSOR	1.00	50,050.00				TBD		
GOLIGHTLY, COLLEEN	ASSISTANT PROFESSOR	1.00	49,000.00				TBD		
HICKMANN, KYLE	ASSISTANT PROFESSOR	1.00	46,000.00				TBD		
JACKSON, ALLEN	ASSISTANT PROFESSOR	1.00	42,636.00				TBD		(c)
JAMISON, WENDY	ASSISTANT PROFESSOR	1.00	46,050.00				TBD		
KENDRICK, ROGER	ASSISTANT PROFESSOR	1.00	45,565.00				TBD		
KERRY, LUCYANN	ASSISTANT PROFESSOR	1.00	51,000.00				TBD		
KNIGHT, ROBERT	ASSISTANT PROFESSOR	1.00	43,050.00				TBD		
MCCALLUM, HENRY	ASSISTANT PROFESSOR	1.00	52,000.00				TBD		
MORGAN, JEFF	ASSISTANT PROFESSOR	1.00	38,081.00				TBD		
RITZEN, DONNA	ASSISTANT PROFESSOR	1.00	42,005.00				TBD		
STEPHENS, MICHAEL	ASSISTANT PROFESSOR	1.00	43,730.00				TBD		
TAYLOR, UNA	ASSISTANT PROFESSOR	1.00	42,761.00				TBD		
VARNNESS, ZACHARY	ASSISTANT PROFESSOR	1.00	43,082.00				TBD		
VOGL, MICHAEL	ASSISTANT PROFESSOR	1.00	42,378.00				TBD		
WADA, JAMES	ASSISTANT PROFESSOR	1.00	41,570.00				TBD		
WOODS, KATHLEEN	ASSISTANT PROFESSOR	1.00	48,000.00				TBD		
ZIMMERMAN, TERESA	ASSISTANT PROFESSOR	1.00	41,550.00				TBD		
<b>Sub-Total Assistant Professors</b>		<b>25.00</b>	<b>1,072,911.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>50,000.00</b>		
CAREY, CHARLES	INSTRUCTOR	1.00	35,050.00				TBD		
HOFFMAN, WILLIAM	INSTRUCTOR	1.00	35,000.00				TBD		
JAMISON, TODD	INSTRUCTOR	1.00	34,240.00				TBD		
KENNEDY, MICHAEL	INSTRUCTOR	1.00	41,650.00				TBD		
<b>Sub-Total Instructors</b>		<b>4.00</b>	<b>145,940.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>			

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
SMITH, M. ANN	LECTURER	1.00					39,000.00		(h)
<b>Sub-Total Lecturers</b>		<b>1.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>39,000.00</b>		
<b>TOTAL FACULTY</b>		<b>90.00</b>	<b>4,732,317.00</b>	<b>0.00</b>	<b>3,000.00</b>	<b>15,000.00</b>	<b>89,000.00</b>		

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

\*2008-2009 Revised Salary Base reflects \$50 adjustment to base for faculty on health plan and \$3,000 adjustment to base for faculty who earned doctorate or were promoted in 2009-10

VACANT	Education	1.00					45,000.00		
VACANT	Physical Sciences	1.00					45,000.00		

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments		%	2010-2011 Total Annual Salary	Notes
					Degree	Other			
<b>NSCPA Professional Staff -- State Supported Positions</b>									
ANDREWS, DEREK	ADMISSIONS REPRESENTATIVE	1.00	38,055.00	1,332.00			3.50%	39,387.00	
AUER, TODD	ATHLETIC ADMINISTRATIVE ASSISTANT	1.00	49,588.00	1,736.00			3.50%	51,324.00	
BINKARD, DANIEL	GRAPHIC DESIGN ARTIST	1.00	34,155.00	1,196.00			3.50%	35,351.00	
CAREY, TAMSYN	ASSISTANT TO THE ASSISTANT VP OF EXTENDED CAMPUS PROGRAMS	1.00	34,673.00	1,214.00			3.50%	35,887.00	
CASSIDAY, JERRY	LICENSED STUDENT COUNSELOR	0.75	34,412.00	1,205.00			3.50%	35,617.00	
COLLINS, JOBY	DATABASE ADMINISTRATOR	1.00	49,262.00	1,725.00			3.50%	50,987.00	
COUSIN, CARL	STUDENT SERVICES COUNSELOR	1.00	38,682.00	1,354.00			3.50%	40,036.00	
CROFUTT, HEATHER	FINANCIAL AID COUNSELOR	1.00	29,907.00	1,047.00			3.50%	30,954.00	
CROFUTT, KEITH	COMPUTER SUPPORT ANALYST	1.00	44,779.00	1,568.00			3.50%	46,347.00	
DOCKWEILER, ANN	NURSE	0.83	38,144.00	1,336.00			3.50%	39,480.00	
FULLERTON, CHRISTINE	PUBLIC SERVICES LIBRARIAN	1.00	41,980.00	1,470.00			3.50%	43,450.00	
GIMESON, DEWAYNE	PUBLIC INFORMATION SPECIALIST	1.00	48,181.00	1,687.00			3.50%	49,868.00	
GIORGI, STARR	COMPUTER SUPPORT SPECIALIST	1.00	35,824.00	1,254.00			3.50%	37,078.00	
GONZALEZ, FRANCES	TUTORIAL SERVICES COUNSELOR	0.83	42,680.00	1,494.00			3.50%	44,174.00	
GRUEN, CARLA	PUBLIC SERVICES LIBRARIAN	1.00	43,000.00	1,505.00			3.50%	44,505.00	
GUTIERREZ, TRINA	ADMISSIONS REPRESENTATIVE	1.00	36,665.00	1,284.00			3.50%	37,949.00	
HAAG, JUSTIN	MARKETING COORDINATOR	1.00	48,694.00	1,705.00			3.50%	50,399.00	
HAYNES, TERRI	TEST COORDINATOR/ACADEMIC ADVISOR	1.00	37,053.00	1,297.00			3.50%	38,350.00	
HELMBRECHT, ALEX	SPORTS INFORMATION DIRECTOR	1.00	32,292.00	1,131.00			3.50%	33,423.00	
HENCEY, DANIELLE	COORDINATOR ADMISSIONS SERVICES	1.00	28,647.00	1,003.00			3.50%	29,650.00	
HENCEY, TRAVIS	TELECOMMUNICATIONS TECHNICIAN	1.00	29,022.00	1,016.00			3.50%	30,038.00	
HUCKFELDT, BRUCE	PRINT SHOP SUPERVISOR	1.00	43,014.00	1,506.00			3.50%	44,520.00	
HULQUIST, SETH	ADMISSIONS REPRESENTATIVE	1.00	29,332.00	1,027.00			3.50%	30,359.00	
JERSILD, CRAIG	ASSISTANT COACH OFF-CAMPUS LOCAL PROGRAM	0.83	26,868.00	941.00			3.50%	27,809.00	
JOHNSON, ROBERTA	COORDINATOR	1.00	43,329.00	1,517.00			3.50%	44,846.00	
KUHNEL, KRISTAL	ASSISTANT TO DEAN	1.00	42,047.00	1,472.00			3.50%	43,519.00	
LANGFORD, ANNETTE	DISTANCE LEARNING COORDINATOR	1.00	34,780.00	1,218.00			3.50%	35,998.00	
LINEGAR, MALINDA	PROGRAMMER/ANALYST	1.00	36,163.00	1,266.00			3.50%	37,429.00	
MACK, JILL	COORDINATOR OF SPECIAL EVENTS COORDINATOR OF COOPERATIVE	0.92	28,174.00	987.00			3.50%	29,161.00	
METER, DEBORAH	EDUCATION COORDINATOR OF PHYSICAL	1.00	45,322.00	1,587.00			3.50%	46,909.00	
MILNER, SARAH	ACTIVITIES CENTER	1.00	36,060.00	1,263.00			3.50%	37,323.00	
MISKIMINS, MELISSA	ATHLETIC ADMINISTRATIVE ASSISTANT ACADEMIC SUPPORT CENTER	1.00	34,144.00	1,196.00			3.50%	35,340.00	
NEUGEBAUER, RONDA	COORDINATOR TELECOMMUNICATIONS SERVICE	0.75	33,375	1,169.00			3.50%	34,544.00	
PATTERSON, JEREME	SPECIALIST	1.00	40,759.00	1,427.00			3.50%	42,186.00	
POLAK, SARAH	MUSEUM DIRECTOR	1.00	55,367.00	1,938.00			3.50%	57,305.00	
POURIER, SHEILA	FINANCIAL AID COUNSELOR	1.00	30,678.00	1,074.00			3.50%	31,752.00	
ROBERTS, ERIC	COMPUTER SUPPORT SPECIALIST	1.00	33,400.00	1,169.00			3.50%	34,569.00	
RUTT, AARON	PAYROLL/BENEFITS MANAGER	1.00	34,047.00	1,192.00			3.50%	35,239.00	
SCHMID, ANDREW	PROGRAMMER/ANALYST COORDINATOR OF ADMISSIONS	1.00	35,816.00	1,254.00			3.50%	37,070.00	
SMITH, DEBRA	SERVICES	1.00	33,680.00	1,179.00			3.50%	34,859.00	
STEIN, CHRIS	ASSISTANT COACH	1.00	39,215.00	1,373.00			3.50%	40,588.00	
STEPHEN, MARK	NETWORK SPECIALIST	1.00	49,983.00	1,750.00			3.50%	51,733.00	
WILLIAMS, SAMUEL	WEBMASTER TEST COORDINATOR/ACADEMIC	1.00	43,500.00	1,523.00			3.50%	45,023.00	
WRIGHT, OTTLEY	ADVISOR	1.00	44,004.00	1,541.00			3.50%	45,545.00	
<b>TOTAL</b>		<b>42.91</b>	<b>1,688,752.00</b>	<b>59,128.00</b>				<b>1,747,880.00</b>	



**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments		% Increase	2010-2011 Total Annual Salary	Notes
					Degree	Other			
<b><u>NSCPA -- Non-State Supported Positions (Federal/Restricted)</u></b>									
LEONARD, PAMELA	ASSISTANT DIRECTOR CHILD DEVELOPMENT CENTER	0.75	18,899.00	662.00			3.50%	19,561.00	
	<b>TOTAL</b>	<b>0.75</b>	<b>18,899.00</b>	<b>662.00</b>				<b>19,561.00</b>	
<b><u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u></b>									
BACH, CRYSTAL	RESIDENT HALL DIRECTOR	1.00	26,488.00	928.00			3.50%	27,416.00	
FLOYD, DEBRA	RESIDENT HALL DIRECTOR	1.00	25,469.00	892.00			3.50%	26,361.00	
SINN, LAURE	COORDINATOR STUDENT ACTIVITIES	1.00	47,445.00	1,661.00			3.50%	49,106.00	
	<b>TOTAL</b>	<b>3.00</b>	<b>99,402</b>	<b>3,481.00</b>				<b>102,883.00</b>	
<b><u>Professional Staff (Non-Union) -- State Supported Positions</u></b>									
BAILY, RYAN	HEAD TRACK & FIELD COACH	0.83	42,050.00	1,472.00			3.50%	43,522.00	
BARGEN, BRENT	HEAD MEN'S BASKETBALL COACH	1.00	51,401.00	1,800.00			3.50%	53,201.00	
BARGEN, LESLIE	COORDINATOR OF SPECIAL EVENTS	1.00	32,968.00	1,154.00			3.50%	34,122.00	
BAYNE, DEANN	DIRECTOR EXTENDED CAMPUS SITES	1.00	44,829.00	1,570.00			3.50%	46,399.00	
BRENNAN, BLAIR	COORDINATOR PHYSICAL FACILITIES	1.00	46,683.00	1,634.00			3.50%	48,317.00	
BURK, ANN	DIRECTOR COMPUTER SERVICES	1.00	63,415.00	2,220.00			3.50%	65,635.00	
CONNELLY, TIMOTHY	HEAD WOMEN'S BASKETBALL COACH	1.00	47,143.00	1,651.00			3.50%	48,794.00	
COOK, TENA	DIRECTOR ADMISSIONS	1.00	48,036.00	1,682.00			3.50%	49,718.00	
CROUSE, MARGARET	DEAN	1.00	102,131.00	3,575.00			3.50%	105,706.00	
DAWSON, THERESA	ASSISTANT VICE PRESIDENT ENROLLMENT MANAGEMENT & INSTITUTIONAL RESEARCH OFFICER	1.00	77,915.00	2,728.00			3.50%	80,643.00	
DOUGLAS, SHERRY	DIRECTOR FINANCIAL AID	1.00	60,858.00	2,131.00			3.50%	62,989.00	
GRANT, DALE	VICE PRESIDENT OF ADMINISTRATION & FINANCE	1.00	104,000.00	3,640.00			3.50%	107,640.00	
GOODMAN, JULIE	COMPTROLLER	1.00	52,500.00	1,838.00			3.50%	54,338.00	
HARTMAN, SHAWN	ASSISTANT DIRECTOR FOR PUBLIC SERVICES	1.00	55,050.00	1,927.00			3.50%	56,977.00	
KENNEL, DEENA	DIRECTOR INTERNSHIPS & CAREER SERVICES	1.00	53,437.00	1,871.00			3.50%	55,308.00	
LEDBETTER, ELIZABETH	DISTANCE LEARNING COORDINATOR	1.00	34,673.00	1,214.00			3.50%	35,887.00	
LUPER, DUSTIN	HEAD RODEO COACH/ADMISSIONS REPRESENTATIVE	0.92	35,240.00	1,234.00			3.50%	36,474.00	
MARSHALL, CON	INFORMATION SERVICES OFFICER	0.33	23,751.00	832.00			3.50%	24,583.00	d
MARTIN, BEN	GAME MANAGEMENT ASSISTANT	0.40	15,525.00	544.00			3.50%	16,069.00	d
O'BOYLE, WILLIAM	HEAD FOOTBALL COACH	1.00	56,564.00	1,980.00			3.50%	58,544.00	
POPE, KAREN	DIRECTOR ALUMNI & ANNUAL GIVING	1.00	44,093.00	1,544.00			3.50%	45,637.00	
RHINE, RICHARD	VICE PRESIDENT OF ENROLLMENT MANAGEMENT & STUDENT SERVICES	1.00	112,807.00	3,949.00			3.50%	116,756.00	
RICKENBACH, MICHELE	ASSISTANT REGISTRAR	1.00	36,050.00	1,262.00			3.50%	37,312.00	
SIMONS, SCOTT	HEAD WOMEN'S GOLF COACH	0.15	7,245.00	254.00			3.51%	7,499.00	d
SMITH, BRAD	DIRECTOR ATHLETICS	1.00	88,389.00	3,094.00			3.50%	91,483.00	
SNARE, CHARLES	DEAN	1.00	91,986.00	3,220.00			3.50%	95,206.00	
SPRUIELL, AMY	HEAD VOLLEYBALL COACH	0.83	40,315.00	1,412.00			3.50%	41,727.00	
STETSON, GAYLE	HR COORDINATOR	1.00	36,275.00	1,270.00			3.50%	37,545.00	
TAYLOR, STEVE	ASSISTANT VICE PRESIDENT EXTENDED CAMPUS PROGRAMS	1.00	80,222.00	2,808.00			3.50%	83,030.00	
VEATH, LOIS	VICE PRESIDENT ACADEMIC AFFAIRS	1.00	112,807.00	3,949.00			3.50%	116,756.00	
VOGT, KARA	DIRECTOR HUMAN RESOURCES	1.00	56,848.00	1,990.00			3.50%	58,838.00	
WHITE, GARY	DEAN	1.00	91,986.00	3,220.00		5,000.00	3.50%	100,206.00	b
WILLIAMSON, DALE	REGISTRAR	1.00	72,556.00	2,540.00			3.50%	75,096.00	
WOLF, MILTON	DIRECTOR OF LIBRARY & LEARNING	1.00	76,726.00	2,686.00			3.50%	79,412.00	
ZELLER, LAWAYNE	CERTIFICATION OFFICER	0.70	23,500.00	823.00			3.50%	24,323.00	d
	<b>TOTAL</b>	<b>32.16</b>	<b>2,019,974.00</b>	<b>70,718.00</b>		<b>5,000.00</b>		<b>2,095,692.00</b>	

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments		% Increase	2010-2011 Total Annual Salary	Notes
					Degree	Other			
<b>Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</b>									
DARNELL, RICHARD	TEST COORDINATOR/ACADEMIC ADVISOR	0.50	17,892.00	627.00			3.50%	18,519.00	d, h, j
DRESSEL, SONJA	LICENSED STUDENT COUNSELOR	0.92	37,522.00	1,314.00			3.50%	38,836.00	j
PRESTWICH, AARON	PROJECT DIRECTOR, SSS	1.00	47,143.00	1,651.00			3.50%	48,794.00	j
SPARGO, MEGAN	RETENTION SPECIALIST	1.00	35,638.00	1,248.00			3.50%	36,886.00	j
WELCH, CHERYL	TEST COORDINATOR/ACADEMIC ADVISOR	0.50	17,892.00	627.00			3.50%	18,519.00	d, h, j
<b>TOTAL</b>		<b>3.92</b>	<b>156,087.00</b>	<b>5,467.00</b>				<b>161,554.00</b>	

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

FOSHER, TAMARA	ASSISTANT DIRECTOR RESIDENCE	1.00						36,000.00	h
JOHNS, SHELLIE	COORDINATOR OF CONFERENCING	1.00	39,361.00	1,378.00			3.50%	40,739.00	
PRITCHETT, BRYANT	RESIDENT HALL COORDINATOR	0.70						9,000.00	d, h
SIMONS, SHERRI	DIRECTOR OF HOUSING & RESIDENCE LIFE	1.00	55,479.00	1,942.00			3.50%	57,421.00	
<b>TOTAL</b>		<b>3.70</b>	<b>94,840.00</b>	<b>3,320.00</b>				<b>143,160.00</b>	

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 09/01/10
- (k) adjustment to reflect minimum wage increase

**Professional Staff Vacant Positions**

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

VACANT	ADMISSIONS REPRESENTATIVE	1.00						31,882.00	
VACANT	PUBLIC SERVICES LIBRARIAN	1.00						43,737.00	
VACANT	TECHNICAL SERVICES LIBRARIAN	1.00						42,586.00	
VACANT	TELECOMMUNICATIONS TECHNICIAN	0.83						27,098.00	

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

VACANT	DAY CARE CENTER TEACHER	0.90						21,659.00	
VACANT	TEST COORDINATOR/ACADEMIC ADVISOR	1.00						35,784.00	

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

VACANT	RESIDENT HALL DIRECTOR	2.00						47,320.00	
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**Professional Staff (Non-Union) -- State Supported Positions -- VACANT POSITIONS**

VACANT	ASSISTANT DIRECTOR FOR INFORMATION TECHNOLOGY	1.00						50,000.00	
VACANT	BUDGET DIRECTOR	1.00						42,500.00	
VACANT	HEAD WOMEN'S SOFTBALL COACH	0.43						3,000.00	

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

VACANT	PROJECT DIRECTOR - UPWARD BOUND	1.00						47,143.00	
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**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2010 Salary Base	Increase	Adjustments		% Increase	2010 Total Salary	Notes
					Matrix	Other			
<b><u>NAPE/Support Staff -- State Supported Positions</u></b>									
ABOLD, STACIE	CUSTODIAL LEADER	0.50	12,366.00	150.00			1.21%	12,516.00	(c)
ALLEY, JOHN	CUSTODIAN	1.00	19,161.00	300.00			1.57%	19,461.00	
BARRY-SCHOMMER, BRENDA	OFFICE ASSISTANT IV	0.50	22,404.00	150.00			0.67%	22,554.00	(c)
BAUMANN, M TODD	OFFICE ASSISTANT II	1.00	24,404.00	300.00			1.23%	24,704.00	
BLONIEN, SHARLA	OFFICE ASSISTANT II	1.00	22,096.00	300.00	1,808.00		9.54%	24,204.00	
BRADLEY, KIMBERLY	ACCOUNTING CLERK II	1.00	22,978.00	300.00	926.00		5.34%	24,204.00	
BROWN, BRENDA	OFFICE ASSISTANT I	1.00	19,161.00	300.00			1.57%	19,461.00	
BURKE, MARY	OFFICE ASSISTANT II	1.00	33,404.00	300.00			0.90%	33,704.00	
BUTLER, GREG	MAINT REPAIR WORKER IV	0.60	28,690.00	180.00			0.63%	28,870.00	(c)
CALLAHAN, PAM	ACCOUNTING CLERK II	1.00	27,690.00	300.00			1.08%	27,990.00	
CAMERLINCK, ANGELA	OFFICE ASSISTANT II	1.00	21,893.00	300.00	1,890.00		10.00%	24,083.00	
CASWELL, JOHN JR.	CUSTODIAN	1.00	24,017.00	300.00			1.25%	24,317.00	
COATES, AMY	CUSTODIAN	1.00	23,720.00	300.00			1.26%	24,020.00	
CUMMINGS, KRISTOL	OFFICE ASSISTANT I	0.75	14,364.00	300.00			2.09%	14,664.00	
DANNER, MOLLY	OFFICE ASSISTANT II	1.00	21,192.00	300.00			1.42%	21,492.00	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	15,346.00	150.00			0.98%	15,496.00	(c)
DOWNNS, JOANNE	OFFICE ASSISTANT I	0.83	18,028.00	300.00			1.66%	18,328.00	
ELESON, BONNIE	CUSTODIAN	1.00	26,622.00	300.00	1,806.00		7.91%	28,728.00	
EMERSON, SHERRIE	COMPUTER OPERATOR	1.00	23,838.00	300.00			1.26%	24,138.00	
ENCINAS, KIMBERLEY	ACCOUNTING CLERK II	1.00	24,983.00	300.00	1,921.00		8.89%	27,204.00	
ENOS, BRYAN	MAINT REPAIR WORKER I	1.00	20,797.00	300.00	1,415.00		8.25%	22,512.00	
FORAL, ROBYN	OFFICE ASSISTANT II	1.00	27,690.00	300.00			1.08%	27,990.00	
HARDY, JAMES	MAINT REPAIR WORKER I	1.00	20,294.00	300.00			1.48%	20,594.00	
HARTMAN, JANET	OFFICE ASSISTANT II	1.00	30,400.00	300.00			0.99%	30,700.00	
HAYFORD, ERIC	CUSTODIAN	1.00	19,161.00	300.00			1.57%	19,461.00	
HUCKFELDT, KIM	OFFICE ASSISTANT II	1.00	33,404.00	300.00			0.90%	33,704.00	
JAMES, CASEY	MAINT REPAIR WORKER III	0.50	13,396.00	150.00			1.12%	13,546.00	(c)
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	19,600.00	150.00			0.77%	19,750.00	(c)
KATEN, SALLY	ACCOUNTING CLERK III	1.00	32,064.00	300.00	2,532.00		8.83%	34,896.00	
KEIM, DEB	OFFICE ASSISTANT IV	1.00	44,808.00	300.00			0.67%	45,108.00	
KEIPER, DONALD	SECURITY OFFICER II	0.75	19,616.00	300.00			1.53%	19,916.00	
KERN, SILAS	MAINT REPAIR WORKER III	1.00	41,408.00	300.00			0.72%	41,708.00	
KREJCI, LYNDA	CUSTODIAN	1.00	23,653.00	300.00			1.27%	23,953.00	
KUBO, KENNETH	CUSTODIAN	1.00	19,341.00	300.00	1,275.00		8.14%	20,916.00	
KUHNEL, LORIN	MAINT REPAIR WORKER II	1.00	32,927.00	300.00			0.91%	33,227.00	
LAFONTSEE, CRAIG	MAINT REPAIR WORKER I	1.00	28,608.00	300.00			1.05%	28,908.00	
LAUE, TIM	MAINT REPAIR WORKER III	0.70	29,288.00	210.00			0.72%	29,498.00	(c)
MALONE, VELINDA	CUSTODIAN	1.00	21,453.00	300.00			1.40%	21,753.00	
MASON, KATHY	OFFICE ASSISTANT III	1.00	38,552.00	300.00			0.78%	38,852.00	
MEFFERD, SANDRA	CUSTODIAN	1.00	18,812.00	300.00			1.59%	19,112.00	
MILLER, BARBARA	OFFICE ASSISTANT I	0.75	14,521.00	300.00			2.07%	14,821.00	
MITTLEIDER, STACIE	OFFICE ASSISTANT I	0.75	14,297.00	300.00			2.10%	14,597.00	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	18,989.00	150.00			0.79%	19,139.00	(c)
MOWRY, MARIANNE	OFFICE ASSISTANT II	1.00	24,404.00	300.00			1.23%	24,704.00	
MRACEK, PATRICIA	MAIL CLERK	1.00	23,437.00	300.00			1.28%	23,737.00	
MUENCHAU, GARY	MAINT REPAIR WORKER IV	1.00	47,816.00	300.00			0.63%	48,116.00	
MYERS, LEWIS	MAINT REPAIR WORKER IV	0.50	17,370.00	150.00			0.86%	17,520.00	(c)
NEMETH, PATTI	ACCOUNTING CLERK II	1.00	27,404.00	300.00			1.09%	27,704.00	
NEUHARTH, JERI	OFFICE ASSISTANT I	0.75	17,840.00	300.00			1.68%	18,140.00	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	17,290.00	150.00	1,304.00		8.41%	18,744.00	(c)
PHILLIPS, KELLEY	OFFICE ASSISTANT I	1.00	18,512.00	300.00			1.62%	18,812.00	
ROBERTS, CASEY	ELECTRICIAN	0.60	19,020.00	180.00			0.95%	19,200.00	(c)
RODRIGUEZ, BEVERLEY	OFFICE ASSISTANT II	1.00	21,893.00	300.00			1.37%	22,193.00	
RUTTER, JUDY	OFFICE ASSISTANT I	0.83	17,942.00	300.00			1.67%	18,242.00	
SCHEFCIK, KARMA	CUSTODIAN	1.00	18,896.00	300.00			1.59%	19,196.00	

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2010 Salary Base	Increase	Adjustments		% Increase	2010 Total Salary	Notes
					Matrix	Other			
SCOGGAN, ALISHA	OFFICE ASSISTANT II	1.00	21,392.00	300.00			1.40%	21,692.00	
SCHRADER, MARSHA	OFFICE ASSISTANT I	0.75	14,496.00	300.00			2.07%	14,796.00	
STRONG, NEIL	ELECTRICIAN MASTER	0.60	22,676.00	180.00			0.79%	22,856.00	(c)
TAUSAN, JUDY	OFFICE ASSISTANT II	1.00	21,692.00	300.00			1.38%	21,992.00	
TURMAN, BRIDGET	CUSTODIAN	1.00	29,125.00	300.00			1.03%	29,425.00	
VAN VLEET, STEFANI	OFFICE ASSISTANT II	1.00	24,689.00	300.00			1.22%	24,989.00	
WALCZYK, TIM	CUSTODIAN	1.00	18,896.00				0.00%	18,896.00	
WALGREN, CINDI	ACCOUNTING CLERK II	1.00	27,690.00	300.00			1.08%	27,990.00	
WEBER, KATHY	CUSTODIAN	1.00	21,616.00	300.00			1.39%	21,916.00	
WEBER, STEVE	MAINT REPAIR WORKER I	1.00	21,965.00	300.00	247.00		2.49%	22,512.00	
WHITE, LISA	ACADEMIC CREDENTIALS TECHNICIAN	1.00	25,403.00	300.00		500.00	3.15%	26,203.00	(a)
WITTRICK, JENNIFER	OFFICE ASSISTANT I	1.00	19,161.00	300.00			1.57%	19,461.00	
ZILLIG, ROBERT	MAINT REPAIR WORKER II	1.00	26,850.00	300.00	2,058.00		8.78%	29,208.00	
<b>TOTALS</b>		<b>60.66</b>	<b>1,596,911.00</b>	<b>18,450.00</b>	<b>17,182.00</b>	<b>500.00</b>		<b>1,633,043.00</b>	

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

CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	1.00	30,224.00	300.00			0.99%	30,524.00	
FRANDSON, CONNIE	OFFICE ASSISTANT II	1.00	24,689.00	300.00			1.22%	24,989.00	
STUMPH, STEPHANIE	OFFICE ASSISTANT II	1.00	22,641.00	300.00			1.33%	22,941.00	(m)
<b>TOTALS</b>		<b>3.00</b>	<b>77,554.00</b>	<b>900.00</b>	<b>0.00</b>	<b>0.00</b>		<b>78,454.00</b>	

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

ABOLD, STACIE	CUSTODIAL LEADER	0.50	12,365.00	150.00			1.21%	12,515.00	(c)
AINSLIE, MELVIN	CUSTODIAN	1.00	26,324.00	300.00			1.14%	26,624.00	
BARRY-SCHOMMER, BRENDA	OFFICE ASSISTANT IV	0.50	22,404.00	150.00			0.67%	22,554.00	(c)
BUTLER, GREG	MAINT REPAIR WORKER IV	0.40	19,126.00	120.00			0.63%	19,246.00	(c)
CARNAHAN, MELODY	OFFICE ASSISTANT II	1.00	27,822.00	300.00			1.08%	28,122.00	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	15,346.00	150.00			0.98%	15,496.00	(c)
FRANEY, MAX	MAINT REPAIR WORKER II	1.00	29,403.00	300.00			1.02%	29,703.00	
GIBBONS, CODY	CUSTODIAN	1.00	18,312.00	300.00			1.64%	18,612.00	
HANSEN, MARUTA	CUSTODIAN	1.00	21,116.00	300.00			1.42%	21,416.00	
JAMES, CASEY	MAINT REPAIR WORKER III	0.50	13,396.00	150.00			1.12%	13,546.00	(c)
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	19,600.00	150.00			0.77%	19,750.00	(c)
KEEPERS, LESLEE	CUSTODIAN	1.00	18,312.00	300.00			1.64%	18,612.00	
LAUE, TIM	MAINT REPAIR WORKER III	0.30	12,554.00	90.00			0.72%	12,644.00	(c)
MCKINNON, KENNY	CUSTODIAN	1.00	20,364.00	300.00	252.00		2.71%	20,916.00	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	18,989.00	150.00			0.79%	19,139.00	(c)
MYERS, LEWIS	MAINT REPAIR WORKER IV	0.50	17,370.00	150.00			0.86%	17,520.00	(c)
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	17,290.00	150.00	1,304.00		8.41%	18,744.00	(c)
ROBERTS, CASEY	ELECTRICIAN	0.40	12,680.00	120.00			0.95%	12,800.00	(c)
SMITH, DOUGLAS	CUSTODIAN	1.00	18,661.00				0.00%	18,661.00	
SNOOK, LORN	CUSTODIAN	1.00	21,116.00	300.00			1.42%	21,416.00	
STRONG, NEIL	ELECTRICIAN MASTER	0.40	15,117.00	120.00			0.79%	15,237.00	(c)
WALTER, ROGER	CUSTODIAN	1.00	18,985.00	300.00			1.58%	19,285.00	
WHITE, AUDREY	CUSTODIAN	1.00	29,367.00	300.00			1.02%	29,667.00	
WOOD, ELAINE	CUSTODIAN	1.00	26,622.00	300.00			1.13%	26,922.00	
<b>TOTALS</b>		<b>17.50</b>	<b>472,641.00</b>	<b>4,950.00</b>	<b>1,556.00</b>	<b>0.00</b>		<b>479,147.00</b>	

