

Three colleges.
Thousands of opportunities.



BOARD OF TRUSTEES

Meeting Notice

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at The Nebraska State College System Office, 1115 K Street, Suite 102, Lincoln, Nebraska on June 2, 2011.

Executive Session	June 2 –	11:00 a.m.
Committee Meetings	June 2 –	12:30 p.m.
Business Meeting	June 2 –	2:15 p.m.

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 2, 2011
NEBRASKA STATE COLLEGE SYSTEM OFFICE
1115 K STREET, SUITE 102
LINCOLN, NEBRASKA

WEDNESDAY, JUNE 1

10:00 – 3:00	Admissions & College Relations Officers Retreat	NSCS Office Conference Room
1:00 – 5:00	Business Officers Council Meeting	Suite 100 Conference Room
5:00 – 8:00	Academic Officers Council Meeting Including Student Affairs Officers	NSCS Office Conference Room

THURSDAY, JUNE 2

11:00 – 12:30	Board of Trustees Executive Session Litigation and Personnel Issues	NSCS Office Chancellor's Office
11:00 – 12:30	New Student Trustee Orientation	NSCS Office Suite 100 Conference Room
12:30 – 2:00	BOARD COMMITTEE MEETINGS & LUNCH Academic, Personnel & Student Affairs Committee Enrollment & Marketing Committee Fiscal, Facilities & Audit Committee	NSCS Office Conference Room Suite 100 Conference Room NSCS Office Chancellor's Office
2:15	BOARD OF TRUSTEES BUSINESS MEETING	NSCS Office Conference Room

**June 2, 2011
12:30 – 2:00 PM
NSCS Office Conference Room**

ACADEMIC, PERSONNEL & STUDENT AFFAIRS COMMITTEE MEETING

Consent agenda items:

- 1.1 Accept Employee Salary Recommendations

Items for discussion and action:

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 First and Final Round Approval of Revisions to Board Policy 5010; Categories of Personnel; State College Employees
- 2.3 First and Final Round Approval of Revisions to Board Policy 5014; Types of Appointments; Notice Requirements; Faculty and Professional Staff
- 2.4 First and Final Round Approval of Deletion of Board Policy 5015; Types of Appointments; Notice Requirements; Support Staff
- 2.5 First and Final Round Approval of Board Policy 5701; Veterans Preference; Employment
- 2.6 First and Final Round Approval of Revisions to Board Policy 5503; Injury Leave and Workers' Compensation
- 2.7 First and Final Round Approval of Revisions to Board Policy 5002; Conflict of Interest; Employment Requirements
- 2.8 First and Final Round Approval of Revisions to Board Policy 8035; Facilities; Alcohol Use
- 2.9 First and Final Round Approval of Deletion of Board Policy 3110; Alcoholic Beverages; Students
- 2.10 First and Final Round Approval of Deletion of Board Policy 2800; Standards of Conduct of Employees and Students Regarding Alcohol and Drugs
- 2.11 First and Final Round Approval of Revisions to Board Policy 5006; Drug Free Workplace
- 2.12 First and Final Round Approval of Deletion of Board Policy 2010; Chancellor/Secretary of the Board
- 2.13 First and Final Round Approval of Deletion of Board Policy 2015; Executive Selection Process
- 2.14 First and Final Round Approval of Deletion of Board Policy 2100; Presidents – Duties
- 2.15 First and Final Round Approval of Deletion of Board Policy 5011; Employment Contract; President and Chancellor
- 2.16 First and Final Round Approval of Revisions to Board Policy 5020; Search and Selection Procedures; State College Employees

- 2.17 First and Final Round Approval of Deletion of Board Policy 5200; Dismissal; Chancellor or State College President
- 2.18 First and Final Round Approval of Revisions to Board Policy 5100; Performance Evaluation; Chancellor
- 2.19 First and Final Round Approval of Revisions to Board Policy 5101; Performance Evaluation; Presidents
- 2.20 First and Final Round Approval of Revisions to Board Policy 3401; Non-Resident Scholars Program
- 2.21 First and Final Round Approval of Revisions to Board Policy 4140; Academic Terms Glossary
- 2.22 Approve Chadron State Strategic Plan
- 2.23 Approve Chadron State College Reorganization
- 2.24 Approve Exercise Science Minor at Peru State College
- 2.25 Approve Peru State Strategic Plan
- 2.26 Approve Designation of Presidential Associate for Mrs. Dianne Frye

Items for information and discussion:

- 5.1 Foundation Employee Compensation Reports
- 5.2 Assessment Update
- 5.3 Reports of Personnel Actions
- 5.4 Continuation of NSCS Advantage Program

**June 2, 2011
12:30 – 2:00 PM
Suite 100 Conference Room**

ENROLLMENT & MARKETING COMMITTEE MEETING

Consent agenda items:

No consent agenda items

Items for discussion and action:

3.1 Approve Continuation of Nebraska State College System Advantage Program

Items for information and discussion:

6.1 Television and Radio Commercials Update

6.2 Plans for 2011-12

6.3 Scholarship Luncheon

6.4 Key Dates

6.5 State of the System Address

6.6 Optimal Enrollment Report

**JUNE 2, 2011
12:30 – 2:00 PM
NSCS Chancellor's Office**

FISCAL, FACILITIES & AUDIT COMMITTEE MEETING

Consent agenda items:

- 1.2 Approve LB 309 Allocations and Retrievals
- 1.3 Approve Recommended Depositories & Signatories

Items for discussion and action:

- 4.1 Approve Continuation of One Rate Any State Tuition Program for Peru State College
- 4.2 Approve 2011-2012 Tuition
- 4.3 Approve 2011-2012 Fees
- 4.4 Approve 2011-2012 Room and Board
- 4.5 Approve Distribution of Funds 2011-2012
- 4.6 Approve Revised Operating Budgets
- 4.7 Approve Revised Revenue Bond Operating Budgets
- 4.8 Approve Preliminary Operating Budgets
- 4.9 Approve Preliminary Revenue Bond Operating Budgets
- 4.10 Approve Contingency Maintenance Request for Peru State College
- 4.11 First and Final Round Approval of Revisions to Board Policy 7010; Purchases; Bids; Public Lettings
- 4.12 First and Final Round Approval of Revisions to Board Policy 8064; Capital Construction; Bids
- 4.13 Accept Recommendation to Name Track at Memorial Stadium – WSC
- 4.14 Authorize Reallocation of Contingency Maintenance Funds – WSC
- 4.15 Approve Use for PSC and Retrieval for WSC of Capital Improvement Fee Funds
- 4.16 Approve Contracts and Change Orders
- 4.17 Authorize Chancellor to Sign Wayne State Summer Project Contracts
- 4.18 Authorize Chancellor to Approve NCAA Grant Award - CSC

Items for information and discussion:

- 7.1 Spring Occupancy and Income Reports
- 7.2 Peru State College Bookstore Contract Update
- 7.3 Physical Plant Status Reports (January 1 – March 31, 2011)
- 7.4 Capital Construction Quarterly Reports (as of March 31, 2011)
- 7.5 Grant Applications and Awards
- 7.6 Contracts and Change Orders
- 7.7 Optimal Enrollment Report
- 7.8 Continuation of NSCS Advantage Program

BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the March 24-25, 2011 meeting

PUBLIC COMMENT

2:20 – 2:30 p.m. SCEA Representative Presentation

ITEMS FOR CONSENT AGENDA

- 1.1 Accept Employee Salary Recommendations
- 1.2 Approve LB 309 Allocations and Retrievals
- 1.3 Approve Recommended Depositories & Signatories

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC, PERSONNEL & STUDENT AFFAIRS

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 First and Final Round Approval of Revisions to Board Policy 5010; Categories of Personnel; State College Employees
- 2.3 First and Final Round Approval of Revisions to Board Policy 5014; Types of Appointments; Notice Requirements; Faculty and Professional Staff
- 2.4 First and Final Round Approval of Deletion of Board Policy 5015; Types of Appointments; Notice Requirements; Support Staff
- 2.5 First and Final Round Approval of Board Policy 5701; Veterans Preference; Employment
- 2.6 First and Final Round Approval of Revisions to Board Policy 5503; Injury Leave and Workers' Compensation
- 2.7 First and Final Round Approval of Revisions to Board Policy 5002; Conflict of Interest; Employment Requirements
- 2.8 First and Final Round Approval of Revisions to Board Policy 8035; Facilities; Alcohol Use
- 2.9 First and Final Round Approval of Deletion of Board Policy 3110; Alcoholic Beverages; Students
- 2.10 First and Final Round Approval of Deletion of Board Policy 2800; Standards of Conduct of Employees and Students Regarding Alcohol and Drugs
- 2.11 First and Final Round Approval of Revisions to Board Policy 5006; Drug Free Workplace

- 2.12 First and Final Round Approval of Deletion of Board Policy 2010; Chancellor/Secretary of the Board
- 2.13 First and Final Round Approval of Deletion of Board Policy 2015; Executive Selection Process
- 2.14 First and Final Round Approval of Deletion of Board Policy 2100; Presidents – Duties
- 2.15 First and Final Round Approval of Deletion of Board Policy 5011; Employment Contract; President and Chancellor
- 2.16 First and Final Round Approval of Revisions to Board Policy 5020; Search and Selection Procedures; State College Employees
- 2.17 First and Final Round Approval of Deletion of Board Policy 5200; Dismissal; Chancellor or State College President
- 2.18 First and Final Round Approval of Revisions to Board Policy 5100; Performance Evaluation; Chancellor
- 2.19 First and Final Round Approval of Revisions to Board Policy 5101; Performance Evaluation; Presidents
- 2.20 First and Final Round Approval of Revisions to Board Policy 3401; Non-Resident Scholars Program
- 2.21 First and Final Round Approval of Revisions to Board Policy 4140; Academic Terms Glossary
- 2.22 Approve Chadron State Strategic Plan
- 2.23 Approve Chadron State College Reorganization
- 2.24 Approve Exercise Science Minor at Peru State College
- 2.25 Approve Peru State Strategic Plan
- 2.26 Approve Designation of Presidential Associate for Mrs. Dianne Frye

3. ENROLLMENT AND MARKETING

- 3.1 Approve Continuation of Nebraska State College System Advantage Program

4. FISCAL, FACILITIES & AUDIT

- 4.1 Approve Continuation of One Rate Any State Tuition Program – PSC
- 4.2 Approve 2011-2012 Tuition
- 4.3 Approve 2011-2012 Fees
- 4.4 Approve 2011-2012 Room and Board

- 4.5 Approve Distribution of Funds 2011-2012
- 4.6 Approve Revised Operating Budgets
- 4.7 Approve Revised Revenue Bond Operating Budgets
- 4.8 Approve Preliminary Operating Budgets
- 4.9 Approve Preliminary Revenue Bond Operating Budgets
- 4.10 Approve Contingency Maintenance Request – PSC
- 4.11 First and Final Round Approval of Revisions to Board Policy 7010; Purchases; Bids; Public Lettings
- 4.12 First and Final Round Approval of Revisions to Board Policy 8064; Capital Construction; Bids
- 4.13 Accept Recommendation to Name Track at Memorial Stadium – WSC
- 4.14 Authorize Reallocation of Contingency Maintenance Funds – WSC
- 4.15 Approve Use for PSC and Retrieval for WSC of Capital Improvement Fee Funds
- 4.16 Approve Contracts and Change Orders
- 4.17 Authorize Chancellor to Sign Wayne State Summer Project Contracts
- 4.18 Authorize Chancellor to Approve NCAA Grant Award – CSC

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC, PERSONNEL & STUDENT AFFAIRS

- 5.1 Foundation Employee Compensation Reports
- 5.2 Assessment Update
- 5.3 Reports of Personnel Actions
- 5.4 Continuation of NSCS Advantage Program

6. ENROLLMENT AND MARKETING

- 6.1 Television and Radio Commercials Update
- 6.2 Plans for 2011-12
- 6.3 Scholarship Luncheon
- 6.4 Key Dates

6.5 State of the System Address

6.6 Optimal Enrollment Report

7. FISCAL, FACILITIES & AUDIT

7.1 Spring Occupancy and Income Reports

7.2 Peru State College Bookstore Contract Update

7.3 Physical Plant Status Reports (January 1 – March 31, 2011)

7.4 Capital Construction Quarterly Reports (as of March 31, 2011)

7.5 Grant Applications and Awards

7.6 Contracts and Change Orders

7.7 Optimal Enrollment Report

7.8 Continuation of NSCS Advantage Program

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

8.1 Chancellor's Report

8.1.1 Election of Board Officers and Facilities Corp Officers

8.1.2 Approve Proposed Board Meeting Schedules
2011-2012 through 2015-2016

8.2 Presidents' Reports

8.3 Student Trustees' Reports

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held September 8-9, 2011 at Peru.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES
MINUTES OF MARCH 24-25, 2011 MEETING**

A meeting of the Board of Trustees of the Nebraska State College System was held at Peru State College, Peru, Nebraska on Thursday and Friday, March 24-25, 2011.

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
Gary Bieganski, Chadron
Michelle Suarez, Lincoln
Bob Engles, Auburn
Roger Breed, Lincoln

Student Board Members present:

Trevor Dietrich, Chadron State
Caroline Keenan, Peru State
Isaac French, 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
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

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
Todd Simpson, Executive Director of Peru State College Foundation
Regan Anson, Director of Marketing and Public Affairs

WSC Staff present:

Curt Frye, Interim President
Bob McCue, Vice President for Academic Affairs
Jean Dale, Interim 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
Kevin Halle, Director of Admissions

Others Present

Will Jackson, 2011-2012 Peru State Student Trustee
Jacob Buss, PSC Student Senate
Mallory Sjuts, PSC Student Senate
Ken West, DLR
Dale Nielsen, DLR
Dan Worth, BVH
John Dale

Thursday, March 24, 2011

CALL TO ORDER

Board Chair Teahon called the meeting to order at 9:08 a.m.

EXECUTIVE SESSION

Motion was made by Trustee Bieganski and seconded by Trustee Suarez to move into executive session to discuss personnel issues and litigation at 9:08 a.m. No action was taken. Motion was made by Trustee Suarez and seconded by Trustee Engles to move out of executive session at 11:15 a.m.

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

Ken West and Dale Nielsen, DLR gave a presentation regarding the program statement for the Oak Bowl Renovation project at Peru State College.

At 12:30 p.m., Janie Park, CSC President; Lois Veath, CSC Vice President for Academic Affairs; Randy Rhine, CSC Vice President for Enrollment Management and Student Services; and Dale Grant, CSC Vice President for Administration and Finance presented information to the Board regarding Chadron State's proposed academic and administrative reorganization.

The Academic, Personnel and Student Affairs Committee met from 1:30 – 1:45 p.m. to discuss the NSCS Teaching Excellence Award.

The Enrollment and Marketing Committee and Fiscal, Facilities and Audit Committees met starting at 1:30 p.m. to discuss agenda items. The Academic, Personnel and Student Affairs Committee met starting at 1:45 p.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 3:00 p.m.

The Board of Trustees and the Chancellor held a college constituent reception in the PSC Library beginning at 3:00 p.m.

Friday, March 25, 2011

CALL TO ORDER—BUSINESS MEETING

Board Chair Teahon called the business meeting to order at 8:00 a.m. and welcomed the new trustee, Mr. Bob Engles from Auburn.

APPROVAL OF MEETING AGENDA

The meeting agenda for March 24-25, 2011 was approved.

APPROVAL OF MINUTES

Minutes of the January 19 and February 17, 2011 meetings were unanimously approved.

CONSENT AGENDA ITEMS

A motion was made by Vice Chair Peterson and seconded by Trustee Bieganski to approve the following consent agenda items. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. Motion was unanimously approved.

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, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copies are attached to the official minutes.)

Chadron State College:

Art (BA, BSE) – continue the program
Language Arts (BA, BSE) – program has been eliminated
Music (BA, BSE) – continue the program
Theatre (BA, BSE) – continue the program

Peru State College:

Art (BA, BS) – continue the program
English (BA, BS) – continue the program
Music (BA, BS) – continue the program
Mathematics (BA, BS) (Follow-up) – continue the program

Wayne State College:

Art (BA, BS) – continue the program
English (BA, BS) – continue the program
Music (BA, BS) – continue the program
Spanish (BA, BS) – continue the program

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, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Peru State College	Exercise Science minor (undergraduate)
Wayne State College	Business Administration minor in Leadership (undergraduate)
	Business Administration option in Logistics (undergraduate)
	Business Administration option in Banking (undergraduate)
	Higher Education Instruction (MSE degree)

Teaching Excellence Award Nomination

A motion to approve the recommendation of the Academic, Personnel and Student Affairs Committee for the 2011 Teaching Excellence Award recipient, after review of all judges materials, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

2011-2012 Salary Policy

A motion to approve the 2011-2012 salary policy as follows was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Non-Unionized Professional Staff. On July 1, 2011, each College and the System Office is authorized to provide a 1.0% 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 1.0% 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 November of 2010. The Board approved the terms of the Agreement on November 12, 2010. The Agreement provides for incremental salary adjustments based on five, ten, fifteen, and twenty years of service.

NSCPA Professional Staff Employees. All terms of the NSCS-NSCPA Bargaining Agreement were ratified by the NSCPA membership in November of 2010. The Board approved the terms of the Agreement on November 12, 2010. The Agreement provides for a 1.0% salary increase for 2011-2012.

SCEA Faculty Employees. All terms of the NSCS-SCEA Bargaining Agreement were ratified by the SCEA membership in December of 2010. The Board approved the terms of the Agreement on January 19, 2011. The Agreement provides for a 1.0% salary increase for 2011-2012.

Authorize Chancellor to Sign Employee Assistance Program (EAP) Professional Services Contract

A motion to authorize the Chancellor to sign a Employee Assistance Program (EAP) professional services contract was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Authorize Chancellor to Sign Background Reporting Professional Services Contract

A motion to authorize the Chancellor to sign a background reporting professional services contract was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

First and Final Round Approval of Board Policy Revisions and Deletions

A motion for first and final round approval of the following Board Policy revisions and deletions, with the qualification that for transfer purposes the letter grade of "C" does not include the grade of "C-" in Board Policy 3000; Admission Requirements; Undergraduate; General; with a title change of Board Policy 3250 from "Student Rights and Responsibilities" to "Rights and Responsibilities; Students"; with a title change of Board Policy 3300 from "Student Government" to "Student Organizations"; and with a title change of Board Policy 3675 from "College Diversity" to "College Diversity and Multiculturalism" was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

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

Copy attached to official minutes.