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

ANDERSON, PAMELA J.	SECRETARY TO PRESIDENT	1.00	43,566.00	1,351.00			3.10%	44,917.00	
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.55	23,431.50	727.00			3.10%	24,158.50	
NEELY, JOYCE	OFFICE ASSISTANT II	1.00	21,942.00	681.00			3.10%	22,623.00	
STOKEY, KATHY	OFFICE ASSISTANT III	1.00	39,904.00	1,238.00			3.10%	41,142.00	
<b>TOTALS</b>		<b>3.55</b>	<b>128,843.50</b>	<b>3,997.00</b>	<b>0.00</b>	<b>0.00</b>		<b>132,840.50</b>	

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

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2010 Salary Base	Increase	Adjustments		% Increase	2010 Total Salary	Notes
					Matrix	Other			
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.45	19,171.50	595.00			3.10%	19,766.50	
<b>TOTALS</b>		<b>0.45</b>	<b>19,171.50</b>	<b>595.00</b>	<b>0.00</b>	<b>0.00</b>		<b>19,766.50</b>	
<b><u>Support Staff (Non-Union) -- (Federal/Restricted)</u></b>									
GILMORE, ROBERTA	OFFICE ASSISTANT I	0.50	9,457.00	294.00			3.10%	9,751.00	(d)
<b>TOTALS</b>		<b>0.50</b>	<b>9,457.00</b>	<b>294.00</b>	<b>0.00</b>	<b>0.00</b>		<b>9,751.00</b>	

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 9/1/2010

**NAPE/Support Staff - State Supported Positions**

VACANT	OFFICE ASSISTANT I	0.75						13,734.00	
VACANT	OFFICE ASSISTANT II	2.50						52,980.00	
VACANT	MAINT REPAIR WORKER III	1.00						26,304.00	

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

VACANT	CUSTODIAN	2.00						36,624.00	
VACANT	MAINT REPAIR WORKER III	1.00						26,304.00	

**Support Staff (Non-Union) - (Revenue Bond)**

VACANT	Security Supervisor	1.00						30,372.00	
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Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
<b>Faculty -- State Supported Positions</b>									
Anderson, Ken	Professor	1.00	67,442				TBD		
Asmussen, Kelly	Professor	1.00	60,373				TBD		
Beischel, Mark	Professor	1.00	61,171				TBD		
Citrin, Anthony	Professor	1.00	75,399				TBD		
Clemente, William	Professor	1.00	63,551				TBD		
Clopton, Richard	Professor	1.00	64,007				TBD		
Crook, Sara	Professor	1.00	62,367				TBD		
Davis, Spencer	Professor	1.00	76,212				TBD		
Eidger, Thomas	Professor	1.00	77,801				TBD		
Grotrian, Judy	Professor	1.00	58,135				TBD		
Hnida, John	Professor	1.00	58,135				TBD		
Holtz, Dan	Professor	1.00	67,815				TBD		
Long, Daryl	Professor	1.00	94,624				TBD		
Snyder, William	Professor	1.00	81,814				TBD		
Waln, Randy	Professor	1.00	61,016				TBD		
<b>Sub-Total Professors</b>		<b>15.00</b>	<b>1,029,862</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
Barger, Michael	Assoc Prof	1.00	53,449				TBD		(c)
Hinrichs, Paul	Assoc Prof	1.00	58,179				TBD		
Hutchison, Christy	Assoc Prof	1.00	55,644				TBD		
Kunkel, Margaret	Assoc Prof	1.00	47,287		TBD	(2)	TBD		
Nevitt, James	Assoc Prof	1.00	50,738				TBD		
Ruskamp, Judith	Assoc Prof	1.00	47,564		TBD	(2)	TBD		
Welsh, Dennis	Assoc Prof	1.00	56,690				TBD		
<b>Sub-Total Associate Professors</b>		<b>7.00</b>	<b>369,551</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
Gardner, Kelli	Asst Prof	1.00	47,000				TBD		
Grotrian, Sheri	Asst Prof	1.00	43,983				TBD		
Jones-Branch, Julie	Asst Prof	1.00					49,000		(h)
Kearney, Elizabeth	Asst Prof	1.00	45,090				TBD		
Lambrecht, Willis	Asst Prof	1.00	44,796				TBD		
Lundholm, Mary	Asst Prof	1.00	56,293				TBD		
Meints, Kenneth	Asst Prof	1.00	45,050				TBD		
Murray, Johann	Asst Prof	1.00	46,738				TBD		
Preisman, Kristi	Asst Prof	1.00	43,347				TBD		
Ryan, H. Kyle	Asst Prof	1.00	50,000				TBD		
Sinkhorn, Keith	Asst Prof	1.00	48,050				TBD		
Trucks-Bourdeaux, Tammy	Asst Prof	1.00	42,232				TBD		
Zost, Gregory	Asst Prof	1.00	44,326				TBD		
Zost, Loretta	Asst Prof	1.00	44,350				TBD		
<b>Sub-Total Assistant Professors</b>		<b>14.00</b>	<b>601,255</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Bittner, Gina	Instructor	1.00	38,988				TBD		
Griffin, Kenneth Brad	Instructor	1.00	52,269				TBD		
Jackson, Alan	Instructor	1.00	41,923				TBD		
Nies, Kristi	Instructor	1.00	40,340				TBD		
Seay, Darolyn	Instructor	1.00	38,988				TBD		
Wood, Zoon	Instructor	1.00	40,340				TBD		
Wray, Patrick	Instructor	1.00	46,251				TBD		
Young, Josh	Instructor	1.00	40,000				TBD		
<b>Sub-Total Instructors</b>		<b>8.00</b>	<b>339,098</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Sub-Total Lecturers</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>TOTAL FACULTY</b>		<b>44.00</b>	<b>2,339,767</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b><u>Faculty Phased Retirements</u></b>									
Lundak, Joel	Professor	0.33	21,005						2nd year of 3 years
Thomas, James	Professor	0.33	26,369						2nd year of 3 years
<b>TOTAL PHASED RETIREMENTS</b>		<b>0.66</b>	<b>47,374</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b><u>Faculty -- Non-State Supported Positions (Federal/Restricted)</u></b>									
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b><u>Vacant Faculty Positions for 2010-11</u></b>									
<b>Vacancy</b>	Asst Prof	1.00	42,761						
<b>Vacancy</b>	Asst Prof	1.00	58,543						
<b>Vacancy (Lundak year 2)</b>	Professor	0.67	42,546						
<b>Vacancy (Thomas year 2)</b>	Professor	0.67	53,437						
<b>Faculty Vacancy Total</b>		<b>3.34</b>	<b>197,287</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

## 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

\*Revised 2008-2009 Salary Base includes 08-09 base + doctorate adjustment + health insurance adjustment;  
2009-2010 promotion adjustments TBD; 2009-2010 new hire at 2009-2010 salary.

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Adjustments			2010-2011 Total Annual Salary	% Increase	NOTES
				3.50% increase	Degree	Other			
<b><u>NSCPA Professional Staff -- State Supported Positions</u></b>									
Allgood, Chelsea	Coordinator of Student Activities	1.00	28,000				32,500	16.07%	
Bergmeier, Wende	Coordinator of Admissions Services	1.00	33,500	1,173			34,673	3.50%	
Blevins, Matt	Network Specialist	1.00	40,365	1,413			41,778	3.50%	
Blobaum, Kevin	Coordinator of Instruction Resources	1.00	37,648	1,318			38,966	3.50%	
Christensen, Cori	Distance Learning Coord	1.00	33,120	1,159			34,279	3.50%	
Christensen, Heath	Webmaster	1.00	43,050	1,507			44,557	3.50%	
Clifton, LeeAnn	Payroll/Benefits Manager	1.00	33,906	1,187			35,093	3.50%	
Corken, Trent	Budget Director	1.00	44,778	1,567			46,345	3.50%	
Dunekacke, Jari	Coordinator of Admissions Services	1.00	33,500	1,173			34,673	3.50%	
Harshbarger, Ted	Associate Athletic Director	1.00					65,000		(h)
Haveman, Deb	Assistant Director of Financial Aid	1.00	33,120	1,159			34,279	3.50%	
Holtz, Alice	Coordinator of Cooperative Programs	1.00	42,650	1,493			44,143	3.50%	
Johnson, Rebecca	Graphic Design Artist	1.00	40,497	1,417			41,914	3.50%	
Kok, Savannah	Distance Learning Coordinator	1.00	33,120	1,159			34,279	3.50%	
Meland, Marie	Tutorial/ADA Services Coordinator	1.00	42,071	1,472			43,543	3.50%	
Melvin, Brent	Athletic Trainer	0.84	37,345	1,307			38,652	3.50%	
Melvin, Vickie	Athletic Trainer	0.84	32,000	1,120			33,120	3.50%	
Otto, Mike	Systems Analyst	1.00	53,965	1,889			55,854	3.50%	
Pallu, Sravan	Senior Programmer Analyst	1.00	55,000	1,925			56,925	3.50%	
Parriott, Lisa	Coordinator of Instruction Resources	1.00	35,501	1,243	1,000		37,744	6.32%	
Ramsey, Dick	Asst Football Coach	0.92	31,216	1,093			32,309	3.50%	
Staples, Linda	Coordinator of Instruction Resources	1.00	37,648	1,318			38,966	3.50%	
Streit, Andrea	Assistant Registrar	1.00	32,712	1,145			33,857	3.50%	
Svitak, Rebecca J.	Assistant Registrar	1.00	35,521	1,243			36,764	3.50%	
Williams, Krista	Assistant Director of Financial Aid	1.00	33,120	1,159			34,279	3.50%	
	<b>TOTAL</b>	<b>24.60</b>	<b>903,353</b>	<b>30,637</b>	<b>1,000</b>	<b>0</b>	<b>1,004,490</b>		
<b><u>NSCPA -- Non-State Supported Positions (Restricted)</u></b>									
Edwards, Norva	Student Intervention Coordinator	0.84	31,163	0			31,163	0.00%	(j)
Groff, Peggy	Student Intervention Coordinator	0.84	33,536	1,174			34,710	3.50%	(j)
	<b>TOTAL</b>	<b>1.68</b>	<b>64,699.00</b>	<b>1,173.76</b>	<b>0</b>	<b>0</b>	<b>65,872.76</b>		
<b><u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u></b>									
Bingham, Seth	Res Hall Dir/Conf Asst	1.00	22,309	781			23,090	3.50%	
	<b>TOTAL</b>	<b>1.00</b>	<b>22,309</b>	<b>781</b>	<b>0</b>	<b>0</b>	<b>23,090</b>		
<b><u>Professional Staff (Non-Union) -- State Supported Positions</u></b>									
Anson, Regan	Director of Marketing & Communications	1.00	72,406	2,534			74,940	3.50%	
Baack, Alexis	Head Volleyball Coach	0.92	35,873	0			35,873	0.00%	
Batterson, Bruce	Vice President for Administration & Finance	1.00	100,050	3,502			103,552	3.50%	
Beardslee, Eugene	Director of Computer Services	1.00	83,550	2,924			86,474	3.50%	
Becker, Roger	Director of the Library	1.00	68,386	2,394			70,780	3.50%	
Cade, Eulanda	Director of Human Resources	1.00	64,187	2,247			66,434	3.50%	
Clark, Terry	Head Football Coach	0.92	50,662	1,773			52,435	3.50%	
Clifton, Delyn	Coordinator of Computer Services	1.00	57,563	2,015			59,578	3.50%	



Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Adjustments			2010-2011 Total Annual Salary	% Increase	NOTES
				3.50% increase	Degree	Other			
Drew, Todd	Vice President for Academic Affairs	1.00	107,743	3,771			111,514	3.50%	
Fortney, Patrick	Dean of Arts and Sciences	1.00	78,050	2,732			80,782	3.50%	
Galardi, Gregory	Dean of Professional Studies	1.00					80,782		(h)
Haley, Michael	Manager of Landscape/Arboretum	1.00	42,428	1,485			43,913	3.50%	
Hopp, Julie	Assistant to the VPAF	1.00	47,067	1,647			48,714	3.50%	
Ivy, Maurice	Head W Basketball Coach	0.92	48,488	1,697			50,185	3.50%	
Jacobsen, Jay	Asst to the President for Technology	0.50	48,000	0			48,000	0.00%	(d)
Katen, Troy	Head M Basketball Coach	0.92	48,024	1,681			49,705	3.50%	
Kupper, Jodi	Dean of Education	1.00	88,050	3,082			91,132	3.50%	
Mathews, Mark	Head Softball Coach	0.92	45,000	1,575			46,575	3.50%	
Pate, Paul	Director of Campus Services	1.00	70,945	2,483			73,428	3.50%	
Rippe, Patricia	Director of Field Experiences/Teacher Cert. Off	0.92	58,010	2,030			60,040	3.50%	
Roberts, Laura	Director of Online Services & Offutt Operations	1.00	72,765	2,547			75,312	3.50%	
Schneider, Steve	Athletic Director	1.00	75,605	2,646			78,251	3.50%	
Seay, Gregory	Dean of Graduate Programs	1.00	78,050	2,732			80,782	3.50%	
Stonebarger, William	Director of Housing and Security	0.50	23,589	826			24,415	3.50%	(c)
Teten, Dixie	Dir Student Records/Inst Research/College Re	1.00	63,000	2,205			65,205	3.50%	
Tynon, Kathy	Director of Business Services	1.00	49,000	1,715			50,715	3.50%	
Unruh, Susan	Director of Accounting & Audit Services	1.00	53,000	1,855			54,855	3.50%	
Volker, Janice	Director of Financial Aid	1.00	49,213	1,722			50,935	3.50%	
Waln, Ursula	Director of Student Assessment & Support Svc	1.00	64,220	2,248			66,468	3.50%	
Willis, Micki	Vice President Enrollment Management and Student Affairs	1.00	90,000	3,150			93,150	3.50%	
<b>TOTAL</b>		<b>28.52</b>	<b>1,832,924</b>	<b>61,217</b>	<b>0</b>	<b>0</b>	<b>1,974,923</b>		
<b>Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted)</b>									
Bequette, Kelly	Director of Trio Program	1.00	46,625	1,632			48,257	3.50%	(j)
<b>TOTAL</b>		<b>1.00</b>	<b>46,625</b>	<b>1,632</b>	<b>0</b>	<b>0</b>	<b>48,257</b>		
<b>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</b>									
Stonebarger, William	Director of Housing & Security	0.50	23,589	826			24,415	3.50%	(c)
<b>TOTAL</b>		<b>0.50</b>	<b>23,589</b>	<b>826</b>	<b>0</b>	<b>0</b>	<b>24,415</b>		
<b>Professional Staff Vacant Positions</b>									
VACANT	Head Baseball Coach	0.92	37,395						
<b>NSCPA Professional Staff -- State Supported Positions -- VACANT POSITIONS</b>									
VACANT	Coordinator of Admissions Services	1.00	33,500						
<b>NSCPA Professional Staff -- Non-State Supported Positions (Federal/Restricted) -- VACANT POSITIONS</b>									
<b>NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS</b>									

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Adjustments			2010-2011 Total Annual Salary	% Increase	NOTES
				3.50% increase	Degree	Other			

**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					
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

PERU STATE COLLEGE

Dated: June 3, 2010

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	One-Time Health Ins Adjustment	Notes
					Matrix	Other				
<b><u>NAPE/Support Staff -- State Supported Positions</u></b>										
Abrahams, Susan	Library Technician	1.00	23,351	300			23,651	1.28%	50	
Allen, Jack	Maintenance Repair Worker II	1.00	26,978	300			27,278	1.11%	50	
Allgood, Angela	Office Assistant II	1.00	22,309	300			22,609	1.34%	50	
Allgood, Carolyn	Office Assistant II	1.00	33,394	300			33,694	0.90%	50	
Bailey, Terry	Office Assistant II	1.00	24,812	300			25,112	1.21%	50	
Ballue, Don	Security Officer II	0.50	15,956	150			16,106	0.94%	25	(c)
Boden, Daniel M	Maintenance Repair Worker II	1.00	23,465	300			23,765	1.28%	50	
Breazile, Teresa	Accounting Clerk III	1.00	25,100	300			25,400	1.20%		
Chandler, Yvonne	Computer Operator	1.00	36,327	300			36,627	0.83%	50	
Cummins, Dana	Custodian	1.00	21,615	300			21,915	1.39%	50	
Davis, Phyllis	Academic Credentials Technician	1.00	32,064	300			32,364	0.94%		
Dierking, Phyllis	Office Assistant II	1.00	21,687	300			21,987	1.38%	50	
Edris, Malinda	Office Assistant III	1.00	38,540	300			38,840	0.78%	50	
Ellner, Janice	Office Assistant III	1.00	38,841	300			39,141	0.77%	50	
Eltiste, Hal	Maintenance Repair Worker II	1.00	26,724	300			27,024	1.12%	50	
Furnas, Kelly	Custodian	1.00	24,475	300	1,349		26,124	6.74%	50	
Haith, Jeanne	Accounting Clerk III	1.00	26,000	300			26,300	1.15%	50	
Hawley, Janet	Office Assistant II	1.00	33,394	300			33,694	0.90%	50	
Hawley, Nancy	Accounting Clerk III	1.00	38,540	300			38,840	0.78%	50	
Jones, Barbara	Office Assistant III	1.00	25,393	300			25,693	1.18%		
Kamenar, Tereza	Office Assistant II	1.00	24,692	300			24,992	1.21%	50	
Kearney, Connie	Office Assistant IV	1.00	44,508	300			44,808	0.67%	50	
Keim, Michael	Custodian	1.00	19,159	300	1,457		20,916	9.17%	50	
Kistner, Eldon	Maintenance Repair Worker IV	1.00	43,673	300	3,643		47,616	9.03%	50	
Knight, Cathy	Custodian	1.00	18,985	300			19,285	1.58%	50	
LaVigne, Kenny	Maintenance Repair Worker II	1.00	23,355	300			23,655	1.28%	50	
Leuenberger, Christian	Security Officer II	1.00	25,464	300			25,764	1.18%	50	
Mangnall, Richard	Maintenance Repair Worker II	1.00	23,355	300			23,655	1.28%	50	
Martin, Gayle	Computer Operator	1.00	30,050	300			30,350	1.00%	50	
McMann, Clifford	Maintenance Repair Worker II	1.00	24,888	300	792		25,980	4.39%	50	
McQueen, Shawn	Custodian	1.00	18,812	300			19,112	1.59%	50	
Meyers, Jeff	Maintenance Repair Worker III	1.00	30,666	300			30,966	0.98%		
Moody, Connie	Accounting Clerk III	1.00	37,866	300			38,166	0.79%	50	
Reeves, Brett	Maintenance Repair Worker II	1.00	23,692	300			23,992	1.27%	50	
Reeves, Darrin	Security Officer II	1.00	33,317	300			33,617	0.90%	50	
Schultz, Ronald	Maintenance Repair Worker II	1.00	23,692	300			23,992	1.27%	50	
Schwindt, Darlene	Office Assistant II	1.00	21,392	300			21,692	1.40%		
Sommerhalder, Tammy	Accounting Clerk III	1.00	24,492	300			24,792	1.22%	50	
Stanley, Jessica	Office Assistant II	1.00	21,192	300			21,492	1.42%	50	
Stanley, Lindsay	Mail Clerk	1.00	20,204	300			20,504	1.48%	50	
Strayer, LaRue	Custodian	1.00	18,896	300			19,196	1.59%	50	
Stutheit, Kurt	Custodian	1.00	29,037	300			29,337	1.03%	50	
Trail, Brenda	Office Assistant II	1.00	22,100	300	1,804		24,204	9.52%	50	
Winkelhake, Tracey	Accounting Clerk III	1.00	26,000	300			26,300	1.15%	50	
<b>TOTALS</b>		<b>43.50</b>	<b>1,188,452</b>	<b>13,050</b>	<b>9,045</b>	<b>0</b>	<b>1,210,547</b>			

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

Ballue, Don	Security Officer II	0.50	15,956	150			16,106	0.94%	25	(c)
Kopf, Roger	Maintenance Repair Worker II	1.00	30,277	300			30,577	0.99%	50	
Spangler, Antonia	Custodian	1.00	23,717	300			24,017	1.26%		
Watlington, Kimberly	Custodian	1.00	19,831	300	785		20,916	5.47%	50	

**PERU STATE COLLEGE**

Dated: June 3, 2010

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	One-Time Health Ins Adjustment	Notes
					Matrix	Other				
Whisler, Jackie	Custodian	1.00	18,896	300			19,196	1.59%		
Williams, Arlin	Maintenance Repair Worker III	1.00	30,221	300			30,521	0.99%	50	
Williams, Jackie	Office Assistant II	1.00	33,394	300			33,694	0.90%		
<b>TOTALS</b>		<b>6.50</b>	<b>172,292</b>	<b>1,950</b>	<b>785</b>	<b>0</b>	<b>175,027</b>			

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

Horn, Elaine	Office Assistant II	0.84	21,886	300			22,186	1.37%	50	(m)
<b>TOTALS</b>		<b>0.84</b>	<b>21,886</b>	<b>300</b>	<b>0</b>	<b>0</b>	<b>22,186</b>			

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

Adams, Phyllis	Academic Records Clerk	0.50	14,764	458			15,222	3.10%	0	(d)
Morris, Debra	Custodial Supervisor	1.00	35,000	1085			36,085	3.10%	0	
Fattig, Leslie	Office Assistant IV	1.00	33,569	1041			34,610	3.10%	0	
Moody, Linda	Secretary to the President	1.00	49,611	1538			51,149	3.10%	0	
Reynolds, James	Maintenance Supervisor	1.00	46,836	1452			48,288	3.10%	0	
<b>TOTALS</b>		<b>4.50</b>	<b>179,780</b>	<b>5,573</b>	<b>0</b>	<b>0</b>	<b>185,353</b>			

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

<b>TOTALS</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
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**Support Staff (Non-Union) -- Federal Restricted**

<b>TOTALS</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>			
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**Support Staff Vacant Positions**

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

Custodial Leader	1.00	27,390
Custodian	1.00	22,614

**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
- (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 9-1-10

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		Total 2010-2011 Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
<b>Faculty -- State Supported Positions</b>									
Adams, Franklin	Professor	1.000	65,862	TBD					
Alexander, Andrew	Professor	1.000	62,369	TBD					
Anderson, Wayne	Professor	1.000	71,505	TBD					
Arneson, Patricia	Professor	1.000	75,612	TBD					
Bauer, Jeffrey	Professor	1.000	58,135	TBD					
Bertolas, Randy	Professor	1.000	61,174	TBD					
Black, Barbara	Professor	1.000	62,726	TBD					
Blankenau, Joseph	Professor	1.000	58,700	TBD					
Blomenkamp, Jean	Professor	1.000	69,989	TBD					
Bondhus, JoAnn	Professor	1.000	79,740	TBD					
Bruflat, Alan	Professor	1.000	67,028	TBD					
Butler, Katherine	Professor	1.000	92,629	TBD					
Campbell, Paul	Professor	1.000	77,024	TBD					
Christensen, Douglas	Professor	0.667	38,774	TBD					(i)
Conley, Donovan	Professor	1.000	73,188	TBD					
Conway, Kathleen	Professor	1.000	77,909	TBD					
Dalal, Meenakshi	Professor	1.000	77,392	TBD					
Dinsmore, Steven	Professor	1.000	79,292	TBD					
Ellis, Susan	Professor	1.000	58,135	TBD					
Engbretsen, Barbara	Professor	1.000	57,371	TBD					
Ettel, Mary	Professor	1.000	64,131	TBD					
Evetovich, Tammy	Professor	1.000	58,261	TBD					
Garvin, Timothy	Professor	1.000	67,094	TBD					
Hallgren, Kenneth	Professor	1.000	78,319	TBD					
Hamilton, Terry	Professor	1.000	64,678	TBD					
Hammer, Mark F.	Professor	1.000	59,843	TBD					
Hansen, Pearl	Professor	1.000	75,314	TBD					
Harms, Sally	Professor	1.000	52,953	TBD	TBD	2			
Hickey, Donald	Professor	1.000	79,740	TBD					
Imdieke, Jack	Professor	1.000	78,181	TBD					
Karr, Paul	Professor	1.000	61,767	TBD					
Karsky, Jason	Professor	1.000	54,969	TBD					
Kietzmann, Glenn	Professor	1.000	66,165	TBD					
Lawrence, Gloria	Professor	1.000	68,518	TBD					
Leeper, Mark	Professor	1.000	59,843	TBD					
Lichty, Dennis	Professor	1.000	61,982	TBD					
Lindberg, Judith	Professor	1.000	69,043	TBD					
Linster, Carolyn	Professor	1.000	74,094	TBD					
Lutt, Patricia	Professor	1.000	56,245	TBD	TBD	2			
Mudge, Marilyn	Professor	1.000	64,527	TBD					
Mueller, Marlene	Professor	1.000	73,936	TBD					(c)
Nelson, Jeryl	Professor	1.000	65,413	TBD					
Parker, Chuck	Professor	1.000	62,578	TBD					
Paxton, John	Professor	1.000	81,749	TBD					

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		Total 2010-2011 Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Pearcy, Shawn	Professor	0.667	39,533	TBD					(i)
Peitz, David	Professor	1.000	59,270	TBD					
Renzelman, John	Professor	1.000	74,323	TBD					
Ronnow, Gretchen	Professor	1.000	65,115	TBD					
Rudin, Catherine	Professor	1.000	71,868	TBD					
Sharer, Timothy	Professor	1.000	68,261	TBD					
Slaymaker, William	Professor	1.000	71,251	TBD					
Snowden, Monica	Professor	1.000	58,135	TBD					
Sweetland, Robert	Professor	1.000	72,270	TBD					
Taber, Douglass	Professor	1.000	74,283	TBD					
Walker, Karen	Professor	1.000	58,700	TBD					
Whitt, Deborah	Professor	1.000	65,227	TBD					
Whitt, Ronald	Professor	1.000	74,334	TBD					
Wilcox, Daryl	Professor	1.000	79,740	TBD					
Willis, Keith	Professor	1.000	60,516	TBD					
Worner, Tamara	Professor	1.000	58,135	TBD					
Young, Todd	Professor	1.000	58,135	TBD					
<b>Sub-Total Professors</b>		<b>60.334</b>	<b>4,072,994</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
Agoumba, Darius	Assoc. Prof.	1.000	48,334	TBD					
Bohnert, David	Assoc. Prof.	1.000	51,238	TBD					
Brummels, James	Assoc. Prof.	1.000	70,446	TBD					
Cacheiro, Adolfo	Assoc. Prof.	1.000	52,520	TBD					
Carrigg, Maureen	Assoc. Prof.	1.000	60,301	TBD					
Christensen, Linda	Assoc. Prof.	1.000	51,401	TBD					
Conway, Gerald	Assoc. Prof.	1.000	75,039	TBD					
Dendinger, Laura	Assoc. Prof.	1.000	57,786	TBD					
Elliott, Steven	Assoc. Prof.	1.000	48,684	TBD					
Garvin, Sharon	Assoc. Prof.	1.000	56,195	TBD					
Hardy, Timothy	Assoc. Prof.	1.000	51,722	TBD					
Hayford, Barbara	Assoc. Prof.	1.000	47,550	TBD					
Hill, Kevin	Assoc. Prof.	1.000	78,571	TBD					
Jensen, Gwen	Assoc. Prof.	1.000	54,804	TBD					
Lofgren, Ronald	Assoc. Prof.	1.000	53,908	TBD					
Marek, Michael	Assoc. Prof.	1.000	49,845	TBD					
McElwain, David	Assoc. Prof.	1.000	55,303	TBD					(e)
Miller, Daniel	Assoc. Prof.	1.000	57,776	TBD					
Ossian, James	Assoc. Prof.	1.000	53,047	TBD					
Volk, Gary	Assoc. Prof.	1.000	79,011	TBD					
<b>Sub-Total Associate Professors</b>		<b>20.000</b>	<b>1,153,481</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
Buryanek, Donald	Asst. Prof.	1.000	57,428	TBD					
Cupp, Rodney	Asst. Prof.	1.000	44,396	TBD					
Davis, Adam	Asst. Prof.	1.000	41,550	TBD					
Dilliard, Kelly	Asst. Prof.	1.000	41,050	TBD					

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		Total 2010-2011 Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Dinsmore, Janice	Asst. Prof.	1.000	56,872	TBD					(k)
Everett, Pamela	Asst. Prof.	1.000	45,000	TBD					
Fiedler, Pamela	Asst. Prof.	1.000	45,500	TBD					
Garden, Randa	Asst. Prof.	1.000	41,988	TBD	TBD	2			
Geisert, Cameron	Asst. Prof.	1.000	42,585	TBD					
Gollyhorn, James	Asst. Prof.	1.000	50,000	TBD					
Greene, Todd	Asst. Prof.	1.000	42,550	TBD					
Gutshall, Elise	Asst. Prof.	1.000	43,550	TBD					
Herling, Lourdes	Asst. Prof.	1.000	42,233	TBD	TBD	2			
Hinnerichs, Kristi	Asst. Prof.	1.000	41,078	TBD					
Langdon, Jennifer	Asst. Prof.	1.000	42,550	TBD					
Langlie, Pamela	Asst. Prof.	1.000	42,827	TBD					
Loggins, Ronald	Asst. Prof.	1.000	41,050	TBD					
Pitchford, Jessica	Asst. Prof.	1.000					43,000		(h)
Ras, Gerard	Asst. Prof.	1.000	51,537	TBD					
Vander Weil, Gregory	Asst. Prof.	1.000	54,448	TBD					
Weixelman, Joseph	Asst. Prof.	1.000	43,680	TBD					
<b>Sub-Total Assistant Professors</b>		<b>21.000</b>	<b>911,872</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>43,000</b>		
Barnes, Johanna	Instructor	1.000	41,000	TBD					
Calkin, Josh	Instructor	1.000	37,000	TBD					
Curnyn, Molly	Instructor	1.000	37,000	TBD					
DeBoer, Buffany	Instructor (Int.)	1.000	36,317	TBD					(g)
Dorman, Sherry	Instructor (Int.)	1.000	34,370	TBD					(g)
Ebmeier, Sally	Instructor	1.000	41,771	TBD					
Hanson, Cynthia	Instructor	1.000	42,000	TBD					
Irlmeier, Joni	Instructor	1.000	37,500	TBD					
Maas, Chad	Instructor	1.000	36,648	TBD					
Meyer, Jeffrey	Instructor	1.000	45,744	TBD					(k)
Moeller, Judith	Instructor (Int.)	1.000	33,393	TBD					(g)
Murphy, Richard	Instructor	1.000					39,900		(h)
Newcomb, Lori	Instructor	1.000	39,050	TBD					
<b>Sub-Total Instructors</b>		<b>13.000</b>	<b>461,793</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39,900</b>		
<b>TOTAL FACULTY</b>		<b>114.334</b>	<b>6,600,140</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>82,900</b>		
<b>Faculty Phased Retirements</b>									
Karlen, Jean	Professor	0.330	30,360	TBD					3rd year of 3 years
Schmitz, Janet	Assoc. Prof.	0.330	28,254	TBD					3rd year of 3 years
<b>TOTAL PHASED RETIREMENTS</b>		<b>0.660</b>	<b>58,614</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>Faculty -- Non-State Supported Positions (Federal/Restricted)</b>									
Christensen, Douglas	Professor	0.333	19,361	TBD					(i)
Pearcy, Shawn	Professor	0.333	19,737	TBD					(i)