First & Final Round Approval of Revisions to Board Policy 3010; Admission Requirements; Graduate

Copy attached to official minutes.

First & Final Round Approval of Revisions to Board Policy 3050; Residency

Copy attached to official minutes.

First & Final Round Approval of Revisions to Board Policy 3100; Conduct and Discipline; Students

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3200; Due Process – Students

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3210; Grievances Procedures – Students

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3250; Student Rights and Responsibilities

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3300; Student Government

Copy attached to official minutes.

First and Final Round Approval of Deletion of Board Policy 3350; Student Organizations

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3400; Tuition Remission

Copy attached to official minutes.

First and Final Round Approval of Deletion of Board Policy 3402; Non-Residents Working Full-Time in Nebraska

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3600; Graduation

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3601; Posthumous Degrees

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3675; College Diversity

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy; 3710; Athletics; Program Guidelines

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 3720; Athletics; Student Athletic Injury Insurance

Copy attached to official minutes.

First and Final Round Approval of Board Policy Revisions

A motion for first and final round approval of the following Board Policy revisions, with the change of the word "should" to "shall" in the third paragraph of Board Policy 5019; Consensual Relations, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

First and Final Round Approval of Revisions to Board Policy 5009; Guidelines for Reasonable Cause Drug and Alcohol Testing

Copy attached to official minutes.

First and Final Round Approval of Board Policy 5019; Consensual Relationships

Copy attached to official minutes.

First and Final Round Approval of Board Policy Revisions

A motion for first and final round approval of the following Board Policy revisions was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

First and Final Round Approval of Revisions to Board Policy 5102; Faculty Employees Excluded from the SCEA Bargaining Unit

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 5103; Professional Staff Employees Excluded from the NSCPA Bargaining Unit

Copy attached to official minutes.

First and Final Round Approval of Revisions to Board Policy 5104; Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit

Copy attached to official minutes.

Authorize Chancellor to Approve and Sign Public Health Early Admissions Student Track (PHEAST) Agreement

A motion authorizing the Chancellor to approve and sign the Public Health Early Admissions Student Track (PHEAST) Agreement with the University of Nebraska Medical Center College of Public Health was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Enrollment and Marketing Committee

The Enrollment and Marketing Committee had no action items.

Fiscal, Facilities & Audit Committee

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, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Following is a listing of major coverages to be renewed.

Comprehensive General Liability	Umbrella Liability
Property/Casualty – includes boiler and crime	Directors and Officers/Employers Liability
Athletic Injury/Catastrophic	Cheer Catastrophic (CSC & WSC)
Travel Accident	

Contingency Maintenance Requests

A motion to approve the resolutions authorizing Chadron and Wayne 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, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to official minutes.)

Chadron-\$800,000
Wayne-\$750,000

Audit Contracts

A motion to approve the contract extension with KPMG to conduct the revenue bond and facilities corporation audits at a cost of \$27,810 for the revenue bond audit and \$8,650 for the facilities corporation audit was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Approve Food Service Contract Extensions

A motion to approve the 2011-2012 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, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to official minutes.)

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

Bookstore Contracts

A motion to approve the 2011-2012 bookstore 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, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to official minutes.)

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

Authorize Chancellor to Approve and Sign Bookstore Contract – PSC

A motion authorizing the Chancellor to approve and sign the bookstore contract for Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

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

A motion for first and final round approval of revisions to Board Policy 7002; Capitalization; Definitions and Classifications was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to official minutes.)

First and Final Round Approval of Revisions to Board Policy 7014; Inventories and Disposal of Surplus Personal Property

A motion for first and final round approval of revisions to Board Policy 7014; Inventories and Disposal of Surplus Personal Property was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to official minutes.)

Accept and Approve Program Statement for Oak Bowl Renovation – PSC

A motion to accept and approve the program statement for the Oak Bowl renovation project at Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Accept and Approve Program Statement for Willow Bowl Renovation and Authorize Chancellor to Sign Construction Contract – WSC

A motion to accept and approve the program statement and authorizing the Chancellor to sign the construction contract for the Willow Bowl renovation project was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

Authorize Chancellor to Sign Project Contracts – CSC

A motion authorizing the Chancellor to sign the following project contracts for Chadron State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

- Math/Science Building Window Replacement - \$100,000 LB 1100, Cash
- West Court and Sparks Hall Re-Roof - \$125,000 Insurance – (Spring Hail Damage)
- High Rise Window Change Order - \$180,000 Contingency Maintenance
- High Rise Fire Alarm - \$300,000 Contingency Maintenance
- High Rise Re-Roof - \$200,000 Contingency Maintenance
- Kline Parking Lot - \$475,000 Capital Improvement Fee Funds, Cash
- Campus Energy Audit - \$100,000 LB 309
- Emergency Generator - \$60,000 LB 309

Accept President's Recommendation to Name Learning Center in Student Center – WSC

A motion to accept Interim President Frye's recommendation to name the Learning Center Rooms (11 & 12) of the Student Center in recognition of Bill and Marge Holland was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, Suarez, Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan.

ITEMS FOR INFORMATION AND DISCUSSION

Academic, Personnel & Student Affairs

Fall 2010 NSCS Advantage Report

Final Fall 2010 costs of the NSCS Advantage Program were provided to the Board for information only.

Fall 2010 Peru State One Rate Any State Program Report

The final Fall 2010 report of the Peru State One Rate Any State program was provided to the Board for information only.

Non-Resident Scholars Report

The 2010-2011 non-resident scholars report was provided to the Board for information only.

Five-year Academic Calendar

Board members received a copy of the system-wide academic calendars set for 2011-2012 through 2015-2016. (Copy is attached to the official minutes.)

Title IX Intercollegiate Athletics Reports

The Title IX Intercollegiate Athletics reports from each college were provided to the Board for information. (Copies attached to official minutes.)

Fall Enrollment Reports

Fall 2010 enrollment reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Fall Graduation Summaries

Board members reviewed the Fall 2010 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.)

Personnel Actions Reports

The personnel actions reports from each college were provided to the Board for information only. (Copies attached to official minutes.)

Enrollment and Marketing

Television/Radio Commercial Report

Platform Higher Education of Lenexa, KS was selected to write and produce the commercials for the NSCS. Members of the work teams viewed presentations of the proposed commercials Monday, March 21 in Lenexa. Plans call for the Board to view the finished commercials at its June meeting.

2010 Scholarship Luncheon

The scholarship luncheon for Board of Trustee scholars, Governor's Award recipients and Davis-Chambers scholars will be held Friday April 15 at the Holiday Inn Downtown from 12:00 noon to 1:30 p.m. The keynote speaker is Governor Dave Heineman. Danny Woodhead, CSC Alum and New England Patriots running back will also speak.

2011 Board of Trustees' Scholarship Report

The number of applications for the Board of Trustees' scholarship was reported to the Board for information only. Following is a table indicating the applications received over the last 8 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
2011-12	121	31	184	336

Governor's Opportunity Award Report

This award reflects a partnership between the NSCS and Governor Dave Heinemann. The System Office received 158 applications. Of that number, 19 were for Chadron, 14 for Peru and 125 for Wayne. Following is a table indicating the applications received over the last 3 years. Recipients for the 2011-2012 award are:

CSC – Justy Renee Bullington from Mullen
 PSC – Brad Hartzell from Plattsmouth
 WSC – Jonathon DeRocha from LaVista

YEAR	Chadron	Peru	Wayne	TOTAL
2011-12	19	14	125	158
2010-11	41	22	136	199
2009-10	34	17	90	141

2011-12 Davis-Chambers Freshman Scholarship

This is the second 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 \$1,000 financial assistance per semester (fall and spring only). The System Office received 97 applications.

YEAR	Chadron	Peru	Wayne	TOTAL
2011-12	31	11	55	97
2010-11	49	18	88	155

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 provides \$1,000 financial assistance per semester (fall and spring only). The System Office received nine applications.

Student Trustees' Update

The Governor selected the following individuals as the 2011-2012 NSCS Student Trustees.

CSC – Riley Machal from Gretna, senior, human biology major
PSC – William Jackson from Omaha, junior, social science education major
WSC – Katelyn Olenich from Norfolk, junior, biology/life sciences major (RHOP pre-dental)

Senators' Reception Update

Nineteen state senators and the Lt. Governor attended the 2011 Senators' Reception which was held following the NSCS Board meeting Wednesday, January 12 from 4-7 p.m. at The Ferguson Center. The three college foundations sponsored the event jointly. The date for next year's reception is Wednesday, January 18, 2012. The location is yet to be determined.

The Enrollment and Marketing Committee questioned the possibility of having a few more students involved at the reception.

Non-Resident Scholars Report

The 2010-2011 non-resident scholars report was provided to the Board for information only.

Fall 2010 Peru State One Rate Any State Program Report

The final Fall 2010 report of the Peru State One Rate Any State program was provided to the Board for information only.

Fall Enrollment Reports

Fall 2010 enrollment reports from each college not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Fall Graduation Summaries

Board members reviewed the Fall 2010 graduate summary reports submitted by the colleges. (Copies are attached to the official minutes.)

Fall 2010 NSCS Advantage Report

Final Fall 2010 costs of the NSCS Advantage Program were provided to the Board for information only.

Plans for 2011-2012

The annual retreat of the Council of Admissions and College Relations is in the planning stages. The Council will evaluate the 2010-11 marketing efforts and recommend priorities for the 2011-12 academic year.

Fiscal, Facilities & Audit

Bond Update

The bond market was very favorable for the issuance of revenue bonds for the Peru State Morgan Hall renovation project and the Wayne State Pile Hall renovation project. Because the Wells Fargo bond trustee office was reorganized, the System Office will issue an RFP for revenue bond services in the near future.

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 – Resubmitted final report
- Sparks Hall Renovation – Final report

Peru State College

- Al Wheeler Activity Center Addition/Renovation/Bleachers/AD Majors Demolition & Parking Lot – Final report
- Eliza Morgan Hall Renovation Phases II, III & IV – Interim report

Wayne State College

- Campus Services – Interim report
- Carhart Science Building Phase I – Interim report
- Carhart Science Building Phase II – Interim report
- College Center at South Sioux City – Interim report
- Pile Hall Renovation – Interim report
- Rice – Stadium Renovations Project – Interim report
- Stadium Decking – Interim report

Contingency Maintenance Progress Reports

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

Six-Month Financial Reports

July – December 2010 financial reports from each college were reported for information. (Copies are attached to the official minutes.)

Six-Month Operating Expenditure Reports

July – December 2010 operating expenditure reports from each college and the System Office 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.)

Six-Month Revenue Bond Expenditure Reports

July – December 2010 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 2010 semester. (Copies are attached to the official minutes.)

Potential Occupancy and Income Reports

The colleges provided potential 2011-2012 occupancy and income projections. (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.)

Grant Applications and Awards

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

Chadron Application

- CSC Woody Biomass Expansion (U.S. Forest Service) -- \$120,000
- Higher Education Challenge Grant (USDA National Institute of Food and Agriculture) -- \$150,000

Chadron Awards

- Moral Reconciliation Therapy (Nebraska Collegiate Consortium to Reduce High-Risk Drinking) -- \$500
- Training Observational Skills to Future Teachers (National Education Associate (NEA) Foundation) -- \$5,000

Peru Application

- Biodiversity Surveys and Inventories (National Science Foundation) -- \$365,000

Peru Award

- EDO 24/7 Studies and Implementation (Nebraska Energy Office) -- \$197,259

Wayne Applications

- Biodiversity, Distribution and Community Structure of Large Branchiopods from the Nebraska Sandhills (National Science Foundation Infrastructure Grant/Nebraska EPSCoR Undergraduate Research Experience) -- \$4,981
- Integrating Organic Chemistry and Microbiology: Developing an Interdisciplinary Research Lab Experience for Biology and Chemistry Majors (National Science Foundation Infrastructure Grant/Nebraska EPSCoR Undergraduate Research Experience) -- \$5,000
- USCA Equipment Grant (Easton Foundation Equipment Grants for US Collegiate Archery Clubs) -- \$6,250 in archery equipment
- "We Agree" Project (Mini-Grant from Nebraska Collegiate Consortium to Reduce High-Risk Drinking Funded by the Nebraska Office of Highway Safety/Northeast Community College) -- \$4,000

Wayne Awards

- Economic Development Initiative – EDI Special Project: South Sioux City College Center (U.S. Department of Housing and Urban Development with Economic Development Initiative Funds) -- \$292,200
- Geographic Educators of Nebraska Strategic Planning Grant (National Geographic Education Foundation) -- \$13,942

Contracts and Change Orders

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

Nebraska State College System

- Nebraska State College System Office and Colleges – (TV and radio commercials) - \$75,085 (authorized Chancellor to sign January 19, 2011)

Chadron State Contract

- Kline Center Location – (parking lot renovation design) - \$19,500

Peru State Contracts

- Eliza Morgan Hall Phase II, III, IV – (asbestos abatement) - \$8,400
- Eliza Morgan Hall (re-roofing plan, details and specifications) - \$4,880
- Eliza Morgan Hall (asbestos abatement monitoring) - \$11,807 (for 10 shifts of monitoring)

Wayne State Contracts

- Multicultural House – (furnish and install window lites and screens) - \$1,088
- Student Center – (roof replacement project-north portion only) - \$22,800
- Student Center – (furnish and install new duo path electric eye in elevator) - \$1,576.72
- Hahn Administration Building – (asbestos survey) - \$2,048
- Carhart Science Building – Phase II – (abatement design and oversight) - \$2,520
- Alumni House – (install carpet and tile in Security Office and entryway) - \$1,031.54
- Rec Center – (office complex renovation – Room 201) - \$24,734

Chadron State Change Order

- Math and Science Building – (#1 fixture installs) - \$439

Peru State Change Order

- Jindra Fine Arts Building not reported previously – (#3 sleeve an existing duct that is deteriorating due to rust) - \$2,264

Wayne State Change Orders

- Carhart Science Building – (#18 contingency change - construction) - \$0
- South Sioux City College Center – (#10 change exterior window size, add drywall, increase bookstore equipment, add damper) – \$17,587
- Carhart Science Building – (#19 contingency change - construction) - \$0

Fall 2010 Peru State One Rate Any State Program Report

The final Fall 2010 report of the Peru State One Rate Any State program was provided to the Board for information only.

Fall 2010 NSCS Advantage Report

Final Fall 2010 costs of the NSCS Advantage Program were provided to the Board for information only. (Copy is attached to the official minutes.)

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Chancellor's Report

Chancellor Carpenter noted several items of interest including:

- The Higher Education Opportunity Act (HEOA) transfer agreements would be signed May 12.
- Sheri Irwin-Gish had secured Danny Woodhead as a speaker at the April 15, 2011 Scholarship Luncheon prior to her accepting a position with the University. With Sheri's departure, Vice Chancellor Tande has continued to work with Danny's agent to finalize the details of his attendance at the luncheon.
- The grand opening of the College Center in South Sioux City will be held Wednesday, April 20, 2011. The Governor will be the key note speaker. Trustees will be receiving invitations from WSC Interim President Frye soon.
- Interviews of firms for the NSCS Campus Master Plan development were conducted Wednesday, March 23. Negotiations have begun with the top candidate.
- Chancellor Carpenter will participate in a panel discussion at the College Access and Success Conference to be held Thursday, May 12 at the Cornhusker Marriott in Lincoln.
- Chancellor Carpenter and President Hanson plan to travel to Washington DC April 11-13, 2011. Chancellor Carpenter indicated that President Park and Interim President Frye would also be traveling to DC in the near future.
- The September Board meeting will be held at Peru in conjunction with the grand re-opening and dedication of the Jindra Fine Arts Building.
- The 2012 Senator's Reception would be held Wednesday, January 18 not Tuesday as indicated in the Board materials.
- The Legislature remains in session and all are hoping that the proposed level funding for the NSCS appropriation will hold. The Nebraska Forecasting Board is scheduled to meet again Thursday, April 28.

Appointment of Board Nominating Committee

Trustees Bieganski, Breed and Suarez will serve as the nominating committee for the 2011-2012 Board and Facilities Corporation officers.

Chair Teahon presented certificates of appreciation to Student Trustees Dietrich, French and Keenan for their service 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 7, 2011 NSCS institution commencement ceremonies:

Gary Bieganski – Chadron
Bill Roskens – Peru
Cap Peterson – Wayne

Board of Trustees' Meeting Schedule

Board members were asked to review the following 2011-2012 meeting schedule, that had been approved at the June 3, 2010 meeting, and the additional calendars for 2012-2013 through 2015-2016. Chancellor Carpenter asked all to review their personal schedules and let him know if there were any conflicts.

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

SEPTEMBER	BOARD OF TRUSTEES MEETING--PERU	September 8-9, 2011 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--CHADRON	November 3-4, 2011 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 18, 2012 Wednesday
MARCH	BOARD OF TRUSTEES MEETING--WAYNE	March 29-30, 2012 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 7, 2012 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 8, 2012 Friday

2012-2013 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 6-7, 2012 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 8-9, 2012 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 15, 2013 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 14-15, 2013 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 6, 2013 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 7, 2013 Friday

2013-2014 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 5-6, 2013 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 7-8, 2013 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 14, 2014 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 20-21, 2014 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 5, 2014 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 6, 2014 Friday

2014-2015 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 4-5, 2014 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 6-7, 2014 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 13, 2015 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 19-20, 2015 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 4, 2015 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 5, 2015 Friday

2015-2016 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 3-4, 2015 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 5-6, 2015 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 12, 2016 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 17-18, 2016 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 2, 2016 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 3, 2016 Friday

Chancellor Carpenter reported the June meeting would be held only one day, June 2, 2011, and no Board retreat would be held. The September 8-9, 2011 meeting would be held in Peru rather than in Chadron.

Presidents' Reports

PSC President Hanson reported on the current strategic planning process. The complete plan presented to the Board at its June meeting will prioritize initiatives, refine the themes, present an implementation timeline, identify potential resources and outline an assessment and evaluation plan.

CSC President Park discussed the current landscape improvements being implemented at CSC including the new flag plaza and a new entrance with new pillars and a digital sign. CSC is working to permanently light the "C" on the hillside near the football stadium. It is hoped a lighting ceremony can be held at the Fall 2011 Homecoming festivities.

WSC Interim President Frye reported on the partnership between the College and the Wayne State Foundation. The report outlined many of the projects that were completed because of the fundraising conducted by the Foundation including the renovation of Carhart, the commons area and the Willow Bowl project to name a few. Interim President Frye communicated that this is a dynamic and rewarding partnership.

Student Trustees' Reports

The student trustees, led by PSC Student Trustee Keenan, discussed ways that student trustees might be more involved in Board processes. Chancellor Carpenter indicated he would welcome a further explanation of these ideas. He said he would ask Vice Chancellor and General Counsel Petersen to research statutory limitations that would affect the role of student trustees.

PSC Student Trustee Keenan thanked the Board for the opportunity to serve. She noted several activities were slated at PSC for the spring semester. One of the events held recently was the presentation by Arun Gandhi, grandson of Mahatma Gandhi, which Keenan described as "fabulous"!

CSC Student Trustee Dietrich also thanked the Board for his opportunity to learn from the Board and serve as student trustee. He noted several activities were scheduled for the spring semester at CSC which included the Band and Music Festival and various club activities.

WSC Student Trustee French thanked the Board for allowing him to serve as student trustee for Wayne State. He further reported that ten girl's track records had recently been broken at WSC. French reported that Curtis McCarty, an individual who had served 21 years in prison for a crime he did not commit, would be speaking at WSC in the near future.

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.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Accept the 2011-2012 Salary Recommendations as Submitted by the Chancellor and College Presidents

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

The Chancellor and each State College President have submitted salary recommendations for the 2011-2012 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2011-2012.