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	*2008-2009 Revised Salary Base	Salary Increase	Adjustments		Total 2010-2011 Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
		0.666	39,098	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) 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

\*2008-2009 Revised Salary Base reflects \$50 adjustment to base for faculty on health plan and \$3,000 adjustment to base for faculty who earned doctorate or were promoted in 2009-10

**Vacant Faculty Positions for 2010-11**

VACANT (O'Leary)	Asst Prof	1.00	43,000
VACANT (Gilligan)	Asst Prof	1.00	43,000
VACANT (Villarreal)	Asst Prof	1.00	43,000
VACANT (Nicholson)	Asst Prof	1.00	43,000
VACANT (Vergara)	Asst Prof	1.00	43,000
VACANT (Blayney)	Asst Prof	1.00	43,000
VACANT (Taber L)	Asst Prof	1.00	43,000
VACANT (Tinnon)	Asst Prof	1.00	43,000
VACANT (Sikich)	Asst Prof	1.00	43,000
VACANT (McElwain leave)	Instructor (Int.)	1.00	34,000
VACANT (Mueller leave)	Instructor (Int.)	0.50	17,000



## WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments		Total 2010-2011 Salary	% Increase	NOTES
					Degree	Other			
<b><u>NSCPA Professional Staff -- State Supported Positions</u></b>									
Akerlund, Tricia	Marketing Coordinator	1.000	48,694	1,705			50,399	3.50%	
Bargholz, Darin	Computer Support Specialist	1.000	35,866	1,256			37,122	3.50%	
Burns, Jana	Admissions Counselor	0.750	24,749	867			25,616	3.50%	(d)
Carpenter, Amy	Admissions Counselor	1.000	29,617	1,037			30,654	3.50%	
Carstens, Mary	Learning Skills Specialist	0.750	34,620	1,212			35,832	3.50%	(d)
Crom, Jennifer	Programmer Analyst	1.000	38,844	1,360			40,204	3.50%	
Denklau, Susan	Accountant/Grants	1.000	36,496	1,278			37,774	3.50%	
Derechailo, Melissa	Theatre Technician	0.875	38,082	1,333			39,415	3.50%	(d)
Eckmann, Brandon	Computer Support Specialist	1.000	40,762	1,427			42,189	3.50%	
Edwards, Kim	Asst. Volleyball Coach	0.800	27,738	971			28,709	3.50%	(c)
Ensz, Deborah	Learning Skills Specialist	0.750	35,745	1,252			36,997	3.50%	(d)
Fredrickson, Angela	Accountant	1.000	33,120	1,160			34,280	3.50%	
Granberg, Karen	Counselor (Licensed)	0.800	48,847	1,710			50,557	3.50%	(d)
Grosz, Mike	Sports Information Director	1.000	36,180	1,267			37,447	3.50%	
Haddinger, Mark	Admissions Counselor	1.000	31,216	1,093			32,309	3.50%	
Halle, Kevin	Coordinator Admissions Svcs	1.000	34,344	1,203			35,547	3.50%	
Hansen, James	Programmer Analyst	1.000	36,515	1,279			37,794	3.50%	
Heggemeyer, Terri	Career Services Specialist	1.000	44,717	1,566			46,283	3.50%	
Hix, Karla	Assistant Registrar	1.000	35,915	1,258			37,173	3.50%	
Hoffman, LeAnn	Asst. Dir. Financial Aid	1.000	37,958	1,329			39,287	3.50%	
Janke, Kathy	Coordinator, Admission Services	1.000	31,511	1,103			32,614	3.50%	
Johnson, Deborah	Computer Support Specialist	1.000	36,102	1,264			37,366	3.50%	
Keiser, Jenny	Instructional Resource Coord	1.000	32,500	1,138			33,638	3.50%	
Kielsmeier, Kelly	Asst W Basketball Coach	0.800	27,738	971			28,709	3.50%	(c)
Knight, Valerie	Reference Librarian	1.000	42,518	1,489			44,007	3.50%	
Kucera, Loren	Director, NBDC	0.090	5,454	191			5,645	3.50%	(c)
Loftis, Charissa	Reference Librarian	1.000	43,660	1,529			45,189	3.50%	
Mackling, Jamie	Counselor (Licensed)	1.000	41,582	1,456			43,038	3.50%	
Meyer, Michelle	Counselor (Licensed)	1.000	46,778	1,638			48,416	3.50%	
Mohlfeld, Kathy	Counselor (Licensed)	1.000	48,582	1,701			50,283	3.50%	
Muir, Trudy	Graphic Design Artist	1.000	40,676	1,424			42,100	3.50%	
Nelson, Jeremy	Computer Support Specialist	1.000	40,369	1,413			41,782	3.50%	
Nisley, Quinn	Admissions Counselor	1.000	28,340	992			29,332	3.50%	
Nitzke, Joseph	Director SSRC	1.000	60,542	2,119			62,661	3.50%	
O'Reilly, Gretchen	Nurse	0.875	36,675	1,284			37,959	3.50%	(d)
Parker, Brett	Computer Support Specialist-OTL	1.000	35,264	1,235			36,499	3.50%	
Pfaltzgraff, Philip	Events Coordinator	1.000	40,365	1,413			41,778	3.50%	
Piper, Jeff	Graphic Design Artist (Digital)	1.000	40,087	1,404			41,491	3.50%	
Quance, Marilyn	Technical Services Librarian	1.000	54,312	1,901			56,213	3.50%	
Reinhardt, Heather	Coordinator Cooperative Education	1.000	41,072	1,438			42,510	3.50%	
Reynolds, Lisa	Asst. Dir. Continuing Education	1.000	35,874	1,256			37,130	3.50%	
Rieger, Rose	Assistant Athletic Trainer	1.000	34,445	1,206			35,651	3.50%	
Rosebrock, Wyatt	Programmer Analyst	1.000	35,915	1,258			37,173	3.50%	
Roy, Donovan	Director, Minority Affairs	1.000	46,575	1,631			48,206	3.50%	
Rusch, Amanda	Telecomm. Services Specialist	1.000	35,012	1,226			36,238	3.50%	
Samuelson, Josh	Network Specialist-UNIX Support	1.000	45,724	1,601			47,325	3.50%	
Schlichter, Marcus	Acquisitions Librarian	1.000	57,181	2,002			59,183	3.50%	
Sell, Traci	Programmer Analyst	1.000	35,866	1,256			37,122	3.50%	
Skow, Lora	Payroll Manager	1.000	37,679	1,319			38,998	3.50%	
Smith, Ruth	Coordinator, Construction Projects	1.000	45,540	1,594			47,134	3.50%	
Suhr, Gene	Assistant Football Coach	1.000	36,510	1,278			37,788	3.50%	

## WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments		Total 2010-2011 Salary	% Increase	NOTES
					Degree	Other			
Sydow, Suzanne	Assessment Director	1.000	75,348	2,638			77,986	3.50%	
Tiedtke, Teresa	Assistant Manager Student Center	1.000	31,345	1,098			32,443	3.50%	
Van Arsdale, William	Reference Librarian	1.000	43,660	1,529			45,189	3.50%	
Vick, Ronald Sr.	Counselor (Licensed)	1.000	51,475	1,802			53,277	3.50%	
Willhite, Brady	Admissions Counselor	1.000	29,617	1,037			30,654	3.50%	
Wood, Alexander	Assistant Ftbl Coach/Equip Coord	1.000	38,751	1,357			40,108	3.50%	
Young, Kaye	Accountant	1.000	38,611	1,352			39,963	3.50%	
	<b>TOTAL</b>	<b>55.490</b>	<b>2,259,280</b>	<b>79,106</b>	<b>0</b>	<b>0</b>	<b>2,338,386</b>		
<b><u>NSCPA -- Non-State Supported Positions (Restricted)</u></b>									
Kucera, Loren	Director, NBDC	0.910	55,132	1,930			57,062	3.50%	(c)
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.802	34,402	1,205			35,607	3.50%	(d)
	<b>TOTAL</b>	<b>1.712</b>	<b>89,534</b>	<b>3,135</b>	<b>0</b>	<b>0</b>	<b>92,669</b>		
<b><u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u></b>									
Anderson Derek	Student Center Manager	1.000	47,342	1,657			48,999	3.50%	
Cantrell, Jodene	Asst. Dir. Residence Life	0.875	28,407	995	1,000		30,402	7.02%	(d)
Edwards, Kim	Asst. Volleyball Coach	0.200	6,935	243			7,178	3.50%	(c)
Franco, Amy	Asst. Dir. Residence Life	0.875	29,407	1,030			30,437	3.50%	(d)
Kielsmeier, Kelly	Asst W Basketball Coach	0.200	6,935	243			7,178	3.50%	(c)
Laursen, Jennifer	Asst. Dir. Residence Life	0.875	31,223	1,093			32,316	3.50%	(d)
Muir, Nick	Computer Support Specialist	1.000	38,860	1,361			40,221	3.50%	
Nolan, Derek	Asst. Dir. Residence Life	0.875	27,107	949			28,056	3.50%	(d)
Osnes, Thomas	Asst. Dir. Residence Life	1.000	36,055	1,262			37,317	3.50%	
Smith, Chad	Computer Support Specialist	1.000	45,532	1,594			47,126	3.50%	
	<b>TOTAL</b>	<b>7.900</b>	<b>297,803</b>	<b>10,427</b>	<b>1,000</b>	<b>0</b>	<b>309,230</b>		
<b><u>Professional Staff (Non-Union) -- State Supported Positions</u></b>									
Altwine, Chad	Director, Facility Services	1.000	78,050	2,732			80,782	3.50%	
Bareman, Jason	Director, Career Services	1.000	56,554	1,980			58,534	3.50%	
Barry, Jeannette	Institutional Research Analyst	1.000	49,072	1,718			50,790	3.50%	
Benson, Vaughn	Dean, Business/Technology	1.000	106,094	3,714			109,808	3.50%	
Brink, Marlon	Head M/W Track/Crss Cntry Coach	1.000	46,902	1,642			48,544	3.50%	
Brummels, Linda	Director, Counseling	0.940	60,555	2,120			62,675	3.50%	(d)
Carstens, Jeffrey	VP/Dean of Students	1.000	90,050	3,152			93,202	3.50%	
Collier, Jerry	Director, College Relations	1.000	69,458	2,432			71,890	3.50%	
Combs, Paul	Head Men's Basketball Coach	0.920	65,000	2,275			67,275	3.50%	(d)
Dalager, Jon	Dean, Natural/Social Sciences	1.000					96,000		(h)
Dale, Jean	Interim VP Administration/Finance	1.000					100,000		(g); (h)
DeBoer, Mitchell	Asst. Ath Dir Business Mgmt	1.000	54,550	1,910			56,460	3.50%	
Dunning, John	Director, Network Operations	1.000	71,451	2,501			73,952	3.50%	
Elfers, Eddie	Director, Tchng/Lrnng Technologies	1.000	69,939	2,448			72,387	3.50%	
Graber, David	Library Director	1.000	67,218	2,353			69,571	3.50%	
Grisham, Molly	Head Women's Soccer Coach	1.000	41,450	1,451			42,901	3.50%	
Kielsmeier, Chris	Head Women's Basketball Coach	0.920	67,325	2,357			69,682	3.50%	(d)
Kiely, John	HVAC/Energy Manager	1.000	64,239	2,249			66,488	3.50%	
Kniefl, Scott	Head Volleyball Coach	0.920	51,345	1,798			53,143	3.50%	(d)
Korth, Regina	Nurse	0.875	41,500	1,453			42,953	3.50%	(d)
Labenz, Robin	Admin Asst. to President	0.800	32,050	1,122			33,172	3.50%	(d)
Lentz, Brian	Accountant/Asst. Dir. WSF	0.910	41,524	1,454			42,978	3.50%	(c)
Lentz, Lynette	Registrar	1.000	61,963	2,169			64,132	3.50%	
Linster, Dennis	Chief Information Officer	1.000	98,569	3,450			102,019	3.50%	

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments		Total 2010-2011 Salary	% Increase	NOTES
					Degree	Other			
McCue, Robert	VP Academic Affairs	1.000	125,227	4,383			129,610	3.50%	
McLaughlin, Dan	Head Football Coach	0.920	76,361	2,673			79,034	3.50%	(d)
Meyer, Barbara	Budget Director	1.000	64,549				68,000	5.35%	(b)
Morris, Muffin	Head Athletic Trainer	1.000	42,000	1,470			43,470	3.50%	
Nelsen, Kyle	Asst. Dir. Facility Services	1.000	60,000	2,100			62,100	3.50%	
O'Donnell, James	Dean, Arts/Humanities	1.000	101,338	3,547			104,885	3.50%	
Rose, Kyle	Director, Financial Aid	1.000	53,528	1,874			55,402	3.50%	
Scardino, Janell	Director, Administrative Systems	1.000	65,000	2,275			67,275	3.50%	
Schnoor, Neal	Dean, Education/Counseling	1.000	96,000	3,360			99,360	3.50%	
Schoh, Eric	Athletic Director	1.000	85,910	3,007			88,917	3.50%	
Spethman, Phyllis	Director, Professional Education Services	1.000	60,592	2,121			62,713	3.50%	
Unger, Krista	Head Softball Coach	1.000	39,231	1,374			40,605	3.50%	
Waddington, Cheryl	Director, Human Resources	1.000	81,170	2,841			84,011	3.50%	
Weber, Dorothy	Director, Learning Center	0.920	54,029	1,892			55,921	3.50%	(d)
<b>TOTAL</b>		<b>37.125</b>	<b>2,389,793</b>	<b>81,397</b>	<b>0</b>	<b>0</b>	<b>2,670,641</b>		

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

Krusemark, Renee	Director STRIDE	1.000	46,500	1,628			48,128	3.50%	(l)
<b>TOTAL</b>		<b>1.000</b>	<b>46,500</b>	<b>1,628</b>	<b>0</b>	<b>0</b>	<b>48,128</b>		

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

Andrews, Koleen	Senior Resident Assistant	0.330	5,015	176			5,191	3.51%	(d)
Barry, Michael	Dir. Spts/Rec Fac/Assoc. Ath Dir.	1.000	63,460	2,222			65,682	3.50%	
Buhrman, Beverly	Comptroller	1.000	62,060				68,000	9.57%	(b)
Hochstein, Roger	Security Manager	1.000	46,732	1,636			48,368	3.50%	
Schramm, Kim	Grounds/Arboretum/Landscape Mgr.	1.000	45,760	1,602			47,362	3.50%	
<b>TOTAL</b>		<b>4.330</b>	<b>223,027</b>	<b>5,636</b>	<b>0</b>	<b>0</b>	<b>234,603</b>		

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 09/01/10
- (m) adjustment to reflect minimum wage increase

**Professional Staff Vacant Positions**

**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						
VACANT	Compliance/Events Coord.	0.910	28,498						

## WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments		Total 2010-2011 Salary	% Increase	NOTES
					Degree	Other			

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

VACANT	Retention Specialist STRIDE	0.875	28,959					
VACANT	Learning Skills Specialist STRIDE	0.917	32,814					

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

VACANT	Asst. MBB Coach/Event Mgr.	0.200	6,060					
VACANT	Compliance/Events Coord.	0.090	2,818					

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

VACANT	Coaching Asst. Baseball	0.625	18,936					
VACANT	Director, Admissions	1.000	55,000					
VACANT	Head Baseball Coach/Events & Field 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	Asst Dean/Dir. Residence Life	1.000	60,000					
VACANT	Manager Custodial Services	0.500	21,400					
VACANT	Director StudentActivities/Student Center	1.000	50,000					
VACANT	Senior Resident Assistant	0.330	5,015					
VACANT	Senior Resident Assistant	0.330	5,015					
VACANT	Senior Resident Assistant	0.330	5,015					
VACANT	Senior Resident Assistant	0.330	5,015					

## WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Matrix	Other			
<b><u>NAPE/Support Staff -- State Supported Positions</u></b>									
Ahmann, Nancy	Office Assistant II	1.000	23,278	300	626		24,204	3.98%	
Bijlsma, Karyn	Office Assistant II	1.000	22,316	300	0		22,616	1.34%	
Bottger, Bridget	Office Assistant II	1.000	22,420	300	1,484		24,204	7.96%	
Brandow, Jennifer	Academic Records Clerk	1.000	20,688	300			20,988	1.45%	
Carroll, Dennis	Maintenance Repair Worker II	1.000	32,924	300	2,440		35,664	8.32%	
Chase, Deb	Office Assistant II	1.000	33,404	300	0		33,704	0.90%	
Clarkson, Robert	Maintenance Repair Worker III	1.000	30,664	300	0		30,964	0.98%	
Daehnke, Deborah	Office Assistant II	1.000	30,692	300	2,212		33,204	8.18%	
Donner, Colette	Custodian	1.000	21,416	300	0		21,716	1.40%	
Echtenkamp, Cathleen	Library Assistant	1.000	45,641	300	0		45,941	0.66%	
Echtenkamp, Jerry	Maintenance Repair Worker II	1.000	23,240	300	0		23,540	1.29%	
Franzen, Cynthia	Office Assistant II	1.000	22,856	300	0		23,156	1.31%	
Frevert, Cynthia	Office Assistant I	1.000	23,720	300	0		24,020	1.26%	
Gathje, Richard	Custodian	1.000	29,027	300	0		29,327	1.03%	
Hank, Amanda	Office Assistant II	1.000	24,811	300	0		25,111	1.21%	
Hansen, Cathleen	Office Assistant III	1.000	28,580	300	0		28,880	1.05%	
Hart, Britney	Accounting Clerk II	1.000	23,000	300	0		23,300	1.30%	
Headley, Terri	Library Assistant	1.000	25,428	300	0		25,728	1.18%	
Hirschman, Dawn	Office Assistant III	1.000	28,996	300	2,132		31,428	8.39%	
Hobza, Cathy	Office Assistant II	1.000	25,050	300	0		25,350	1.20%	
Jech, Brook	Office Assistant II	1.000	21,692	300	0		21,992	1.38%	
Jensen, Lesa	Office Assistant III	1.000	38,552	300	0		38,852	0.78%	
Jorgensen, Stephanie	Office Assistant II	1.000	22,095	300	0		22,395	1.36%	
Kardell, Jeanne Ann	Office Assistant II	1.000	29,447	300	457		30,204	2.57%	
Kastrup, Tama	Office Assistant II	1.000	30,692	300	2,212		33,204	8.18%	
Kennedy, Gerald	Maintenance Repair Worker III	1.000	33,868	300	0		34,168	0.89%	
Leise, Heather	Academic Credentials Technician	1.000	28,580	300	0		28,880	1.05%	
Long, William	Custodian	1.000	26,624	300	0		26,924	1.13%	
Loofe, Vickie	Office Assistant III	1.000	38,552	300	0		38,852	0.78%	
Lubberstedt, Marcella	Custodian	1.000	28,928	300	0		29,228	1.04%	
Maas, Mark	Maintenance Repair Worker III	1.000	30,261	300	0		30,561	0.99%	
Maly, Jim	Audio-Visual Service Technician	1.000	36,158	300	0		36,458	0.83%	
Marr, Daniel	Electrician	1.000	44,516	300	0		44,816	0.67%	
McGhee, Wyatt	Maintenance Repair Worker III	1.000	26,792	300	0		27,092	1.12%	
Mecseji, Karen	Office Assistant II	1.000	22,728	300	1,176		24,204	6.50%	
Meier, Tammy	Office Assistant III	1.000	38,552	300	0		38,852	0.78%	
Meyer, Nancy	Accounting Clerk II	1.000	33,404	300	0		33,704	0.90%	
Meyer, Roger	Electrician	1.000	30,999	300	981		32,280	4.13%	
Monahan, Pamela	Accounting Clerk III	1.000	28,996	300	2,132		31,428	8.39%	
Morlok, Deb	Office Assistant II	1.000	24,927	300	0		25,227	1.20%	
Mosley, Greg	Maintenance Repair Worker III	1.000	37,976	300	0		38,276	0.79%	
Mostek, Denise	Office Assistant III	1.000	31,916	300	0		32,216	0.94%	
Nordhues, Angela	Office Assistant III	1.000	31,916	300	0		32,216	0.94%	
O'Brien, Jane	Office Assistant II	0.917	19,997	300	0		20,297	1.50%	(d)
Ohlrich, Angela	Accounting Clerk III	1.000	24,692	300	0		24,992	1.21%	
Oswald, Laurie	Office Assistant I	1.000	21,404	300	0		21,704	1.40%	
Paulson, Debra	Custodian	1.000	23,720	300	0		24,020	1.26%	
Penn, Suzanne	Office Assistant II	1.000	30,396	300	0		30,696	0.99%	
Peterson, Ricky	Maintenance Repair Worker III	1.000	30,524	300	0		30,824	0.98%	
Pieper, Diane	Office Assistant III	1.000	26,669	300	0		26,969	1.12%	
Rahn, Terry	Maintenance Repair Worker III	1.000	28,647	300	1,077		30,024	4.81%	
Rasmussen, Richard	Master Electrician	1.000	37,796	300	0		38,096	0.79%	
Reklaitis, Joe	Custodian	1.000	21,416	300	0		21,716	1.40%	
Ritze, David	Maintenance Repair Worker II	1.000	26,980	300	1,928		29,208	8.26%	
Ritze, Randy	Maintenance Repair Worker III	1.000	37,976	300	2,932		41,208	8.51%	
Roeber, Janet	Custodian	1.000	18,312	300	0		18,612	1.64%	
Roeber, Merle	Custodian	1.000	26,324	300	0		26,624	1.14%	
Roland, Charles	Maintenance Repair Worker II	1.000	35,864	300	0		36,164	0.84%	
Ruskamp, Bernie	Maintenance Repair Worker IV	1.000	43,461	300	0		43,761	0.69%	

## WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Matrix	Other			
Schenck, Joyce	Custodian	1.000	20,924	300	0	0	21,224	1.43%	
Schmitz, Cynthia	Custodial Leader	1.000	27,819	300	0	0	28,119	1.08%	
Schmitz, Thomas	Broadcast Engineer	1.000	39,675	300	0	0	39,975	0.76%	
Schroeder, Molly	Office Assistant II	1.000	24,344	300	0	0	24,644	1.23%	
Schulz, Karen	Custodian	1.000	21,516	300	0	0	21,816	1.39%	
Sebade, Rhonda	Office Assistant III	1.000	35,094	300	0	0	35,394	0.85%	
Sharer, Beth Ann	Office Assistant II	0.875	19,964	300	0	0	20,264	1.50%	(d)
Sherman, Stacie	Custodian	1.000	20,098	300	518	0	20,916	4.07%	
Sinniger, Carolyn	Office Assistant II	1.000	27,692	300	0	0	27,992	1.08%	
Soden, Dustin	Storekeeper	1.000	24,811	300	0	0	25,111	1.21%	
Spahr, Connie	Accounting Clerk III	1.000	28,996	300	2,132	0	31,428	8.39%	
Sprieck, Theresa	Custodian	1.000	18,812	300	0	0	19,112	1.59%	
Stephens, Carol	Office Assistant III	1.000	28,717	300	2,411	0	31,428	9.44%	
Swinney, William	Maintenance Repair Worker IV	1.000	44,434	300	0	0	44,734	0.68%	
Thompson, Patricia	Library Technician	1.000	32,924	300	0	0	33,224	0.91%	
Trevett, Joyce	Office Assistant III	1.000	35,572	300	0	0	35,872	0.84%	
Vrtiska, Kenneth	Custodian	1.000	29,228	300	0	0	29,528	1.03%	
Weber, Deborah	Office Assistant II	1.000	33,404	300	0	0	33,704	0.90%	
Wedel, Scott	Maintenance Repair Worker III	1.000	26,504	300	0	0	26,804	1.13%	
Weed, Ronald	Maintenance Repair Worker III	1.000	33,410	300	0	0	33,710	0.90%	
Wiechman, Diane	Custodian	1.000	18,896	300	0	0	19,196	1.59%	
Woehler, Mary	Library Assistant	1.000	25,922	300	0	0	26,222	1.16%	
Wurdinger, Marlin	Custodian	1.000	21,782	300	1,438	0	23,520	7.98%	
Wurdinger, Sandra	Office Assistant II	1.000	23,212	300	0	0	23,512	1.29%	
Ziska, Brandon	Security Officer II	1.000	31,613	300	0	0	31,913	0.95%	
	<b>TOTALS</b>	<b>83.792</b>	<b>2,405,863</b>	<b>25,200</b>	<b>28,288</b>	<b>0</b>	<b>2,459,351</b>		
<b><u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u></b>									
Carollo, Anthony	Custodian	1.000	19,541	300	0	0	19,841	1.54%	
Casey, Gene	Maintenance Repair Worker III	1.000	36,852	300	336	0	37,488	1.73%	
Elsberry, Ronald	Custodian	1.000	26,324	300	0	0	26,624	1.14%	
Garett, Kelly	Custodian	1.000	18,312	300	0	0	18,612	1.64%	
Granberg, Gordon	Custodian	1.000	26,324	300	0	0	26,624	1.14%	
Gray, Bradley	Custodian	1.000	21,825	300	1,395	0	23,520	7.77%	
Gustafson, Carol	Custodial Leader	1.000	21,692	300	0	0	21,992	1.38%	
Hackney, Donna	Custodian	1.000	18,812	300	0	0	19,112	1.59%	
Haney, Kathy	Custodian	1.000	26,324	300	0	0	26,624	1.14%	
Harm, Debra	Office Assistant II	1.000	30,692	300	2,212	0	33,204	8.18%	
Heggemeyer, Lydell	Maintenance Repair Worker II	1.000	23,240	300	0	0	23,540	1.29%	
Hurlbert, Glenda	Custodian	1.000	21,617	300	0	0	21,917	1.39%	
Kamrath, Vernon	Custodian	1.000	29,027	300	0	0	29,327	1.03%	
Loberg, Jeffery	Maintenance Repair Worker II	1.000	24,500	300	0	0	24,800	1.22%	
McManigal, Melanie	Accounting Clerk III	1.000	25,225	300	0	0	25,525	1.19%	
Mrsny, Jason	Security Officer II	1.000	38,540	300	0	0	38,840	0.78%	
Nelson, Roxanne	Custodian	1.000	19,060	300	0	0	19,360	1.57%	
Neuhalfen, Kathy	Custodian	1.000	19,541	300	0	0	19,841	1.54%	
Niemann, Joey	Maintenance Repair Worker II	1.000	24,603	300	0	0	24,903	1.22%	
Olson, Arden	Custodian	1.000	29,027	300	0	0	29,327	1.03%	
Penlerick, Norma	Custodian	1.000	24,125	300	0	0	24,425	1.24%	
Schmidt, Wendy	Custodian	1.000	23,720	300	0	0	24,020	1.26%	
Sherman, Judy	Custodian	1.000	19,267	300	1,349	0	20,916	8.56%	
Stalling, Mary	Custodian	1.000	26,324	300	0	0	26,624	1.14%	
Weldon, Kevan	Custodian	1.000	18,896	300	0	0	19,196	1.59%	
Wendte, Kevin	Custodian	1.000	18,312	300	0	0	18,612	1.64%	
	<b>TOTALS</b>	<b>26.000</b>	<b>631,722</b>	<b>7,800</b>	<b>5,292</b>	<b>0</b>	<b>644,814</b>		

WAYNE STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	Increase	Adjustments		2010-2011 Total Annual Salary	% Increase	Notes
					Matrix	Other			

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

**TOTALS** **0.000** **0** **0** **0** **0** **0** **0**

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

Agler, Leah	Office Assistant III	1.000	25,752	798			26,551	3.10%	
Backer, Joni	Secretary to the President	1.000	44,938	1,393			46,331	3.10%	
Burke, Kathy	Office Assistant I	0.606	12,202				12,581	3.10%	(d)
Greve, Rhea	Office Assistant I	0.500	10,120	314			10,433	3.10%	(d)
Riley, Delpha	Office Assistant IV	1.000	41,676	1,292			42,968	3.10%	
<b>TOTALS</b>		<b>4.106</b>	<b>134,689</b>	<b>3,797</b>	<b>0</b>	<b>0</b>	<b>138,864</b>		

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

**TOTALS** **0.000** **0** **0** **0** **0** **0** **0**

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

**TOTALS** **0.000** **0** **0** **0** **0** **0** **0**

NOTES:

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

**Support Staff Vacant Positions**

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

VACANT	Maintenance Repair Worker III	1.000	26,304						
VACANT	Accounting Clerk III	1.000	24,492						
VACANT	Library Assistant	1.000	19,704						
VACANT	Office Assistant II	1.000	21,192						
VACANT	Office Assistant IV	1.000	28,260						

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

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

VACANT	Office Assistant II	1.000	21,192						
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**Vacant Positions (Non-Union/State Funded)**

VACANT	Custodian	0.500	9,156						
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**Vacant Positions (Non-Union/Non-State Funded (Revenue Bond))**

NEBRASKA STATE COLLEGE SYSTEM OFFICE

Employee Name	Position Title	FTE	2009-10 Salary Base	Salary Increase	Adjustment		2010-11 Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
<b><u>Professional Staff (Non-Union) - State Supported Positions</u></b>									
Murphy, Carolyn	Vice Chancellor for Finance and Administration	1.00	109,292.00	3,826.00			\$ 113,118.00	3.50%	
Hoffman, Edward	Vice Chancellor for Facilities, Planning & Information Technology	1.00	109,292.00	3,826.00			\$ 113,118.00	3.50%	
Tande, Korinne	Vice Chancellor for Academic & Student Affairs	1.00	108,210.00	3,788.00			\$ 111,998.00	3.50%	
Petersen, Kristin	General Counsel & Vice Chancellor for Employee Relations	1.00	100,050.00	3,502.00			\$ 103,552.00	3.50%	
Irwin-Gish, Sheri	Associate Vice Chancellor for Communications, Marketing and System Relations	0.625	37,657.00	1,318.00			\$ 38,975.00	3.50%	Position reduced to .625 July 1, 2010
Kohrs, Becky	Network Specialist/Accountant	1.00	58,050.00	2,032.00			\$ 60,082.00	3.50%	
<b>Total</b>		<b>5.625</b>	<b>\$522,551.00</b>	<b>\$18,292.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$540,843.00</b>		
<b><u>Support Staff (Non-Union) - State Supported Positions</u></b>									
Glass, Lori	Staff Assistant II	1.00	33,133.00	1,028.00			\$ 34,161.00	3.10%	
Olson, Lynne	Administrative Assistant to the Chancellor and System Office Manager	1.00	44,311.00	1,374.00			\$ 45,685.00	3.10%	
<b>Total</b>		<b>2.00</b>	<b>\$ 77,444.00</b>	<b>\$ 2,402.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 79,846.00</b>		
<b>Grand Total</b>			<b>\$599,995.00</b>	<b>\$20,694.00</b>			<b>\$620,689.00</b>		



**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**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

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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, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**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

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

**Chadron**

1. Approve the acceptance of \$10,000 for lighting upgrade design in Math Science Building  
Allocation Date/Amount      3/10/10      \$10,000.00  
College Contributed Amount                      00.00  
Estimated Project Cost                              \$10,000.00

**Peru**

1. Approve the acceptance of \$75,000 for masonry repairs on CATS building  
Allocation Date/Amount      4/29/10      \$75,000.00  
College Contributed Amount                      00.00  
Estimated Project Cost                              \$75,000.00
2. Approve the acceptance of \$125,000 for masonry repairs on Library building  
Allocation Date/Amount      4/29/10      \$125,000.00  
College Contributed Amount                      00.00  
Estimated Project Cost                              \$125,000.00

**Wayne**

1. Approve the acceptance of \$200,000 for fire alarm and sprinkler system in Humanities Building  
Allocation Date/Amount      4/29/10      \$200,000.00  
College Contributed Amount                      00.00  
Estimated Project Cost                              \$200,000.00

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION: Approve the 2010-2011 Salary and Contract Extensions Until June 30, 2012 for the Chancellor and Presidents**

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

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The Board of Trustees approved the 2010-2011 salary policy for professional staff in the System Office and the Colleges at its April 22, 2010 meeting. The policy noted that all professional staff employees, including the Chancellor and each of the Presidents, would receive a 3.5% salary increase on July 1, 2010. The following recommended salaries for the Chancellor and each of the Presidents reflect that policy.