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Faculty -- State Supported Positions											
Anderson, Timothy E	Professor	1.00	86,314.00	863.00	0.00	0.00	0.00	0.00	87,177.00	1.00%	
Bahr, Katherine E	Professor	1.00	66,271.00	663.00	0.00	0.00	0.00	0.00	66,934.00	1.00%	
Bird, Richard J	Professor	1.00	74,201.00	742.00	0.00	0.00	0.00	0.00	74,943.00	1.00%	
Blundell, E Patricia	Professor	1.00	68,651.00	687.00	0.00	0.00	0.00	0.00	69,338.00	1.00%	
Bogner, Michael P	Professor	1.00	63,620.00	636.00	0.00	3,000.00	0.00	0.00	67,256.00	5.72%	
Butterfield, Charles H	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Donahue, Timothy D	Professor	1.00	64,486.00	645.00	0.00	0.00	0.00	1,320.00	66,451.00	3.05%	
Evertson, Matthew Q	Professor	1.00	55,060.00	551.00	0.00	3,000.00	5,123.00	1,320.00	65,054.00	18.15%	
Gaudet, Laura B	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Griffith, George	Professor	1.00	90,571.00	906.00	0.00	0.00	0.00	0.00	91,477.00	1.00%	
Hardy, Joyce	Professor	1.00	104,450.00	1,045.00	0.00	0.00	0.00	0.00	105,495.00	1.00%	
Haugland, Jerry	Professor	1.00	67,184.00	672.00	0.00	0.00	0.00	0.00	67,856.00	1.00%	
Hyer, Joel R	Professor	1.00	63,417.00	635.00	0.00	0.00	0.00	0.00	64,052.00	1.00%	
Keith, Tim J	Professor	1.00	68,076.00	681.00	0.00	0.00	0.00	0.00	68,757.00	1.00%	
King, Donald R	Professor	1.00	65,956.00	660.00	0.00	0.00	0.00	0.00	66,616.00	1.00%	
Koza, Richard A	Professor	1.00	75,380.00	754.00	0.00	0.00	0.00	0.00	76,134.00	1.00%	
Leite, Michael B	Professor	1.00	66,595.00	666.00	0.00	0.00	0.00	0.00	67,261.00	1.00%	
Limbach, Barbara	Professor	1.00	72,589.00	726.00	0.00	0.00	0.00	1,320.00	74,635.00	2.82%	
Madsen, Kim A	Professor/Director Cdc	1.00	69,814.00	698.00	0.00	0.00	0.00	0.00	70,512.00	1.00%	
Mays, Roger W	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
McEwen, Robert F	Professor	1.00	75,627.00	756.00	0.00	0.00	0.00	0.00	76,383.00	1.00%	
Nealeigh, Norma R	Professor	1.00	68,236.00	682.00	0.00	0.00	0.00	0.00	68,918.00	1.00%	
Nobiling, Tracy L	Professor	1.00	69,698.00	697.00	0.00	3,000.00	0.00	1,320.00	74,715.00	7.20%	
VACANT	Professor	1.00	77,315.00	773.00	0.00	0.00	0.00	0.00	78,088.00	1.00%	
VACANT	Professor	1.00	87,131.00	871.00	0.00	0.00	0.00	0.00	88,002.00	1.00%	
VACANT	Professor	1.00	75,384.00	754.00	0.00	0.00	0.00	0.00	76,138.00	1.00%	
Petersen, Grace A	Professor	1.00	57,596.00	576.00	0.00	3,000.00	2,562.00	0.00	63,734.00	10.66%	
Ritzen, Scott	Professor	1.00	70,228.00	702.00	0.00	0.00	0.00	0.00	70,930.00	1.00%	
Roweton, William	Professor	1.00	84,091.00	841.00	0.00	0.00	0.00	0.00	84,932.00	1.00%	
Schaefer, George W	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Stack, Robert V	Professor	1.00	76,934.00	769.00	0.00	0.00	0.00	0.00	77,703.00	1.00%	
Tucker, Thomas Deane	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Watt, Don E	Professor/Athletic Trainer	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Waugh, Wendy	Professor	1.00	70,527.00	705.00	0.00	0.00	0.00	0.00	71,232.00	1.00%	
Wright, James A	Professor	1.00	81,688.00	817.00	0.00	0.00	0.00	0.00	82,505.00	1.00%	
Younglove, Georgia A	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Sub-Total Professors		36.00	2,569,948.00	25,702.00	0.00	12,000.00	7,685.00	5,280.00	2,620,615.00		
Bentz, Laura A	Associate Professor	1.00	53,950.00	540.00	0.00	0.00	0.00	0.00	54,490.00	1.00%	
Bruehlman, August	Associate Professor	1.00	69,118.00	691.00	0.00	0.00	0.00	0.00	69,809.00	1.00%	
Buchmann, Ann M	Associate Professor	1.00	52,932.00	529.00	0.00	0.00	0.00	0.00	53,461.00	1.00%	
Carnot, Mary Jo	Associate Professor	1.00	54,469.00	545.00	0.00	0.00	0.00	0.00	55,014.00	1.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Cary, Philip G	Associate Professor	1.00	67,028.00	670.00	0.00	0.00	0.00	0.00	67,698.00	1.00%	
Donahue, Mary	Associate Professor	1.00	58,206.00	582.00	0.00	0.00	0.00	0.00	58,788.00	1.00%	
Enos, Karen	Associate Professor	1.00	57,168.00	572.00	0.00	0.00	0.00	0.00	57,740.00	1.00%	
Hoem, Bruce	Associate Professor	1.00	53,950.00	540.00	0.00	0.00	0.00	0.00	54,490.00	1.00%	
Hunn, Lorie	Associate Professor	1.00	56,404.00	564.00	0.00	0.00	0.00	0.00	56,968.00	1.00%	
Kirsch, Kathleen C	Associate Professor	1.00	54,531.00	545.00	0.00	0.00	0.00	0.00	55,076.00	1.00%	
Koehn, James	Associate Professor	1.00	65,796.00	658.00	0.00	0.00	0.00	0.00	66,454.00	1.00%	
Lambert, Adam	Associate Professor	1.00	52,956.00	530.00	0.00	0.00	0.00	0.00	53,486.00	1.00%	
Leesch Bogner, Lisette D	Associate Professor	1.00	61,004.00	610.00	0.00	0.00	0.00	0.00	61,614.00	1.00%	
Margetts, James	Associate Professor	1.00	57,168.00	572.00	0.00	0.00	0.00	0.00	57,740.00	1.00%	
Miller, Brandon L	Associate Professor	1.00	52,932.00	529.00	0.00	0.00	0.00	0.00	53,461.00	1.00%	
Moody, Yvonne M	Associate Professor	1.00	75,625.00	756.00	0.00	0.00	0.00	0.00	76,381.00	1.00%	
VACANT	Associate Professor	1.00	63,346.00	0.00	0.00	0.00	0.00	0.00	63,346.00	0.00%	
Rahman, Shafiqur	Associate Professor	1.00	58,474.00	585.00	0.00	0.00	0.00	0.00	59,059.00	1.00%	
Schaeffer, Susan	Associate Professor	1.00	54,007.00	540.00	0.00	0.00	0.00	0.00	54,547.00	1.00%	
Schreuder, Joel T	Associate Professor	1.00	54,531.00	545.00	0.00	0.00	0.00	0.00	55,076.00	1.00%	
Stewart, Deborah	Associate Professor	1.00	58,072.00	581.00	0.00	0.00	0.00	0.00	58,653.00	1.00%	
Sutcliffe, Jay	Associate Professor	1.00	52,932.00	529.00	0.00	0.00	0.00	0.00	53,461.00	1.00%	
Taylor, Una D	Associate Professor	1.00	47,586.00	476.00	0.00	3,000.00	2,135.00	0.00	53,197.00	11.79%	
Waldo, Jamie	Associate Professor	1.00	64,881.00	649.00	0.00	0.00	0.00	0.00	65,530.00	1.00%	
Wentworth, Beth	Associate Professor	1.00	54,225.00	542.00	0.00	0.00	0.00	0.00	54,767.00	1.00%	
Wilburn, Brad	Associate Professor	1.00	53,950.00	540.00	0.00	0.00	0.00	0.00	54,490.00	1.00%	
Sub-Total Associate Professors		26.00	1,505,241.00	14,420.00	0.00	3,000.00	2,135.00	0.00	1,524,796.00		
Badura, Victoria R	Assistant Professor	1.00	49,020.00	490.00	0.00	0.00	0.00	0.00	49,510.00	1.00%	
Brammer, Dawn D	Assistant Professor	1.00	46,239.00	462.00	0.00	0.00	0.00	0.00	46,701.00	1.00%	
Brown, Linda	Assistant Professor	1.00	50,000.00	500.00	0.00	0.00	0.00	0.00	50,500.00	1.00%	
Brust, Mathew	Assistant Professor	1.00	45,716.00	457.00	0.00	0.00	0.00	0.00	46,173.00	1.00%	
Cavin, Scott B	Assistant Professor	1.00	53,049.00	530.00	0.00	0.00	0.00	0.00	53,579.00	1.00%	
Ellington, H Elisabeth	Assistant Professor	1.00	46,852.00	469.00	0.00	0.00	0.00	0.00	47,321.00	1.00%	
Fickel, Twila	Assistant Professor	1.00	55,697.00	557.00	0.00	0.00	0.00	0.00	56,254.00	1.00%	
Jackson, Allen	Assistant Professor	1.00	47,446.00	474.00	0.00	0.00	0.00	0.00	47,920.00	1.00%	
Jamison, Wendy	Assistant Professor	1.00	51,245.00	512.00	0.00	0.00	0.00	0.00	51,757.00	1.00%	
Kendrick, Roger	Assistant Professor	1.00	50,706.00	507.00	0.00	3,000.00	0.00	0.00	54,213.00	6.92%	
Kerry, Lucyann S	Assistant Professor	1.00	53,040.00	530.00	0.00	0.00	0.00	0.00	53,570.00	1.00%	
Knight, Robert	Assistant Professor	1.00	47,907.00	480.00	0.00	0.00	0.00	0.00	48,387.00	1.00%	
McCallum, Henry	Assistant Professor	1.00	54,080.00	541.00	0.00	0.00	0.00	0.00	54,621.00	1.00%	
Morgan, Jeff	Assistant Professor	1.00	42,377.00	424.00	0.00	0.00	0.00	0.00	42,801.00	1.00%	
VACANT	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
VACANT	Assistant Professor	1.00	49,000.00	490.00	0.00	0.00	0.00	0.00	49,490.00	1.00%	
VACANT	Assistant Professor	1.00	46,000.00	460.00	0.00	0.00	0.00	0.00	46,460.00	1.00%	
Ritzen, Donna R	Assistant Professor	1.00	46,744.00	467.00	0.00	0.00	0.00	0.00	47,211.00	1.00%	
Stephens, Michael	Assistant Professor	1.00	48,664.00	487.00	0.00	0.00	0.00	0.00	49,151.00	1.00%	
Varpness, Zachary	Assistant Professor	1.00	47,942.00	479.00	0.00	0.00	0.00	0.00	48,421.00	1.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Vogl, Michael	Assistant Professor	1.00	47,159.00	472.00	0.00	0.00	0.00	0.00	47,631.00	1.00%	
Wada, James	Assistant Professor	1.00	46,260.00	463.00	0.00	0.00	0.00	0.00	46,723.00	1.00%	
Woods, Kathleen E	Assistant Professor	1.00	49,920.00	499.00	0.00	0.00	0.00	0.00	50,419.00	1.00%	
Zimmerman, Teresa	Assistant Professor	1.00	46,238.00	462.00	0.00	0.00	0.00	0.00	46,700.00	1.00%	
Sub-Total Assistant Professors		24.00	1,166,301.00	11,212.00	0.00	3,000.00	0.00	0.00	1,180,513.00		
Carey, Charles O	Instructor	1.00	39,005.00	390.00	0.00	0.00	0.00	0.00	39,395.00	1.00%	
Hoffman, William	Instructor	1.00	38,948.00	389.00	0.00	0.00	0.00	1,320.00	40,657.00	4.39%	
Jamison, Todd E	Instructor	1.00	35,610.00	356.00	0.00	0.00	0.00	0.00	35,966.00	1.00%	
Kennedy, Michael	Instructor	1.00	46,349.00	463.00	0.00	0.00	0.00	0.00	46,812.00	1.00%	
Moeller, Janet M	Instructor	1.00	47,000.00	0.00	0.00	0.00	0.00	1,320.00	48,320.00	2.81%	F5
Sub-Total Instructors		5.00	206,912.00	1,598.00	0.00	0.00	0.00	2,640.00	211,150.00		
TOTAL FACULTY		91.00	5,448,402.00	52,932.00	0.00	18,000.00	9,820.00	7,920.00	5,537,074.00		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
<u>NSCPA Professional Staff -- State Supported Positions</u>											
Andrews, Derek	Admissions Representative	1.00	39,387.00	394.00	0.00	0.00	0.00	0.00	39,781.00	1.00%	
Auer, Todd	Assistant Coach	1.00	51,324.00	513.00	0.00	0.00	0.00	0.00	51,837.00	1.00%	
Binkard, Daniel	Digital Graphic Designer	1.00	35,351.00	354.00	0.00	0.00	0.00	0.00	35,705.00	1.00%	
Brenneise, Harvey R	Head of Public Services	1.00	56,500.00	565.00	0.00	0.00	0.00	0.00	57,065.00	1.00%	
Carey, Tamsyn	Project Coordinator	1.00	35,887.00	359.00	0.00	0.00	0.00	0.00	36,246.00	1.00%	
Cassiday, Jerry D	Licensed Student Counselor	0.75	35,617.00	356.00	0.00	0.00	0.00	0.00	35,973.00	1.00%	
Collins, Joby D	Data Base Administrator	1.00	50,987.00	510.00	0.00	0.00	0.00	1,320.00	52,817.00	3.59%	
Crofutt, Heather	Financial Aid Counselor	1.00	30,954.00	310.00	0.00	0.00	0.00	0.00	31,264.00	1.00%	
Crofutt, Keith	IT System Administrator/Security Analyst	1.00	46,347.00	463.00	0.00	0.00	0.00	0.00	46,810.00	1.00%	
Dent, Ashley A	Physical Activity Center Coordinator	1.00	35,000.00	350.00	0.00	0.00	0.00	0.00	35,350.00	1.00%	
Dockweiler, Ann J	Nurse	0.83	39,480.00	395.00	0.00	0.00	0.00	0.00	39,875.00	1.00%	
Fullerton, Christine	Public Services Librarian	1.00	43,450.00	435.00	0.00	0.00	0.00	0.00	43,885.00	1.00%	
Gimeson, Merle	Publications Specialist	1.00	49,868.00	499.00	0.00	0.00	0.00	0.00	50,367.00	1.00%	
Giorgi, Starr	Information Technology Support Specailis	1.00	37,078.00	371.00	0.00	0.00	0.00	0.00	37,449.00	1.00%	
Gonzalez, Frances	Tutorial Services Counselor	0.54	23,854.00	239.00	0.00	0.00	0.00	713.00	24,806.00	3.99%	P3
Gruen, Carla M	Public Services Librarian	1.00	44,505.00	445.00	0.00	0.00	0.00	0.00	44,950.00	1.00%	
Gutierrez, Trina K	Admissions Representative	1.00	37,949.00	379.00	0.00	0.00	0.00	1,320.00	39,648.00	4.48%	
Haag, Justin J	Marketing Coordinator	1.00	50,399.00	504.00	0.00	0.00	0.00	0.00	50,903.00	1.00%	
Haynes, Teresa L	Academic Advisor	1.00	38,350.00	384.00	0.00	0.00	0.00	0.00	38,734.00	1.00%	
Helmbrecht, Alex	Sports Information Director	1.00	33,423.00	334.00	0.00	0.00	0.00	0.00	33,757.00	1.00%	
Hencey, Danielle M	Coordinator Of Admissions Services	1.00	29,650.00	297.00	0.00	0.00	0.00	0.00	29,947.00	1.00%	
Huckfeldt, Bruce W	Print Shop Supervisor	1.00	44,520.00	445.00	0.00	0.00	0.00	0.00	44,965.00	1.00%	
Hulquist, Seth	Admissions Representative	1.00	30,359.00	304.00	0.00	0.00	0.00	0.00	30,663.00	1.00%	
Jersild, Craig R	Assistant Coach	0.83	27,809.00	278.00	0.00	0.00	0.00	1,320.00	29,407.00	5.75%	
Johnson, Roberta J	Extended Campus Program Coordinator	1.00	44,846.00	448.00	0.00	0.00	0.00	0.00	45,294.00	1.00%	
Kuhnel, Kristal S	Assistant for Graduate Study Programs	1.00	43,519.00	436.00	0.00	0.00	0.00	0.00	43,955.00	1.00%	
Langford, Annette	Distance Learning Coordinator	1.00	35,998.00	360.00	0.00	0.00	0.00	0.00	36,358.00	1.00%	
Ledbetter, Elizabeth	Distance Learning Coordinator	1.00	36,887.00	369.00	0.00	0.00	0.00	0.00	37,256.00	1.00%	
Leonard, Pamela	Assistant Director Child Develop Center	0.75	19,561.00	196.00	0.00	0.00	0.00	0.00	19,757.00	1.00%	
Linegar, Malinda	Programmer Analyst	1.00	37,429.00	374.00	0.00	0.00	0.00	0.00	37,803.00	1.00%	
Mack, Jill E	Events Coordinator	0.92	29,161.00	292.00	0.00	0.00	0.00	0.00	29,453.00	1.00%	
Meter, Deborah A	Coordinator Of Cooperative Education	1.00	46,909.00	469.00	0.00	0.00	0.00	0.00	47,378.00	1.00%	
Miskimins, Melissa F	Athletic Administrative Assistant	1.00	35,340.00	353.00	0.00	0.00	0.00	0.00	35,693.00	1.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Mitchell, Melissa A	Stdt Records Technical Support Analyst	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Newberg, Pamela J	Head of Technical Services	1.00	51,000.00	510.00	0.00	0.00	0.00	0.00	51,510.00	1.00%	
VACANT	Telecommunications Technician	0.83	29,784.00	0.00	0.00	0.00	0.00	0.00	29,784.00	0.00%	
VACANT	Int'l Education Program Coordinator	1.00	40,000.00	400.00	0.00	0.00	0.00	0.00	40,400.00	1.00%	
VACANT	Day Care Center Teacher	0.90	21,659.00	0.00	0.00	0.00	0.00	0.00	21,659.00	0.00%	
VACANT	Academic Support Center Coordinator	0.75	34,544.00	345.00	0.00	0.00	0.00	0.00	34,889.00	1.00%	
Pajeda, Kristina M	Admissions Representative	1.00	28,940.00	289.00	0.00	0.00	0.00	0.00	29,229.00	1.00%	
Patterson, Jereme	Telecommunications Services Specialist	1.00	42,186.00	422.00	0.00	0.00	0.00	0.00	42,608.00	1.00%	
Polak, Sarah	Museum Director	1.00	57,305.00	573.00	0.00	0.00	0.00	0.00	57,878.00	1.00%	
Pourier, Sheila	Financial Aid Counselor	1.00	31,752.00	318.00	0.00	0.00	0.00	0.00	32,070.00	1.00%	
Roberts, Eric W	Information Technology Support Specailis	1.00	34,569.00	346.00	0.00	0.00	0.00	0.00	34,915.00	1.00%	
Rutt, Aaron	Manager Payroll	1.00	35,239.00	352.00	0.00	0.00	0.00	0.00	35,591.00	1.00%	
Schmid, Andrew	Information Technology Support Specialis	1.00	37,070.00	371.00	0.00	0.00	0.00	0.00	37,441.00	1.00%	
Serres, Bryant J	Telecommunications Technician	1.00	30,000.00	300.00	0.00	0.00	0.00	0.00	30,300.00	1.00%	
Smith, Debra A	Coordinator Of Admissions Services	1.00	34,859.00	349.00	0.00	0.00	0.00	0.00	35,208.00	1.00%	
Stein, Christopher	Assistant Coach	1.00	40,588.00	406.00	0.00	0.00	0.00	1,320.00	42,314.00	4.25%	
Stephen, Mark S	Network Specialist	1.00	51,733.00	517.00	0.00	0.00	0.00	0.00	52,250.00	1.00%	
White, Lisa	Coordinator of Admissions Services	1.00	28,647.00	286.00	0.00	0.00	0.00	0.00	28,933.00	1.00%	
Williams, Samuel	Webmaster	1.00	45,023.00	450.00	0.00	0.00	0.00	0.00	45,473.00	1.00%	
Wright, Ottley	Academic Advisor	1.00	45,545.00	456.00	0.00	0.00	0.00	0.00	46,001.00	1.00%	
TOTAL		51.10	2,043,141.00	19,920.00	0.00	0.00	0.00	5,993.00	2,069,054.00		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>											
Huish, Shelby A	Assistant Director Residence Life	1.00	24,489.00	245.00	0.00	0.00	0.00	0.00	24,734.00	1.00%	
Landen, Mary E	Interim Asst Director Residence Life	1.00	24,734.00	0.00	0.00	0.00	0.00	0.00	24,734.00	0.00%	
VACANT	Assistant Director Residence Life	1.00	26,361.00	264.00	0.00	0.00	0.00	0.00	26,625.00	1.00%	
VACANT	Assistant Director Resident Life	1.00	25,000.00	250.00	0.00	0.00	0.00	0.00	25,250.00	1.00%	
Sinn, Laure C	Student Activities Coordinator	1.00	49,106.00	491.00	0.00	0.00	0.00	0.00	49,597.00	1.00%	
TOTAL		5.00	149,690.00	1,250.00	0.00	0.00	0.00	0.00	150,940.00		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>											
Baily, Ryan J	Head Track & Field Coach	0.83	43,522.00	435.00	0.00	0.00	0.00	0.00	43,957.00	1.00%	
Bargen, Brent	Head Mens Basketball Coach	1.00	53,201.00	532.00	0.00	0.00	0.00	0.00	53,733.00	1.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Bargen, Leslie	Coordinator Of Special Events	1.00	34,122.00	341.00	0.00	0.00	0.00	0.00	34,463.00	1.00%	
Bayne, Deann	Director Extended Campus Sites	1.00	46,399.00	464.00	0.00	0.00	0.00	1,320.00	48,183.00	3.84%	
Brennan, Blair	Coordinator Physical Facilites	1.00	51,317.00	513.00	0.00	0.00	0.00	0.00	51,830.00	1.00%	
Burk, Ann Marie	Director Of Computer Services	1.00	65,635.00	656.00	0.00	0.00	0.00	1,320.00	67,611.00	3.01%	
Connealy, Theresa A	Head Golf Coach	0.15	7,200.00	72.00	0.00	0.00	0.00	0.00	7,272.00	1.00%	P3
Connealy, Timothy P	Head Womens Basketball Coach	1.00	48,794.00	488.00	0.00	0.00	0.00	0.00	49,282.00	1.00%	
Cook, Tena	Director Of Admissions	1.00	49,718.00	497.00	0.00	0.00	0.00	0.00	50,215.00	1.00%	
Crouse, Margaret R	Dean Educ Hum Perf Coun Psyc & Soc Wrk	1.00	105,706.00	1,057.00	0.00	0.00	0.00	0.00	106,763.00	1.00%	
Dawson, Theresa	Asst VP Enrollment Mngt & Inst Research	1.00	80,643.00	806.00	0.00	0.00	0.00	0.00	81,449.00	1.00%	
Douglas, Sherry	Director Of Financial Aid	1.00	62,989.00	630.00	0.00	0.00	0.00	0.00	63,619.00	1.00%	
Goodman, Julie M	Comptroller	1.00	54,338.00	543.00	0.00	0.00	0.00	0.00	54,881.00	1.00%	
Grant, Dale E	Vice President Administration & Finance	1.00	107,640.00	1,076.00	0.00	0.00	0.00	1,320.00	110,036.00	2.23%	
Hartman, Shawn	Assistant Director Public Services	1.00	56,977.00	570.00	0.00	0.00	0.00	0.00	57,547.00	1.00%	
Hughes, Melany K	Budget Director	1.00	47,000.00	470.00	0.00	0.00	0.00	0.00	47,470.00	1.00%	
Kennell, Deena	Director Internships & Career Services	1.00	55,308.00	553.00	0.00	0.00	0.00	0.00	55,861.00	1.00%	
Luper, Dustin	Head Rodeo Coach/Admissions Representati	0.27	10,942.00	109.00	0.00	0.00	0.00	0.00	11,051.00	1.00%	
Luper, Dustin	Head Rodeo Coach/Admissions Representati	0.65	25,532.00	255.00	0.00	0.00	0.00	0.00	25,787.00	1.00%	
Marquis, Natasha E	Head Volleyball Coach	0.83	40,000.00	400.00	0.00	0.00	0.00	0.00	40,400.00	1.00%	
Marshall, Conrad K	Information Services Officer	0.33	24,583.00	246.00	0.00	0.00	0.00	0.00	24,829.00	1.00%	P3
Martin, Benjamin R	Assistant Game Management	0.40	16,069.00	161.00	0.00	0.00	0.00	0.00	16,230.00	1.00%	P3
VACANT	Head Softball Coach	0.43	3,000.00	30.00	0.00	0.00	0.00	0.00	3,030.00	1.00%	P3
VACANT	Interim Assistant Director - Info Tech	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
VACANT	Dean Bus Entr App & Math Sci & Sciences	1.00	95,206.00	0.00	0.00	0.00	0.00	0.00	95,206.00	0.00%	
O'Boyle, William J	Head Football Coach	1.00	58,544.00	585.00	0.00	0.00	0.00	0.00	59,129.00	1.00%	
Pope, Karen K	Director Of Alumni & Annual Giving	1.00	45,637.00	456.00	0.00	0.00	0.00	1,320.00	47,413.00	3.89%	
Rhine, Richard R	Vice Pres Enrollment Mngt & Student Srvs	1.00	116,756.00	1,168.00	0.00	0.00	0.00	0.00	117,924.00	1.00%	
Rickenbach, Michele	Assistant Registrar	1.00	37,312.00	373.00	0.00	0.00	0.00	0.00	37,685.00	1.00%	
Singpiel, Christopher M	Interim Admissions Representative	1.00	30,160.00	302.00	0.00	0.00	0.00	0.00	30,462.00	1.00%	
Smith, Bradley R	Director Of Athletics	1.00	91,483.00	915.00	0.00	0.00	0.00	1,320.00	93,718.00	2.44%	
Snare, Charles	Dean Liberal Arts	1.00	95,206.00	952.00	0.00	0.00	0.00	0.00	96,158.00	1.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Stetson, Gayle	Human Resources Coordinator	1.00	37,545.00	375.00	0.00	0.00	0.00	0.00	37,920.00	1.00%	
Taylor, Stephen M	Assoc Vice President Market Development	1.00	93,030.00	930.00	0.00	0.00	0.00	1,320.00	95,280.00	2.42%	
Veath, Maxine L	Vice President Academic Affairs	1.00	116,756.00	1,168.00	0.00	0.00	0.00	0.00	117,924.00	1.00%	
Vogt, Kara L	Director Of Human Resources	1.00	58,838.00	588.00	0.00	0.00	0.00	0.00	59,426.00	1.00%	
Williamson, Dale E	Registrar	1.00	75,096.00	751.00	0.00	0.00	0.00	0.00	75,847.00	1.00%	
Wolf, Milton	Director Library & Learning Services	1.00	79,412.00	794.00	0.00	0.00	0.00	0.00	80,206.00	1.00%	
Zeller, Lawayne	Certification Officer	0.70	24,323.00	243.00	0.00	0.00	0.00	0.00	24,566.00	1.00%	P3
TOTAL		34.59	2,205,279.00	20,597.00	0.00	0.00	0.00	7,920.00	2,233,796.00		
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>											
Fosher, Tamara L	Manager of Residence Life Programs	1.00	36,000.00	360.00	0.00	0.00	0.00	0.00	36,360.00	1.00%	
Johns, Shellie	Coordinator Of Conferences	1.00	40,739.00	407.00	0.00	0.00	0.00	0.00	41,146.00	1.00%	
Pritchett, Bryant A	Resident Hall Coordinator	0.70	9,000.00	90.00	0.00	0.00	0.00	0.00	9,090.00	1.00%	P3
Simons, Sheryl J	Director Of Housing & Residence Life	1.00	57,421.00	574.00	0.00	0.00	0.00	1,320.00	59,315.00	3.30%	
TOTAL		3.70	143,160.00	1,431.00	0.00	0.00	0.00	1,320.00	145,911.00		
TOTAL PROFESSIONAL		94.39	4,541,270.00	43,198.00	0.00	0.00	0.00	15,233.00	4,599,701.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
<u>NAPE/Support Staff -- State Supported Positions</u>											
Abold, Stacie S	Custodial Leader	0.50	12,616.00	0.00	0.00	0.00	0.00	25.00	12,641.00	0.20%	S3
Alley, John	Custodian	1.00	19,661.00	0.00	0.00	1,255.00	0.00	0.00	20,916.00	6.38%	
Arthur, William D	Maintenance Repair Worker I	1.00	19,904.00	0.00	0.00	0.00	0.00	50.00	19,954.00	0.25%	
Baily, Janel B	Office Assistant II	1.00	21,192.00	0.00	0.00	0.00	0.00	50.00	21,242.00	0.24%	
Barry-Schommer, Brenda D	Office Assistant IV	0.50	22,654.00	0.00	0.00	0.00	0.00	25.00	22,679.00	0.11%	S3
Baumann, M Todd	Office Assistant II	1.00	24,904.00	0.00	0.00	0.00	0.00	50.00	24,954.00	0.20%	
Blonien, Sharla	Office Assistant II	1.00	24,404.00	0.00	0.00	0.00	0.00	50.00	24,454.00	0.20%	
Bradley, Kimberly A	Accounting Clerk II	1.00	24,404.00	0.00	0.00	0.00	0.00	0.00	24,404.00	0.00%	
Brown, Brenda	Office Assistant I	0.50	9,830.00	0.00	0.00	603.00	0.00	25.00	10,458.00	6.39%	
Brown, Brenda	Office Assistant I	0.50	9,831.00	0.00	0.00	602.00	0.00	25.00	10,458.00	6.38%	
Butler, Gregory	Maintenance Repair Worker IV	0.60	28,990.00	0.00	0.00	0.00	0.00	30.00	29,020.00	0.10%	S3
Callahan, Pamela L	Accounting Clerk II	1.00	28,190.00	0.00	0.00	0.00	0.00	0.00	28,190.00	0.00%	
Camerlinck, Angela	Office Assistant II	1.00	24,283.00	0.00	0.00	0.00	0.00	50.00	24,333.00	0.21%	
Caswell, Stephen J	Maintenance Repair Worker III	0.50	13,402.00	0.00	0.00	0.00	0.00	25.00	13,427.00	0.19%	S3
Coates, Amy L	Custodian	1.00	24,220.00	0.00	0.00	0.00	0.00	50.00	24,270.00	0.21%	
Conway, Craig E	Publications Technician	1.00	30,724.00	0.00	0.00	0.00	0.00	50.00	30,774.00	0.16%	
Cummings, Kristol	Office Assistant I	0.75	14,864.00	0.00	0.00	0.00	0.00	50.00	14,914.00	0.34%	
Danner, Molly R	Office Assistant II	1.00	21,692.00	0.00	0.00	0.00	0.00	50.00	21,742.00	0.23%	
Dewitt, Jerry	Custodial Leader	0.50	15,596.00	0.00	0.00	0.00	0.00	25.00	15,621.00	0.16%	S3
Doescher, Randy	Maintenance Repair Worker III	0.50	13,402.00	0.00	0.00	0.00	0.00	25.00	13,427.00	0.19%	S3
Downs, Joanne	Office Assistant I	0.83	18,528.00	0.00	0.00	944.00	0.00	50.00	19,522.00	5.36%	
Dunn, Diane C	Custodian	1.00	18,312.00	0.00	0.00	0.00	0.00	0.00	18,312.00	0.00%	
Eleson, Bonnie	Custodian	1.00	28,928.00	0.00	0.00	0.00	0.00	50.00	28,978.00	0.17%	
Emerson, Sherrie B	Computer Operator	1.00	24,338.00	0.00	0.00	0.00	0.00	50.00	24,388.00	0.21%	
Enos, Bryan	Maintenance Repair Worker I	1.00	22,712.00	0.00	0.00	0.00	0.00	50.00	22,762.00	0.22%	
Foral, Robyn G	Academic Credentials Technician	1.00	31,490.00	0.00	0.00	0.00	0.00	50.00	31,540.00	0.16%	
Frandsen, Connie	Office Assistant II	1.00	25,189.00	0.00	0.00	0.00	0.00	50.00	25,239.00	0.20%	
Gilmore, Roberta	Office Assistant I	1.00	19,414.00	0.00	0.00	0.00	0.00	0.00	19,414.00	0.00%	
Hartman, Janet L	Office Assistant II	1.00	30,900.00	0.00	0.00	0.00	0.00	50.00	30,950.00	0.16%	
Hayford, Eric	Custodian	1.00	19,661.00	0.00	0.00	1,205.00	0.00	50.00	20,916.00	6.38%	
Huckfeldt, Kimberly	Office Assistant II	1.00	33,904.00	0.00	0.00	0.00	0.00	50.00	33,954.00	0.15%	
James, Casey	Maintenance Repair Worker III	0.50	13,646.00	0.00	0.00	0.00	0.00	25.00	13,671.00	0.18%	S3
Jordan, Joseph R	Custodian	1.00	18,512.00	0.00	0.00	0.00	0.00	50.00	18,562.00	0.27%	
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	19,850.00	0.00	0.00	0.00	0.00	25.00	19,875.00	0.13%	S3
Katen, Sally J	Accounting Clerk III	1.00	35,096.00	0.00	0.00	0.00	0.00	0.00	35,096.00	0.00%	
Keiper, Donald	Security Officer II	0.75	20,116.00	0.00	0.00	0.00	0.00	50.00	20,166.00	0.25%	
Kern, Silas Wade	Maintenance Repair Worker III	1.00	41,908.00	0.00	0.00	0.00	0.00	50.00	41,958.00	0.12%	
Krejci, Lynda J	Custodian	1.00	24,153.00	0.00	0.00	0.00	0.00	50.00	24,203.00	0.21%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Kuhnel, Lorin	Maintenance Repair Worker II	1.00	33,427.00	0.00	0.00	0.00	0.00	50.00	33,477.00	0.15%	
Lafontsee, Craig	Maintenance Repair Worker I	1.00	29,108.00	0.00	0.00	0.00	0.00	50.00	29,158.00	0.17%	
Laue, Tim Allan	Maintenance Repair Worker III	0.70	29,638.00	0.00	0.00	0.00	0.00	35.00	29,673.00	0.12%	S3
Malone, Velinda	Custodian	1.00	21,953.00	0.00	0.00	0.00	0.00	50.00	22,003.00	0.23%	
Mason, Kathy	Office Assistant III	1.00	39,052.00	0.00	0.00	0.00	0.00	50.00	39,102.00	0.13%	
Mefferd, Sandra K	Custodian	1.00	19,312.00	0.00	0.00	0.00	0.00	50.00	19,362.00	0.26%	
Mittleider, Stacie	Office Assistant I	0.75	14,797.00	0.00	0.00	0.00	0.00	50.00	14,847.00	0.34%	
Moore, Jim	Maintenance Repair Worker III	0.50	19,239.00	0.00	0.00	0.00	0.00	25.00	19,264.00	0.13%	S3
Mowry, Marianne	Office Assistant II	1.00	24,904.00	0.00	0.00	0.00	0.00	50.00	24,954.00	0.20%	
Mracek, Patricia	Mail Clerk	1.00	23,937.00	0.00	0.00	0.00	0.00	50.00	23,987.00	0.21%	
Myers, Lewis L	Maintenance Repair Worker IV	0.50	17,620.00	0.00	0.00	1,737.00	0.00	25.00	19,382.00	10.00%	S3
Nemeth, Patti R	Accounting Clerk II	1.00	27,904.00	0.00	0.00	0.00	0.00	50.00	27,954.00	0.18%	
Neuharth, Geraldine M	Office Assistant I	0.75	18,340.00	0.00	0.00	0.00	0.00	0.00	18,340.00	0.00%	
VACANT	Accounting Clerk II	1.00	27,404.00	0.00	0.00	0.00	0.00	0.00	27,404.00	0.00%	
VACANT	Maintenance Repair Worker IV	1.00	48,316.00	0.00	0.00	0.00	0.00	0.00	48,316.00	0.00%	
VACANT	Custodian	1.00	24,517.00	0.00	0.00	0.00	0.00	0.00	24,517.00	0.00%	
VACANT	Office Assistant I	0.75	15,021.00	0.00	0.00	0.00	0.00	0.00	15,021.00	0.00%	
VACANT	Office Assistant II	1.00	18,312.00	0.00	0.00	0.00	0.00	0.00	18,312.00	0.00%	
VACANT	Office Assistant IV	1.00	45,108.00	0.00	0.00	0.00	0.00	0.00	45,108.00	0.00%	
VACANT	Office Assistant I	0.75	13,734.00	0.00	0.00	0.00	0.00	0.00	13,734.00	0.00%	
VACANT	Office Assistant I	0.75	13,734.00	0.00	0.00	0.00	0.00	0.00	13,734.00	0.00%	
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	18,844.00	0.00	0.00	0.00	0.00	25.00	18,869.00	0.13%	S3
Phillips, Kelly A	Office Assistant I	0.50	9,506.00	0.00	0.00	0.00	0.00	0.00	9,506.00	0.00%	
Phillips, Kelly A	Office Assistant I	0.50	9,506.00	0.00	0.00	0.00	0.00	0.00	9,506.00	0.00%	
Roberts, Casey	Electrician	0.60	19,320.00	0.00	0.00	0.00	0.00	30.00	19,350.00	0.16%	S3
Rodriguez, Beverley	Office Assistant II	1.00	22,393.00	0.00	0.00	1,761.00	0.00	50.00	24,204.00	8.09%	
Rutter, Judy D	Office Assistant I	0.83	18,442.00	0.00	0.00	1,030.00	0.00	50.00	19,522.00	5.86%	
Schefcik, Karma	Custodian	1.00	19,396.00	0.00	0.00	0.00	0.00	50.00	19,446.00	0.26%	
Schrader, Marsha	Office Assistant II	1.00	22,708.00	0.00	0.00	1,446.00	0.00	50.00	24,204.00	6.59%	
Scoggan, Alisha L	Office Assistant II	1.00	21,892.00	0.00	0.00	0.00	0.00	0.00	21,892.00	0.00%	
Strong, Neil	Electrician Master	0.60	22,976.00	0.00	0.00	0.00	0.00	30.00	23,006.00	0.13%	S3
Stumph, Stephanie	Office Assistant II	0.50	11,571.00	0.00	0.00	0.00	0.00	25.00	11,596.00	0.22%	S3
Tausan, Judy	Office Assistant II	1.00	22,192.00	0.00	0.00	0.00	0.00	50.00	22,242.00	0.23%	
Turman, Bridget S	Custodian	1.00	29,625.00	0.00	0.00	0.00	0.00	50.00	29,675.00	0.17%	
Vanvleet, Stefani L	Office Assistant II	1.00	25,189.00	0.00	0.00	0.00	0.00	50.00	25,239.00	0.20%	
Wait, Terry L	Custodian	1.00	18,312.00	0.00	0.00	0.00	0.00	50.00	18,362.00	0.27%	
Walgren, Cynthia S	Accounting Clerk II	1.00	28,190.00	0.00	0.00	0.00	0.00	50.00	28,240.00	0.18%	
Weber, Steve L	Maintenance Repair Worker I	1.00	22,712.00	0.00	0.00	0.00	0.00	50.00	22,762.00	0.22%	
Zillig, Robert	Maintenance Repair Worker II	1.00	29,408.00	0.00	0.00	0.00	0.00	50.00	29,458.00	0.17%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
TOTAL		64.91	1,748,979.00	0.00	0.00	10,583.00	0.00	2,550.00	1,762,112.00		
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>											
Abold, Stacie S	Custodial Leader	0.50	12,615.00	0.00	0.00	0.00	0.00	25.00	12,640.00	0.20%	S3
Ainslie, Melvin	Custodian	1.00	26,824.00	0.00	0.00	0.00	0.00	50.00	26,874.00	0.19%	
Barry-Schommer, Brenda D	Office Assistant IV	0.50	22,654.00	0.00	0.00	0.00	0.00	25.00	22,679.00	0.11%	S3
Butler, Gregory	Maintenance Repair Worker IV	0.40	19,326.00	0.00	0.00	0.00	0.00	20.00	19,346.00	0.10%	S3
Carnahan, Melody M	Office Assistant II	1.00	28,322.00	0.00	0.00	1,882.00	0.00	0.00	30,204.00	6.65%	
Caswell, Stephen J	Maintenance Repair Worker III	0.50	13,402.00	0.00	0.00	0.00	0.00	25.00	13,427.00	0.19%	S3
Dewitt, Jerry	Custodial Leader	0.50	15,596.00	0.00	0.00	0.00	0.00	25.00	15,621.00	0.16%	S3
Doescher, Randy	Maintenance Repair Worker III	0.50	13,402.00	0.00	0.00	0.00	0.00	25.00	13,427.00	0.19%	S3
Franey, Max E	Maintenance Repair Worker II	1.00	29,903.00	0.00	0.00	0.00	0.00	0.00	29,903.00	0.00%	
Hansen, Maruta	Custodian	1.00	21,616.00	0.00	0.00	0.00	0.00	50.00	21,666.00	0.23%	
Hirose, Mihoko	Custodian	1.00	18,512.00	0.00	0.00	0.00	0.00	50.00	18,562.00	0.27%	
James, Casey	Maintenance Repair Worker III	0.50	13,646.00	0.00	0.00	0.00	0.00	25.00	13,671.00	0.18%	S3
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	19,850.00	0.00	0.00	0.00	0.00	25.00	19,875.00	0.13%	S3
Keepers, Leslee A	Custodian	1.00	18,812.00	0.00	0.00	0.00	0.00	50.00	18,862.00	0.27%	
Laue, Tim Allan	Maintenance Repair Worker III	0.30	12,704.00	0.00	0.00	0.00	0.00	15.00	12,719.00	0.12%	S3
McCarthy, Aaron J	Custodian	1.00	18,512.00	0.00	0.00	0.00	0.00	50.00	18,562.00	0.27%	
McKinnon, Kenneth W	Custodian	1.00	21,116.00	0.00	0.00	0.00	0.00	50.00	21,166.00	0.24%	
Moore, Jim	Maintenance Repair Worker III	0.50	19,239.00	0.00	0.00	0.00	0.00	25.00	19,264.00	0.13%	S3
Myers, Lewis L	Maintenance Repair Worker IV	0.50	17,620.00	0.00	0.00	1,737.00	0.00	25.00	19,382.00	10.00%	S3
VACANT	Security Supervisor	1.00	30,500.00	0.00	0.00	0.00	0.00	0.00	30,500.00	0.00%	
VACANT	Custodian	1.00	18,512.00	0.00	0.00	0.00	0.00	0.00	18,512.00	0.00%	
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	18,844.00	0.00	0.00	0.00	0.00	25.00	18,869.00	0.13%	S3
Rasmussen, Antone B	Custodian	1.00	18,312.00	0.00	0.00	0.00	0.00	50.00	18,362.00	0.27%	
Roberts, Casey	Electrician	0.40	12,880.00	0.00	0.00	0.00	0.00	20.00	12,900.00	0.16%	S3
Snook, Lorn	Custodian	1.00	21,616.00	0.00	0.00	0.00	0.00	50.00	21,666.00	0.23%	
Strong, Neil	Electrician Master	0.40	15,317.00	0.00	0.00	0.00	0.00	20.00	15,337.00	0.13%	S3
Walter, Roger	Custodian	1.00	19,485.00	0.00	0.00	0.00	0.00	50.00	19,535.00	0.26%	
White, Audrey S	Custodian	1.00	29,867.00	0.00	0.00	0.00	0.00	50.00	29,917.00	0.17%	
Wood, Elaine	Custodian	1.00	27,122.00	0.00	0.00	1,556.00	0.00	50.00	28,728.00	5.92%	
TOTAL		21.50	576,126.00	0.00	0.00	5,175.00	0.00	875.00	582,176.00		
<u>Support Staff (Non-Union) -- State Supported Positions</u>											
Anderson, Pamela J	Secretary To The President	1.00	44,917.00	449.00	0.00	0.00	0.00	0.00	45,366.00	1.00%	
Cisneros, Alan D	Maintenance Supervisor	0.55	24,159.00	242.00	0.00	0.00	0.00	0.00	24,401.00	1.00%	S3