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

2.1.-2

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

---

**ACTION: Approve the 2010-2011 Salary and Contract Extension until June 30, 2012 for the Chancellor:**

<b>Stan Carpenter, NSCS Chancellor</b>	<b>Salary</b>	<b>\$197,121</b>
	<b>Car Allowance</b>	<b><u>\$6,600</u></b>
	<b>Total</b>	<b><u>\$203,721</u></b>

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Following is the 2009-2010 Chancellor salary with a contract extension through June 30, 2011:

Stan Carpenter	NSCS Office	Salary	\$190,455
		Car Allowance	<u>6,600</u>
		Total	<u>\$197,055</u>

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION: Approve the 2010-2011 Salary and Contract Extension until June 30, 2012 for the Chadron State College President:**

<b>Janie Park, President, Chadron State College</b>	<b>Salary</b>	<b>\$154,101</b>
	<b>Housing Allowance</b>	<b><u>9,000</u></b>
	<b>Total</b>	<b>\$163,101</b>

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Following is the 2009-2010 Chadron State College President salary with contract through June 30, 2011:

Janie Park	Chadron State College	Salary	\$148,890
		Housing Allowance	<u>14,000</u>
		Total	\$162,890

2.1.-4

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION: Approve the 2010-2011 Salary and Contract Extension until June 30, 2012 for the Peru State College President:**

<b>Daniel Hanson, President, Peru State College</b>	<b>Salary</b>	<b>\$148,005</b>
	<b>Housing Allowance</b>	<b><u>9,000</u></b>
	<b>Total</b>	<b><u>\$157,005</u></b>

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Following is the 2009-2010 Peru State College President salary with contract through June 30, 2011:

Daniel Hanson	Peru State College	Salary	\$143,000
		Housing Allowance	<u>9,000</u>
		Total	\$152,000

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION: Approve the 2010-2011 Salary and Contract Extension until June 30, 2012 for the Wayne State College President:**

<b>Richard Collings, President, Wayne State College</b>	<b>Salary</b>	<b>\$160,653</b>
	<b>Housing Allowance</b>	<b><u>18,000</u></b>
	<b>Total</b>	<b>\$178,653</b>

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Following is the 2009-2010 Wayne State College President salary with contract through June 30, 2011:

Richard Collings	Wayne State College	Salary	\$155,220
		Housing Allowance	<u>14,000</u>
		Total	\$169,220



**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION: First & Final Round Approval of Board Policy 3001; Criminal History Information; Students**

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

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This policy provides guidance for how the Colleges should use student criminal history relative to admission, housing and employment decisions. The System Office recommends adoption of this policy. Attached is a copy of Board Policy 3001.

**STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 3001 Criminal History Information; Students****Page 1 of 2****BOARD POLICY**

Each College shall consider criminal background information when evaluating the risks for admission, enrollment, housing or employment decisions. For purposes of this policy, the term “criminal background information” refers to an administrative review of state, local, and/or federal law enforcement records, sex offender registry information, and/or juvenile court records.

As provided in Board Policy 3000 and 3010, any State College may deny or condition admission, readmission, or continuing enrollment of any individual who, in the judgment of the College, presents an unreasonable risk to the safety and welfare of the campus and persons thereon.

Beyond admission or continued enrollment, certain criminal convictions may disqualify students from access to academic programs. Institutional academic programs, such as teacher education and health sciences programs require externship experience and eventual licensure. As a result of these requirements, a student with a disqualifying criminal conviction may not be able to participate in the externship experience or obtain licensure. Additionally, any State College can deny housing requests and/or student employment if an unreasonable risk to the safety, welfare and property of the campus and persons is found to exist.

**PROCEDURES**Admission and Housing Applications

Individuals will be required to self disclose law violations and juvenile court adjudications that resulted in probation, community service, jail sentence, or revocation/suspension of a driver’s license on all admission applications and housing applications. The Colleges may rely on the applicant’s self disclosure statements. The College may, but is not required, to conduct a separate criminal background check as part of the application processes. A criminal conviction or juvenile court adjudication will not constitute an automatic bar for admission or housing purposes but will be considered. Falsification or omission of information may result in a denial/loss in regards to admission, continued enrollment, College housing or employment decisions. According to state law, individuals are not obligated to disclose a sealed juvenile record of arrest, custody, complaint, disposition, diversion, adjudication, or sentence.

When evaluating risks, the College may consider criminal background information, including, but not limited to:

- The nature, severity and number of the law violations or juvenile court adjudications;
- The amount of time that has passed since the law violation or juvenile court adjudication occurred;
- The victim and consequences related to the law violation or juvenile court adjudication;
- Any extenuating circumstances surrounding the law violation or juvenile court adjudication;
- Sex offender registry reporting classification;
- Reparations, remediation or treatment, etc., that occurred after the violation or adjudication;
- Terms of probation, parole or prison release;
- Continuing treatment/counseling and rehabilitation information; and,
- Evidence or opinions from law enforcement officers, parole officers, or mental health providers.

**STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 3001 Criminal History Information; Students****Page 2 of 2**

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Student Employment

The College shall conduct criminal background checks for students who are offered employment in any of the positions listed below. Successful completion of a criminal background check will be a term and condition of employment. Additional criminal background checks for students employed in other areas may be conducted as determined necessary at the discretion of the College.

- Any position working in a College Child Care Center, Residence Halls or Summer Camps
- Graduate Assistantships
- Security Positions
- Any position with access to money, campus master keys or confidential student/employee information
- Residence Life Staff
- Student Coaches

Note: College students working under federal work study programs at off-campus locations will not be subject to background checks pursuant to this Board Policy. Prior to making payroll arrangements for work study students with community employers (generally not-for-profit organizations or public schools), the College must enter into a signed agreements with the community employer to clarify that the College is not responsible for conducting a background check on the student to determine the suitability of such community placements.

Policy Adopted: 6/3/10

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*  
*Roger Breed*  
*Caroline Keenan*

June 3, 2010

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**ACTION: First & Final Round Approval of Changes to Board Policy 3010; Admissions Requirements; Graduate**

Priority: Educational Excellence Throughout the System  
Goal: 5. Create a diverse intellectual and social environment

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Modifications have been made to clarify admission requirements for graduate students. The changes primarily reflect current admission practices related to immunizations and admission exams. The System Office recommends approval of the changes to Board Policy 3010. Attached is a copy of Board Policy 3010.

**STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 3010 Admission Requirements;  
Graduate**

**Page 1 of 31**

**BOARD POLICY**

~~The Graduate Record Examination (GRE) or an equivalent examination appropriate to a professional field is recommended; the Graduate Management Admissions Test (GMAT) is mandatory for entering MBA graduate students, and the cost of the examination shall be borne by the individual.~~

~~Students who wish to be admitted to a graduate degree program in the State College System should have a baccalaureate degree from an accredited institution. Those wishing to gain admission to graduate teacher education programs should have a baccalaureate degree with teaching credentials. Conditional admission may be granted subject to the students' completion of requirements for teacher certification.~~

~~A student with a baccalaureate degree from an institution which is not accredited by one of the six regional associations of colleges and schools recognized by the Colleges (Middle States Association, New England Association, North Central Association, North West Association, Southern Association, and Western Association) may be accepted conditionally, subject to an evaluation after the completion of requirements for formal admission to a graduate degree program.~~

1. It is the policy of the Board and of the Colleges to prohibit illegal discrimination. No one shall be denied admission to, or continuance in, any College on the basis of race, color, sex, religion, age, disability, national origin, or any other factor prohibited by law.
2. The Board shall make such rules and regulations for the admission of students to the Colleges as may seem to be best for the interest of the Colleges and not inconsistent with the purpose for which they have been established.
3. The Colleges shall admit, as students, those persons who have a baccalaureate degree from an accredited institution. No one shall be denied admission to or continuance in any College on the basis of any individual characteristics other than qualifications for admission, academic performance and conduct in accord with College policies, rules and laws applicable to student conduct.
  - a. A student with a baccalaureate degree from an institution which is not accredited by one of the six regional associations of colleges and schools recognized by the Colleges (Middle States Association, New England Association, North Central Association, North West Association, Southern Association, and Western Association) may be accepted conditionally, subject to an evaluation after the completion of requirements for formal admission to a graduate degree program.
4. Students wishing to gain admission to graduate teacher education programs should have a baccalaureate degree with teaching credentials.
  - a. Conditional admission may be granted subject to the student's completion of requirements for teacher certification.
5. The Colleges may admit as students those persons who are not residents of the State of Nebraska, provided that such non-residents meet the minimum standards applied to the Nebraska resident students, and that the Colleges have the necessary facilities and staff to accommodate such non-resident students.

**STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 3010 Admission Requirements;  
Graduate****Page 21 of 31**

6. Except as provided below, all students must show a physician-validated immunization record for measles, rubella and diphtheria. Applicants from foreign countries are required to present a record of skin testing completed within six (6) months prior to first enrollment in addition to the above required record of immunization. This evidence must be presented during the first semester the student is enrolled.
  - a. A person qualifies for a medical exemption from the requirement to show proof of immunization when the person files a bona fide statement signed by a physician licensed to practice medicine within the United States verifying that the physical condition of the person seeking admission makes the required immunization unsafe and indicating the specific nature and probably duration of the condition. The exemption shall not extend beyond the period of the condition which contraindicates immunization. A person qualifying for this exemption must sign a waiver form provided by the college stating that, if an outbreak of measles or rubeola occurs on campus, the person may be subject to exclusion from the campus and college related activities during the outbreak period.
  - b. A person qualifies for a religious exemption when the person files a notarized affidavit on an approved form that immunization is contrary to the religious tenets and practices of the signer. A person qualifying for this exemption must sign a waiver form provided by the college stating that, if an outbreak of measles or rubeola occurs on campus, the person may be subject to exclusion from the campus and college related activities during the outbreak period.
  - c. A person qualifies for a temporary exemption from the requirement to show proof of immunization when an exemption form, provided by the College, is filed indicating intent to enroll in off-campus courses or courses offered off-campus by distance learning technology. This exemption will be revoked if, at any time, the student enrolls in on-campus courses. At that time, the student will be required to show proof of immunization during the first semester the student is taking courses on-campus.
  - d. A person seeking an exemption for a reason not identified above, must submit the appropriate exemption application to the appropriate college entity. According to guidelines established by the Center for Disease Control and Prevention, a person born before 1957 need not submit proof of immunization for measles, mumps or rubeola.

**PROCEDURE**

1. Each College may establish a cut-off date for the submission of complete credentials for admission, and any applicant who does not submit a complete application by that date may be required to delay entrance until a subsequent semester.
2. Pursuant to Board Policies 3001, 3100, and 3200, any College may deny or condition admission, readmission or continuing admission of any applicant who, in the judgment of the College, presents an unreasonable risk to the safety and welfare of the campus and persons thereon.
3. The Graduate Record Examination (GRE), or an equivalent examination appropriate to a professional field, is recommended. The cost of any exams shall be borne by the applicant.

**STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 3010 Admission Requirements;  
Graduate**

**Page 3 of 3**

4. At least three (3) months prior to the application deadline for the desired semester or session of enrollment, the State Colleges shall require applicants whose first language is not English to present evidence of proficiency in the use of the English language. Evidence of proficiency may be established by a minimum Test of English as a Foreign Language (TOEFL) score of 550 for the paper based test with no section score lower than 56 points; or, a minimum score of 79 for the internet based test; or, a minimum score of 213 for the computer based test with no section score lower than 22 points. Evidence of proficiency other than the minimum TOEFL scores may be determined by the appropriate College administrator on a case by case basis or through partnership agreements with non-English institutions.

Legal Reference: RRS 85-310 State Colleges; students; admission  
RRS 85-502 State educational institutions, domicile; defined; requirements; attendance of  
students; effect

Policy Adopted: 6/5/93

Policy Revised: 6/3/10

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Approve Revised Distribution of Funds for 2009-2010**

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

---

A revised distribution of funds is provided for approval. This revision pulls together the various changes made throughout the fiscal year including the general fund budget cuts made during the special legislative session in November; cash fund and revenue bond adjustments approved by the Board, and federal fund adjustments made during the fiscal year by the Colleges.



**Revised Distribution of Funds**  
**2009-10**  
**June 19, 2009**

	CSC	PSC	WSC	SO	TOTAL
<b>INITIAL DISTRIBUTION 2009-10</b>					
General 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
<b>Subtotal General and Cash</b>	<b>23,532,772</b>	<b>15,245,223</b>	<b>32,297,830</b>	<b>1,363,448</b>	<b>72,439,273</b>
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
<b>All Funds Total</b>	<b>34,908,373</b>	<b>20,915,496</b>	<b>40,634,394</b>	<b>1,363,448</b>	<b>97,821,711</b>
<hr/>					
<b>2009-10 Revisions</b>					
Gen. Fund - LB 1 Reductions (2009 Special Session)	(272,468)	(176,584)	(374,057)	(15,771)	(838,880)
<b>Total Gen. Fund adjustments</b>	<b>(272,468)</b>	<b>(176,584)</b>	<b>(374,057)</b>	<b>(15,771)</b>	<b>(838,880)</b>
Cash Fund Adjustment (BOT 9/11/2009)	0	199,013	250,000	0	449,013
<b>Total Cash Fund adjustments</b>	<b>0</b>	<b>199,013</b>	<b>250,000</b>	<b>0</b>	<b>449,013</b>
Federal Fund Adjustments (Colleges)	14,273,483	8,368,530	2,132,154	0	24,774,167
<b>Total Federal Fund adjustments</b>	<b>14,273,483</b>	<b>8,368,530</b>	<b>2,132,154</b>	<b>0</b>	<b>24,774,167</b>
Revenue Bond Adjustment (BOT 6/19/2009)	274,399	27,430	160,292	0	462,121
<b>Total Revenue Bond adjustments</b>	<b>274,399</b>	<b>27,430</b>	<b>160,292</b>	<b>0</b>	<b>462,121</b>
<hr/>					
<b>REVISED DISTRIBUTION 2009-10</b>					
Gen. Fund	15,724,192	8,802,850	19,460,500	1,347,677	45,335,219
Cash Funds	7,536,112	6,464,802	12,713,273	0	26,714,187
<b>Subtotal General and Cash</b>	<b>23,260,304</b>	<b>15,267,652</b>	<b>32,173,773</b>	<b>1,347,677</b>	<b>72,049,406</b>
Federal Funds	23,273,483	13,234,620	6,357,154	0	42,865,257
Revolving Funds	2,650,000	831,613	4,271,856	0	7,753,469
<b>2008-09 All Funds Total</b>	<b>49,183,787</b>	<b>29,333,885</b>	<b>42,802,783</b>	<b>1,347,677</b>	<b>122,668,132</b>

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

**ACTION: Approve Revised Operating Budgets for 2009-2010**

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 budgets have been revised to reflect encumbrances and carry forwards from 2008-09, cash fund adjustments approved by the Board of Trustees, and federal funds awarded during 2009-10.**

**A table comparing the preliminary budgets along with the revised budgets follows.**

**2009-10 OPERATING BUDGETS**

	CHADRON		PERU		WAYNE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
<b>General Fund</b>	\$15,996,660	\$16,215,236	\$8,979,434	\$9,544,282	\$19,834,557	\$20,130,513
<b>Cash Fund</b>	7,536,112	9,720,864	6,132,036	7,333,572	12,463,273	17,635,097
<b>Federal Funds</b>	11,000,000	23,273,483	4,866,090	13,234,620	4,394,000	6,357,154
<b>TOTAL</b>	<b>\$34,532,772</b>	<b>\$49,209,583</b>	<b>\$19,977,560</b>	<b>\$30,112,474</b>	<b>\$36,691,830</b>	<b>\$44,122,764</b>

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

**June 3, 2010**

<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&amp;M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<b><u>Personal Services</u></b>									
<b><u>Permanent Staff:</u></b>									
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	6,000,000	0	275,000	2,000,000	1,300,000	2,100,000	850,000	0	12,525,000
Benefits	1,800,000	0	86,000	636,000	395,000	865,000	347,000	0	4,129,000
<b>Total Permanent Salaries &amp; Benefits</b>	<b>7,800,000</b>	<b>0</b>	<b>361,000</b>	<b>2,636,000</b>	<b>1,695,000</b>	<b>2,965,000</b>	<b>1,197,000</b>	<b>0</b>	<b>16,654,000</b>
<b><u>Temporary Staff:</u></b>									
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	1,000,000	5,000	80,000	115,000	115,000	90,000	70,000		1,475,000
Benefits	80,000	400	6,120	8,800	8,800	6,900	5,360		116,380
<b>Total Temporary Salaries &amp; Benefits</b>	<b>1,080,000</b>	<b>5,400</b>	<b>86,120</b>	<b>123,800</b>	<b>123,800</b>	<b>96,900</b>	<b>75,360</b>	<b>0</b>	<b>1,591,380</b>
<b>Total Personal Services</b>	<b>\$8,880,000</b>	<b>\$5,400</b>	<b>\$447,120</b>	<b>\$2,759,800</b>	<b>\$1,818,800</b>	<b>\$3,061,900</b>	<b>\$1,272,360</b>	<b>\$0</b>	<b>\$18,245,380</b>
Total Operating Expenses	613,291	36,705	40,000	190,000	370,710	1,500,000	1,200,000	0	3,950,706
Total Supplies	250,000	10,000	40,000	79,375	175,000	230,000	325,000	0	1,109,375
Total Travel	200,000	9,000	20,000	30,000	100,000	200,000	5,000	0	564,000
Total Capital Outlay	200,000	0	23,087	275,000	100,000	533,474	9,467	0	1,141,028
Tuition Remissions and Exemptions	35,000	0	0	0	0	0	0	890,611	925,611
<b>Total General/Cash Budget</b>	<b>\$10,178,291</b>	<b>\$61,105</b>	<b>\$570,207</b>	<b>\$3,334,175</b>	<b>\$2,564,510</b>	<b>\$5,525,374</b>	<b>\$2,811,827</b>	<b>\$890,611</b>	<b>\$25,936,100</b>
Federal FTE	0.00	0.00	2.00	0.00	0.00	1.00	0.00	3.92	6.92
<b>Total Federal Funds</b>	<b>164,449</b>	<b>230,059</b>	<b>508,571</b>	<b>30,262</b>	<b>237,163</b>	<b>266,788</b>	<b>0</b>	<b>21,396,470</b>	<b>22,833,762</b>
<b>Total Expenditures</b>	<b>\$10,342,740</b>	<b>\$291,164</b>	<b>\$1,078,778</b>	<b>\$3,364,437</b>	<b>\$2,801,673</b>	<b>\$5,792,162</b>	<b>\$2,811,827</b>	<b>\$22,287,081</b>	<b>\$48,769,862</b>
<b><u>Fund Sources</u></b>									
General Funds*	\$7,649,933	\$1,500	\$163,837	\$2,440,255	\$1,849,745	\$2,756,920	\$1,353,046	\$0	16,215,236
Cash Funds**	2,528,358	59,605	406,370	893,920	714,765	2,768,454	1,458,781	890,611	9,720,864
Federal Funds	164,449	230,059	508,571	30,262	676,884	266,788	0	21,396,470	23,273,483
<b>Total Funds</b>	<b>\$10,342,740</b>	<b>\$291,164</b>	<b>\$1,078,778</b>	<b>\$3,364,437</b>	<b>\$3,241,394</b>	<b>\$5,792,162</b>	<b>\$2,811,827</b>	<b>\$22,287,081</b>	<b>\$49,209,583</b>

Program 946 contains \$39,002 of appropriation bringing the total general fund appropriation to \$16,254,239.

\* - Program 800 appropriations (\$50,589 general funds, \$151,770 of cash funds) were included in PCS 1.0 for ease of reporting.

\* - General Funds: Includes new appropriation of \$15,996,660, carryforward of \$491,044, construction dollars in program 946 of \$39,002 and budget reduction of \$272,467.

\*\* - Cash Funds: Includes new appropriation of \$7,185,690, adjustment for tuition/fee increases of \$446,422, and carryforward encumbrances of \$1,198,141, and remission additions of \$890,611.

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

June 3, 2010

<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&amp;M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<b><u>Personal Services</u></b>									
<b><u>Permanent Staff:</u></b>									
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	14.00	18.44	21.00	2.00	0.00	59.36
Support Staff FTE	6.00	0.00	0.00	4.00	4.84	13.50	22.50	0.00	50.84
Salaries	3,525,874	0	0	1,050,459	757,410	1,754,258	758,215	0	7,846,216
Benefits	1,125,412	0	0	286,207	247,546	569,214	365,821	0	2,594,200
<b>Total Permanent Salaries &amp; Benefits</b>	<b>4,651,286</b>	<b>0</b>	<b>0</b>	<b>1,336,666</b>	<b>1,004,956</b>	<b>2,323,472</b>	<b>1,124,036</b>	<b>0</b>	<b>10,440,416</b>
<b><u>Temporary Staff:</u></b>									
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	891,120	0	19,668	35,878	114,926	38,700	14,148	0	1,114,440
Benefits	67,729	0	2,167	1,241	9,314	2,158	1,186	0	83,795
<b>Total Temporary Salaries &amp; Benefits</b>	<b>958,849</b>	<b>0</b>	<b>21,835</b>	<b>37,119</b>	<b>124,240</b>	<b>40,858</b>	<b>15,334</b>	<b>0</b>	<b>1,198,235</b>
<b>Total Personal Services</b>	<b>\$5,610,135</b>	<b>\$0</b>	<b>\$21,835</b>	<b>\$1,373,785</b>	<b>\$1,129,196</b>	<b>\$2,364,330</b>	<b>\$1,139,370</b>	<b>\$0</b>	<b>\$11,638,651</b>
Total Operating Expenses	1,340,937	0	0	516,254	362,440	1,245,010	1,510,781	0	4,975,422
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	0	0	0	0	0	0	0	0	0
Total Capital Outlay	0	0	0	0	0	0	0	0	0
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	263,782	263,782
<b>Total General/Cash Budget</b>	<b>\$6,951,072</b>	<b>\$0</b>	<b>\$21,835</b>	<b>\$1,890,039</b>	<b>\$1,491,636</b>	<b>\$3,609,340</b>	<b>\$2,650,151</b>	<b>\$263,782</b>	<b>\$16,877,855</b>
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
<b>Total Federal Funds</b>	<b>44,697</b>	<b>59,606</b>	<b>0</b>	<b>56,250</b>	<b>314,878</b>	<b>738,579</b>	<b>0</b>	<b>12,020,609</b>	<b>13,234,619</b>
<b>Total Expenditures</b>	<b>\$6,995,769</b>	<b>\$59,606</b>	<b>\$21,835</b>	<b>\$1,946,289</b>	<b>\$1,806,514</b>	<b>\$4,347,919</b>	<b>\$2,650,151</b>	<b>\$12,284,391</b>	<b>\$30,112,474</b>
<b><u>Fund Sources</u></b>									
General Funds (1)	\$4,043,287	\$0	\$0	\$1,358,037	\$934,022	\$2,149,926	\$1,044,653	\$14,357	\$9,544,282
Cash Funds (2)	2,907,784	0	21,835	532,002	557,615	1,459,413	1,605,498	249,425	7,333,572
Federal Funds (3)	44,698	59,606	0	56,250	314,878	738,579	0	12,020,609	13,234,620
<b>Total Funds</b>	<b>\$6,995,769</b>	<b>\$59,606</b>	<b>\$21,835</b>	<b>\$1,946,289</b>	<b>\$1,806,516</b>	<b>\$4,347,919</b>	<b>\$2,650,151</b>	<b>\$12,284,391</b>	<b>\$30,112,474</b>

(1) General Appropriation: \$8,979,434; Carried forward: \$741,432; Special Session Reduction: \$176,584.

(2) Cash Appropriation: \$5,943,296 (\$133,753 in Program 820 for SAP/NeSIS implementation); Carried Forward: \$898,541 (which includes \$112,644 in Program 820);

Program 993: \$150,000 cash fund adjustment; Program 821: \$322,493 cash fund adjustment;

Program 827: \$199,013 cash fund adjustment; NSG \$216,625.

Encumbrances (July & August pay + assumed 7% raise for faculty): \$732,630

(3) Federal Appropriation: \$4,866,090; Carried forward: \$3,360,295; Requested increase: \$5,000,000; Increase for NSG Federal: \$8,235.

\*\*\* 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. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
<b>PERSONAL SERVICES</b>									
Faculty FTE	124.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	124.82
Prof. Staff/Non-Acad FTE	3.34	0.00	1.00	25.75	35.20	28.41	4.00	0.00	97.70
Support Staff FTE	15.92	0.00	0.00	9.50	9.48	21.50	37.00	0.00	93.40
Salaries	8,688,448	0	81,000	1,727,180	2,032,345	2,269,126	1,318,898	0	16,116,997
Benefits	2,792,568	0	14,155	574,840	709,945	1,158,333	549,713	0	5,799,554
Subtotal	11,481,016	0	95,155	2,302,020	2,742,290	3,427,459	1,868,611	0	21,916,551
Part-time Faculty FTE	44.99	0.00	0.00	0.00	0.87	0.00	0.00	0.00	45.86
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	1,599,449	2,750	35,000	200,954	236,426	155,851	74,611	0	2,305,041
Benefits	122,358	210	2,500	15,373	18,100	11,900	5,708	0	176,149
Subtotal	1,721,807	2,960	37,500	216,327	254,526	167,751	80,319	0	2,481,190
<b>Total Personal Serv.</b>	<b>13,202,823</b>	<b>2,960</b>	<b>132,655</b>	<b>2,518,347</b>	<b>2,996,816</b>	<b>3,595,210</b>	<b>1,948,930</b>	<b>0</b>	<b>24,397,741</b>
Total Operating Exp.	3,402,644	5,020	384,792	630,711	707,040	1,435,737	2,138,061	0	8,704,005
Total Supplies	525,000	2,457	75,000	455,000	384,058	525,000	190,000	0	2,156,515
Total Travel	255,000	1,000	5,000	195,000	450,000	75,000	2,500	0	983,500
Total Capital Outlay	175,000	0	5,000	410,000	25,000	80,283	290,000	0	985,283
Tuition Remissions/Exempt.	0	0	0	0	0	0	0	538,566	538,566
<b>TOTAL--GENERAL/CASH</b>	<b>17,560,467</b>	<b>11,437</b>	<b>602,447</b>	<b>4,209,058</b>	<b>4,562,914</b>	<b>5,711,230</b>	<b>4,569,491</b>	<b>538,566</b>	<b>37,765,610</b>
<b>FEDERAL FUNDS</b>									
FTE	5.34	0.00	0.00	0.00	5.85	5.00	0.00	12.06	28.25
Funds	444,283	0	0	0	429,946	307,595	0	5,175,330	6,357,154
<b>TOTAL EXPENDITURES</b>	<b>18,004,750</b>	<b>11,437</b>	<b>602,447</b>	<b>4,209,058</b>	<b>4,992,860</b>	<b>6,018,825</b>	<b>4,569,491</b>	<b>5,713,896</b>	<b>44,122,764</b>
<b>FUND SOURCES</b>									
General Fund*	10,558,134	2,357	0	2,270,402	2,516,266	3,083,191	1,700,163	0	20,130,513
Cash Fund*	7,002,333	9,080	602,447	1,938,656	2,046,648	2,628,039	2,869,328	538,566	17,635,097
Federal Funds	444,283	0	0	0	429,946	307,595	0	5,175,330	6,357,154
<b>TOTAL -- ALL FUNDS</b>	<b>18,004,750</b>	<b>11,437</b>	<b>602,447</b>	<b>4,209,058</b>	<b>4,992,860</b>	<b>6,018,825</b>	<b>4,569,491</b>	<b>5,713,896</b>	<b>44,122,764</b>

\*General Funds: Includes new appropriation of \$19,834,557 and carryforward encumbrances/balances of \$670,013 less legislative budget cut of \$374,057

\*Cash Funds: Includes new appropriation of \$12,000,735, adjustment for tuition/fee increases of \$462,538 carryforward encumbrances/balances of \$4,624,258, additional cash funds authorized of \$250,000, 09-10 NDE Attracting Excellence to Teaching funds of \$48,000, 09-10 NSG funds of \$491,166, 08-09 NSG funds of \$600 returned and \$241,000 transferred to Program 830 NESIS/SAP.

\*\*Program 830 for NESIS and SAP has \$445 in general fund carryforward encumbrance/balance and \$247,872 in cash fund (\$241,000 appropriation transferred and \$6,872 carryforward encumbrance/balance)

**REVISED**

<b>NEBRASKA STATE COLLEGE SYSTEM OFFICE 2009-10 OPERATING BUDGET</b>			
<b>PERSONAL SERVICES</b>	<b>GENERAL FUNDS</b>	<b>REVOLVING FUNDS</b>	<b>TOTAL</b>
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	266,172	0	266,172
Total Travel	56,400	5,400	61,800
Total Capital Outlay	21,292	0	21,292
<b>SUBTOTAL</b>	<b>1,380,647</b>	<b>5,400</b>	<b>1,386,047</b>
Tri-State Graduate Center	40,473	0	40,473
<b>TOTAL</b>	<b>1,421,120</b>	<b>5,400</b>	<b>1,426,520</b>

**PRELIMINARY MARKETING INITIATIVES**

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

\*Includes TV, Radio & Print and related advertising expenses

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

**ACTION: Approve Revised Revenue Bond Budgets for 2009-2010**

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 2009-2010 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	230%	182%
Peru	226%	292%
Wayne	215%	198%

June 3, 2010

**NEBRASKA STATE COLLEGE SYSTEM  
2009-2010 REVENUE BOND OPERATIONS BUDGET**

**CHADRON STATE COLLEGE**

\*\*\*REVISED BUDGET\*\*\*

<b>REVENUE SOURCE</b>	<b>Revised BUDGET FY 2010</b>
Residence Hall/Dormitory Rentals	2,045,000
Apartment/House Rentals	155,000
Facilities Rentals	50,000
Food Service Contracts	1,920,000
Food Service Commissions	260,000
Facilities Fees	600,000
Bookstore Commissions/Income	145,000
Trustee Investment/Interest Income	12,000
Parking Fees/Fines	0
Other	92,000
<b>TOTAL REVENUE</b>	<b>5,279,000</b>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	1,540,000
Utilities	530,000
Insurance	20,000
Equipment & Furnishings	5,000
Capital Outlay	5,000
Telephone/Cable Television/Internet	150,000
Supplies	230,000
Repairs and Maintenance	110,000
Other Operating Expenses	60,000
Operations/Maintenance Total	2,650,000
Food Service Payments	1,550,000
Debt Service	594,045
<b>TOTAL EXPENSES</b>	<b>4,794,045</b>

Available for Distribution to Subsidiary Funds 484,955

**DEBT SERVICE COVERAGE RATIO 181.64%**



June 3, 2010

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

**PERU STATE COLLEGE**

**\*\*\*REVISED BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>REVISED BUDGET FY 2010</b>
Residence Hall/Dormitory Rentals	1,014,733
Apartment/House Rentals	69,244
Facilities Rentals	47,374
Food Service Contracts	935,139
Food Service Commissions	30,161
Facilities Fees	211,240
Bookstore Commissions/Income	80,000
Trustee Investment/Interest Income	26,453
Parking Fees/Fines	8,700
Other	44,123
<b>TOTAL REVENUE</b>	<b>2,467,167</b>

**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	53,365
Supplies	86,089
Repairs and Maintenance	37,491
Other Operating Expenses	46,195
Operations/Maintenance Total	831,613
Food Service Payments	901,181
Debt Service	251,383
<b>TOTAL EXPENSES</b>	<b>1,984,177</b>
Available for Distribution to Subsidiary Funds	482,990

**DEBT SERVICE COVERAGE RATIO** 292.13%

June 3, 2010

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

**WAYNE STATE COLLEGE**

**\*\*\*REVISED BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>PROPOSED BUDGET FY10</b>
Residence Hall/Dormitory Rentals	2,869,020
Apartment/House Rentals	5,000
Facilities Rentals	4,125
Food Service Contracts	3,650,000
Food Service Commissions	50,000
Facilities Fees	825,000
Bookstore Commissions/Income	145,000
Trustee Investment/Interest Income	40,000
Parking Fees/Fines	100,000
Other	120,000
<b>TOTAL REVENUE</b>	<b>7,808,145</b>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	2,265,461
Utilities	870,325
Insurance	45,000
Equipment & Furnishings	95,000
Capital Outlay	76,000
Telephone/Cable Television/Internet	300,000
Supplies	300,000
Repairs and Maintenance	145,000
Other Operating Expenses	175,070
Operations/Maintenance Total	4,271,856
Food Service Payments	2,090,000
Debt Service	729,220
<b>TOTAL EXPENSES</b>	<b>7,091,076</b>
Available for Distribution to Subsidiary Funds	717,069

**DEBT SERVICE COVERAGE RATIO** **198.33%**

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION:        Approve the Preliminary 2010-2011 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

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The System Office and the Colleges have prepared recommended operating budgets for FY 2010-2011, 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 2010-2011.

The System Office Preliminary Operating Budget no longer includes support for the Tri-State Graduate Center for 2010-2011.



**PERU STATE COLLEGE  
2010-11 PRELIMINARY OPERATING BUDGET**

June 3, 2010

<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&amp;M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<b><u>Personal Services</u></b>									
<u>Permanent Staff:</u>									
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	14.00	18.44	21.00	2.00	0.00	59.36
Support Staff FTE	6.00	0.00	0.00	4.00	4.84	13.50	22.50	0.00	50.84
Salaries	3,349,211	0	0	1,035,263	777,770	1,809,081	716,578	0	7,687,903
Benefits	1,045,635	0	0	286,207	284,458	549,041	358,474	0	2,523,815
Total Permanent Salaries & Benefits	4,394,846	0	0	1,321,470	1,062,228	2,358,122	1,075,052	0	10,211,718
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.00	0.50	0.25	0.00	2.55
Other Straight-time FTE	0.00	0.00	0.00	0.50	1.80	0.20	0.00	0.00	2.50
Salaries	891,237	0	13,984	35,878	114,926	38,700	23,148	0	1,117,873
Benefits	68,180	0	1,070	1,241	9,314	2,158	1,771	0	83,734
Total Temporary Salaries & Benefits	959,417	0	15,054	37,119	124,240	40,858	24,919	0	1,201,607
<b>Total Personal Services</b>	<b>\$5,354,263</b>	<b>\$0</b>	<b>\$15,054</b>	<b>\$1,358,589</b>	<b>\$1,186,468</b>	<b>\$2,398,980</b>	<b>\$1,099,971</b>	<b>\$0</b>	<b>\$11,413,325</b>
Total Operating Expenses	490,664	0	0	458,259	457,635	1,284,757	1,361,169	0	4,052,484
Total Supplies	0	0	0	0	0	0	0	0	0
Total Travel	0	0	0	0	0	0	0	0	0
Total Capital Outlay	0	0	0	0	0	0	0	0	0
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	12,635	12,635
<b>Total General/Cash Budget</b>	<b>\$5,844,927</b>	<b>\$0</b>	<b>\$15,054</b>	<b>\$1,816,848</b>	<b>\$1,644,103</b>	<b>\$3,683,737</b>	<b>\$2,461,140</b>	<b>\$12,635</b>	<b>\$15,478,444</b>
Federal FTE	0.00	0.00	0.00	0.00	3.68	0.00	0.00	0.00	3.68
<b>Total Federal Funds</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>270,000</b>	<b>550,000</b>	<b>0</b>	<b>4,046,090</b>	<b>4,866,090</b>
<b>Total Expenditures</b>	<b>\$5,844,927</b>	<b>\$0</b>	<b>\$15,054</b>	<b>\$1,816,848</b>	<b>\$1,914,103</b>	<b>\$4,233,737</b>	<b>\$2,461,140</b>	<b>\$4,058,725</b>	<b>\$20,344,534</b>
<b><u>Fund Sources</u></b>									
General Funds (1)	\$2,893,035	\$0	\$0	\$1,321,470	\$1,062,228	\$2,358,122	\$1,075,052	\$12,635	\$8,722,542
Cash Funds (2)	2,951,892	0	15,054	495,378	581,875	1,325,615	1,386,088	0	6,755,902
Federal Funds (3)	0	0	0	0	270,000	550,000	0	4,046,090	4,866,090
<b>Total Funds</b>	<b>\$5,844,927</b>	<b>\$0</b>	<b>\$15,054</b>	<b>\$1,816,848</b>	<b>\$1,914,103</b>	<b>\$4,233,737</b>	<b>\$2,461,140</b>	<b>\$4,058,725</b>	<b>\$20,344,534</b>

(1) General Appropriation: \$8,722,542

(2) Cash Appropriation: \$6,775,902

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

(4) \$20,000 budgeted in Program 820, Fund 2503 to finish off NeSIS project

WAYNE STATE COLLEGE  
2010-11 PRELIMINARY OPERATING BUDGET

June 3, 2010

\*\*\* 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
<b>Personal Services</b>									
<u>Permanent Staff:</u>									
Faculty FTE	125.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.50
Professional Staff FTE	3.09	0.00	1.00	27.00	36.45	27.41	4.00	0.00	98.95
Support Staff FTE	15.92	0.00	0.00	9.50	9.48	21.50	37.00	0.00	93.40
Salaries	8,716,498	0	88,164	1,784,913	2,108,998	2,160,765	1,351,751	0	16,211,089
Benefits	2,698,386	0	13,840	599,381	741,822	1,157,339	555,988	0	5,766,756
<b>Total Permanent Salaries &amp; Benefits</b>	<b>11,414,884</b>	<b>0</b>	<b>102,004</b>	<b>2,384,294</b>	<b>2,850,820</b>	<b>3,318,104</b>	<b>1,907,739</b>	<b>0</b>	<b>21,977,845</b>
<u>Temporary Staff:</u>									
Part-time Faculty FTE	36.89	0.10	0.00	0.00	0.80	0.00	0.00	0.00	37.79
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	0.25	0.00	0.00	0.50	0.03	0.13	0.07	0.00	0.98
Other Straight-time FTE	1.70	0.00	2.00	9.10	7.50	6.90	3.90	0.00	31.10
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	953,397	2,300	24,500	176,730	226,426	129,851	74,611	0	1,587,815
Benefits	72,935	175	721	7,588	1,560	2,276	2,201	0	87,456
<b>Total Temporary Salaries &amp; Benefits</b>	<b>1,026,332</b>	<b>2,475</b>	<b>25,221</b>	<b>184,318</b>	<b>227,986</b>	<b>132,127</b>	<b>76,812</b>	<b>0</b>	<b>1,675,271</b>
<b>Total Personal Services</b>	<b>12,441,216</b>	<b>2,475</b>	<b>127,225</b>	<b>2,568,612</b>	<b>3,078,806</b>	<b>3,450,231</b>	<b>1,984,551</b>	<b>0</b>	<b>23,653,116</b>
Total Operating Expenses	1,608,592	1,500	40,248	365,036	700,092	814,789	1,706,974	0	5,237,231
Total Supplies	1,035,845	1,500	67,620	357,111	500,900	589,093	398,669	0	2,950,738
Total Travel	209,328	1,500	1,511	112,592	105,000	80,009	1,500	0	511,440
Total Capital Outlay	40,000	0	0	184,859	13,036	28,518	150,000	0	416,413
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
<b>Total General/Cash Budget</b>	<b>15,334,981</b>	<b>6,975</b>	<b>236,604</b>	<b>3,588,210</b>	<b>4,397,834</b>	<b>4,962,640</b>	<b>4,241,694</b>	<b>0</b>	<b>32,768,938</b>
<u>FEDERAL FUNDS</u>									
FTE	4.29	0.00	0.00	0.00	5.17	4.09	0.00	8.89	22.44
<b>Total Federal Funds</b>	<b>425,000</b>	<b>0</b>	<b>0</b>	<b>1,000</b>	<b>370,000</b>	<b>315,000</b>	<b>0</b>	<b>3,114,000</b>	<b>4,225,000</b>
<b>Total Expenditures</b>	<b>15,759,981</b>	<b>6,975</b>	<b>236,604</b>	<b>3,589,210</b>	<b>4,767,834</b>	<b>5,277,640</b>	<b>4,241,694</b>	<b>3,114,000</b>	<b>36,993,938</b>
<u>Fund Sources</u>									
General Funds	9,169,914	2,475	0	2,370,105	2,832,500	3,374,215	1,825,785	0	19,574,994
Cash Funds*	6,165,067	4,500	236,604	1,218,105	1,565,334	1,588,425	2,415,909	0	13,193,944
Federal Funds	425,000	0	0	1,000	370,000	315,000	0	3,114,000	4,225,000
<b>Total Funds</b>	<b>15,759,981</b>	<b>6,975</b>	<b>236,604</b>	<b>3,589,210</b>	<b>4,767,834</b>	<b>5,277,640</b>	<b>4,241,694</b>	<b>3,114,000</b>	<b>36,993,938</b>

\*\$30,000 budgeted in Program 830 for NeSIS Project

**PRELIMINARY**

<b>NEBRASKA STATE COLLEGE SYSTEM OFFICE 2010-11 OPERATING BUDGET</b>			
<b>PERSONAL SERVICES</b>	<b>GENERAL FUNDS</b>	<b>REVOLVING FUNDS</b>	<b>TOTAL</b>
Professional FTE	6.625		6.625
Salaries	744,564		744,564
Benefits	179,674		179,674
Sub-Total	924,238		924,238
Support Staff FTE	2		2
Salaries	79,846		79,846
Benefits	32,692		32,692
Sub-Total	112,538		112,538
Total Personal Serv	1,036,776	0	1,036,776
Total Operating Exp	240,876	0	240,876
Total Travel	65,000	5,400	70,400
Total Capital Outlay	20,500	0	20,500
<b>TOTAL</b>	<b>1,363,152</b>	<b>5,400</b>	<b>1,368,552</b>

**PRELIMINARY MARKETING INITIATIVES**

<b>New Funds for 2010-11</b>	<b>\$154,787</b>
Advertising*	\$67,500
Scholarship Promo	\$59,200
Print Materials	\$27,800

\*Includes TV, Radio & Print and related advertising expenses

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Approve the Preliminary 2010-2011 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

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The Colleges have submitted their preliminary revenue bond operating budgets for the 2010-2011 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	210%
Peru	238%
Wayne	231%

Approval of these preliminary budgets will authorize the Colleges' appropriations to be revised to the "Operations/Maintenance Total" level for 2010-2011, which will include increases from the initial distribution of funds for Peru and Wayne as follows:

Peru State	21,696
Wayne State	186,222

This increase reflects the Colleges' actual revenue bond budgets as compared to an appropriation level that is set at the beginning of a biennium. The Board has the authority to adjust the appropriation level based on the revenue bond operating budgets.



NEBRASKA STATE COLLEGE SYSTEM  
2010-11 REVENUE BOND OPERATIONS BUDGET

6/3/2010

CHADRON STATE COLLEGE

\*\*\*PRELIMINARY BUDGET\*\*\*

	<i><b>Budgeted FY 2011</b></i>
<b><u>Revenues:</u></b>	
Dormitory Rentals	\$2,199,000
Apartment/House Rentals	\$155,000
Facilities Rentals	\$25,000
Food Service Contracts	1,951,000
Food Service Commissions	340,000
Facilities Fees*	620,000
Bookstore Commissions	145,000
Trustee Investment/Interest Income	12,000
Other Income	125,000
<b>Total Revenues</b>	<b><u>\$5,572,000</u></b>
<b><u>Expenditures:</u></b>	
Salaries and Benefits	\$1,510,000
Utilities	560,000
Insurance	30,000
Equipment & Furnishings	10,000
Capital Outlay	10,000
Telephone/Cable T.V & Internet Services	165,000
Supplies	215,000
Repairs and Maintenance	100,000
Other Operating Expenses	50,000
Subtotal - Operations and Maintenance	<b><u>\$2,650,000</u></b>
Food Service Payments	1,670,000
Debt Service	595,483
Total Expenditures	<b><u>\$4,915,483</u></b>
<b><i>Available for Distribution</i></b> to Subsidiary Funds	<b><u><u>\$656,517</u></u></b>
<b><i>Debt Service Coverage Ratio</i></b>	<b>210.25%</b>

June 3, 2010

**NEBRASKA STATE COLLEGE SYSTEM  
2010-11 REVENUE BOND OPERATIONS BUDGET**

**PERU STATE COLLEGE**

**\*\*\*PRELIMINARY BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>BUDGET FY 2011</b>
Residence Hall/Dormitory Rentals	999,071
Apartment/House Rentals	64,297
Facilities Rentals	45,684
Food Service Contracts	903,972
Food Service Commissions	28,861
Facilities Fees	195,741
Bookstore Commissions/Income	35,000
Trustee Investment/Interest Income	32,495
Parking Fees/Fines	8,700
Other	47,374
<b>TOTAL REVENUE</b>	<b>2,361,195</b>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	311,976
Utilities	286,425
Insurance	30,500
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	57,100
Supplies	85,656
Repairs and Maintenance	36,598
Other Operating Expenses	45,054
<b>Operations/Maintenance Total *</b>	<b>853,309</b>
Food Service Payments	918,769
Debt Service	247,423
<b>TOTAL EXPENSES</b>	<b>2,019,501</b>
<b>Available for Distribution to Subsidiary Funds</b>	<b>341,694</b>

**DEBT SERVICE COVERAGE RATIO** **238.10%**

June 3, 2010

**NEBRASKA STATE COLLEGE SYSTEM  
2010-11 REVENUE BOND OPERATIONS BUDGET**

**WAYNE STATE COLLEGE**

**\*\*\*PRELIMINARY BUDGET\*\*\***

<b>REVENUE SOURCE</b>	<b>PROPOSED BUDGET FY11</b>
Residence Hall/Dormitory Rentals	3,041,161
Apartment/House Rentals	0
Facilities Rentals	0
Food Service Contracts	3,750,000
Food Service Commissions	50,000
Facilities Fees	1,047,750
Bookstore Commissions/Income	150,500
Trustee Investment/Interest Income	58,000
Parking Fees/Fines	90,000
Other	120,000
<b>TOTAL REVENUE</b>	<b>8,307,411</b>

**EXPENDITURES AND DEBT SERVICE**

Salaries and Benefits	2,345,680
Utilities	1,027,927
Insurance	50,000
Equipment & Furnishings	95,000
Capital Outlay	50,000
Telephone/Cable Television/Internet	300,000
Supplies	280,000
Repairs and Maintenance	135,000
Other Operating Expenses	174,471
<b>Operations/Maintenance Total</b>	<b>4,458,078</b>
Food Service Payments	2,162,043
Debt Service	731,480
<b>TOTAL EXPENSES</b>	<b>7,351,601</b>
<b>Available for Distribution to Subsidiary Funds</b>	<b>955,810</b>

**DEBT SERVICE COVERAGE RATIO** **230.67%**

## Fiscal, Facilities & Audit Committee

Cap Peterson, Chair  
 Bill Roskens  
 Trevor Dietrich

June 3, 2010

### ACTION: **Approve Biennium Budget Requests for 2011-2013 Biennium**

Priority: Financial Strength of the System

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

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
 g. Continually find ways to stretch limited resources as far as possible  
 i. Ensure that plans for resource allocation support the system and institutional priorities

### Operating Budget Requests

The Colleges and the System Office have prepared their respective State General Fund operating budget requests for the 2011-13 biennium as indicated below. The requests will be submitted to the Coordinating Commission in August and to the Governor and the Legislature in September. Minor adjustments to amounts may occur as requests are prepared in accordance with instructions from the Governor's office.

2010-11 Base	2011-12 Request	2012-13 Request
\$45,369,972	\$47,615,183	\$48,941,757

The requests were prepared using the guidelines approved by the Board in March with two significant adjustment in response to challenging economic conditions. The information provided here reflects the elimination of the Strategic Initiatives from the NSCS request and a reduction in the increase requested for Other Operating Costs from 3% per year to 0% in the first year and 2% in the second year of the biennium.

Core Needs include:

	2011-12	2012-13
Health insurance rate request	10%	10%
Utilities increases	9%	9%
DAS rate adjustments	rates not yet available	
Other operating increases, exclusive of utilities and DAS rate changes	0%	2%
LB1100 depreciation	1%	1%
New Building opening costs	actual	actual

The total operating increase request is \$2,245,211 in 2011-12 and an additional \$1,326,574 in 2012-13, for a cumulative increase over the biennium of \$3,571,785, not including DAS increases which are yet to be determined.

3.6.-2

**Capital Construction Budget Requests & Priorities**

With guidance from the Board, the Colleges have prepared capital construction requests for the 2011-2013 biennium. The capital request formally includes three parts: reaffirmations of projects with funding already underway, new capital projects being requested through the appropriations process, and projects being requested through the Task Force for Building Renewal (309 Task Force). The requests to the state will include matching funds from Capital Improvement fees; the LB605 bond repayment (\$1,125,000/FY12, \$1,125,000/FY13); and may include a percentage of some projects with the 309 Task Force.

Reaffirmation includes:

	FY12	FY13	Future
LB 605 (2006) bond repayment	1,125,000	1,125,000	7,875,000
Total Reaffirmation	1,125,000	1,125,000	7,875,000

New Requests include:

WSC Carhart Science/Renov/Add	16,047,198	0	0
CSC Armstrong Renovation/Add	0	13,702,750	0
CSC Rangeland Center Ag Classroom /Lab/Arena	3,696,470	0	0
PSC Rec Facilities Improve. Planning	30,000	30,000	n/a
PSC Biomass Energy Center	1,200,000	2,632,000	0
WSC U.S. Conn Library Planning	150,000	0	n/a
Total New Appropriation Requests	21,123,668	16,364,750	0

**Nebraska State College System  
2011-2013 Biennium Capital Construction  
Request Prioritization**

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

Priority

- 1 Fire/Life Safety – Class 1
- 2 Deferred Repair – Class 1
- 3 ADA – Class 1
- 4 Energy Conservation – Class 1
- 5 Carhart Science Renovation/Addition (WSC)
- 6 Armstrong Renovation/Addition (CSC)
- 7 Rangeland Agricultural Center (CSC)
- 8 Rec Facilities Improvements Planning (PSC)
- 9 Biomass Energy Center (PSC)
- 10 U.S. Conn Library Planning (WSC)
- 11 Fire/Life Safety – Class 2
- 12 Deferred Repair – Class 2
- 13 ADA – Class 2
- 14 Energy Conservation – Class 2

**LB 309 Building Renewal Budget Requests**

Task Force for Building Renewal include:

	FY2011-12	FY2012-13	Future
Fire/Life Safety – Class 1	17,808,098		
Deferred Repairs – Class 1	5,321,130		
Energy Conservation – Class 1	2,159,000		
ADA – Class 1	406,300		
Fire/Life Safety – Class 2		1,265,500	
Deferred Repairs – Class 2		5,076,633	
Energy Conservation – Class 2		0	
ADA – Class 2		0	

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Approve the Requests to Write-Off Specific Uncollectible Student Accounts as Submitted by the State Colleges**

Priority: Financial Strength of the System

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

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

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Board Policy #6008 provides for the write-off of bad debts. At the end of each fiscal year, the Colleges review the status of their student accounts and determine which are uncollectible. The criteria adopted by the Board for writing off uncollectible accounts require that accounts be over two years old and that the institution exhaust all reimbursement means, including turning the unpaid accounts over to a collection agency.

The following "bad debt" designations are submitted to the Board for authorization to cancel as uncollectible accounts:

Chadron State College

Cash Fund Accounts (Tuition and Fees)	\$51,147.46
Revenue Bond Accounts	<u>18,509.61</u>
	\$69,657.07

Peru State College

Cash Fund Accounts (Tuition and Fees)	\$59,986.68
Other Fund Accounts	1,715.25
Revenue Bond Accounts	<u>35,243.22</u>
	\$96,945.15

Wayne State College

Cash Fund Accounts (Tuition and Fees)	\$46,120.40
Other Fund Accounts	1,333.75
Revenue Bond Accounts	<u>35,721.12</u>
	\$83,175.27

Write-offs have historically been brought forward at the September board meeting each year; however, with the implementation of NeSIS, the Colleges requested early approval this year in order to "clean up" as many accounts as possible prior to the conversion. The write-offs are higher this year due to that extra effort to cleanup old accounts.

### 3.7.-2

Following is a summary of write off amounts for the past 7 years:

	<u>CSC</u>	<u>PSC</u>	<u>WSC</u>	<u>NSCS Total</u>
2004	15,077	32,437	13,179	60,693
2005	18,509	30,227	33,627	71,363
2006	22,199	31,675	23,147	77,021
2007	45,221	32,855	30,166	108,242
2008	66,009	35,064	39,488	140,561
2009	65,938	36,932	14,942	117,812
2010	69,657	96,945	83,175	249,777

Official approval by the Board is required by the auditing agencies before they can "recognize" the written-off accounts. The NSCS Office has received detailed information on each past due account. Due to privacy regulations, the detailed information is not published but is available to Board members upon request.





## Fiscal, Facilities & Audit Committee

Cap Peterson, Chair  
 Bill Roskens  
 Trevor Dietrich

June 3, 2010

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### **ACTION: Appoint Architect Selection Committee for Agriculture Lab/Arena at Chadron State and Authorize Chancellor to Sign Professional Services Contract**

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 requires that the College President recommend the membership of the Architect Selection Committee to the Board of Trustees for approval. Members of the committee will include the Chair of the Fiscal, Facilities & Audit Subcommittee; another board member; the Vice Chancellor for Finance and Administration; the Vice Chancellor for Facilities, Planning, and Information Technology; and appropriate campus personnel as determined 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. If the project is state-funded, a representative of the State Building Division shall also serve on the selection committee.

It is anticipated that the Agriculture Lab/Arena Project will be funded through The Nebraska Environmental Trust and Chadron State Foundation.

The System Office and Chadron State recommend the following individuals be appointed to the Architect Selection Committee for the Agriculture Lab/Arena project. The architect will be asked to provide schematic designs, design development and construction documents and construction administration.

#### Committee Members

Cap Peterson, Chair, Fiscal & Facilities Committee, Board of Trustees

Larry Teahon, Chair, Board of Trustees

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

Carolyn Murphy, Vice Chancellor for Finance and Administration, NSCS

Janie Park, President, WSC

Dale Grant, Vice President Administration and Finance, CSC

Gary White, Dean of School of Business, Entrepreneurship, Applied and Mathematical Sciences, and Science, CSC

Blair Brennan, Physical Facilities Coordinator, CSC

Chuck Butterfield, Professor, Agriculture Department, CSC

TBD, State Building Division Representative

After the Architect Selection Committee interviews candidates for the Agriculture Lab/Arena Project, the Professional Services Agreement will be negotiated with the selected individual/firm. Chadron State requests authorization for the Chancellor to sign the professional services Agreement for the Rangeland Agriculture Center and Pavilion project, after his review of the reasonableness of the contract amount.

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Approve Artist and Sculpture for 1% Art Project for Sparks Hall and Administration Building Renovation Projects at Chadron State College**

Priority: Financial Strength of the System  
Goal: 3. Strengthen fiscal, environmental, technological and physical resources  
Strategy: j. Maintain facilities and improve physical environment

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Nebraska law provides for the set aside of one percent (1%) of original construction cost of certain capital construction projects to be used for the acquisition of works of art. Chadron In consultation with the Nebraska Arts Council has advertised in four newspapers and mailed an RFP to a list of sculptors requesting a one percent for the arts sculpture proposal. The Sparks Hall renovation budget allows for \$20,000 for art and the Administration Building renovation budget allows for \$40,000 for art. The budget allowances for these projects will be combined for the 1% art project. Chadron State requests approval for the purchase of a sculpture from David Alan Clark Sculpture to be placed on the plaza between the Administration Building and Sparks Hall.

The specifications and an image of the sculpture are attached.

March 2, 2010

Kathy Stokey  
Chadron State College

Dear Ms. Stokey -  
To address your questions, in order:

**Size of the sculpture:** The human figures, if they were standing, are about 5 feet tall. The entire composition would then be roughly 7 feet tall, excluding any base or pedestal.

In order to maximize the size of your sculpture, I have not included the pedestal or lighting in my cost projections. Building the pedestal would be the college's responsibility, although I would be happy to assist with design and engineering.

**Pedestal:** Until I visit the site and talk with you further, I can only guess at what you want here. Mounting the sculpture on a slight pedestal would give it two things: it would protect it from vehicles, splashes and snow clearing apparatus; and it would enhance its visibility.

One suggestion is putting the sculpture on a pedestal about 20" tall, the edge of which could also serve as additional seating in the plaza.

If mischief is a concern, a higher pedestal would put it out of reach of casual climbers while increasing its aspirational impact because you would have to raise your head even higher to see it all.

**Lighting:** Again, there are two options. You could have a floodlight mounted at the center of the composition, which would when lit look as if the composition were a torch - one of the visual allegories of the learning process.

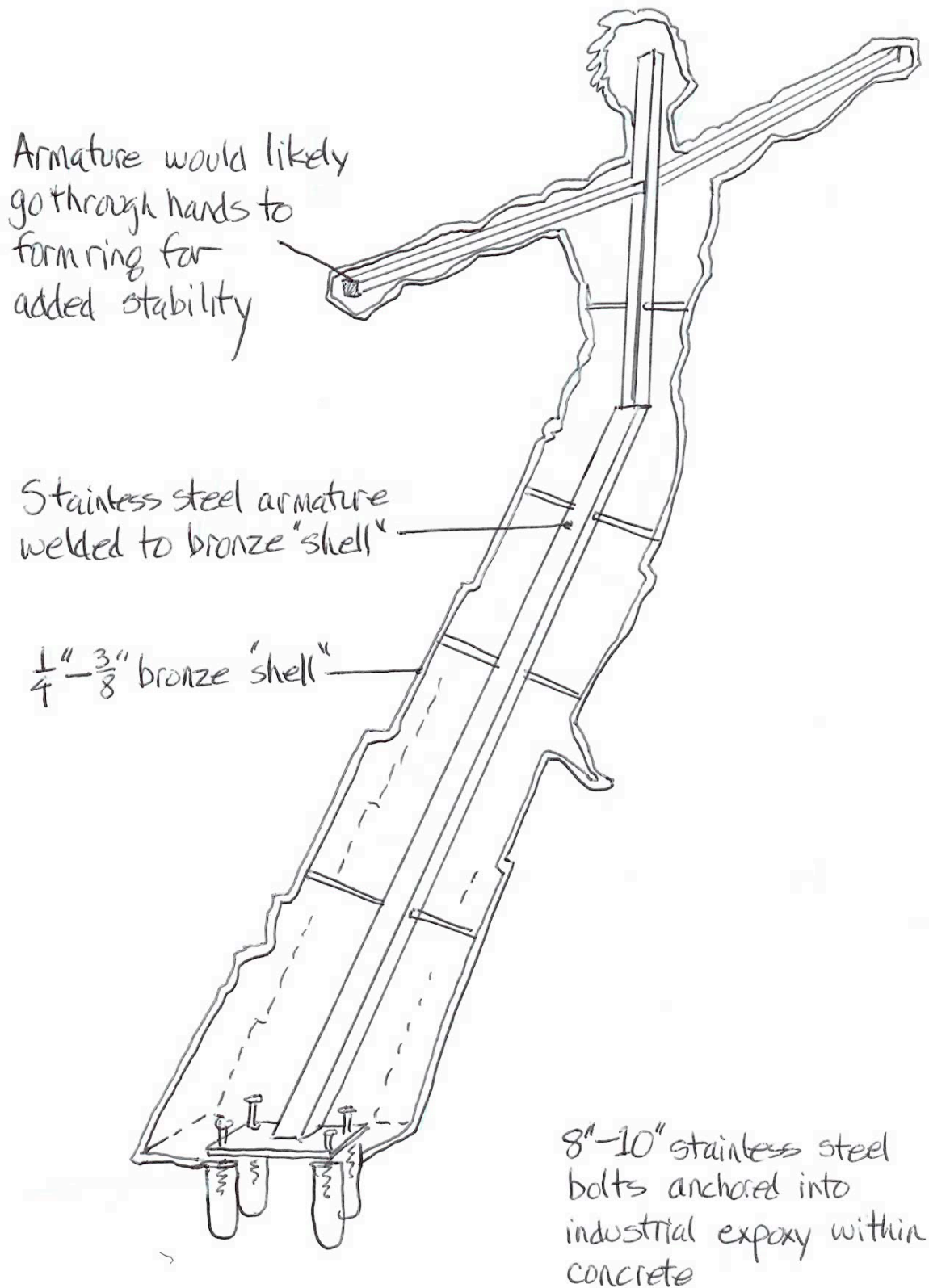
The other option would be to have several lights surrounding it, which would bathe the entire composition in light and make it clearly discernible from a distance. (see photos in this email)

**Weight:** The total weight of the three figures and supports would be from 800 to 1000 pounds. Bronze sculptures are hollow, with a stainless steel armature inside, so they don't weigh as much as they seem to.

**Installation Specifics:** Delivery would be by flatbed truck from my foundry here in Lander. The foundry is bonded and insured, and would provide all equipment for the installation with the exception of any crane or forklift needed for lifting the sculptures into place.