Chadron State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Neely, Joyce	Office Assistant II	1.00	22,623.00	226.00	0.00	0.00	0.00	0.00	22,849.00	1.00%	
Stokey, Katherine	Office Assistant III	1.00	41,142.00	411.00	0.00	0.00	0.00	0.00	41,553.00	1.00%	
TOTAL		3.55	132,841.00	1,328.00	0.00	0.00	0.00	0.00	134,169.00		
<u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u>											
Cisneros, Alan D	Maintenance Supervisor	0.45	19,766.00	198.00	0.00	0.00	0.00	0.00	19,964.00	1.00%	S3
TOTAL		0.45	19,766.00	198.00	0.00	0.00	0.00	0.00	19,964.00		
TOTAL SUPPORT STAFF		90.41	2,477,712.00	1,526.00	0.00	15,758.00	0.00	3,425.00	2,498,421.00		

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2010-2011 Salary Base	1.00% increase	Adjustments		% Increase	2011-2012 Total Annual Salary
					Degree	Other		
<u>NSCPA Professional Staff -- Non-State Supported Positions (Federal Restricted)</u>								
DRESSEL, SONJA	LICENSED STUDENT COUNSELOR	0.83	35,165.00	352.00		1,320.00	4.75%	36,837.00
GONZALEZ, FRANCES	TUTORIAL SERVICES COORDINATOR	0.29	20,320.00	203.00		607.00	3.99%	21,130.00
SPARGO, MEGAN	RETENTION SPECIALIST	0.83	30,616.00	306.00			1.00%	30,922.00
		1.95	86101.00	861.00	0.00	1927.00		88889.00
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</u>								
DARNELL, RICHARD	TEST COORDINATOR/ACADEMIC ADVISOR	0.50	18,519.00	185.00			1.00%	18,704.00
PRESTWICH, AARON	PROJECT DIRECTOR, SSS	1.00	48,794.00	488.00			1.00%	49,282.00
SMITH-BRUEHLMAN, MARTHA	PROJECT DIRECTOR, UPWARD BOUND	1.00	48,794.00	488.00			1.00%	49,282.00
WELCH, CHERYL	TEST COORDINATOR/ACADEMIC ADVISOR	0.50	18,519.00	185.00			1.00%	18,704.00
	TOTAL	3.00	134,626.00	1,346.00	0.00	0.00		135,972.00
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted) -- VACANT POSITIONS</u>								
VACANT	TEST COORDINATOR/ACADEMIC ADVISOR - UPWARD BOUND	0.50						17,892.00
		0.50						17,892.00
<u>NAPE Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>								
FRANDSON, CONNIE	OFFICE ASSISTANT II	1.000	25,189.00			50.00		25,239.00
STUMPH, STEPHANIE	OFFICE ASSISTANT II	0.500	11,570.50			25.00		11,595.50
	TOTALS	1.500	36,759.50			75.00		36,834.50
<u>Support Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</u>								
KOZA, KRISTIN	OFFICE ASSISTANT I	0.415	7,600.00	76.00			1.00%	7,676.00
WITTRUCK, JENNIFER	OFFICE ASSISTANT I	0.500	9,879.00	99.00			1.00%	9,978.00
	TOTALS	0.915	17,479.00	175.00	0.00	0.00		17,654.00
		7.865	274,965.500	2,382.000	0.000	2,002.000		297,241.500

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Faculty -- State Supported Positions											
Anderson, Kenneth E	Professor	1.00	75,050.00	751.00	0.00	0.00	0.00	1,320.00	77,121.00	2.76%	
Asmussen, Kelly J	Professor	1.00	67,184.00	672.00	0.00	0.00	0.00	1,320.00	69,176.00	2.96%	
Beischel, Mark L	Professor	1.00	68,071.00	681.00	0.00	0.00	0.00	0.00	68,752.00	1.00%	
Citrin, Anthony K	Professor	1.00	83,904.00	839.00	0.00	0.00	0.00	0.00	84,743.00	1.00%	
Clemente, William A	Professor	1.00	70,720.00	707.00	0.00	0.00	0.00	0.00	71,427.00	1.00%	
Clopton, Richard E	Professor	1.00	71,228.00	712.00	0.00	0.00	0.00	0.00	71,940.00	1.00%	
Crook, Sara B	Professor	1.00	69,402.00	694.00	0.00	0.00	0.00	0.00	70,096.00	1.00%	
Davis, Searl Spencer	Professor	1.00	84,809.00	848.00	0.00	0.00	0.00	0.00	85,657.00	1.00%	
Ediger, Thomas L	Professor	1.00	86,578.00	866.00	0.00	0.00	0.00	0.00	87,444.00	1.00%	
Grotrian, Judy A	Professor	1.00	64,748.00	647.00	0.00	0.00	0.00	0.00	65,395.00	1.00%	
Hnida, John A	Professor	1.00	64,693.00	647.00	0.00	0.00	0.00	0.00	65,340.00	1.00%	
Holtz, Daniel J	Professor	1.00	75,465.00	755.00	0.00	0.00	0.00	0.00	76,220.00	1.00%	
Long, Daryl C	Professor	1.00	105,298.00	1,053.00	0.00	0.00	0.00	0.00	106,351.00	1.00%	
VACANT	Professor	1.00	71,000.00	0.00	0.00	0.00	0.00	0.00	71,000.00	0.00%	
Waln, Randy L	Professor	1.00	67,899.00	679.00	0.00	0.00	0.00	0.00	68,578.00	1.00%	
Sub-Total Professors		15.00	1,126,049.00	10,551.00	0.00	0.00	0.00	2,640.00	1,139,240.00		
Barger, Michael	Associate Professor	1.00	59,479.00	595.00	0.00	0.00	0.00	0.00	60,074.00	1.00%	
Goebel-Lundholm, Mary C	Associate Professor	1.00	62,643.00	626.00	0.00	3,000.00	0.00	0.00	66,269.00	5.79%	
Hinrichs, Paul E	Associate Professor	1.00	64,742.00	647.00	0.00	0.00	0.00	0.00	65,389.00	1.00%	
Hutchison, Christy L	Associate Professor	1.00	61,922.00	619.00	0.00	0.00	0.00	0.00	62,541.00	1.00%	
Kunkel, Margaret E	Associate Professor	1.00	55,622.00	556.00	0.00	0.00	0.00	0.00	56,178.00	1.00%	
Nevitt, James R	Associate Professor	1.00	56,462.00	565.00	0.00	0.00	0.00	0.00	57,027.00	1.00%	
Preisman, Kristi A	Associate Professor	1.00	48,237.00	482.00	0.00	3,000.00	1,478.00	1,320.00	54,517.00	13.02%	
Ruskamp, Judith J	Associate Professor	1.00	55,930.00	559.00	0.00	0.00	0.00	1,320.00	57,809.00	3.36%	
Welsh, Dennis W	Associate Professor	1.00	63,085.00	631.00	0.00	0.00	0.00	0.00	63,716.00	1.00%	
Zost, Gregory	Associate Professor	1.00	49,326.00	493.00	0.00	3,000.00	378.00	0.00	53,197.00	7.85%	
Sub-Total Associate Professors		10.00	577,448.00	5,773.00	0.00	9,000.00	1,856.00	2,640.00	596,717.00		
Bittner, Gina L	Assistant Professor	1.00	43,387.00	434.00	0.00	3,000.00	0.00	0.00	46,821.00	7.91%	
Gardner, Kelli A	Assistant Professor	1.00	48,800.00	488.00	0.00	0.00	0.00	0.00	49,288.00	1.00%	
Grotrian, Sheri	Assistant Professor	1.00	48,945.00	489.00	0.00	0.00	0.00	0.00	49,434.00	1.00%	
Jones-Branch, Julie A	Assistant Professor	1.00	49,000.00	490.00	0.00	0.00	0.00	0.00	49,490.00	1.00%	
Kearney, Mary Elizabeth	Assistant Professor	1.00	50,177.00	502.00	0.00	0.00	0.00	0.00	50,679.00	1.00%	
Meints, Kenneth L	Assistant Professor	1.00	50,132.00	501.00	0.00	0.00	0.00	0.00	50,633.00	1.00%	
Murray, Johann P	Assistant Professor	1.00	50,010.00	500.00	0.00	0.00	0.00	0.00	50,510.00	1.00%	
VACANT	Assistant Professor	1.00	47,000.00	0.00	0.00	0.00	0.00	0.00	47,000.00	0.00%	
VACANT	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
Ryan, Harold K	Assistant Professor	1.00	52,000.00	520.00	0.00	0.00	0.00	0.00	52,520.00	1.00%	
Sinkhorn, Edward Keith	Assistant Professor	1.00	53,471.00	535.00	0.00	0.00	0.00	0.00	54,006.00	1.00%	
Trucks-Bordeaux, Tammy S	Assistant Professor	1.00	46,997.00	470.00	0.00	0.00	0.00	0.00	47,467.00	1.00%	
Zost, Loretta	Assistant Professor	1.00	49,408.00	494.00	0.00	0.00	0.00	0.00	49,902.00	1.00%	