Bronze monuments are secured in place by drilling holes into the concrete, injecting industrial-strength epoxy into the holes, then inserting 8-10 inch stainless steel bolts through a flange plate built into each sculpture's stainless steel 'skeleton.' (see sketch on next page)

DAVID ALAN CLARK SCULPTURE





**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Authorize the Chancellor to Sign the Following Summer Project Contracts for Chadron State**

**Math/Science Building Re-Roof**  
**Math Science Building Lighting Improvements**  
**Kline Building Demolition**  
**High Rise Window Replacement**

**Consultant Contracts**  
**Veteran/Military Recruitment**  
**Assessment Software**

Priority: Financial Strength of the System

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

5. Secure public and private funding sources

Strategies: j. Maintain facilities and improve physical environment

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We anticipated that the above mentioned projects will go out for bid within the next month and expect them to be completed during the summer months. In order to expedite the projects, Chadron respectfully asks for approval to have the Chancellor be given authority to sign the contracts after careful review.

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Approve the Use of Up to \$115,000 of Capital Improvement Fee Funds for the Following Projects**

<b>Wayne</b>	<b>Art Gallery Shades, Blinds, Walls</b>	<b>\$ 30,000</b>
	<b>Stadium Construction and Fire</b>	
	<b>Marshall Recommendations</b>	<b><u>\$ 85,000</u></b>
	<b>TOTAL</b>	<b>\$115,000</b>

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

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Wayne State requests use of capital improvement fee funds for the following projects:

Capital Improvement Fee Funds Use		
Building	Project	Requested Amount
Art Gallery	shades, blinds, walls and leveling of floor	\$30,000
Stadium	contract contingency for construction	\$15,000
Stadium	portion of State Fire Marshall's code recommendations (widening the aisles, installing 'P' rails, widening stairs)	\$50,000
Stadium	portion of State Fire Marshall's code recommendations (widening the aisles, installing 'P' rails, widening stairs)	\$20,000
<b>TOTAL</b>		<b>\$115,000</b>

The System Office recommends the approval of these requests.



**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Authorize the Following Reallocation of Contingency Maintenance Funds for Wayne State:**

From:  
Resolution 2009                      \$165,000.00   #5   Rec Center Roof

To:  
Resolution 2010                      \$165,000.00   #1   Anderson Hall Roof

Priority: Financial Strength of the System

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

Strategy    j.   Maintain facilities and improve physical environment

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Wayne State has determined that the roof on Anderson Hall is in dire need of repair and the roof on the Rec Center can wait to be repaired until 2011. Therefore, WSC seeks use of the funds allocated for the Rec Center roof be reallocated for the Anderson Hall roof.

The System Office and WSC recommend approval of the authorization to reallocate the above noted contingency maintenance funds.

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair  
Bill Roskens  
Trevor Dietrich*

June 3, 2010

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**ACTION: Accept Substantial Completion for Carhart Science Phase I Project at Wayne State**

Priority: Financial Strength of the System

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

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

Members of the following group inspected Carhart Science at Wayne State on May 10, 2010 and determined that the project had reached substantial completion.

Cap Peterson, Chair, Fiscal, Facilities & Audit Committee, Board of Trustees  
Bill Roskens, Member, Fiscal, Facilities & Audit Committee, Board of Trustees  
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS Office  
Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS Office  
Rick Collings, President, WSC  
Mac Taylor, Vice President for Administration & Finance, WSC  
Bob McCue, Vice President for Academic Affairs, WSC  
Chad Altwine, Director of Facilities Services, WSC  
Nick Hanna, The Clark Enersen Partners  
Bill Beckenhauer, Beckenhauer Construction  
Steve Hotovy, LB 309 Task Force for Building Renewal

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION:      Adopt Resolution to Select Construction Manager at Risk Contract Delivery System as Option for Pile Hall Renovation at Wayne State College**

Priority: Financial Strength of the System

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

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Board Policy 8071 requires that the Board adopt a resolution identifying the project delivery system for all design-build contract and construction management at risk contract projects at the colleges. The resolution to be adopted is attached.

3.15.-2

**NEBRASKA STATE COLLEGE SYSTEM  
RESOLUTION**

WHEREAS, the Board of Trustees of the Nebraska State Colleges is required to follow the procedures established by the Political Subdivisions Construction Alternatives Act (Neb. Rev. Stat. §13-2901 through §13-2913) in its decision to solicit and execute a design-build contract or construction management at risk contract for capital construction projects; and

WHEREAS, the procedures outlined in the Nebraska Political Subdivisions Construction Alternatives Act and the Board of Trustees of the Nebraska State Colleges Policy 8071 require the Board of Trustees to adopt a resolution selecting the design-build contract or construction management at risk contract delivery system; and

WHEREAS, the project delivery system for a design-build contract requires the design and construction contracts to be combined into one contract with a single point of responsibility; the criteria for selection include qualifications and project approach, not construct costs or design; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid; and

WHEREAS, the project delivery system for a construction management at risk contract requires the design and construction contracts be separated; the criteria for selection includes qualifications, project approach and construction manager fee; the reimbursement option may be other than low bid option and is typically negotiated with fixed price, cost plus fee, or guarantee of maximum; and the Board may require subcontracts to be competitively bid;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Nebraska State Colleges that the construction management at risk contract delivery system be adopted as one option for the Pile Hall Renovation Project at Wayne State College, dependent upon project need.

Approved this 3<sup>rd</sup> day of June, 2010.

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Chair, Board of Trustees

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Chancellor, Nebraska State  
College System

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: Appoint Construction Manager Selection Committee for Pile Hall Renovation Project at Wayne State College and Authorize Chancellor to Sign the Professional Services Contract**

Priority: Financial Strength of the System

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

---

The following committee is appointed to select the construction manager for the Pile Hall Renovation project, according to Board Policy 8071. The policy requires that the construction management at risk contract have a construction manager selected by a committee of Board of Trustees, System and College staff, an engineer and a community member.

**Committee Members**

Cap Peterson, Chair, Fiscal, Facilities & Audit Committee, Board of Trustees  
Bill Roskens, Member, Fiscal, Facilities & Committee, Board of Trustees  
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS  
Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS  
TBD, Vice President for Administration & Finance, WSC  
Jeff Carstens, Vice President Dean of Students, WSC  
Chad Altwine, Director of Facility Services, WSC  
Lowell Johnson, City Administrator, Wayne  
BVH Representative, Architect Consultant

After the Construction Manager at Risk Selection Committee interviews for the Pile Hall Renovation Project, the Professional Services Agreement will be negotiated with the top candidate. Wayne State requests authorization for the Chancellor to sign the professional services Agreement for the Pile Hall Renovation project, after his review of the reasonableness of the contract amount.

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: First & Final Round Approval of Changes to Board Policy 2101; Reports from 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 System Office recommends approval of the changes to Board Policy 2101. Policy 2101 lists many different reports that the College Presidents are required to submit to the Board. The language has been updated to better reflect current practice and expectations related to Board reporting.

Reports on budgetary spending have been moved to Policy 6011 General Operations Financial Reports. Attached is a copy of Board Policy 2101.

### 3.17.-2

## GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 2101**

**Reports from CampusesColleges**

**Page 1 of 2**

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### BOARD POLICY

To assist the Board with its oversight responsibilities, each campusCollege shall submit reports in accordance with the procedures below.

### PROCEDURE

Reports of the College Presidents are due in the System Office, and at Board meetings, in accordance with the following schedule:

1. Enrollment Report
  - a. The first Board meeting after completion of the fall, spring, and summer session respectively. These will be final figures.
  - b. Copies of any enrollment reports submitted to state or national groups will be due in the System Office immediately upon completion or submission.
2. Dormitory Occupancy/Income Potential Report
  - ~~a. Estimated reports for fall, spring, and summer sessions respectively for the current fiscal year will be submitted at the first Board meeting after October 1.~~
  - ab. Estimated reports for fall, spring, and summer sessions respectively for the next fiscal year will be submitted at the first Board meeting after February 1.
  - be. Final reports at the first Board meeting after completion of the fall, spring, and summer sessions respectively.
3. Instructional Load Report
  - a. The first meeting after completion of the fall, spring, and summer sessions respectively. These will be final figures.
  - b. Copies of interim instructional load reports submitted to state or national groups will be due in the System Office immediately upon completion or submission.
- ~~4. Report on budgetary spending according to the following schedule:
  - ~~a. July 1 to December 31; first Board meeting after January 1.~~
  - ~~b. January 1 to June 30; first Board meeting after July 1.~~~~
- ~~5. Presidents' reports shall quarterly include a statement showing progress of the various construction and renovation projects.~~
46. Reports submitted to accreditation agencies and final reports resulting from accrediting agency review.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEMPOLICY: 2101 Reports from ~~Campuses~~Colleges

Page 2 of 2

~~57.~~ Reports on salaries and salary changes

~~In the annual reports recommending salary changes, there shall be listed for each person, the previous year's salary as well as the recommended salary, and a notation as to whether the salary is for twelve months or less. The report should be organized by program and sub program. Employees shall be listed along with payroll classification, class title and position status as recorded by DAS Accounting on the Nebraska Employee Information System (NEIS).~~

~~a. Report of personnel actions are due to the System Office on the date board materials are due prior to each board meeting.~~

~~b. Report of annual salary for each employee are due to the System Office on the date board materials are due prior to the June board meeting. The report shall include for each position, the individual occupying that position, position FTE, the previous year's salary, as well as the recommended salary, and a notation as to the term of the appointment.~~

~~c. Report of annual salary for each employee from College Foundations are due to the System Office on the date board materials are due for the board meeting prior to the beginning of the Foundations' fiscal year.~~

68. Copies of all IPEDS report(s) are due to the System Office immediately upon completion or submission.

~~Official minutes of meetings of the faculty/staff associations and for the governing body of the college, and/or faculty/staff collective bargaining units and student government associations shall be submitted to the System Office.~~

~~79.~~ Copies of reports of an institutional nature submitted to local, state, or national organizations should be submitted to the System Office, and reported to appropriate subcommittees of the Board immediately upon completion or submission.8.40. The Board, through the System Office, may require other recurring or special reports from the ~~College~~ Presidents.

Legal Reference:	<u>RRS 85-301</u>	<u>State Colleges; official names; board of trustees; appointment; traveling expenses</u>
	<u>RRS 85-304</u>	<u>Board of Trustees; powers, enumerated</u>
	<u>RRS 85-306</u>	<u>State Colleges; presidents; duties</u>

Policy Adopted: 6/5/93

Policy Effective: 7/1/10 Approved: 6/3/10



**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: First & Final Round Approval of Changes to Board Policy 6002; Basis for Accounting; Structure and Classification**

Priority: Financial Strength of the System

Goal: 4. Improve efficiency of operations

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

---

The System Office recommends approval of the changes to Board Policy 6002. The policy is being revised to better reflect the current basis for accounting and financial statement preparation and to reflect changes related to SAP implementation. Attached is a copy of Board Policy 6002.

3.18.-2

**FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 6002 Basis for Accounting;  
Structure and Classification**

**Page 1 of 1**

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**BOARD POLICY**

~~The structure and classification of income and expenditures will conform to that outlined by the Department of Administrative Services, Accounting Division. The Colleges and System Office shall recognize financial accounting principles and fund classes, as recommended by the Governmental Accounting Standards Board (GASB).~~

Financial statements shall be prepared in accordance with generally accepted accounting principles applicable to public colleges as recommended by the Governmental Accounting Standards Board (GASB). The College and System Office financial statements shall be consolidated into one comprehensive financial statement with component unit information included as appropriate.

For official financial statement reporting purposes, ~~receipts and expenditures are~~financial activity is to be accounted for ~~by use of codings defined by the DAS Accounting Division within the~~ Board-approved financial enterprise system with receipts and expenditures provided to the Department of Administrative Service's Accounting System.

Real property will be accounted for at cost. Gifts of real or personal property will be accounted for at fair market value at the time received.

Depreciation will be recorded in accordance with GASB policies and as described in Policy 7002.

Legal Reference: ~~RRS 81-1110.01~~ ~~Accounting Division; Purpose~~  
RRS 85-303 Board of Trustees; Secretary; Duties; Annual Report  
RRS 85-316 State Colleges; Funds; Contingencies

Policy Adopted: 1/28/77

Policy Revised: 3/11/94

Policy Revised: 5/21/01

Policy Effective: 7/1/10 Approved: 6/3/10

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

---

**ACTION: First & Final Round Approval of Changes to Board Policy 6004; Cash Funds; Source and Use**

Priority: Financial Strength of the System

Goal: 4. Improve efficiency of operations

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

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The System Office recommends approval of the changes to Board Policy 6004. The policy is being revised to reflect the addition of the online rate as well as to clarify cash handling procedures. Attached is a copy of Board Policy 6004.

3.19.-2

FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 6004

Cash Funds; Source and Use

Page 1 of 1

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BOARD POLICY

The Board will adopt a tuition/fee schedule each spring for the following fiscal year. The ~~State~~ Colleges are authorized to collect those fees and tuition from students, as well as other cash funds received in connection with the operations of the college. A record shall be kept by each ~~e~~College separating such money into individual accounts for ~~undergraduate/graduate resident tuition, non resident tuition, off campus tuition and fees.~~undergraduate, graduate, resident, non-resident, off-campus and online tuition and fees.

All money shall become available when appropriated by the Legislature for the use of the ~~State~~ Colleges and shall, at all times, be subject to the orders of the Board accordingly. No warrant shall be issued against such funds unless there is money in the hands of the State Treasurer to pay the same. The Board shall cause all money belonging to these funds, which are received under the authority delegated to the ~~state e~~College administration, to be paid over to the State Treasurer to be placed to the credit of each institution's Cash Fund, except that each college may retain in its possession a sum, not to exceed fifty thousand dollars (\$50,000), to make settlement and equitable adjustments with students so entitled, to make payments for day-to-day operations calling for immediate payment, and to provide for contingencies. All such funds shall be maintained in an interest-bearing account such as a money market fund account.

As cash funds are collected by the ~~e~~Colleges, they shall generally be deposited each business day in federally-insured banks until such time that a transfer is made to the State Treasurer. All short-term deposits shall be placed into interest-bearing accounts such as money market funds. ~~No large sums of cash funds shall be kept at the eColleges overnight.~~ Any cash funds received after the deposit shall be locked in a college-designated location.

Legal Reference: RRS 84-602 State Treasurer; Duties  
RRS 85-307 State Colleges; President; Collection of fees  
RRS 85-311 State Colleges; Matriculation fee; Institutional cash fund  
RRS 85-316 State Colleges; Funds; Contingencies; Disbursements; Travel Expense  
RRS 85-501 State Educational Institutions; Non-resident fees

Policy Adopted: 3/11/94

Policy Revised: 8/29/97

Policy Revised: 2/2/06

Policy Effective: 7/1/10 Approved: 6/3/10

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: First & Final Round Approval of Changes to Board Policy 6011; General Operations Financial Reports**

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

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The System Office recommends approval of the changes to Board Policy 6011. The policy is updated to better reflect current reports provided to the Board and to include timelines for submission. Attached is a copy of Board Policy 6011.

## FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 6011

General Operations Financial Reports

Page 1 of 1

## BOARD POLICY

The following reports of the Presidents will be submitted to the Chancellor and System Office in the format established by the System Office:

1. Six-month and annual revenue/expenditure financial reports (fund accounting format) are due to the System Office on the date materials are due for the September and March/April board meetings;
2. Six-month and annual expenditure reports; annual reports will include information on FTEs employed, by employee group and by program, including salary and fringe benefits expended are due to the System Office on the date materials are due for the September and March/April board meetings;
- ~~3.~~ Annual salary recommendations for each employee;
- ~~34.~~ Annual report on student financial aid expenditures, including both state and non-state funds are due to the System Office by no later than October 15; ~~(DAS supplemental forms); and~~
- ~~45.~~ Annual report on expenditures per FTE student are due to the System Office by no later than October 15; ~~(DAS supplemental forms);~~
- ~~56.~~ Report ~~prior to each board meeting~~ on grant applications and awards of funds from non-state revenues are due to the System Office on the date board materials are due prior to each board meeting;
- ~~67.~~ Annual report on each college's financial condition, using financial ratios that provide useful analytical indicators for higher education institutions are due to the System Office as soon as possible after completion from the State Auditor's Office; ~~(Annual Audit MD&A report).~~
7. Report on budgetary spending according to the following schedule; and
  - a. July 1 to December 31; first Board meeting after January 15.
  - b. January 1 to June 30; first Board meeting after July 15.
8. Quarterly physical plant reports and capital construction reports showing progress of the various construction and renovation projects are due to the System Office on the date board materials are due for the September, October/November, March/April and June board meetings.

Legal Reference: RRS 85-301 State Colleges; official names; board of trustees; appointment; traveling expenses  
RRS 85-304 Board of Trustees; powers, enumerated  
RRS 85-306 State Colleges; presidents; duties

Policy Adopted: 3/11/94

Policy Revised: 9/15/06

Policy Revised: 4/13/07

Policy Effective: 7/1/10 Approved: 6/3/10

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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

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

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The System Office recommends approval of the changes to Board Policy 7002. The policy is being revised to reflect changes in business practices related to the NSCS implementation of the fixed assets module in SAP. Key changes include the depreciation method as well as changing the method of accounting for library books and artwork to “expensed” as opposed to “capital” purchases. Attached is a copy of Board Policy 7002.

3.21.-2

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

BOARD POLICY

Asset -- Type and Classification

		Expected Life *
1.	Land	--
2.	Buildings	
	a. Major Buildings and Structures	50 years
	b. Minor Buildings and Structures	25 years
	c. Building Improvements	20 years
3.	Improvements Other Than Buildings	
	a. Utility Generation and Distribution Systems	30 years
	b. Telephone and Data Cabling	10 years
	c. Fences	10 years
	d. Landscaping Improvements	20 years
	e. Digital or lighted signs	10 years
	f. Roads	50 years
4.	Equipment	
	a. All Equipment Not Specifically Defined in Other Classifications	10 years
	b. Autos, Vans, and Passenger Vehicles	3 years
	c. Trucks, Busses, and Cargo Vehicles	8 years
	d. Computer Equipment	3 years
	e. Miscellaneous Educational Materials Stored on Computer-related Equipment/Devices	3 years
	f. <del>Library Holdings</del>	<del>5 years</del>
	g. Specimens, Collections, etc.	--
	h. Leases	--
	i. Office Furnishings	7 years
5.	Construction Work in Progress	--

(\*"Expected Life" is a reference to the depreciable life of an asset. A fixed asset, which has been capitalized, shall remain in the College's capital asset accounts net of accumulated depreciation.)

Depreciation Method

The depreciation method used will be straight-line ~~beginning with the month of purchase, with one-half of one year's depreciation to be taken in the first and last year of the asset's life, regardless of the purchase date.~~

1. Land

Land will be capitalized at acquisition cost including assessments, commissions, legal and recording fees; draining, filling, other site preparation costs; judgments levied from damage suits; and demolition cost of structures on land acquired as building sites. Land acquired by gift will be capitalized at fair market value at time of acquisition. Acquisition cost of property, which includes structures not to be razed, will be allocated between land and buildings based on appraised values.



**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 7002****Capitalization; Definitions and Classifications****Page 2 of 7**

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**2. Buildings****a. Major Buildings and Structures****1) Acquisition by Construction**

Initial capitalization includes initial construction costs of the building structure, including all internal piping, wiring, and permanent fixtures associated with the distribution of utilities within the building. Cost should also include architect fees, inspection fees and permits, bid advertising, any bond issuance costs including capitalized interest, and insurance costs incurred during the construction period. Exclude costs of landscaping, sidewalks, utility tunnels, or furnishings which are to be capitalized in other fixed asset accounts.

**2) Acquisition by Purchase**

Buildings acquired by outright purchase will be capitalized at acquisition cost with proportionate allocation of the purchase price and associated closing costs allocated to land on the basis of current fair market values. Additional costs incurred for the purpose of renovating or modifying the building structure in order to place it in service will also be capitalized.

**3) Building Additions**

Additions are extensions, enlargements, or expansions made to an existing asset. Additions are capitalized because they are considered extraordinary or major alterations. If an addition project exceeds \$100,000, then the project costs should be added to the capitalized value of a building. Any addition project of less than \$100,000 should be charged to expense as long as the cost does not exceed 25% of the building cost before the addition is built. Also, work done on the existing asset to accommodate the addition should be regarded as part of the cost of the addition and capitalized. Examples of additions are extra floor space added to a building, the addition of an air conditioning system to an office, the addition of pollution control devices, the addition of attached ramps, the addition of truck docks, the addition of fire escapes, and other appurtenances.

**4) Improvements and Replacements**

Capital improvements should be distinguished from ordinary repairs that are expenses that maintain the existing asset in normal operating condition and should be expensed immediately. Ordinary repairs are recurring in nature and are normally small relative to the value of the asset; they do not materially add to the use of the asset, and do not substantially extend its operational life. Examples of ordinary repairs include replacing minor parts, janitorial and utility services, and care of grounds.

Improvements and replacements are substitutions of a part of an asset for another. While replacement is the substitution of an asset of basically the same type and performance capabilities, improvement is the substitution of a better asset with superior performance capabilities. Replacements are considered as ordinary repairs and maintenance and are expensed as opposed to capitalized. The example of a replacement expense is replacing

an old carpet with a new one. The replacement will not increase the service life of the building to which the original cost of the old carpet was added. If the work done is an improvement which is a major substitution, and it does increase the value of the asset (e.g., replacement of an old shingle roof with a modern fireproof tile roof), the difference between the replacement cost of the old asset and the new asset should be capitalized.

5) Major Renovations and Remodeling

Major renovation and remodeling will be capitalized if the renovation when viewed as a single project exceeds \$200,000 and the project objective and scope includes modernization of the structure as a whole, and not merely a rearrangement of selective office/classroom areas. In the event a renovation project involves significant razing of the existing structure, an estimate of the cost of initial construction, which was razed, should be removed from the existing building asset valuation.

b. Minor Buildings and Structures

Capitalization and renovation policy would be the same as (a) above, except this classification would consist of any building whose value exceeds ~~\$50,000~~ \$25,000 and is less than \$100,000 and primarily may include of the following: garages, sheds, greenhouses, and shops.

3. **Improvements Other Than Buildings**

It shall be the policy to capitalize all costs of this category which are incurred in conjunction with a major building project even if the amount is less than stated in the succeeding sections of this policy for various classifications of improvements.

The following classifications of improvements will be capitalized:

a. Utility Generation and Distribution System

Includes cost of providing utility generation systems within power plant structures, as well as facilities and equipment for transmission of utilities from one location to another. (Utility Distribution Systems within a building structure, i.e., internal piping and wiring, are capitalized as part of the building cost.) This account includes the installed cost of equipment used in the generation of heat, power, steam, electricity, and cooling; the cost of constructing utility tunnels; as well as any equipment, switchgear, piping, and wiring housed in the tunnels. Includes costs on sanitary and storm sewers, electrical transmission lines and similar type equipment. This does not include telephone and data cabling.

Cost includes actual equipment, related transportation costs and installation costs, as well as any legal or other fees, licenses, surveying, equipment rental, or other such costs incurred in connection with the installation of the facilities. Additions or extensions to existing utility generators and distribution capacity will be capitalized in the year such addition was completed. Utility Generation and Distribution System projects will be capitalized if the project exceeds \$200,000. Repairs and related maintenance of current systems should be charged to expenses.

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 7002 Capitalization; Definitions and Classifications Page 4 of 7**

## b. Telephone and Data Cabling

Includes the cost of providing new telephone or computer data cabling within existing or new facilities. If the telephone and data cabling are done in conjunction with new construction or a remodel the cost of the cabling will be included in the capitalization of that new construction or remodel.

Costs include actual equipment, related transportation costs and installation costs, as well as any legal or other fees, licenses, surveying, equipment rental, or other such costs incurred in connection with the installation of the wiring/cabling. Telephone and Data Cabling projects will be capitalized if the project exceeds \$200,000. Repairs and maintenance of current systems should be charged to expense.

## c. Fences

Includes cost of material, installation, surveying and other related items incurred for the construction of permanent security and traffic control fences. Cost of replacing wire, sections of post and/or rails and wire should be charged to expense. Additions to fences or complete replacement of fences should be capitalized in the year completed. Costs under \$50,000 should be charged to expense.

## d. Landscaping Improvements, Digital or lighted signs, and Roads

Includes initial construction cost of sidewalks, drives, parking lots, athletic fields, outdoor lighting, shrubs and trees, lawns, ground watering systems for lawns, digital or lighted signs, and roads. Also includes surveying, filling, and draining costs if such costs are incurred solely for the installation of the improvement and are not part of an overall land acquisition and construction project.

Additions to existing sidewalks, drives, parking lots, digital or lighted signs, and roads should be capitalized in the year completed. Maintenance, partial replacement, and resurfacing projects are to be charged to expense.

Landscaping improvement projects with a cost under \$50,000 should be charged to expense.

4. **Equipment**

Equipment items acquired by the ~~State~~ Colleges will be capitalized at net invoice price plus freight, installation charges, and trade-in allowance, if any. For purposes of this policy, equipment is defined by the following classifications:

All equipment not specifically defined in other classifications	life of 10 years
Autos, vans, and other passenger vehicles used in motor pool	life of 3 years
Mowers, bobcats and other grounds equipment	life of 5 years
Used equipment	life of 3 years
Heavy duty trucks, busses and cargo vehicles	life of 8 years
Heavy Equipment	life of 10 years
Computer equipment	life of 3 years

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Miscellaneous Educational Materials Stored on Computer-related Equipment/Devices	life of 3 years
Library Holdings	life of 5 years
Specimens, collections, and models	nominal value
Leases	nominal value
Office Furnishings	life of 7 years

a. All Equipment Not Specifically Defined in Other Classifications

This classification includes furniture, apparatus, machinery, implements, and tools used on campus grounds or in classrooms, laboratories, offices, shops, production operations, storerooms, and auxiliary enterprises providing such equipment has an economic useful life of two years and a unit cost in excess of \$5,000.

Items purchased in bulk quantity will be classified according to the smallest useable unit, (e.g., 100 chairs purchased for \$80. Although the invoice will be for \$8,000, these items will not be capitalized.) Component parts, which individually cost less than the capitalization level but when combined exceed the capitalization level of \$5,000, shall be capitalized when purchased as a functional unit. Items of lesser value may be capitalized when required by a regulatory agency.

For inventory purposes, all items subject to the capitalization policy should be carried on the equipment inventory maintained by each [campusCollege](#).

b. Autos, Vans, and Other Passenger Vehicles

Includes net invoice price including any dealer preparation cost and local delivery.

c. Trucks, Busses, and Heavy Duty Cargo Vehicles

Costs--same as above.

d. Computer Equipment

This equipment should be classified separately due to the rapid obsolescence. Cost includes net invoice price plus inbound transportation and installation costs. Warranties and built-in software included as part of the original purchase shall be included in the capitalization amount. The cost of software purchased subsequently should not be capitalized for financial reporting purposes since such software is generally licensed and not owned, even if the license agreement allows perpetual use of the software without additional license payments. Subsequent purchases of warranties shall not be capitalized but entered as operating expenses. The capitalization of computer equipment is limited to items costing in excess of \$5,000.

Items purchased in bulk quantity will be classified according to the smallest useable unit, (e.g., 10 computers purchased for \$1,500. Although the invoice will be for \$15,000, these items will not be capitalized.) Component parts, which individually cost less than the capitalization level but when combined exceed the capitalization level of \$5,000, shall be capitalized when purchased as a functional unit. Items of lesser value may be capitalized when required by a regulatory agency.

For inventory purposes, all items subject to the capitalization policy should be carried on the equipment inventory maintained by each [campusCollege](#).

## BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002 Capitalization; Definitions and Classifications Page 6 of 7

## e. Miscellaneous Education Materials

Miscellaneous educational materials that are stored on computerized hardware or software devices shall be capitalized at acquisition cost or, if donated, at fair market value at the date of donation. The miscellaneous education materials will be capitalized as a single unit entry each year (not as the smallest useable unit) if in excess of \$5,000 per year.

## f. Library Holdings

~~For purposes of this policy, a library is defined as a catalogued collection of materials supervised by a professional librarian. For financial reporting purposes, small departmental collections are not included. All library holdings, including books, bound periodicals, microfilms, microfiche and other items shall be capitalized at acquisition cost. The library holdings will be capitalized as a single unit entry each year (not as the smallest useable unit.)~~

~~Donated library holdings that are added to current library catalog will be valued at \$5 per item unless they can be identified as a collection (rare items having exceptional value) at which time they will be capitalized according to the rules of specimens/collections. For donated items to be capitalized in any given fiscal year the total value of the donated library holdings must exceed \$5,000.~~

## fg. Specimens, Collections, etc.

~~Art objects, specimens, and artifacts shall be capitalized only when they are part of a building project, and then only as part of that project at acquisition cost or, if donated, at fair market value at the date of donation if they exceed \$5,000.~~ **Art objects, specimens, and artifacts shall be capitalized only when they are installed as an integral part of a building structure and cannot be easily moved from the building. In that case, they are capitalized as part of the building project. All other art objects, specimens, and artifacts shall be expensed.**

## gh. Leases

The ~~State~~ Colleges enter into various leasing agreements for the use of equipment, facility space, etc. In governmental accounting there are two classifications of leases, capital or operating.

If the lease meets one or more of the following criteria, it is a capital lease:

- 1) The lease transfers ownership of the property to the lessee by the end of the lease term.
- 2) The lease contains a bargain purchase option.
- 3) The lease term is equal to 75 percent or more of the estimated economic life of the leased property. However, if the beginning of the lease term falls within the last 25 percent of the total estimated economic life of the lease property, including earlier years of use, this criterion shall not be used for the purposes of classifying the lease.

- 4) The present value at the beginning of the lease term of the minimum lease payments, excluding that portion of the payments representing executory costs such as insurance, maintenance, and taxes to be paid by the lessor, including any profit thereon, equals or exceeds 90 percent of the excess of the fair value of the leased property to the lessor at the inception of the lease over any related investment tax credit retained by the lessor and expected to be realized by him. However, if the beginning of the lease term falls within the last 25 percent of the total estimated economic life of the leased property, including earlier years of use, this criterion shall not be used for purposes of classifying the leases. A lessor shall compute the present value of the minimum lease payments using the interest rate implicit in the lease. A lessee shall compute the present value of the minimum lease payments using his incremental borrowing rate unless it is practicable for him to learn the implicit rate computed by the lessor and the implicit rate computed by the lessor is less than the lessee's incremental borrowing rate. If both of these conditions are met, the lessee shall use the implicit rate.

A capital lease is recorded at the full value of the contract, including the ultimate purchase if applicable, in an appropriate fixed asset account at the time the contract is made. At the same time, a total lease contract liability should be established. All subsequent payments under the contract should be recorded in the appropriate operating expense account and later transferred by accounting as a reduction of the Lease Payable Account.

Occasionally, equipment will be purchased under a lease contract, even though it was not the intent to purchase the equipment at the time the lease was negotiated. Under these circumstances, the equipment should be capitalized at the time the decision is made to purchase and only for the amount of the negotiated purchase price. Prior year lease payments should not be capitalized.

If the lease agreement does not meet one or more of the four criteria listed above, it is classified as an operating lease. The payments made on an operating lease are charged to expense over the lease term as it becomes due. Normally operating leases are not capitalized.

#### 5. Construction Work in Progress

Construction Work in Progress Account is designed to accumulate all costs incurred in connection with projects undertaken for the construction or renovation of capital assets. Costs should remain in the Construction Work in Progress Account until the project is complete and the building or other constructed asset is placed in service.

Upon completion of the project, all costs will be removed from the Construction Work in Progress Account and charged to appropriate Building, Improvements Other Than Buildings, and Equipment Accounts in accordance with the Capitalization Policy.