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Sub-Total Assistant Professors		13.00	634,327.00	5,423.00	0.00	3,000.00	0.00	0.00	642,750.00		
Albury, Renetta J	Instructor	1.00	40,000.00	400.00	0.00	0.00	0.00	0.00	40,400.00	1.00%	
Amen, Melissa A	Instructor	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Griffin, Kenneth B	Instructor	1.00	58,165.00	582.00	0.00	0.00	0.00	0.00	58,747.00	1.00%	
Jackson, Alan W	Instructor	1.00	46,652.00	467.00	0.00	0.00	0.00	1,320.00	48,439.00	3.83%	
Nies, Kristi	Instructor	1.00	44,891.00	449.00	0.00	0.00	0.00	0.00	45,340.00	1.00%	
VACANT	Instructor	1.00	53,000.00	0.00	0.00	0.00	0.00	0.00	53,000.00	0.00%	
VACANT	Instructor	0.67	60,096.00	0.00	0.00	0.00	0.00	0.00	60,096.00	0.00%	Year 3 of 3
VACANT	Instructor	0.67	47,856.00	0.00	0.00	0.00	0.00	0.00	47,856.00	0.00%	Year 3 of 3
Seay, Darolyn D	Instructor	1.00	43,387.00	434.00	0.00	0.00	0.00	0.00	43,821.00	1.00%	
Young, Joshua E	Instructor	1.00	41,600.00	416.00	0.00	0.00	0.00	0.00	42,016.00	1.00%	
Sub-Total Instructors		9.34	480,647.00	3,198.00	0.00	0.00	0.00	1,320.00	485,165.00		
Lundak, Joel D	Phased Retiree	0.33	27,399.00	0.00	0.00	0.00	0.00	0.00	27,399.00	0.00%	Year 3 of 3
Thomas, James E	Phased Retiree	0.33	34,407.00	0.00	0.00	0.00	0.00	0.00	34,407.00	0.00%	Year 3 of 3
TOTAL		0.66	61,806.00	0.00	0.00	0.00	0.00	0.00	61,806.00		
TOTAL FACULTY		48.00	2,880,277.00	24,945.00	0.00	12,000.00	1,856.00	6,600.00	2,925,678.00		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
<u>NSCPA Professional Staff -- State Supported Positions</u>											
Allgood, Chelsea	Student Activities Coordinator	1.00	33,638.00	336.00	0.00	0.00	0.00	0.00	33,974.00	1.00%	
Bergmeier, Wende S	Coordinator of Admissions Services	1.00	34,673.00	347.00	0.00	0.00	0.00	1,320.00	36,340.00	4.81%	
Blobaum, Kevin M	Instructional Resources Coordinator	1.00	38,966.00	390.00	0.00	0.00	0.00	1,320.00	40,676.00	4.39%	
Christiansen, Cori	Distance Learning Coordinator	1.00	34,279.00	343.00	0.00	0.00	0.00	0.00	34,622.00	1.00%	
Christiansen, Heath D	Webmaster	1.00	44,557.00	446.00	0.00	0.00	0.00	0.00	45,003.00	1.00%	
Corken, Trent C	Director - Budget & Institutional Resear	1.00	46,345.00	463.00	0.00	0.00	0.00	0.00	46,808.00	1.00%	
Dunekacke, Jari A	Coordinator of Admissions Services	1.00	34,673.00	347.00	0.00	0.00	0.00	1,320.00	36,340.00	4.81%	
Haney, Mickey D	Financial Aid Technical Support Analyst	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Harshbarger, Ted L	Associate Athletic Director	0.84	54,600.00	546.00	0.00	0.00	0.00	0.00	55,146.00	1.00%	
Haveman, Debra	Assistant Director - Financial Aid	1.00	34,280.00	343.00	0.00	0.00	0.00	0.00	34,623.00	1.00%	
Holtz, Alice	Cooperative Education Coordinator	0.92	40,612.00	406.00	0.00	0.00	0.00	0.00	41,018.00	1.00%	
Johnson, Rebecca M	Graphic Designer	1.00	41,914.00	419.00	0.00	0.00	0.00	0.00	42,333.00	1.00%	
Leise, Heather R	Assistant Registrar	1.00	32,800.00	328.00	0.00	0.00	0.00	0.00	33,128.00	1.00%	
Meland, Marie	Tutorial/ADA Services Coordinator	0.84	36,576.00	366.00	0.00	0.00	0.00	0.00	36,942.00	1.00%	
Melvin, Brent	Athletic Trainer	0.84	38,652.00	387.00	0.00	0.00	0.00	0.00	39,039.00	1.00%	
Melvin, Vickie	Athletic Trainer	0.84	34,120.00	341.00	0.00	0.00	0.00	0.00	34,461.00	1.00%	
VACANT	Coordinator of Admissions Services	1.00	32,500.00	325.00	0.00	0.00	0.00	0.00	32,825.00	1.00%	
VACANT	IT System Administrator/Security Analyst	1.00	40,000.00	0.00	0.00	0.00	0.00	0.00	40,000.00	0.00%	
VACANT	Distance Learning Coordinator	1.00	34,279.00	343.00	0.00	0.00	0.00	0.00	34,622.00	1.00%	
Otto, Michael	Programmer Analyst	1.00	55,854.00	559.00	0.00	0.00	0.00	0.00	56,413.00	1.00%	
Pallu, Sravan KR	Programmer Analyst - Senior	1.00	56,925.00	569.00	0.00	0.00	0.00	0.00	57,494.00	1.00%	
Parriott, Lisa L	Instructional Resources Coordinator	1.00	37,744.00	377.00	0.00	0.00	0.00	0.00	38,121.00	1.00%	
Ramsey, Richard G	Assistant Coach	0.92	32,309.00	323.00	0.00	0.00	0.00	0.00	32,632.00	1.00%	
Staples, Linda B	Instructional Resources Coordinator	1.00	38,966.00	390.00	0.00	0.00	0.00	0.00	39,356.00	1.00%	
Slick, Rebecca J	Assistant Registrar	1.00	36,764.00	368.00	0.00	0.00	0.00	0.00	37,132.00	1.00%	
Unruh, Susan D	Director of Accounting and Audit Service	1.00	54,855.00	549.00	0.00	0.00	0.00	1,320.00	56,724.00	3.41%	
Williams, Krista K	Assistant Director - Financial Aid	1.00	34,280.00	343.00	0.00	0.00	0.00	0.00	34,623.00	1.00%	
TOTAL		26.20	1,080,161.00	10,404.00	0.00	0.00	0.00	5,280.00	1,095,845.00		

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

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Bingham, Seth	Assistant Director - Residence Life	1.00	28,090.00	281.00	0.00	0.00	0.00	1,320.00	29,691.00	5.70%	
TOTAL		1.00	28,090.00	281.00	0.00	0.00	0.00	1,320.00	29,691.00		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>											
Albury, Wayne K	Head Baseball Coach	0.92	45,540.00	455.00	0.00	0.00	0.00	0.00	45,995.00	1.00%	
Anson, Regan L	Director of Marketing & Communications	1.00	74,940.00	749.00	0.00	0.00	0.00	0.00	75,689.00	1.00%	
Baack, Alexis P	Head Volleyball Coach	0.92	35,873.00	359.00	0.00	0.00	0.00	0.00	36,232.00	1.00%	
Batterson, Bruce M	Vice President Administration & Finance	1.00	103,552.00	1,036.00	0.00	0.00	0.00	0.00	104,588.00	1.00%	
Beardslee, Eugene A	Director Of Computer Services	1.00	86,474.00	865.00	0.00	0.00	0.00	0.00	87,339.00	1.00%	
Becker, Roger V	Director of the Library	1.00	70,780.00	708.00	0.00	0.00	0.00	0.00	71,488.00	1.00%	
Cade, Eulanda	Director Of Human Resources	1.00	66,434.00	664.00	0.00	0.00	0.00	1,320.00	68,418.00	2.99%	
Clark, Terry L	Head Football Coach	0.92	52,435.00	524.00	0.00	0.00	0.00	0.00	52,959.00	1.00%	
Clifton, Delyn B	Coordinator Of Computer Services	1.00	59,578.00	596.00	0.00	0.00	0.00	0.00	60,174.00	1.00%	
Drew, Todd	VP Academic Affairs	1.00	111,514.00	1,115.00	0.00	0.00	0.00	0.00	112,629.00	1.00%	
Fortney, Patrick	Dean of Arts & Sciences	1.00	80,782.00	808.00	0.00	0.00	0.00	0.00	81,590.00	1.00%	
Galardi, Gregory M	Dean Of Professional Studies	1.00	80,782.00	808.00	0.00	0.00	0.00	0.00	81,590.00	1.00%	
Haley, Michael	Landscape/Arboretum Manager	1.00	43,913.00	439.00	0.00	0.00	0.00	0.00	44,352.00	1.00%	
Ivy, Maurtice A	Head Women's Basketball Coach	0.92	50,185.00	502.00	0.00	0.00	0.00	0.00	50,687.00	1.00%	
Katen, Troy W	Head Men's Basketball Coach	0.92	49,705.00	497.00	0.00	0.00	0.00	1,320.00	51,522.00	3.66%	
Kupper, Jodi	Dean of Education	1.00	91,132.00	911.00	0.00	0.00	0.00	0.00	92,043.00	1.00%	
Mathews, Mark T	Head Softball Coach	0.92	46,575.00	466.00	0.00	0.00	0.00	0.00	47,041.00	1.00%	
VACANT	Director Of Campus Services	1.00	75,000.00	0.00	0.00	0.00	0.00	0.00	75,000.00	0.00%	
Rippe, Patricia	Director Field Exp/Teacher Cert Officer	0.92	60,040.00	600.00	0.00	0.00	0.00	0.00	60,640.00	1.00%	
Roberts, Laura Lee	Director of Online Services & Offutt Oper	1.00	75,312.00	753.00	0.00	0.00	0.00	0.00	76,065.00	1.00%	
Schneider, Steve K	Director Of Athletics	1.00	78,251.00	783.00	0.00	0.00	0.00	0.00	79,034.00	1.00%	
Seay, Gregory Wayne	Dean of Graduate Programs	1.00	80,782.00	808.00	0.00	0.00	0.00	0.00	81,590.00	1.00%	
Teten, Dixie L	Director of Student Records/College Reg.	1.00	65,205.00	652.00	0.00	0.00	0.00	1,320.00	67,177.00	3.02%	
Tynon, Katherine A	Director of Business Services	1.00	50,715.00	507.00	0.00	0.00	0.00	0.00	51,222.00	1.00%	
Volker, Janice P	Director Of Financial Aid	1.00	50,935.00	509.00	0.00	0.00	0.00	0.00	51,444.00	1.00%	
Waln, Ursula	Director of Student Assessment & Success	1.00	66,468.00	665.00	0.00	0.00	0.00	0.00	67,133.00	1.00%	
Willis, Michaela L	VP Enrollment Mgmt & Student Affairs	1.00	93,150.00	932.00	0.00	0.00	0.00	1,320.00	95,402.00	2.42%	
TOTAL		26.44	1,846,052.00	17,711.00	0.00	0.00	0.00	5,280.00	1,869,043.00		

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

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
VACANT	Dean of Student Life	1.00	55,000.00	0.00	0.00	0.00	0.00	0.00	55,000.00	0.00%	
TOTAL		1.00	55,000.00	0.00	0.00	0.00	0.00	0.00	55,000.00		
TOTAL PROFESSIONAL		54.64	3,009,303.00	28,396.00	0.00	0.00	0.00	11,880.00	3,049,579.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
NAPE/Support Staff -- State Supported Positions											
Abrahams, Susan K	Library Technician	1.00	23,851.00	0.00	0.00	0.00	0.00	50.00	23,901.00	0.21%	
Allen, Jack G	Maintenance Repair Worker III	1.00	31,030.00	0.00	0.00	2,676.00	0.00	50.00	33,756.00	8.79%	
Allgood, Angela L A	Office Assistant II	1.00	22,810.00	0.00	0.00	1,345.00	0.00	50.00	24,205.00	6.12%	
Allgood, Carolyn K	Office Assistant II	1.00	33,894.00	0.00	0.00	0.00	0.00	50.00	33,944.00	0.15%	
Bailey, Teresa E	Office Assistant II	1.00	25,312.00	0.00	0.00	0.00	0.00	50.00	25,362.00	0.20%	
Boden, Daniel M	Maintenance Repair Worker II	1.00	23,965.00	0.00	0.00	1,965.00	0.00	50.00	25,980.00	8.41%	
Breazile, Teresa	Accounting Clerk III	1.00	25,600.00	0.00	500.00	0.00	0.00	0.00	26,100.00	1.95%	
Chandler, Yvonne C	Computer Operator	1.00	36,827.00	0.00	0.00	0.00	0.00	50.00	36,877.00	0.14%	
Cummins, Dana	Custodian	1.00	22,115.00	0.00	0.00	1,355.00	0.00	50.00	23,520.00	6.35%	
Cushman, Shaun K	Custodian	1.00	18,312.00	0.00	0.00	0.00	0.00	0.00	18,312.00	0.00%	
Davis, Phyllis J	Academic Credentials Technician	1.00	32,564.00	0.00	0.00	2,332.00	0.00	0.00	34,896.00	7.16%	
Dierking, Phyllis L	Office Assistant II	1.00	22,187.00	0.00	0.00	0.00	0.00	50.00	22,237.00	0.23%	
Edris, Malinda L	Office Assistant III	1.00	39,040.00	0.00	0.00	0.00	0.00	50.00	39,090.00	0.13%	
Ellner, Janice M	Office Assistant III	1.00	39,341.00	0.00	0.00	0.00	0.00	50.00	39,391.00	0.13%	
Eltiste, Hal	Maintenance Repair Worker II	1.00	27,224.00	0.00	0.00	1,934.00	0.00	50.00	29,208.00	7.29%	
Furnas, Kelly L	Custodian	1.00	26,324.00	0.00	0.00	0.00	0.00	50.00	26,374.00	0.19%	
Haith, Jeanne M	Accounting Clerk III	1.00	26,500.00	0.00	0.00	0.00	0.00	50.00	26,550.00	0.19%	
Hawley, Janet L	Office Assistant II	1.00	33,894.00	0.00	0.00	0.00	0.00	50.00	33,944.00	0.15%	
Hawley, Nancy J	Accounting Clerk III	1.00	39,040.00	0.00	0.00	0.00	0.00	50.00	39,090.00	0.13%	
Jones, Barbara S	Office Assistant III	1.00	25,893.00	0.00	0.00	2,067.00	0.00	0.00	27,960.00	7.98%	
Kamenar, Tereza A	Office Assistant II	1.00	25,192.00	0.00	0.00	0.00	0.00	50.00	25,242.00	0.20%	
Kearney, Connie M	Office Assistant IV	1.00	45,008.00	0.00	0.00	0.00	0.00	50.00	45,058.00	0.11%	
Knight, Cathy J	Custodian	1.00	19,485.00	0.00	0.00	0.00	0.00	50.00	19,535.00	0.26%	
Lavigne, Kenneth J	Maintenance Repair Worker II	1.00	23,855.00	0.00	0.00	0.00	0.00	50.00	23,905.00	0.21%	
Mangnall, Richard W	Maintenance Repair Worker II	1.00	23,855.00	0.00	0.00	0.00	0.00	50.00	23,905.00	0.21%	
Martin, Gayle	Computer Operator	1.00	30,550.00	0.00	0.00	1,836.00	0.00	50.00	32,436.00	6.17%	
McMann, Clifford T	Maintenance Repair Worker III	1.00	29,732.00	0.00	0.00	0.00	0.00	50.00	29,782.00	0.17%	
McQueen, Shawn M	Custodian	1.00	19,312.00	0.00	0.00	0.00	0.00	50.00	19,362.00	0.26%	
Meyers, Jeffrey	Maintenance Repair Worker III	1.00	30,966.00	0.00	0.00	0.00	0.00	0.00	30,966.00	0.00%	
Moody, Connie S	Accounting Clerk III	1.00	38,366.00	0.00	0.00	0.00	0.00	50.00	38,416.00	0.13%	
Murphy, Charles J	Maintenance Repair Worker II	1.00	22,952.00	0.00	0.00	0.00	0.00	0.00	22,952.00	0.00%	
VACANT	Custodian	1.00	18,312.00	0.00	0.00	0.00	0.00	0.00	18,312.00	0.00%	
Schultz, Ronald J	Maintenance Repair Worker II	1.00	24,192.00	0.00	0.00	1,738.00	0.00	50.00	25,980.00	7.39%	
Schwindt, Helen	Office Assistant II	1.00	21,892.00	0.00	0.00	0.00	0.00	0.00	21,892.00	0.00%	
Sommerhalder, Tammy J	Accounting Clerk III	1.00	24,992.00	0.00	0.00	0.00	0.00	50.00	25,042.00	0.20%	

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Stanley, Jessica L	Office Assistant II	1.00	21,692.00	0.00	0.00	0.00	0.00	0.00	21,692.00	0.00%	
Strayer, Larue F	Custodian	1.00	19,396.00	0.00	0.00	0.00	0.00	50.00	19,446.00	0.26%	
Stutheit, Kurt J	Custodian	1.00	29,537.00	0.00	0.00	0.00	0.00	50.00	29,587.00	0.17%	
Trail, Brenda K	Office Assistant II	1.00	24,404.00	0.00	0.00	0.00	0.00	50.00	24,454.00	0.20%	
VonBergen, Annette R	Academic Credentials Technician	1.00	24,692.00	0.00	0.00	0.00	0.00	50.00	24,742.00	0.20%	
Winkelhake, Tracey	Accounting Clerk III	1.00	26,500.00	0.00	0.00	0.00	0.00	50.00	26,550.00	0.19%	
TOTAL		41.00	1,120,605.00	0.00	500.00	17,248.00	0.00	1,600.00	1,139,953.00		
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>											
Ballue, Donald E	Security Officer II	0.75	24,309.00	0.00	0.00	0.00	0.00	50.00	24,359.00	0.21%	
Keim, Michael A	Custodian	1.00	20,916.00	0.00	0.00	0.00	0.00	50.00	20,966.00	0.24%	
Kopf, Roger L	Maintenance Repair Worker III	1.00	30,777.00	0.00	0.00	2,929.00	0.00	50.00	33,756.00	9.68%	
Leuenberger, Christian W	Security Officer II	0.75	19,473.00	0.00	0.00	1,447.00	0.00	50.00	20,970.00	7.69%	
Reeves, Brett A	Maintenance Repair Worker II	1.00	24,192.00	0.00	0.00	1,738.00	0.00	50.00	25,980.00	7.39%	
Reeves, Darrin E	Security Officer II	1.00	33,817.00	0.00	0.00	0.00	0.00	50.00	33,867.00	0.15%	
Spangler, Antonia	Custodian	1.00	24,217.00	0.00	0.00	0.00	0.00	0.00	24,217.00	0.00%	
Watlington, Kimberly K	Custodian	1.00	21,116.00	0.00	0.00	0.00	0.00	50.00	21,166.00	0.24%	
Whisler, Jackie R	Custodian	1.00	19,396.00	0.00	0.00	0.00	0.00	0.00	19,396.00	0.00%	
Williams, Arlin R	Maintenance Repair Worker III	1.00	31,221.00	0.00	0.00	0.00	0.00	50.00	31,271.00	0.16%	
Williams, Jackie S	Office Assistant II	1.00	33,894.00	0.00	0.00	0.00	0.00	0.00	33,894.00	0.00%	
TOTAL		10.50	283,328.00	0.00	0.00	6,114.00	0.00	400.00	289,842.00		
<u>Support Staff (Non-Union) -- State Supported Positions</u>											
Fattig, Leslie D	Office Assistant IV	1.00	34,610.00	346.00	500.00	0.00	0.00	0.00	35,456.00	2.44%	
Moody, Linda K	Secretary To The President	1.00	51,149.00	511.00	0.00	0.00	0.00	0.00	51,660.00	1.00%	
Morris, Debra S	Custodial Supervisor	1.00	36,085.00	361.00	0.00	0.00	0.00	0.00	36,446.00	1.00%	
Reynolds, James G	Maintenance Supervisor	1.00	48,288.00	483.00	0.00	0.00	0.00	0.00	48,771.00	1.00%	
TOTAL		4.00	170,132.00	1,701.00	500.00	0.00	0.00	0.00	172,333.00		
<u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u>											
VACANT	Security Supervisor	1.00	35,000.00	0.00	0.00	0.00	0.00	0.00	35,000.00	0.00%	
TOTAL		1.00	35,000.00	0.00	0.00	0.00	0.00	0.00	35,000.00		

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
---------------	------------------------	-----	-------------------------------	-----------------	--------	--------	-------	-------------	------------------------	--------	-------

TOTAL SUPPORT STAFF			56.50	1,609,065.00	1,701.00	1,000.00	23,362.00	0.00	2,000.00	1,637,128.00	
----------------------------	--	--	--------------	---------------------	-----------------	-----------------	------------------	-------------	-----------------	---------------------	--

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

Peru State College

Employee Name	Rank or Position Title	FTE	2010-2011 Salary Base	Salary Increase	Degree	Promotion/ Matrix	Other	Special Use	2011-2012 Total Annual	% Increase	NOTES
<u>NSCPA - Non-State Supported Positions (Federal/Restricted)</u>											
Clopton, Debra	Research Technician	0.75	30,000.00	300.00	0.00	0.00	0.00	0.00	30,300.00	1.00%	
Giles, Mara	Math-Science Skills Specialist	0.84	32,500.00	325.00	0.00	0.00	0.00	0.00	32,825.00	1.00%	
Groff, Peggy	Student Intervention Coordinator	<u>0.84</u>	<u>36,710.00</u>	<u>367.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>37,077.00</u>	1.00%	
		2.43	99,210.00	992.00	0.00	0.00	0.00	0.00	100,202.00		
<u>Professional Staff (Non-Union) - Non-State Supported Positions (Federal/Restricted) - Vacant Positions</u>											
Vacancy	TRIO Program Director	<u>1.00</u>	<u>48,257.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>48,257.00</u>	0.00%	
		1.00	48,257.00	0.00	0.00	0.00	0.00	0.00	48,257.00		
<u>NAPE/Support Staff - Non-State Supported Positions (Federal/Restricted)</u>											
Horn, Elaine	Office Assistant II	<u>0.84</u>	<u>22,386.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>50.00</u>	<u>22,436.00</u>	0.22%	
		0.84	22,386.00	0.00	0.00	0.00	0.00	50.00	22,436.00		

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Faculty -- State Supported Positions											
Adams, Franklin Delano	Professor	1.00	73,292.00	733.00	0.00	0.00	0.00	0.00	74,025.00	1.00%	
Alexander, William A	Professor	1.00	69,405.00	694.00	0.00	0.00	0.00	0.00	70,099.00	1.00%	
Anderson, Wayne	Professor	1.00	79,572.00	796.00	0.00	0.00	0.00	0.00	80,368.00	1.00%	
Arneson, Patricia M	Professor	1.00	84,142.00	841.00	0.00	0.00	0.00	0.00	84,983.00	1.00%	
Bauer, Jeffrey O	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Bertolas, Randy J	Professor	1.00	68,076.00	681.00	0.00	0.00	0.00	0.00	68,757.00	1.00%	
Black, Barbara A	Professor	1.00	69,802.00	698.00	0.00	0.00	0.00	0.00	70,500.00	1.00%	
Blankenau, Martin Joseph	Professor	1.00	65,322.00	653.00	0.00	0.00	0.00	0.00	65,975.00	1.00%	
Bohnert, David A	Professor	1.00	57,018.00	570.00	0.00	3,000.00	3,146.00	0.00	63,734.00	11.78%	F2 sem with pay
Bondhus, Joann E	Professor	1.00	88,735.00	887.00	0.00	0.00	0.00	0.00	89,622.00	1.00%	
Bruflat, Alan	Professor	1.00	74,589.00	746.00	0.00	0.00	0.00	0.00	75,335.00	1.00%	
Butler, Katherine M	Professor	1.00	103,079.00	1,031.00	0.00	0.00	0.00	0.00	104,110.00	1.00%	
Cacheiro, Adolfo J	Professor	1.00	58,445.00	584.00	0.00	3,000.00	1,705.00	0.00	63,734.00	9.05%	
Campbell, Paul V	Professor	1.00	85,713.00	857.00	0.00	0.00	0.00	0.00	86,570.00	1.00%	
Christensen, Douglas P	Professor	0.67	43,148.00	431.00	0.00	0.00	0.00	0.00	43,579.00	1.00%	F6
Christensen, Linda	Professor	1.00	57,200.00	572.00	0.00	3,000.00	2,962.00	0.00	63,734.00	11.42%	F2 sem with pay
Conley, Donovan S	Professor	1.00	81,445.00	814.00	0.00	0.00	0.00	0.00	82,259.00	1.00%	
Conway, Kathleen M	Professor	1.00	86,698.00	867.00	0.00	0.00	0.00	0.00	87,565.00	1.00%	
Dalal, Meenakshi Nath	Professor	1.00	86,123.00	861.00	0.00	0.00	0.00	0.00	86,984.00	1.00%	
Dendinger, Laura L	Professor	1.00	64,306.00	643.00	0.00	3,000.00	0.00	0.00	67,949.00	5.67%	
Dinsmore, Steven C	Professor	1.00	88,237.00	882.00	0.00	0.00	0.00	0.00	89,119.00	1.00%	
Ellis, Susan	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Engebretsen, Barbara J	Professor	1.00	64,033.00	640.00	0.00	0.00	0.00	1,320.00	65,993.00	3.06%	
Ettel, Mary L	Professor	1.00	71,366.00	714.00	0.00	0.00	0.00	0.00	72,080.00	1.00%	
Evetovich, Tammy	Professor	1.00	64,834.00	648.00	0.00	0.00	0.00	0.00	65,482.00	1.00%	
Garvin, Timothy P	Professor	1.00	74,663.00	747.00	0.00	0.00	0.00	0.00	75,410.00	1.00%	
Hallgren, Kenneth G	Professor	1.00	87,155.00	872.00	0.00	0.00	0.00	0.00	88,027.00	1.00%	
Hamilton, Terry J	Professor	1.00	71,975.00	720.00	0.00	0.00	0.00	0.00	72,695.00	1.00%	
Hammer, Mark F	Professor	1.00	66,595.00	666.00	0.00	0.00	0.00	0.00	67,261.00	1.00%	
Hansen, Pearl A	Professor	1.00	83,810.00	838.00	0.00	0.00	0.00	0.00	84,648.00	1.00%	
Harms, Sally R	Professor	1.00	63,417.00	634.00	0.00	0.00	0.00	0.00	64,051.00	1.00%	
Hickey, Donald R	Professor	1.00	88,735.00	887.00	0.00	0.00	0.00	0.00	89,622.00	1.00%	
Karr, Paul A	Professor	1.00	68,735.00	687.00	0.00	0.00	0.00	0.00	69,422.00	1.00%	
Karsky, Jason L	Professor	1.00	64,033.00	640.00	0.00	0.00	0.00	0.00	64,673.00	1.00%	
Kietzmann, Glenn E	Professor	1.00	73,629.00	736.00	0.00	0.00	0.00	0.00	74,365.00	1.00%	
Lawrence, Gloria J	Professor	1.00	76,248.00	762.00	0.00	0.00	0.00	0.00	77,010.00	1.00%	
Leeper, Mark S	Professor	1.00	66,595.00	666.00	0.00	0.00	0.00	0.00	67,261.00	1.00%	
Lichty, Dennis A	Professor	1.00	68,974.00	690.00	0.00	0.00	0.00	0.00	69,664.00	1.00%	
Lindberg, Judith K	Professor	1.00	76,833.00	768.00	0.00	0.00	0.00	0.00	77,601.00	1.00%	
Lutt, Patricia L	Professor	1.00	65,591.00	656.00	0.00	0.00	0.00	1,320.00	67,567.00	3.01%	
Mudge, Marilyn	Professor	1.00	71,806.00	718.00	0.00	0.00	0.00	0.00	72,524.00	1.00%	
Mueller, J Marlene	Professor	1.00	82,277.00	823.00	0.00	0.00	0.00	0.00	83,100.00	1.00%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Nelson, Jeryl L	Professor	1.00	72,792.00	728.00	0.00	0.00	0.00	0.00	73,520.00	1.00%	
VACANT	Professor	0.50	17,000.00	0.00	0.00	0.00	0.00	0.00	17,000.00	0.00%	F1 F4 leave replace
VACANT	Professor	0.50	17,000.00	0.00	0.00	0.00	0.00	0.00	17,000.00	0.00%	F1 F4 leave replace
Ossian, James E	Professor	1.00	59,032.00	590.00	0.00	3,000.00	1,112.00	0.00	63,734.00	7.97%	
Parker, Charles J	Professor	1.00	69,638.00	696.00	0.00	0.00	0.00	0.00	70,334.00	1.00%	
Paxton, John R	Professor	1.00	90,971.00	910.00	0.00	0.00	0.00	0.00	91,881.00	1.00%	
Pearcy, Shawn D	Professor	0.67	43,992.00	440.00	0.00	0.00	0.00	0.00	44,432.00	1.00%	F6
Peitz, David J	Professor	1.00	65,956.00	660.00	0.00	0.00	0.00	0.00	66,616.00	1.00%	
Renzelman, John	Professor	1.00	82,708.00	827.00	0.00	0.00	0.00	0.00	83,535.00	1.00%	
Ronnow, Gretchen L	Professor	1.00	72,461.00	725.00	0.00	0.00	0.00	0.00	73,186.00	1.00%	
Rudin, Catherine	Professor	1.00	79,975.00	800.00	0.00	0.00	0.00	0.00	80,775.00	1.00%	
Sharer, Timothy J	Professor	1.00	75,962.00	760.00	0.00	0.00	0.00	0.00	76,722.00	1.00%	
Slaymaker, William E	Professor	1.00	79,289.00	793.00	0.00	0.00	0.00	0.00	80,082.00	1.00%	
Snowden, Monica A	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Sweetland, Robert D	Professor	1.00	80,423.00	804.00	0.00	0.00	0.00	0.00	81,227.00	1.00%	
Taber, Douglass	Professor	1.00	82,663.00	827.00	0.00	0.00	0.00	0.00	83,490.00	1.00%	
Walker, Karen	Professor	1.00	65,322.00	653.00	0.00	0.00	0.00	0.00	65,975.00	1.00%	
Whitt, Deborah L	Professor	1.00	72,585.00	726.00	0.00	0.00	0.00	0.00	73,311.00	1.00%	
Whitt, Ronald E	Professor	1.00	82,720.00	827.00	0.00	0.00	0.00	0.00	83,547.00	1.00%	
Wilcox, Daryl J	Professor	1.00	88,735.00	887.00	0.00	0.00	0.00	0.00	89,622.00	1.00%	
Willis, Keith A	Professor	1.00	67,344.00	673.00	0.00	0.00	0.00	0.00	68,017.00	1.00%	
Worner, Tamara	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Young, Todd S	Professor	1.00	64,694.00	647.00	0.00	0.00	0.00	0.00	65,341.00	1.00%	
Sub-Total Professors		63.34	4,625,689.00	45,914.00	0.00	15,000.00	8,925.00	2,640.00	4,698,168.00		
Agoumba, Darius	Associate Professor	1.00	53,787.00	538.00	0.00	0.00	0.00	0.00	54,325.00	1.00%	
Brummels, James V	Associate Professor	1.00	78,394.00	784.00	0.00	0.00	0.00	0.00	79,178.00	1.00%	
Carrigg, Maureen E	Associate Professor	1.00	67,104.00	671.00	0.00	0.00	0.00	0.00	67,775.00	1.00%	
Conway, Gerald A	Associate Professor	1.00	83,504.00	835.00	0.00	0.00	0.00	0.00	84,339.00	1.00%	
Cupp, Rodney	Associate Professor	1.00	49,405.00	494.00	0.00	3,000.00	298.00	0.00	53,197.00	7.68%	
Elliott, Steven T	Associate Professor	1.00	54,176.00	542.00	0.00	0.00	0.00	0.00	54,718.00	1.00%	
Garvin, Sharon K	Associate Professor	1.00	62,535.00	625.00	0.00	0.00	0.00	0.00	63,160.00	1.00%	
Geisert, Cameron M	Associate Professor	1.00	50,389.00	504.00	0.00	3,000.00	0.00	1,320.00	55,213.00	9.57%	
Hardy, Timothy	Associate Professor	1.00	57,557.00	576.00	0.00	0.00	0.00	0.00	58,133.00	1.00%	F7
Hayford, Barbara Lyn	Associate Professor	0.50	26,723.00	267.00	0.00	0.00	0.00	0.00	26,990.00	1.00%	F2 year half pay
Hill, Kevin	Associate Professor	1.00	87,434.00	874.00	0.00	0.00	0.00	0.00	88,308.00	1.00%	
Jensen, Gwen U	Associate Professor	1.00	60,987.00	610.00	0.00	0.00	0.00	0.00	61,597.00	1.00%	
Langdon, Jennifer	Associate Professor	1.00	47,351.00	474.00	0.00	3,000.00	2,372.00	0.00	53,197.00	12.35%	
Langlie-Willers, Pamela	Associate Professor	1.00	47,658.00	477.00	0.00	3,000.00	2,062.00	0.00	53,197.00	11.62%	
Lofgren, Ronald R	Associate Professor	1.00	59,990.00	600.00	0.00	0.00	0.00	0.00	60,590.00	1.00%	
Marek, Michael	Associate Professor	1.00	55,469.00	555.00	0.00	0.00	0.00	0.00	56,024.00	1.00%	
McElwain, David W	Associate Professor	1.00	61,542.00	615.00	0.00	0.00	0.00	0.00	62,157.00	1.00%	
Miller, Daniel J	Associate Professor	1.00	64,294.00	643.00	0.00	0.00	0.00	0.00	64,937.00	1.00%	
Miller, Kevin M	Associate Professor	1.00	63,979.00	0.00	0.00	0.00	0.00	0.00	63,979.00	0.00%	F5