Policy Adopted: 3/11/94  
 Policy Revised: 11/11/95  
 Policy Revised: 5/21/01  
 Policy Revised: 4/13/07  
 Policy Revised: 4/17/09

Policy Effective: 7/1/10                      Approved: 6/3/10

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: First & Final Round Approval of Changes to Board Policy 7010; Purchases; Bids; Public Letting**

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

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The System Office recommends approval of the changes to Board Policy 7010. Changes include the addition of language related to the new immigration requirements (LB 403 2009) as well as several other updates to bring the policy more in line with current state statutes. Attached is a copy of Board Policy 7010.

### 3.22.-2

## BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7010

Purchases; Bids; Public Lettings

Page 1 of 5

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### BOARD POLICY

#### Public Lettings

All public lettings made by the ~~State~~-Colleges and the System Office shall meet the requirements of state statute for such activities. Advertisements for bids shall fix the day and time upon which bids shall be returned, received and opened. When a public contract is to be awarded to the lowest responsible bidder, a resident bidder shall be allowed a preference over a nonresident bidder from a state which gives or requires a preference to bidders from that state. The preference shall be equal to the preference given or required by the state of the nonresident bidder. This provision shall not apply to any contract for any project upon which federal funds would be withheld because of such provisions.

All contractors bidding on public lettings in the ~~State-College~~-System shall file with the bid form, a statement that he/she is complying with, and will continue to comply with, fair labor standards in the pursuit of his/her business and in the execution of the contract on which he/she is bidding. If it is shown that any contractor submitting a bid has not complied with fair labor standards in the pursuit of his/her business, such lack of compliance shall be the basis for disqualification of the bid.

The State of Nebraska's Drug-Free Workplace Policy requires those engaging in or seeking to engage in business with the State to establish a drug-free workplace policy. All contractors and vendors wishing to enter into a contract with a ~~State-College~~ must either submit a copy of their drug-free workplace policy or submit a statement that they are in compliance with the State of Nebraska's Drug-Free Workplace requirement. Purchase Orders used to obtain products or services shall contain a statement that, by virtue of accepting the Purchase Order, providing the project or services and receiving payment for the same, the vendor is verifying that his/her business is in compliance with the State's Drug-Free Workplace Policy.

All contractors shall register and use a federal immigration system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.

No person who is in charge of any bids prior to the time fixed for opening, shall open them prior to the time or otherwise disclose to any bidder the contents, amount or other details of any rival bid.

#### Purchases

The responsibility for the purchasing, receiving, storing and distributing of all materials, supplies, moveable furniture and moveable equipment to support the activities and programs of each ~~State-College~~ and the System Office, unless otherwise provided, is delegated by the Board to the President of each College or to the Chancellor. The ~~chief financial officer~~ Vice President for Administration and Finance of the College shall serve as the Principal Purchasing Agent for the College and shall be responsible for the development and implementation of ~~campus College~~ processes and procedures which conform to the requirements of the Board of Trustees. Should such processes and procedures include the appointment of a ~~campus-College~~ purchasing agent and a decentralized purchasing function, responsibility for conformance with Colleges' and Board of Trustees' requirements shall remain with the Principal Purchasing Agent.



## BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 7010**

**Purchases; Bids; Public Lettings**

**Page 2 of 5**

While a staff member as a prospective user may informally seek information and confer with a vendor about the characteristics and list price of a product, negotiation for purchase of such product must be done in compliance with the College/Board of Trustee's policies. In instances where the College has a decentralized purchasing function which may involve the prospective user of a product, the Principal Purchasing Agent shall retain responsibility for assuring compliance with procurement procedures. If correspondence is carried on between a prospective user and a vendor, copies of such correspondence shall be included along with other price documentation accompanying a purchase order to the extent determined appropriate by the Principal Purchasing Agent. Employees are to be aware of and follow the requirements stated in Policy #5002, ~~A—Conflict of Interest;~~ ~~General—Employment Guidelines/Requirements; State College Employees~~ when working with potential vendors for their ~~campus~~College.

Purchasing processes and procedures shall be designed to assure that all materials, supplies, equipment and contractual services, using appropriate standards and specifications, can be purchased at the most advantageous price. Where feasible and appropriate, each ~~e~~College shall attempt to determine its annual supply and equipment needs so that purchasing may be coordinated to realize the potential economies of standardization of materials and large scale purchases. State purchasing assistance or contracts may be utilized where found to be advantageous. Payment will be made on satisfactory evidence that the materials have been received or the services rendered; that the designated specifications have been met; and that the price charged is correct. In that the State of Nebraska prefers that electronic payments be made to contractors and suppliers when possible, the following text shall appear on all State College Requests for Proposals, bid requests, contracts and purchase orders: "The ~~State~~Colleges may request that payments be made electronically instead of by State warrant."

All purchases of and contracts for services, materials, supplies, or equipment, and all leases of property, shall be made in the following manner, except in emergencies approved by the ~~Board of Trustee's~~ Chancellor:

- 1) By a competitive formal sealed bidding process in all cases in which the purchases are of estimated value in the amount of twenty-five thousand dollars (\$25,000) or more;

*Competitive formal sealed bids are price quotations secured from vendors by means of A Quotation Request form. A minimum of fifteen (15) calendar days shall elapse between the time formal bids are advertised or called for and the time of their opening. ~~Goods or services for which formal sealed bids are requested are advertised for a minimum of fifteen (15) calendar days.~~ Bids are opened publicly at the time and date specified in the Quotation Request. Facsimile quotes or e-mails received by the institution are not allowed during this process.*

- 2) By a competitive informal bidding in all cases in which the purchases are of estimated value equal to or exceeding ten thousand dollars (\$10,000) but less than twenty-five thousand dollars (\$25,000) ;

*Informal competitive bids are price quotations for goods and services which are secured by a written request for bids and which are documented in writing by the vendors after solicitation by the College/System Office. Informal competitive bidding requires written specifications to be sent to prospective bidders with a specified date for the return of the sealed bid, but a time opening of the bids is not required. Facsimile quotes or e-mails received by the institution are not allowed during this process.*

- 3) By an informal bidding process in all cases in which the purchases are of estimated value equal to or exceeding two thousand five hundred dollars (\$2,500) but less than ten thousand dollars (\$10,000) ;

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 7010 Purchases; Bids; Public Lettings****Page 3 of 5**

*Informal bids are price quotations for goods or services which are secured by telephone calls or letters to potential vendors or from the vendors' published material. If the bids are obtained by telephone, the College/System Office is required to document such bids in writing.*

- 4) By a non-bidding process in all cases in which the purchases are of estimated value less than two thousand five hundred dollars (\$2,500). If it is determined by the College/System Office that solicitation of bids for items costing less than two thousand five hundred dollars (\$2,500) would result in a better quality product or lower cost, informal bids may be secured by telephone or in writing.
- 5) All contracts for services, purchases and leases shall be bid as a single whole item. In no case shall contracts be divided or fractionated in order to produce several contracts which are of an estimated value below that required for competitive bidding.
- 6) Purchase Orders or Purchase Requisitions shall be prepared to serve as notification of award and documentation for the purchase of supplies, materials or equipment when the item(s) are being purchased under an existing State of Nebraska or ~~State~~ College contract. Purchase orders are not required when purchasing supplies, materials, equipment or services that cost less than \$1,000. A contract document shall be used for capital construction projects, leases of property and services when the cost of the contract exceeds \$50,000. A Notice of Award shall be issued prior to the execution of contracts for capital construction projects, leases of property or for retainage of services.
- 7) In addition to the requirements of this policy, acquisition of specialized equipment must also follow the purchasing requirements established by the Office of the CIO - Division of Communications (telecommunications equipment), Office of the CIO - Information Management Services (computer equipment), and DAS Transportation Services Bureau (motor vehicles).
- 8) Items may be purchased without competitive bidding when the price has been established by the federal General Services Administration or participation in a contract competitively bid by another state or group of states.
- ~~8)9)~~ Used vehicles, equipment, materials, or supplies may be purchased by a non-bidding process up to the amount of \$25,000 with the approval of the appropriate President or the Chancellor. Documentation justifying the purchase should be included with the purchase order for future reference.
- ~~9)10)~~ Library acquisitions may be purchased by a non-bidding process when comparable pricing is checked through the Library's automation software or other specialized price comparison software available specifically for library acquisitions.

**Competitive Bids**

~~The Materiel Division of the Nebraska Department of Administrative Services has the authority by state law to develop standards and specifications, take bids and negotiate purchases/contracts for materials, supplies, furniture, equipment, printing, stationery, automotive and road equipment and electronic hardware and software for use by state agencies.~~ The Department of Administrative Services/Materiel Division has delegated purchasing authority to each ~~State~~ College and bidding shall follow the ~~rules established by that office and the following~~ requirements of the Board. State purchasing assistance or State contracts and other procurement procedures may be utilized where found to be advantageous.

## BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 7010**

**Purchases; Bids; Public Lettings**

**Page 4 of 5**

If articles are to be purchased by competitive bidding, the ~~State~~ Colleges and System Office shall prepare standards and specifications for these articles in such a manner it will be possible for three or more manufacturers, vendors, or suppliers to submit competitive bids. If a requisition for articles exceeds ten thousand dollars (\$10,000) and bids cannot be obtained from three bidders, then the standards and specifications of the articles upon which bids are being sought shall be reviewed. If it then is determined by the ~~e~~College, in consultation with the System Office staff, that because of the special nature of the articles sought to be purchased, the standards and specifications should remain as written, bids may be accepted from a fewer number of bidders than three with the approval of the ~~Board of Trustee's~~ Chancellor.

All purchases, leases or contracts of articles, property or services which are required to be based on competitive bids, shall be made to the lowest responsible bidder, taking into consideration the best interest of the ~~e~~College, the quality of the articles proposed to be supplied, their conformity with specifications, the purposes for which required, and the times of delivery. In determining the lowest responsible bidder, in addition to price, the ~~following elements shall be given consideration~~ Colleges may develop criteria specific to a purchase or may give the following elements consideration where applicable:

- 1) The ability, capacity and skill of the bidder to perform the contract required;
- 2) The character, integrity, reputation, judgement, experience and efficiency of the bidder;
- 3) Whether the bidder can perform the contract within the time specified;
- 4) The quality of performance of previous contracts;
- 5) The previous and existing compliance by the bidder with laws relating to the contract;
- 6) The life-cycle costs of the personal property in relation to the purchase price and specific use of the item;
- 7) ~~The performance of the article or property~~ personal property, taking into consideration any commonly accepted tests and standards of product usability and user requirements;
- 78) Energy efficiency ratio as stated by the bidder for alternative choices of appliances or equipment;
- 89) The information furnished by each bidder concerning life-cycle costs between alternatives for all classes of equipment, evidence of expected life, repair and maintenance costs, and energy consumption on a per-year basis;
- 10) The results of the United States Environmental Protection Agency tests on fleet performance of motor vehicles; Each bidder shall furnish information relating to such results; and
- 911) Such other information as may be secured having a bearing on the decision to award the contract.

A minimum of fifteen (15) calendar days shall elapse between the time formal bids are advertised or called for and the time of their opening; provided, however, that this requirement may be waived by the Chancellor in case of an emergency.

3.22.-6

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 7010**

**Purchases; Bids; Public Lettings**

**Page 5 of 5**

Any or all bids may be rejected by the ~~State~~-College or Board of Trustees, including the bid of any bidder who has failed to perform a previous contract with the ~~State~~-Colleges or the State of Nebraska. In any case, where competitive bids are required and all bids rejected, and the proposed purchase is not abandoned, new bids shall be called for as in the first instance.

No employee of the ~~State~~-Colleges or the System Office shall be financially interested, or have any beneficial personal interest, directly, or indirectly, in the purchase or leasing of any articles or property, nor in any firm, partnership, corporation or association furnishing them. No such person shall receive or accept directly or indirectly from any person, firm or corporation submitting any bid or to whom a contract may be awarded, by rebate, gift or otherwise, any money or other thing of value whatsoever, or any promise, obligation or contract for future reward, or compensation.

Legal Reference: ~~RRS 4-114~~ Public employer and public contractor; register with and use federal immigration verification system; Department of Labor; duties  
~~RRS 73-101 through 105~~ Public Lettings  
~~RRS 81-153~~ Materiel division; powers and duties; enumerated  
RRS 81-161 Competitive bids; Award to lowest responsible bidder; Elements considered  
RRS 81-161.01 Competitive bids; time required to elapse between notice and opening of bids; waiver  
RRS 81-161.02 Competitive bids; rejection, grounds, new bids  
~~RRS 81-161.05~~ Materiel Division or employee; Financial or beneficial personal interest for bidder

Policy Adopted: 1/28/77  
Policy Revised: 7/22/83  
Policy Revised: 3/16/90  
Policy Revised: 3/11/94  
Policy Revised: 11/11/95  
Policy Revised: 9/26/97  
Policy Revised: 9/15/06  
Policy Revised: 4/13/07

Policy Effective: 7/1/10 Approved: 6/3/10

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION: First & Final Round Approval of Changes to Board Policy 7014; Inventories and Disposal of Surplus Personal Property**

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The System Office recommends approval of the changes to Board Policy 7014. With the implementation of the SAP fixed asset module July 1, 2010, the Colleges will no longer use state surplus property. The policy revisions establish an NSCS policy for handling of surplus property. Attached is a copy of Board Policy 7014.

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**BOARD POLICY**

**Inventories**

An inventory of all non-expendable personal property shall be maintained throughout the ~~State-College~~ System. Each ~~State~~ College and the System Office shall be responsible for maintaining central inventory records for all moveable capital equipment, performing physical inventories, reconciling physical inventories to the related records and reconciling equipment additions and deductions on the inventory system to the general accounting system.

For the purpose of this policy, non-expendable personal property includes: ~~the following:~~

~~A. — Tangible personal property owned, leased, controlled or possessed by an institution. Such property must satisfy three criteria:~~

- ~~1. Is not consumed in the normal course of business;~~
- ~~2. Has a unit value of five thousand dollars (\$5,000) or more; and~~
- ~~3. Has an economic useful life that exceeds two years.~~

~~B. — Books, periodicals, and reference materials in an established reference library, audio-visual department or multi-media center~~

Moveable equipment that does not meet these personal property definitions is not reported for financial reporting purposes (capitalization) but each institution is responsible for developing a formal, written institutional policy with respect to inventories of non-capital equipment and defining an appropriate level of control for such equipment. A higher level of control should be exercised over non-capital items that are easily converted to personal use, such as computer components, certain chemicals or pharmaceuticals.

Procedures should be in place to ensure that newly acquired items are promptly added to the inventory records, that items removed from use are deleted from the inventory records, and that a physical inventory is conducted annually to compare assets on hand to those listed on the inventory records. Location of equipment should be updated as necessary to reflect the current status of the inventory; it is essential that persons taking the physical inventory be able to locate all items listed on the inventory promptly.

All personal property identified as state property shall be indelibly tagged, marked or stamped as belonging to the State of Nebraska. All property purchased with non-state funds shall also be tagged, marked or stamped with appropriate identification and a separate inventory maintained.

If any property identified in the inventories is lost, destroyed or unaccounted for due to negligence or carelessness, proper steps shall be taken to recover such property or the reasonable value thereof from the responsible party.

~~The inventory record of state property and the annual reconciliation shall be filed with the Administrator of the Materiel Division, as required by law.~~

Each College shall file the inventory record of all property including furniture and equipment, as of June 30, with the DAS Materiel Administrator by August 31 of each year.

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 7014 Inventories and Disposal of  
Surplus Personal Property**

**Page 2 of 32**

### **Disposal of Personal Property**

This policy shall apply to the disposal of personal property, except for personal property being disposed of as a trade-in on the purchase of other like personal property.

Any item of capital equipment which has been determined to be surplus to the needs of the institution, or has ceased to function with respect to its regular operation, and which is unlikely to be used in its present form in the future, must be removed from the inventory. Each institution shall develop written procedures to ensure that items removed from use are identified and removed from inventory/cost records.

~~Each institution shall develop procedures to be followed in initiating and executing disposal of capital items, with such procedures complying with the Materiel Division's Surplus Property program guidelines. Capital equipment items, which have been removed from the inventory for any reason during the year, should be maintained on a separate disposition file for one subsequent year to provide a paper audit trail. Ultimate disposition data shall include: Date of Disposal and Method of Disposal. Methods of disposal include trade in, sale, loss, theft or salvage.~~

### **Definitions**

Property includes all furniture, equipment, vehicles, and scientific or academic instruments purchased or otherwise acquired by a College or the System Office. Responsibility for the property belongs to the College or System Office where the purchase was made and not any individual department of the College.

Surplus property is defined as usable or unusable property, which has been declared excess or surplus to the needs of the College. Individuals or departments do not have the authority to dispose of any such property. The disposal of property for any College must be approved by the President, or his/her designee. The disposal of property for the System Office must be approved by the Chancellor, or his/her designee.

### **Exceptions to Surplus Policy**

Title to federally purchased property may be retained by the federally sponsored agency or vested in the College depending on the regulations of the agency and the requirements of the research project. Any federal requirements must be followed regarding any federally purchased property that is declared excess or surplus.

Materials consumed in the day-to-day operation of the College are considered supplies and are not managed or accounted for as property or equipment and may not be designated as surplus property. However excess supplies may be disposed of in a like manner as described below.

### **Process**

Property that is no longer needed by a department of the College shall first be made available to other departments at the College. Surplus items will be deemed to have no value when they are transferred between departments, therefore the selling of items between departments will be prohibited. If no other College department is interested in the surplus property, the items should be offered first to the other Colleges or System Office. If the other Colleges or System Office are not interested, then the items may be disposed of by publically advertised auction, sale by fixed price, sale by negotiated price, sale by sealed bids, or in the case of items that no longer are operable, by destruction in accordance with the procedures described below. All items will be sold "as is" with no return and/or refund. All approvals for sale or disposal shall be signed by the President or his/her designee on a form approved by the Chancellor.

**BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM****POLICY: 7014 Inventories and Disposal of  
Surplus Personal Property****Page 3 of 3**

1. Sale by publically advertised auction - Surplus items may be sold at auction if the auction is advertised for three consecutive weeks in local/area newspapers and a minimum of fifteen (15) calendar days shall have elapsed between the time formal bids are advertised or called for and the time of their opening.
2. Sale by fixed price – Surplus items may be sold by fixed price to other state agencies, public school districts or nonprofit entities if the price can be reasonably estimated. Items sold by fixed price should have the method of determining the fixed price on file for review by interested parties. Fixed price items will be limited to Nebraska entities.
3. Sale by negotiated price – Surplus items may be sold by negotiated price to other state agencies, public school districts or nonprofit entities if a fixed price cannot be reasonably determined. A record of the negotiation should be kept on file for review by interested parties. Negotiated price items will be limited to Nebraska entities.
4. Sale by sealed bids – Surplus items may be sold by sealed bids if the bidding process is advertised for three consecutive weeks in local/area newspapers and a minimum of fifteen (15) calendar days shall have elapsed between the time formal bids are advertised or called for and the time of their opening. Receipt of three sealed bids is preferred. If advertising protocol is followed and less than three bids are received, the College may accept less than three. At no time will a College employee be eligible to purchase surplus items by sealed bids. As an alternative to sealed bids, online auction houses may be used when deemed appropriate, with each College establishing procedures and adequate internal controls, which must be approved by the Chancellor in advance.
5. Destruction – If a surplus item is not sellable or is unusable, the item may be destroyed by recycling the item or transferring item to the local ~~dump~~ waste disposal facility. The person delivering the surplus item to the ~~dump~~ waste disposal facility should make every effort to remain on site until the items delivered to the ~~dump~~ waste disposal facility have been destroyed. Whenever practical, the unusable item will be recycled. Recycling is appropriate for metal items and e-waste.
6. Surplus Firearms – The Nebraska State Patrol will confiscate and dispose of any surplus firearms. Donated firearms may be returned to donor, if possible.

Revenues from the sale of surplus property, less standard commission/sales costs, will be deposited in the appropriate College funds, as directed by the President.

Hard drives shall be erased on all computers declared surplus. Hazardous waste shall be dealt with according to all applicable laws and regulations. All labeling that identifies the College or State of Nebraska must be removed.

Any items traded-in on new purchases are not surplus property, but need to be approved by the College authority President or his/her designee prior to the trade-in.

Legal Reference: RRS 81-1118.02 All Officers, Department, and Agencies; State Property; Inventory  
~~RRS 81-161.04~~ ~~Matériel Division; Surplus Property~~

Policy Adopted: 3/11/94  
 Policy Revised: 11/11/95  
 Policy Revised: 5/21/01  
 Policy Effective: 7/1/10

Approved: 6/3/10



**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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

Priority: Financial Strength of the System

Goal: 4. Improve efficiency of operations

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

---

The System Office recommends approval of the changes to Board Policy 9020. The revision removes language allowing for special procedures for providing and financing College bookstores. Attached is a copy of Board Policy 9020.

3.24.-2

**REVENUE BOND - AUXILIARY OPERATIONS;  
NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 9020 Services; Bookstore, Student Center**

**Page 1 of 1**

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**BOARD POLICY**

**Bookstore**

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

Each eCollege contracting for bookstore operation is to solicit proposals from bookstore vendors every seven (7) years. A copy of the proposed contract is to be submitted to the System Office for review prior to submitting it to the Board for approval. When approval has been granted by the Board, at least three (3) copies of the primary contract will be signed by the vendor, the College President (or his/her designee) and then submitted to the System Office for the Chancellor's signature.

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

**Student Center**

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

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

Policy Adopted: 1/28/77

Policy Revised: 3/11/94

Policy Revised: 6/6/08

~~Policy Effective: 7/1/10~~ Approved: 6/3/10

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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

**Chadron Change Order**

Andrews Hall (#1 renovate first floor, west wing) -- \$175,675

**Peru Contract**

Library (selected masonry repair) -- \$100,000

**Wayne Change Order**

Stadium (#1 widen aisles, widen stairs, install 'P' rails) -- \$44,280

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 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.

<b>Peru State College</b>	
Location on Campus:	Library
Contracted Work:	Selected Masonry Repair
Contract Amount:	\$100,000
Fund Source:	LB 309
Contractor:	Midland Restoration – apparent low bidder, contract in progress

3.25.-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.

<b>Chadron State College</b>	
Location on Campus:	Andrews Hall
No. & Description:	#1 – Renovate first floor, west wing
Change Order Amount:	\$175,675
Fund Source:	Contingency Maintenance and Revenue Bond
Contractor:	Mac Construction

<b>Wayne State College</b>	
Location on Campus:	Stadium
No. & Description:	#1 – Widen aisles to 48” and install aisle hand railings – per Fire Marshall request
Change Order Amount:	\$44,280
Fund Source:	Capital Improvement Fees
Contractor:	McGill Restoration

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**ACTION:      Adopt the Region 23 Emergency Management Multi-Jurisdictional Hazard Mitigation Plan for Chadron State College**

Priority: Financial Strength of the System

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

---

The Federal Disaster Mitigation Act placed an emphasis on state and local adoption of a hazard mitigation action plan to be eligible for pre- and post-disaster federal funding for mitigation purposes. A multi-jurisdictional plan has been prepared for Region 23, which includes Chadron State College. With the adoption of this resolution, the College will be involved in identifying the hazards within the region and assist with prioritizing strategies to reduce potential loss of life and property damage. The resolution to be adopted is attached.

**NEBRASKA STATE COLLEGE SYSTEM  
RESOLUTION**

WHEREAS, the Federal Disaster Mitigation Act of 2000 was signed into law on October 30, 2000, placing new emphasis on state and local mitigation planning for natural hazards and requiring communities to adopt a hazard mitigation action plan to be eligible for pre- and post-disaster federal funding for mitigation purposes; and

WHEREAS, a Multi-Jurisdictional Hazard Mitigation Plan was prepared by Region 23 Emergency Management with assistance from JEO Consulting Group, Inc. of Lincoln, NE, which includes Chadron State College; and

WHEREAS, the purpose of the mitigation plan was to lessen the affects of disasters by increasing the disaster resistance of the Region and participating jurisdictions located within the planning boundary by identifying the hazards that affect the Region and prioritize mitigation strategies to reduce potential loss of life and property damage from those hazards, and

WHEREAS, FEMA regulations require documentation that the plan has been formally adopted by the governing body of Chadron State College in the form of a resolution and further requesting approval of the plan at the Federal level;

NOW, THEREFORE BE IT RESOLVED the Board of Trustees of the Nebraska State Colleges does herewith adopt the Region 23 Emergency Management Multi-Jurisdictional Hazard Mitigation Plan in its entirety for Chadron State College and request approval of the plan at the Federal level.

Approved this 3<sup>rd</sup> day of June, 2010.

\_\_\_\_\_  
Acting Chair, Board of Trustees

\_\_\_\_\_  
Chancellor, Nebraska State  
College System

**Academic, Personnel & Student Affairs Committee**

*Gary Bieganski, Chair*

*Roger Breed*

*Caroline Keenan*

June 3, 2010

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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

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Information regarding the CSC Foundation employee's salaries for 2010-2011 is attached as an information item.

**CHADRON STATE COLLEGE**

Employee Name	Rank or Position Title	FTE	2009-2010 Salary Base	3.50% increase	Adjustments			2010-2011 Total Annual Salary	Notes
					Degree	Other	% Increase		
<b>PROFESSIONAL STAFF-NON-UNION - FOUNDATION</b>									
HAAG, CRICKET	BUSINESS MANAGER	1.00	42,430.00	1,486.00			3.50%	43,916.00	
RASMUSSEN, CONNIE	EXECUTIVE DIRECTOR	1.00	78,980.00	2,765.00			3.50%	81,745.00	
<b>TOTAL FOUNDATION FUNDED POSITIONS</b>		<b>2.00</b>	<b>121,410.00</b>	<b>4,251.00</b>				<b>125,661.00</b>	



## Enrollment and Marketing Committee

*Michelle Suarez, Chair*  
*Floyd Vrtiska*  
*Isaac French*

June 3, 2010

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### 2010-11 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 2010 to discuss marketing efforts for the 2010-11 academic year. Members of the council reviewed last year's efforts and discussed priorities for next year.

Several successful efforts from 2009-10 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*  
*Isaac French*

June 3, 2010

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### 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

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Chancellor Carpenter will deliver the fifth State of the System Address this fall at each college. Associate Vice Chancellor for Communications, Marketing and System Relations Sheri Irwin-Gish will be working with the President's assistants this summer to schedule the events.

## Enrollment and Marketing Committee

*Michelle Suarez, Chair*  
*Floyd Vrtiska*  
*Isaac French*

June 3, 2010

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### 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

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The next Senators' Reception will be held Wednesday, January 19, 2011 from 4-7 p.m.

The next Scholarship Luncheon will be held Friday, April 1, 2011 from 12-1:30 p.m., following the Board meeting at Peru State.

More information will be provided as the dates approach.

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**Modification Budgets for Information**

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

Strategies: f. Keep Board of Trustees informed on the financial status of the colleges and system  
g. Continually find ways to stretch limited resources as far as possible

---

A requirement of the September 15 budget submission is a priority list indicating how the NSCS would choose to restore requested and reduced programs and funding if requests and current operation budgets cannot be fully funded. In 2008, the instructions asked us to determine priorities to add back from an assumed 5% reduction to the existing base. The budget instructions have not yet been received for the 2010 submittal to indicate the level of the reduction we will be asked to prepare.

The Council of Presidents has begun work on a 5% planning exercise. The Colleges and the System Office will list reductions to arrive at the reduced base applicable for each unit. Items to be added back, similar to prior budget requests, will be in the following order:

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

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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Physical Plant Status Reports for January – March 2010  
(For Information Only)

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

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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 3, 2010

Project Description	Status	Fund Source
<b>LB 309 Projects</b>		
Armstrong/Nelson Physical Activity Center – Design Lighting Improvements	In Progress	LB 309
Armstrong/Nelson Physical Activity Center – Lighting Improvements	In Progress	LB 309
Armstrong/Nelson Physical Activity Center – Pool Controls	In Progress	LB 309
Campus Energy/Utilities Study	In Progress	LB 309
Heat Plant Emergency Generator Design	In Progress	LB 309
Heat Plant Switchgear Replace (Phase I & II)	In Progress	LB 309
Math Science Building – Design Roof Replacement	In Progress	LB 309
<b>Revenue Bond Projects (including BANS)</b>		
<b>LB 605 Projects</b>		
Administration Building Renovation	Substantially Complete	LB 605
<b>LB 1100 Projects</b>		
<b>Contingency Maintenance Projects</b>		
Andrews Hall Wing Renovation	In Progress	Contingency Maint.
Crites Hall Reroof	Substantially Complete	Contingency Maint.
Andrews Hall Window Replacement	In Progress	Contingency Maint.
Residence Hall Carpet Replace.	In Progress	Contingency Maint.
Residence Hall Door/Access Control	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.
<b>Other Capital Construction Projects</b>		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		

## PHYSICAL PLANT STATUS REPORT

College: **Peru State College**

Meeting Date: June 3, 2010

<b>Project Description</b>	<b>Status</b>	<b>Fund Source</b>
<b>LB 309 Projects</b>		
Administration Building Elevator Code	Complete	LB 309
Jindra Fine Arts Code Upgrade Study & Codes/HVAC Upgrade	In Process	LB 309/LB 1100
CATS (ARC) Design Masonry Repairs	Bids received April 2010	LB 309
Library Design Masonry Repairs	Bids received April 2010	LB 309
Theater Balcony	In Design	LB 309
TJ Majors HVAC Study	In Design	LB 309
<b>LB 605 Projects (2006)</b>		
<b>Revenue Bond Projects (including BANS)</b>		
Eliza Morgan	Next Step is to Fund Phase II of the Renovation	Bonds
Delzell Hall Restrooms	Program Statement Approved – ventilation portion of the project complete	Bonds
<b>Contingency Maintenance Projects</b>		
<b>Other Capital Construction Projects</b> (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
Biomass Energy Center	Program Statement approved. Project on hold pending funding	Foundation

## 6.2.-4

## PHYSICAL PLANT STATUS REPORT

College: Wayne State College

Meeting Date: June 3, 2010

Project Description	Status	Fund Source
<b>LB 309 Projects</b>		
Benthack Hall Lighting Upgrade	Complete	LB 309
Campuswide Energy Audit	In Process	LB 309/Cont. Maint.
Carhart Science 3 <sup>rd</sup> Floor HVAC	Substantially Complete	LB 309
U.S. Conn Library Fire Alarm Sprinkler Upgrades	In Design	LB 309
Education Fire Alarm Sprinkler Upgrades	In Design	LB 309
Gardner Roof Repairs	Complete	LB 309
Hahn Lever Locks	In Process	LB 309
Humanities Fire Alarm Sprinkler Upgrades	In Process	LB 309
Peterson HVAC Upgrade Phase 2	Substantially Complete	LB 309
<b>LB 1100 Projects (99-00)</b>		
U.S. Conn Library Art Gallery Design	In Process	LB 1100 FY09
Stadium Deck Resealant and Seating	In Process	LB 1100 FY 09
<b>LB 605 Projects (2006)</b>		
Carhart Science Renovations Phase I	In Process	LB605/Cash/Foundation
<b>Revenue Bond Projects (including BANS)</b>		
<b>Contingency Maintenance Projects</b>		
Bowen Hall Doors/Locks/ Hall Ceiling & Lights	Complete	Contingency Maint.
Bowen Hall Carpet & Light Upgrade	In Process	Contingency Maint.
Racquetball Court to Cardio Room	In Design	Contingency Maint.
Student Center Dishwasher Replacement	In Process	Contingency Maint.
<b>Other Capital Construction Projects</b>		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Seymour Plaza 1% for Art	In Process	1% for Art
College Center at South Sioux City	In Process	State Approp/ Cash/Foundation/ NECC



**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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Capital Construction Progress Reports as of March 31, 2010  
(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

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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

**Wayne**

1. Campus Services – Interim Report
2. Carhart Science Building Phase I – Interim Report
3. 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 3, 2010	
<b>Project Information</b>	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			
<b>Project Dates</b>	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			
<b>Report Information</b>	Status	Initial Report:	7/7/2007
		Interim Report: X	
		Final Report:	
<b>Financial Information</b>			
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		
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees & Reimb.	\$334,445.00	\$334,445.00	\$0.00
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,720,209.12	\$3,685,933.40	\$34,275.72
2. Fixed Equipment			
3. Sitework/Utilities			
Furnishings/Moveable Equip.	\$635,583.00	\$622,927.98	\$12,655.02
Contingency	\$225,257.50	\$197,445.30	\$27,812.20
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	\$27,366.23	\$27,366.23	\$0.00
Change Orders			
#1-Fuller Construction	\$16,816.80		
#2-Fuller Construction	\$10,509.40		
#3-Fuller Construction	\$4,747.60		
#4-Fuller Construction	\$16,653.10		
<b>TOTALS</b>	<b>\$4,935,287.00</b>	<b>\$4,931,412.58</b>	<b>\$106,719.44</b>

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

College: Chadron State College		Meeting Date: June 3, 2010	
<b>Project Information</b>	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			
<b>Project Dates</b>	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		
<b>Report Information</b>	Status	Initial Report:	6/2/2006
		Interim Report: X	
		Final Report:	
<b>Financial Information</b>			
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	
<b>Expenditure Information</b>			
	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	\$2,471,900.54	\$23,099.46
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
<b>TOTALS</b>	<b>\$2,878,597.50</b>	<b>\$2,863,600.04</b>	<b>\$14,997.46</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
**Jan - Mar 2010**

College: Peru State College		Meeting Date: June 3, 2010	
<b>Project Information</b>	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			
<b>Project Dates</b>	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	AWAC 5/1/2008	
	Final Completion	AWAC 5/1/2008	
<b>Report Information</b>	Status	Initial Report: Interim Report: X Final Report:	
<b>Financial Information</b>			
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	\$18,660.86	\$0.00
LB 605 transferred from Generator approved 6/19/2009	\$463.18	\$463.18	\$0.00
Capital Improvement Fee (IPF)	\$145,000.00	\$145,000.00	\$0.00
Cash Fund Adjustment 9/14/2007 (includes IPF)	\$337,500.00	\$337,500.00	\$0.00
Cash Fund Adjustment approved 6/19/2009	\$150,000.00	\$27,956.41	\$122,043.59
LB 605 add funds approved 6/19/2009	\$133,000.00	\$133,000.00	\$0.00
PSC Foundation (IPF)	\$250,000.00	\$250,000.00	\$0.00
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	\$342,910.00	\$0.00
Federal EDI Funds (ADM)	\$148,500.00	\$148,500.00	\$0.00
Grand Total AWAC and AD Majors	\$7,525,689.04	\$7,403,645.45	\$122,043.59
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings	\$	
	3. Other	\$	
	Total Available	\$	

Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees (plus reimbursables)	\$395,289.59	\$395,289.59	\$0.00
Life Cycle Cost Analysis			
Construction			
<b>1. AWAC Bid Amount</b>	\$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/CURTAIN)	\$31,245.07	\$31,245.07	\$0.00
9. Contingency plus Escalation	\$0.00	\$0.00	\$0.00
10. Artwork	\$55,052.00	\$54,778.28	\$273.72
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
<b>AD Majors Expenditure Information</b>			
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	\$291,383.00	\$0.00
4. Lighting for Parking Lot (CO#020)	\$32,709.00	\$32,708.92	\$0.08
5. Contingency @ 10% of Construction/add 605 funds	\$118,440.29	\$990.50	\$117,449.79
6. A & E Services for Construction Administration	\$18,000.00	\$13,680.00	\$4,320.00
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	\$7,090.00	\$7,090.00	\$0.00
<b>Change Orders</b>			
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
034 Cost to remediate contaminated soil	\$60,000.00	\$60,000.00	\$0.00
035 Cost to remediate contaminated soil	\$60,000.00	\$60,000.00	\$0.00
036 Cost to remediate contaminated soil	\$60,000.00	\$60,000.00	\$0.00
037 Cost to remediate contaminated soil	\$55,320.00	\$55,320.00	\$0.00
<b>TOTALS</b>	<b>\$7,525,689.04</b>	<b>\$7,403,645.45</b>	<b>\$122,043.59</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**

**As of March 31, 2010**

\*\*\*project under construction \*\*

College: Wayne State College		Meeting Date: June 3, 2010	
<b>Project Information</b>	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			
<b>Project Dates</b>	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	
<b>Report Information</b>	Status	Initial Report:	
		Interim Report:	x
		Final Report:	
<b>Financial Information</b>			
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
<b>Expenditure Information</b>	<b>Proposed Budget</b>	<b>Expended to Date</b>	<b>Balance</b>
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	\$2,000.00	\$39,922.00
Other Items			
1. Demolition of Armory	\$37,500.00	\$22,330.00	\$15,170.00
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
<b>TOTALS</b>	<b>\$5,342,013.00</b>	<b>\$5,284,041.46</b>	<b>\$57,971.54</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
As of March 31, 2010

College: Wayne State College		Meeting Date: June 3, 2010	
<b>Project Information</b>	Project Title:	Carhart Science Building - Phase I	
	Program Number:	na	
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:	Beckenhauer Construction	
	Net Square Footage:	Gross Square Footage: 15,295	
	Bid Opening Date Notice of Proceed Date Estimated Completion Date Final Acceptance Date	June-2010	
<b>Project Dates</b>	Professional Consultants:	The Clark Enersen Partners	
	Needs Statement		
	Program Statement		
	Professional Services Contract	December-08	
	Bonds Sold		
	Preliminary Plans		
	Design Development Construction Contract Substantial Completion Final Completion	November-08	
<b>Report Information</b>	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
<b>Financial Information</b>			
State Buildings	State Funds--LB No: 605	\$	800,000
	Federal Funds	\$	
	LB 309 Funds	\$	2,397,000
	Cash Funds	\$	4,061,500
	Capital Imp. Fee Commitment	\$	150,000
	Other LB1100	\$	-
	Wayne State Foundation	\$	2,270,000
Total Available	\$	9,678,500	
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	-
	2. Interest Earnings	n/a - kept by System Office for other projects	
	3. Other		9,678,500
	Total Available		\$9,678,500
<b>Expenditure Information</b>	<b>Proposed Budget</b>	<b>Expended to Date</b>	<b>Balance</b>
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$365,230.00	\$364,500.01	\$729.99
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction	\$5,405,531.00	\$4,644,843.91	\$760,687.09
Contingency	\$670,000.00	\$420,031.00	\$249,969.00
	\$0.00	\$0.00	\$0.00
Other Items	\$313,170.00	\$20,914.08	\$292,255.92
Change Orders 1 to 11	\$0.00	\$0.00	\$0.00
<b>TOTALS</b>	<b>\$6,753,931.00</b>	<b>\$5,450,289.00</b>	<b>\$1,303,642.00</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
As of March 31, 2010

College: Wayne State College		Meeting Date: June 3, 2010	
<b>Project Information</b>	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		
<b>Project Dates</b>	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	March-09	
<b>Report Information</b>	Status	Initial Report:	
		Interim Report:                   x	
		Final Report:	
<b>Financial Information</b>			
State Buildings	State Funds--LB No: 605	\$	3,766,611
	Federal Funds	\$	
	LB 309 Funds	\$	160,000 ADA Entrance & Elevator
	Cash Funds	\$	106,735 Steam Pipe Replacement
	Capital Imp. Fee Commitment	\$	160,000 ADA Entrance & Elevator
	Other LB1100	\$	346,245 Rice Sprinkler System
	Wayne State Foundation	\$	295,012 athletics fund-raising
	Total Available	\$	4,834,603
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	\$	1,067,992.00
	Total Available		\$4,834,603
<b>Expenditure Information</b>	<b>Proposed Budget</b>	<b>Expended to Date</b>	<b>Balance</b>
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	\$3,031,775.00	\$54,203.00
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	\$301,727.00	\$301,727.00	\$0.00
Furnishings/Moveable Equip.	\$329,864.00	\$783,351.61	-\$453,487.61
Contingency	\$559,237.00	\$0.00	\$559,237.00
Artwork	\$35,000.00	\$35,000.00	\$0.00
Other Items	\$15,000.00	\$83,646.18	-\$68,646.18
Change Orders 1 to 12	-\$49,203.00	\$0.00	-\$49,203.00
<b>TOTALS</b>	<b>\$4,834,603.00</b>	<b>\$4,781,695.95</b>	<b>\$52,907.05</b>



## Fiscal, Facilities & Audit Committee

Cap Peterson, Chair  
 Bill Roskens  
 Trevor Dietrich

June 3, 2010

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### Occupancy/Income Reports for Spring 2010

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

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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, 2010.

In summary, the following ratios are noted with comparative data from 2009:

	% Residence Hall Bed Occupancy Spring 10	% Residence Hall Room Occupancy Spring 10	% Residence Hall Income Spring 10
Chadron	62%	89%	65%
Peru	76%	81%	61%
Wayne	76%	91%	70%

	% 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%

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE  
TERM: SPRING 2010

Report Date: 05-10-10  
Final Report: Spring 2010

**OCCUPANCY**

Residence Hall	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2009	Beds Occupied Spring 2010	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2010	Percent Room Occupancy
ANDREWS	304	284	169	157	-7.10%	55.28%	148	131	88.51%
BROOKS	110	84	54	43	100.00%	51.19%	40	31	77.50%
EDNA WING	94	94	62	54	-12.90%	57.45%	49	42	85.71%
EDNA WORK	92	92	52	53	0.00%	57.61%	46	46	100.00%
HIGH RISE	400	422	276	268	-2.90%	63.51%	218	205	94.04%
KENT HALL	304	275	165	200	21.21%	72.73%	151	127	84.11%
<b>SUBTOTALS</b>	<b>1,304</b>	<b>1,251</b>	<b>778</b>	<b>775</b>	<b>-0.39%</b>	<b>61.95%</b>	<b>652</b>	<b>582</b>	<b>89.26%</b>

Family Housing	Apartments Available	Apartments Occupied Spring 2009	Apartments Occupied Spring 2010	Percent of Change	Percent Occupancy	
EDNA WORK WING	0	0	0	0	0.00%	
WEST COURT	41	34	36	0	87.80%	
<b>SUBTOTALS</b>	<b>41</b>	<b>34</b>	<b>36</b>	<b>0</b>	<b>87.80%</b>	
<b>TOTALS</b>	<b>1,304</b>	<b>1,292</b>	<b>812</b>	<b>811</b>	<b>0</b>	<b>62.77%</b>

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Actual Income
Residence Halls * **	1,304	1,194	925-1896	\$1,583,792	\$1,029,415	65.00%
Student Apartments N/A						
Family Housing	41	41	320-505	\$87,345	\$62,384	71.42%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				\$85,000	\$50,000	58.82%
Other						
<b>TOTALS</b>				<b>\$1,756,137</b>	<b>\$1,141,799</b>	<b>65.02%</b>

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

**REVENUE BOND FACILITIES  
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE  
TERM: SPRING 2010

REPORT DATE: JUNE 3, 2010  
FINAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2009	Beds Occupied Spring 2010	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2009	Percent Room Occupancy
Residence Hall									
ELIZA MORGAN (1)	170	98	69	78	13.04%	79.59%	50	43	86.00%
DELZELL	146	144	105	83	-20.95%	57.64%	72	49	68.06%
CLAYBURN/MATHEWS	120	106	85	83	-2.35%	78.30%	58	44	75.86%
DAVIDSON/PALMER	116	106	78	96	23.08%	90.57%	58	53	91.38%
NICHOLAS/PATE	24	48	44	42	-4.55%	87.50%	28	27	96.43%
<b>SUBTOTALS</b>	<b>576</b>	<b>502</b>	<b>381</b>	<b>382</b>	<b>0.26%</b>	<b>76.10%</b>	<b>266</b>	<b>216</b>	<b>81.20%</b>

	Apartments Available	Apartments Occupied Spring 2009	Apartments Occupied Spring 2010	Percent of Change	Percent Occupancy
Family Housing					
OAK HILL	12	9	9	0	75.00%
FACULTY	8	5	7	0	87.50%
<b>SUBTOTALS</b>	<b>0</b>	<b>20</b>	<b>14</b>	<b>0</b>	<b>80.00%</b>
<b>TOTALS</b>	<b>576</b>	<b>522</b>	<b>395</b>	<b>0</b>	<b>76.25%</b>

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	576	502	1164-1746	\$730,410	\$444,602	60.87%
Student Apartments	12	12	1368-1628	\$20,808	16,072	77.24%
Faculty Apartments	8	8	1400-1700	\$18,900	8,538	45.17%
Summer, Guest Housing & Rentals					3,860	
Other					27,611	
<b>TOTALS</b>				<b>\$770,118</b>	<b>\$500,683</b>	<b>65.01%</b>

\* 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 2010

REPORT DATE: June 3, 2010  
FINAL REPORT

**OCCUPANCY**

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2009	Beds Occupied Spring 2010	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2009	Rooms Occupied Spring 2010	Percent Room Occupancy
Residence Hall	165	160	115	129	12.17%	80.63%	66	62	64	96.97%
Anderson Hall	328	306	284	235	-17.25%	76.80%	159	149	148	93.08%
Berry Hall	448	434	250	297	18.80%	68.43%	208	179	173	83.17%
Morey Hall	240	231	186	179	-3.76%	77.49%	119	114	111	93.28%
Neihardt Hall	185	161	127	127	0.00%	78.88%	91	85	85	93.41%
Pile Hall	150	134	111	113	1.80%	84.33%	72	72	68	94.44%
Terrace Hall	147	140	109	112	2.75%	80.00%	74	70	70	94.59%
<b>SUBTOTALS</b>	<b>1,663</b>	<b>1,566</b>	<b>1,182</b>	<b>1,192</b>	<b>0.85%</b>	<b>76.12%</b>	<b>789</b>	<b>731</b>	<b>719</b>	<b>91.13%</b>

	Apartment Available	Apartment Occupied Spring 2009	Apartment Occupied Spring 2010	Percent of Change	Percent Occupancy
Family Housing					

<b>SUBTOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTALS</b>	<b>1,663</b>	<b>1,566</b>	<b>1,182</b>	<b>1,192</b>	<b>0.85%</b>	<b>76.12%</b>

**ACTUAL INCOME**

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,566	\$1255-\$2196	\$1,909,169	\$1,340,559	70.22%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	2,200	NA
Other				\$1,623	1,623	100.00%
<b>TOTALS</b>				<b>\$1,910,792</b>	<b>\$1,344,382</b>	<b>70.36%</b>

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

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

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**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

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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.

<b>Chadron State College</b>	
Location on Campus:	Campus
Contracted Work:	Consultant Contract--Managing Access to Sakai
Contract Amount:	\$10,681.60/quarterly (3-month extension on contract )
Fund Source:	On-line Learning Fees
Contractor:	The rSmart Group, Inc.

<b>Peru State College</b>	
Location on Campus:	Campus Athletic and Recreation Facilities
Contracted Work:	Update Program Statement
Contract Amount:	\$8,000
Fund Source:	Cash
Contractor:	DLR Group
Location on Campus:	CATS Bldg
Contracted Work:	Selected Masonry Repair
Contract Amount:	\$55,000
Fund Source:	LB 309
Contractor:	Midland Restoration – apparent low bidder, contract in progress

## 6.5.-2

<b>Wayne State College</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Humanities Building Asbestos samples taken \$2,700 Cash Environmental Services, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science – Planetarium Cove removal and rebuilding \$14,400 Cash Ash Enterprises, Richmond, VA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science – Planetarium Dome repair, cleaning, repainting \$29,050 Cash Ash Enterprises, Richmond, VA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science – Planetarium Deliver and install cove lighting \$28,200 Cash Ash Enterprises, Richmond, VA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science VCT floor covering in rooms 019 and 020 \$1,784 Cash Complete Floors, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	US Conn Library Nordstrand Visual Arts Gallery Renovation \$82,990 LB 309 (LB1100) and Capital Improvement Fees J.H. Hespe Co., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Morey Hall Install flooring system in shower bases \$16,027 Contingency Maintenance Epoxy Coating Specialists, Kansas City, KS
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Basement renovation and remove electrical panel \$7,839 Cash Hattig Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rec Center Professional services for racquetball court renovation \$7,000 Contingency Maintenance Olsson Associates, Grand Island, NE

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

Wayne State College	
Location on Campus:	Carhart Science – Planetarium
No. & Description:	#1 Add electrical work and steel covers for open access trench
Change Order Amount:	\$927
Fund Source:	Cash
Contractor:	Hattig Construction, Wayne, NE

**Fiscal, Facilities & Audit Committee**

*Cap Peterson, Chair*  
*Bill Roskens*  
*Trevor Dietrich*

June 3, 2010

Grant Applications and Awards  
 (For Information Only)

Chadron Applications

- Enhancing Statistical Instruction with Net-book Computers and PASW® (Walmart Foundation) -- \$38,480
- Expand Educational Horizons in K-2 Math and Science (American Honda Foundation) -- \$59,044
- Identification Tools to Western Grasshoppers; Grasshoppers of the Western U.S., Ed. 4 (U.S. Department of Agriculture) -- \$31,487.50
- Law Enforcement Handgun and Shotgun Instructor Training (Newblom Foundation) -- \$625
- Outdoor Adventure Education (Newblom Foundation) -- \$3,296

Wayne Applications

- Contemporary Elicitation & Documentation From A 19<sup>th</sup> Century Omaha and Ponca Language Data Set: Phase 1 (Endangered Languages Documentation Programme, United Kingdom) -- \$76,030
- Equipment at the South Sioux City College Center (U.S. Department of Education) -- \$100,000
- Students Beyond Boundaries "Literacy Assessment" (Corp. for National Service/Midwest Consortium for Service Learning in Higher Education/South Dakota State University) -- \$4,110

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.



6.6.-2

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

College: Chadron State College		Date: April 27, 2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Enhancing Statistical Instruction with Net-book Computers and PASW®		
Funding Source: Walmart Foundation		
Amount Requested: \$38,480	Amount Awarded:	Funding Period: 07/01/10 – 06/30/2011
Closing Date for Application Submission: N/A		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
If yes, describe briefly		
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: Grant funds will purchase 30 wireless net-book computers. The PASW® statistical base will be installed in 20 computers; the enhanced statistical base with the advanced statistics and regression modules will be loaded on the remaining 10 units. Thirty wireless net-books will facilitate classroom instruction on data analytics, interpretation, and graphing, so much the part of so many courses offered by the Department of Counseling, Psychology, and Social Work. This is a classroom application, not a computer laboratory.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. William Roweton		
Administrator responsible for approving the application: Dr. Janie Park		

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

College: Chadron State College		Date: April 21, 2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Expand Educational Horizons in K-2 Math and Science		
Funding Source: American Honda Foundation		
Amount Requested: \$59,044	Amount Awarded:	Funding Period: 07/01/10 – 06/30/2011
Closing Date for Application Submission: May 1, 2010		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
If yes, describe briefly		
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 is a cooperative initiative between Chadron State College and Roosevelt Elementary School. The funds purchase Promethean interactive boards with teacher and student-held wireless interactive devices for K-2 math and science instruction. In this collaborative project, Chadron State provides program evaluation services, and our (e.g., elementary) teacher education students will be invited to participate in professional development workshops along with the Roosevelt teachers when these teachers learn about Promethean technology. Our students will also be permitted, as time and opportunity permit, to join with the teachers as they build and deliver Promethean supported curricula. Over 90% of Roosevelt students are eligible for free and reduced food programs, and most of the students are Hispanic, some first generation, and Native Americans. Provided that on-campus programming allows, time in Roosevelt will be a uniquely valuable experience for our teacher education students—if and when they are interested in participating.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. William Roweton		
Administrator responsible for approving the application: Dr. Janie Park		

6.6.-4

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

College: Chadron State College		Date: May 14, 2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Identification Tool to Western Grasshoppers; Grasshoppers of the Western U.S., Ed. 4		
Funding Source: United States Department of Agriculture		
Amount Requested: 31,487.50	Amount Awarded:	Funding Period: 06/30/10 – 06/29/2011
Closing Date for Application Submission: N/A		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Funds</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
If yes, describe briefly		
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 proposed agreement establishes a cooperative relationship between the Department of Biology, Chadron State College and the United States Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), Plant Protection and Quarantine (PPQ), for the purpose of developing an interactive media-rich tool for supporting local, state, regional, and federal agencies and organizations in the identification of invasive grasshoppers.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Gary White		
Administrator responsible for approving the application: Dr. Janie Park		

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

College: Chadron State College		Date: 6/4/2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Law Enforcement Handgun and Shotgun Instructor Training		
Funding Source: Newblom Foundation		
Amount Requested: \$625	Amount Awarded:	Funding Period: May-June 2010
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Funds</b> ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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:	
Briefly describe the purpose(s) of this application/award: Provide current faculty member who specializes in law enforcement courses for the criminal justice program at CSC with knowledge in handgun and shotgun use and regulations which will be valuable in providing instruction regarding firearm regulations and protocol for the criminal justice curriculum. Please note that no firearms will be used on campus for these classes and instruction will merely entail knowledge about proper firearm use with regard to law enforcement.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. James Wada		
Administrator responsible for approving the application: Dr. Janie Park		

6.6.-6

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

College: Chadron State College		Date: June 3, 2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Outdoor Adventure Education		
Funding Source: Newblom Foundation		
Amount Requested: \$3,296.00	Amount Awarded:	Funding Period: Spring 2010
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Funds</b> ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: Purchase four tandem hard shell kayaks for both physical education and recreation majors and outdoor adventures classes and individual and dual sports class.		
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: Donna Ritzen		
Administrator responsible for approving the application: Dr. Janie Park		

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

College: Wayne State College		Date: June 3, 2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Contemporary Elicitation & Documentation From A 19 <sup>th</sup> Century Omaha and Ponca Language Data Set: Phase 1		
Funding Source: Endangered Languages Documentation Programme, United Kingdom		
Amount Requested: \$76,030	Amount Awarded:	Funding Period: 01/01/11-12/31/13
Closing Date for Application Submission: April 1, 2010		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Funds</b> ?		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 by Wayne State College includes use of the college's facilities and equipment.		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: 0.21
How many of these are new positions?		New FTE: 0.21
Briefly describe the purpose(s) of this application/award: This three year proposal by the University of Nebraska-Lincoln, of which Wayne State College is a sub-recipient, requests funding for salary/benefits and travel for Dr. Rudin for the three year period. This project expands upon the Omaha and Ponca dictionary project (funded by NSF) by eliciting contemporary meanings and contexts from elder Omaha speakers. Dr. Catherine Rudin, Wayne State College, will serve as a Co-Principal Investigator on the project as well as Dr. Mark Awakuni-Swetland, UNL. Dr. Rudin will be responsible for some elicitation of data and much of the linguistic analysis.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Catherine Rudin, Professor, Language & Literature		
Administrator responsible for approving the application: Mac Taylor, Administration and Finance		

6.6.-8

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

College: Wayne State College		Date: June 3, 2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Equipment at the South Sioux City College Center		
Funding Source: U.S. Department of Education		
Amount Requested: \$100,000	Amount Awarded:	Funding Period: 07/01/10-06/30/11
Closing Date for Application Submission: April 9, 2010		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Funds</b> ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: 0.0	
How many of these are new positions?	New FTE: 0.0	
Briefly describe the purpose(s) of this application/award: This proposal will provide funding for instructional technology equipment for the library, four computer labs and 4 classrooms at the South Sioux City College Center.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Robert McCue, Vice President for Academic Affairs		
Administrator responsible for approving the application: Dr. Richard J. Collings, President		

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

College: Wayne State College		Date: June 3, 2010
Notice of Intent	Application: X	Accept Award:
Name of Program: Students Beyond Boundaries "Literacy Assessment"		
Funding Source: Corp. for National Service/Midwest Consortium for Service Learning in Higher Education/South Dakota State University		
Amount Requested: \$4,110	Amount Awarded:	Funding Period: 07/01/10-05/31/11
Closing Date for Application Submission: April 15, 2010		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Funds</b> ?		Yes: X      No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-Kind support includes the time commitment of a faculty member and several students.		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes:      No: X
How many FTE positions will the grant fund?		FTE: 0.00
How many of these are new positions?		New FTE: 0.00
Briefly describe the purpose(s) of this application/award: This proposal requests funding for digital voice recorders with microphones. Students enrolled in the EDU 430 Literacy Assessment course will utilize the recorders for recording and assessing third and fourth grade Wakefield Elementary School students' reading, writing and spelling skills. The assessments will be audio recorded using the electronic equipment provided in the proposal and uploaded to online course software. The major test used in the project, <i>Basic Reading Inventory</i> , will also be purchased with grant funds. It will be provided to the classroom teachers for reference when listening to the audio recordings. EDU 430 students will be able to blog about their experiences with the children and the classroom teachers will be able to comment on the blogs.		
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: Jessica Bertschinger, Student and Dr. Marilyn Mudge, Professor, Educational Foundations and Leadership Department		
Administrator responsible for approving the application: Mac Taylor, Administration and Finance		



June 3, 2010

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**ACTION: Approve the Appointment of Trent Nowka Company to Serve as Lobbyist From July 1, 2010 through June 30, 2012 for the Nebraska State College System**

Priority: Educational Excellence

Strategy: 4

Priority: Financial Strength

Goal: b

Priority: System Prominence

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Since the time that the 2008-2010 contract was approved, Bruce Cutshall has retired and Trent Nowka has taken over the business. The firm is now known as the Trent Nowka Company. Amy Prenda has also joined the firm. The renewal of this contract would continue the lobbying services that have been in place since 1991. The fee for FY 11 will be \$35,464 and the fee for FY 12 will be \$35,464.

# CONTRACT FOR SERVICES

This contract is made by and between the **Board of Trustees of the Nebraska State Colleges**, hereinafter referred to as “the Board”, and the **Trent Nowka Company**, hereinafter referred to as “Nowka”.

In consideration of the mutual promises and agreements hereinafter set forth, the Board and Nowka agree as follows:

## Services

The Board hereby contracts with Nowka to provide services as Legislative Liaison and Lobbyist for the Nebraska State Colleges. Nowka hereby accepts and agrees to provide said services subject to the general supervision and direction of the Board’s Chancellor.

Nowka agrees that all lobbying services shall be provided by Trent Nowka or Amy Prenda. No other individuals will be assigned to provide services under this contract without the prior written authorization of the Board.

## Term of Agreement

The term of this contract shall be July 1, 2010 – June 30, 2012.

## Compensation

For services rendered during the first year of this contract, the Board agrees to pay Nowka compensation in the amount of Thirty Five Thousand, Four Hundred and Sixty Four Dollars (\$35,464) payable in two (2) equal installments on January 7, 2011 and April 1, 2011.

For services rendered during the second year of this contract, the Board agrees to pay Nowka compensation in the amount of Thirty Five Thousand, Four Hundred and Sixty Four Dollars (\$35,464) payable in two (2) equal installments on January 6, 2012 and April 1, 2012.

Actual and necessary expenses incurred by Nowka on behalf of the Nebraska State Colleges shall be covered by the compensation noted in the two paragraphs above. No additional reimbursement will be provided to cover expenses incurred by Nowka.

## Confidentiality

Nowka agrees that any and all information gathered in the performance of this contract, either independently or through the Board or State College System, shall be held in the strictest confidence and shall be released to no one other than to the Board, without prior written authorization of the Board. Only contrary contract provisions set forth hereinabove shall be deemed to be authorized specific exceptions to this general confidentiality provision.

## Independent Contractor

This contract does not create an employee/employer relationship between the parties, and it is the parties’ intention that the Nowka will be an independent contractor and not a Board employee for all purposes, including, but not limited to, the application of the Fair Labor Standards Act minimum wage and overtime payments, Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, any Nebraska revenue and taxation law, the state workers’ compensation law and the state unemployment insurance law. Nowka agrees that it is a separate and independent enterprise from the Board, that it has a full opportunity to find other business, that it has made its own investment in its business, and that it will utilize a high level of skill necessary to perform the work. This contract shall not be construed as creating any joint employment relationship between the Nowka and the Board, and the Board will not be liable for any obligation incurred by the Contractor, including but not limited to unpaid minimum wages and/or overtime premiums. If the Contractor has employees or subcontractors, the Contractor further agrees to maintain at least the prescribed minimum worker’s compensation insurance coverage for approved subcontractors and all of the Contractor’s employees for the duration of this contract.

### **Employee Work Eligibility Status**

Nowka is required and hereby agrees to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

Trent Nowka must complete the "United States Citizenship Attestation Form," available on the Department of Administrative Services website at [www.das.state.ne.us](http://www.das.state.ne.us). If Trent Nowka indicates on such attestation form that he is a qualified alien, he agrees to provide US Citizenship and Immigration Services (USCIS) documentation required to verify his lawful presence in the United States using the Systematic Alien Verification for Entitlements (SAVE) Program. *The attestation form and USCIS documents (if applicable) must be attached to this contract.*

Nowka understands and agrees that lawful presence in the United States is required and the Contractor may be disqualified or the contract terminated, if such lawful presence cannot be verified as required by Neb. Rev. Stat. §4-108.

### **Agreements Outside This Contract**

This contract contains the complete agreement concerning the contractual relationship between the parties and shall, as of the effective date hereof, supersede all other contracts and agreements between the parties.

### **Modification of Contract**

No waiver or modifications of this contract or any other covenant, conditions or limitation herein shall be valid unless in writing and duly executed by both parties.

### **Cancellation**

This contract may be canceled by either party upon the giving of thirty (30) days written notice. Settlement of such cancellation shall be negotiated between the parties based on the services provided prior to cancellation.

### **Death or Incapacity**


This contract shall terminate, prior to the expiration of the term herein described, upon the death or incapacity of Trent Nowka to carry out duties as Legislative Liaison and Lobbyist. In such an event, the Board shall be liable to pay accrued but unpaid compensation.

### **Governing Law**

This contract shall be construed and enforced in accordance with, and is subject to, the laws of the State of Nebraska.

IN WITNESS WHEREOF, the parties have executed this contract on the date indicated below. Executed this \_\_\_\_\_ day of June 2010, by the Chancellor as the duly authorized representative of the Board of Trustees.

ATTEST:

By:   
Mr. Stan Carpenter  
Chancellor

By: \_\_\_\_\_  
Mr. Trent Nowka  
Trent Nowka Company

June 3, 2010

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**ACTION: Nominating Committee Report and Election of Officers**

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

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At the March 26 Board meeting, Board Chair Teahon reported that he would serve on the nominating committee for the 2010-2011 Board officers along with Vice Chair Peterson and Trustee Suarez.

The Committee will report at the June 3 meeting.