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
VACANT	Associate Professor	1.00	34,000.00	0.00	0.00	0.00	0.00	0.00	34,000.00	0.00%	F4 leave replace
Volk, Gary A	Associate Professor	1.00	87,924.00	879.00	0.00	0.00	0.00	0.00	88,803.00	1.00%	
Sub-Total Associate Professors		20.50	1,254,202.00	11,563.00	0.00	12,000.00	4,732.00	1,320.00	1,283,817.00		
Amend, Tracie N	Assistant Professor	1.00	43,000.00	430.00	0.00	0.00	0.00	0.00	43,430.00	1.00%	
Buryanek, Donald J	Assistant Professor	1.00	63,906.00	639.00	0.00	0.00	0.00	0.00	64,545.00	1.00%	
Davis, Adam N	Assistant Professor	1.00	46,238.00	462.00	0.00	0.00	0.00	1,320.00	48,020.00	3.85%	
Dilliard, Kelly A	Assistant Professor	1.00	45,681.00	457.00	0.00	0.00	0.00	0.00	46,138.00	1.00%	
Dinsmore, Janice S	Assistant Professor	1.00	63,289.00	633.00	0.00	0.00	0.00	0.00	63,922.00	1.00%	
Everett, Pamela	Assistant Professor	1.00	46,800.00	468.00	0.00	0.00	0.00	0.00	47,268.00	1.00%	
Garden, Randa S	Assistant Professor	1.00	49,726.00	497.00	0.00	0.00	0.00	0.00	50,223.00	1.00%	
Greene, Todd W	Assistant Professor	1.00	44,252.00	443.00	0.00	0.00	0.00	0.00	44,695.00	1.00%	
Gubbels, Katherine G	Assistant Professor	1.00	37,000.00	0.00	0.00	0.00	0.00	0.00	37,000.00	0.00%	F4 F5
Hepworth, Elise M	Assistant Professor	1.00	48,463.00	485.00	0.00	0.00	0.00	0.00	48,948.00	1.00%	
Herling, Lourdes	Assistant Professor	1.00	49,998.00	500.00	0.00	0.00	0.00	0.00	50,498.00	1.00%	
Hinnerichs, Kristi R	Assistant Professor	1.00	45,713.00	457.00	3,000.00	0.00	0.00	0.00	49,170.00	7.56%	
Kolbeck, Karl F	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	F5
Loggins, Ronald E	Assistant Professor	1.00	45,681.00	457.00	0.00	0.00	0.00	0.00	46,138.00	1.00%	
Nicholson, Lori	Assistant Professor	1.00	45,000.00	450.00	3,000.00	0.00	0.00	0.00	48,450.00	7.67%	
VACANT	Assistant Professor	1.00	42,000.00	0.00	0.00	0.00	0.00	0.00	42,000.00	0.00%	
VACANT	Assistant Professor	1.00	42,000.00	0.00	0.00	0.00	0.00	0.00	42,000.00	0.00%	
Pease, Craig W	Assistant Professor	1.00	51,500.00	0.00	0.00	0.00	0.00	0.00	51,500.00	0.00%	F5
Piersanti, Joshua R	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	F5
Pitchford, Jessica A	Assistant Professor	1.00	43,000.00	430.00	0.00	0.00	0.00	0.00	43,430.00	1.00%	
Ras, Gerard Jm	Assistant Professor	1.00	57,351.00	574.00	0.00	0.00	0.00	0.00	57,925.00	1.00%	
Rawlings, Lesli M	Assistant Professor	1.00	43,000.00	430.00	0.00	0.00	0.00	0.00	43,430.00	1.00%	
Strate, Shane R	Assistant Professor	1.00	43,500.00	435.00	0.00	0.00	0.00	0.00	43,935.00	1.00%	
Vander Weil, Greg P	Assistant Professor	1.00	60,591.00	606.00	0.00	0.00	0.00	0.00	61,197.00	1.00%	
Weixelman, Joseph	Assistant Professor	1.00	48,608.00	486.00	0.00	0.00	0.00	1,320.00	50,414.00	3.72%	
Zardeneta, Gustavo	Assistant Professor	1.00	47,000.00	470.00	0.00	0.00	0.00	0.00	47,470.00	1.00%	
Sub-Total Assistant Professors		26.00	1,243,297.00	9,809.00	6,000.00	0.00	0.00	2,640.00	1,261,746.00		
Barnes, Johanna S	Instructor	1.00	42,640.00	426.00	0.00	0.00	0.00	0.00	43,066.00	1.00%	
Calkin, Joshua	Instructor	1.00	41,174.00	412.00	0.00	0.00	0.00	1,320.00	42,906.00	4.21%	
Curnyn, Molly	Instructor	1.00	41,174.00	412.00	0.00	0.00	0.00	1,320.00	42,906.00	4.21%	
DeBoer, Buffany D	Instructor	1.00	40,415.00	404.00	0.00	0.00	0.00	0.00	40,819.00	1.00%	F4
Dorman, Sherry	Instructor	1.00	38,248.00	382.00	0.00	0.00	0.00	0.00	38,630.00	1.00%	F4
Ebmeier, Sally	Instructor	1.00	46,483.00	465.00	0.00	0.00	0.00	0.00	46,948.00	1.00%	F7
Hanson, Cynthia	Instructor	1.00	43,680.00	437.00	0.00	0.00	0.00	0.00	44,117.00	1.00%	
Irlmeier, Joni L	Instructor	1.00	41,730.00	417.00	0.00	0.00	0.00	1,320.00	43,467.00	4.16%	
Maas, Chad	Instructor	1.00	40,783.00	408.00	0.00	0.00	0.00	1,320.00	42,511.00	4.24%	
Meyer, Jeffrey Reed	Instructor	1.00	50,905.00	509.00	0.00	0.00	0.00	0.00	51,414.00	1.00%	
Moeller, Judith A	Instructor	1.00	37,161.00	372.00	0.00	0.00	0.00	0.00	37,533.00	1.00%	F4
Murphy, Richard E	Instructor	1.00	39,900.00	399.00	0.00	0.00	0.00	0.00	40,299.00	1.00%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Newcomb, Lori A	Instructor	1.00	43,456.00	435.00	0.00	0.00	0.00	0.00	43,891.00	1.00%	
Nordstrom, Susan N	Instructor	1.00	42,000.00	0.00	0.00	0.00	0.00	0.00	42,000.00	0.00%	F5
Sub-Total Instructors		14.00	589,749.00	5,478.00	0.00	0.00	0.00	5,280.00	600,507.00		
TOTAL FACULTY		123.84	7,712,937.00	72,764.00	6,000.00	27,000.00	13,657.00	11,880.00	7,844,238.00		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
<u>NSCPA Professional Staff -- State Supported Positions</u>											
Bargholz, Darin	Help Desk Support	1.00	37,122.00	371.00	0.00	0.00	0.00	0.00	37,493.00	1.00%	
Burns, Jana	Admissions Representative	0.75	25,616.00	256.00	0.00	0.00	0.00	0.00	25,872.00	1.00%	
Carpenter, Amy J	Coordinator Admissions Services	1.00	32,000.00	320.00	0.00	0.00	0.00	0.00	32,320.00	1.00%	
Carstens, Mary K	Learning Skills Specialist	0.75	35,832.00	358.00	0.00	0.00	0.00	0.00	36,190.00	1.00%	
Denklau, Susan K	Accountant/Grants	1.00	37,774.00	378.00	0.00	0.00	0.00	0.00	38,152.00	1.00%	
Derechailo, Melissa	Theatre Technician	0.88	39,415.00	394.00	0.00	0.00	0.00	0.00	39,809.00	1.00%	
Eby, Jessica Ann	Admissions Representative	1.00	28,340.00	283.00	0.00	0.00	0.00	0.00	28,623.00	1.00%	
Eckmann, Brandon A	IT Support Specialist	1.00	42,189.00	422.00	1,000.00	0.00	0.00	0.00	43,611.00	3.37%	
Edwards, Kimberly M	Assistant Volleyball Coach	0.80	28,709.00	287.00	0.00	0.00	0.00	0.00	28,996.00	1.00%	P2
Elfers, Edmund B	Director, Tching & Lrning Technologies	1.00	72,387.00	724.00	0.00	0.00	0.00	0.00	73,111.00	1.00%	
Ensz, Deborah G	Learning Skills Specialist	0.75	36,997.00	370.00	0.00	0.00	0.00	1,320.00	38,687.00	4.57%	
Erwin, Lindsay A	Compliance Coordinator	0.15	5,284.00	53.00	0.00	0.00	0.00	0.00	5,337.00	1.00%	P2
Erwin, Lindsay A	Compliance Coordinator	0.76	26,775.00	267.00	0.00	0.00	0.00	0.00	27,042.00	1.00%	P2
Granberg, Karen M	Counselor (Licensed)	0.80	50,557.00	506.00	0.00	0.00	0.00	0.00	51,063.00	1.00%	
Grosz, Michael T	Sports Information Director	1.00	37,447.00	374.00	0.00	0.00	0.00	0.00	37,821.00	1.00%	
Hansen, James G	Programmer Analyst	1.00	37,794.00	378.00	0.00	0.00	0.00	0.00	38,172.00	1.00%	
Hix, Karla	Assistant Registrar	1.00	37,173.00	372.00	0.00	0.00	0.00	1,320.00	38,865.00	4.55%	
Hoffman, Leann	Assistant Director Financial Aid	1.00	39,287.00	393.00	0.00	0.00	0.00	0.00	39,680.00	1.00%	
Janke, Kathy K	Coordinator Admissions Services	1.00	32,614.00	326.00	0.00	0.00	0.00	0.00	32,940.00	1.00%	
Johnson, Deborah L	Programmer Analyst	1.00	37,366.00	374.00	0.00	0.00	0.00	0.00	37,740.00	1.00%	
Keiser, Jenny D	Coordinator, Instructional Resources	1.00	33,638.00	336.00	0.00	0.00	0.00	0.00	33,974.00	1.00%	
Kielsmeier, Kelly	Asst Women's Bsktbl Coach/Event Coord	0.80	28,709.00	287.00	0.00	0.00	0.00	0.00	28,996.00	1.00%	P2
Knight, Valerie R	Librarian-Reference	1.00	44,007.00	440.00	0.00	0.00	0.00	0.00	44,447.00	1.00%	
Kucera, Loren L	Director, NBDC	0.09	5,645.00	56.00	0.00	0.00	0.00	0.00	5,701.00	0.99%	P2
Loftis, Charissa A	Librarian-Reference	1.00	45,189.00	452.00	0.00	0.00	0.00	0.00	45,641.00	1.00%	
Mackling, Jamie L	Counselor (Licensed)	0.88	37,658.00	377.00	0.00	0.00	0.00	0.00	38,035.00	1.00%	
McMenamin, John J	Assistant Football Coach	1.00	37,788.00	378.00	0.00	0.00	0.00	0.00	38,166.00	1.00%	
Meyer, Michelle A	Counselor (Licensed)	0.88	42,364.00	424.00	0.00	0.00	0.00	0.00	42,788.00	1.00%	
Mohlfeld, Kathy	Counselor (Licensed)	1.00	50,283.00	503.00	0.00	0.00	0.00	0.00	50,786.00	1.00%	
Moyer, Tricia	Marketing Coordinator	1.00	50,399.00	504.00	0.00	0.00	0.00	0.00	50,903.00	1.00%	
Muir, Trudy I	Graphic Designer	1.00	42,100.00	421.00	0.00	0.00	0.00	0.00	42,521.00	1.00%	
Nelson, Jeremy	Programmer Analyst-Senior	1.00	41,782.00	418.00	1,000.00	0.00	0.00	0.00	43,200.00	3.39%	
Nisley, Quinn C	Admissions Representative	1.00	29,332.00	293.00	0.00	0.00	0.00	0.00	29,625.00	1.00%	
VACANT	Asst Men's Basketball, Golf, Event Mgr	0.80	25,600.00	0.00	0.00	0.00	0.00	0.00	25,600.00	0.00%	P2
VACANT	Director Minority Affairs	1.00	42,000.00	0.00	0.00	0.00	0.00	0.00	42,000.00	0.00%	
VACANT	Admissions Representative	1.00	28,340.00	0.00	0.00	0.00	0.00	0.00	28,340.00	0.00%	
VACANT	Programmer Analyst	1.00	35,000.00	0.00	0.00	0.00	0.00	0.00	35,000.00	0.00%	
VACANT	Programmer Analyst	1.00	35,000.00	0.00	0.00	0.00	0.00	0.00	35,000.00	0.00%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
O'Reilly, Gretchen T	Nurse	0.88	37,959.00	380.00	0.00	0.00	0.00	1,320.00	39,659.00	4.48%	
Parker, Brett R	IT Support Specialist	1.00	36,499.00	365.00	0.00	0.00	0.00	0.00	36,864.00	1.00%	
Pfaltzgraff, Philip	Accompanist	1.00	41,778.00	418.00	0.00	0.00	0.00	0.00	42,196.00	1.00%	
Piper, Jeffrey A	Digital Graphic Designer	1.00	41,491.00	415.00	0.00	0.00	0.00	0.00	41,906.00	1.00%	
Piper, Jessica M	Cooperative Education Coordinator	1.00	38,548.00	385.00	0.00	0.00	0.00	0.00	38,933.00	1.00%	
Quance, Marilyn S	Librarian-Technical Services	1.00	56,213.00	562.00	0.00	0.00	0.00	0.00	56,775.00	1.00%	
Reid, Jordan C	Athletic Trainer	1.00	33,709.00	337.00	0.00	0.00	0.00	0.00	34,046.00	1.00%	
Reinhardt, Heather M	Career Services Specialist	1.00	42,510.00	425.00	0.00	0.00	0.00	0.00	42,935.00	1.00%	
Reynolds, Lisa C	Assistant Director Continuing Education	1.00	37,130.00	371.00	0.00	0.00	0.00	1,320.00	38,821.00	4.55%	
Rosebrock, Wyatt N	Security Coordinator	1.00	45,000.00	450.00	0.00	0.00	0.00	0.00	45,450.00	1.00%	
Rusch, Amanda S	Telecommunications Services Specialist	1.00	36,238.00	362.00	0.00	0.00	0.00	0.00	36,600.00	1.00%	
Samuelson, Joshua J	IT System Administrator/Security Analyst	1.00	47,325.00	473.00	0.00	0.00	0.00	0.00	47,798.00	1.00%	
Schlichter, Marcus	Librarian-Acquisitions and Archivist	1.00	59,183.00	592.00	0.00	0.00	0.00	0.00	59,775.00	1.00%	
Skow, Lora M	Manager-Payroll	1.00	38,998.00	390.00	0.00	0.00	0.00	0.00	39,388.00	1.00%	
Smith, Ruth E	Coord Of Conctruction Projects	1.00	47,134.00	471.00	0.00	0.00	0.00	0.00	47,605.00	1.00%	
Sydow, Suzanne R	Director, Assessment	1.00	77,986.00	780.00	0.00	0.00	0.00	0.00	78,766.00	1.00%	
Van Arsdale, William O	Librarian-Circulation	1.00	45,189.00	452.00	0.00	0.00	0.00	0.00	45,641.00	1.00%	
Vick Sr, Ronald D	Counselor (Licensed)	1.00	53,277.00	533.00	0.00	0.00	0.00	0.00	53,810.00	1.00%	
Willhite, Brady R	Admissions Representative	0.80	24,523.00	245.00	0.00	0.00	0.00	0.00	24,768.00	1.00%	
Willhite, Brady R	Admissions Representative	0.20	6,131.00	62.00	0.00	0.00	0.00	0.00	6,193.00	1.01%	
Wood, Alexander E	Asst Football Coach/Equipment Coord	1.00	40,108.00	401.00	0.00	0.00	0.00	0.00	40,509.00	1.00%	
Young, Kaye L	Accountant	1.00	39,963.00	400.00	0.00	0.00	0.00	0.00	40,363.00	1.00%	
TOTAL		54.95	2,302,404.00	21,364.00	2,000.00	0.00	0.00	5,280.00	2,331,048.00		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>											
Acton, Heidi E	Assistant Director Residence Life	0.88	28,600.00	0.00	0.00	0.00	0.00	0.00	28,600.00	0.00%	P6
Anderson, Derek S	Student Center Manager	1.00	48,999.00	490.00	0.00	0.00	0.00	1,320.00	50,809.00	3.69%	
Edwards, Kimberly M	Assistant Volleyball Coach	0.20	7,178.00	72.00	0.00	0.00	0.00	0.00	7,250.00	1.00%	P2
Erwin, Lindsay A	Compliance Coordinator	0.09	3,171.00	32.00	0.00	0.00	0.00	0.00	3,203.00	1.01%	P2
Franco, Amy N	Assistant Director Residence Life	0.88	30,437.00	304.00	0.00	0.00	0.00	0.00	30,741.00	1.00%	
Kielsmeier, Kelly	Asst Women's Bsktbl Coach/Event Coord	0.20	7,178.00	72.00	0.00	0.00	0.00	0.00	7,250.00	1.00%	P2
Muir, Nicholas S	Help Desk Director	1.00	40,221.00	402.00	0.00	0.00	0.00	0.00	40,623.00	1.00%	
Nolan, Derek S	Assistant Director Residence Life	0.88	28,056.00	281.00	0.00	0.00	0.00	0.00	28,337.00	1.00%	
VACANT	Assistant Director Residence Life	0.88	28,600.00	0.00	0.00	0.00	0.00	0.00	28,600.00	0.00%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
VACANT	Asst Men's Basketball, Golf, Event Mgr	0.20	6,400.00	0.00	0.00	0.00	0.00	0.00	6,400.00	0.00%	P2
Osnes, Thomas R	Assistant Director Residence Life	1.00	37,317.00	373.00	0.00	0.00	0.00	0.00	37,690.00	1.00%	
Smith, Chad C	IT System Administrator/Security Analyst	1.00	47,126.00	471.00	0.00	0.00	0.00	0.00	47,597.00	1.00%	
TOTAL		8.19	313,283.00	2,497.00	0.00	0.00	0.00	1,320.00	317,100.00		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>											
Altwine, Chad	Director Facility Services	1.00	80,782.00	808.00	0.00	0.00	0.00	0.00	81,590.00	1.00%	
Bareman, Jason L	Director Career Services	1.00	58,534.00	585.00	0.00	0.00	0.00	0.00	59,119.00	1.00%	
Barry, Jeannette M	Institutional Research Analyst	1.00	50,790.00	508.00	0.00	0.00	0.00	0.00	51,298.00	1.00%	
Benson, Vaughn L	Dean	0.75	82,356.00	823.00	0.00	0.00	0.00	0.00	83,179.00	1.00%	
Benson, Vaughn L	Dean	0.25	27,452.00	275.00	0.00	0.00	0.00	0.00	27,727.00	1.00%	
Brink, Marlon D	Head Track/Cross Country Coach	1.00	48,544.00	485.00	0.00	0.00	0.00	1,320.00	50,349.00	3.72%	
Brummels, Linda M	Director Counseling	0.94	62,675.00	627.00	0.00	0.00	0.00	0.00	63,302.00	1.00%	
Carstens, Jeffrey B	VP & Dean Of Students	1.00	93,202.00	932.00	0.00	0.00	0.00	0.00	94,134.00	1.00%	
Collier, Jerry W	Director Of College Relations	1.00	71,890.00	719.00	0.00	0.00	0.00	0.00	72,609.00	1.00%	
Combs, Paul	Head Men's Basketball Coach	0.92	67,275.00	673.00	0.00	0.00	0.00	0.00	67,948.00	1.00%	
Dalager, Jon K	Dean	0.75	72,000.00	720.00	0.00	0.00	0.00	0.00	72,720.00	1.00%	
Dalager, Jon K	Dean	0.25	24,000.00	240.00	0.00	0.00	0.00	0.00	24,240.00	1.00%	
Dale, Jean M	VP Administration And Finance	1.00	100,000.00	1,000.00	0.00	0.00	2,680.00	1,320.00	105,000.00	5.00%	interim removed
DeBoer, Mitch	Asst Ath Dir Business Mgmt	1.00	56,460.00	565.00	0.00	0.00	0.00	0.00	57,025.00	1.00%	
Disch, Brian	Head Baseball Coach & Events/Field Mgr	1.00	41,000.00	410.00	0.00	0.00	0.00	1,320.00	42,730.00	4.22%	
Dunning, John B	Chief Information Officer	1.00	92,000.00	920.00	0.00	0.00	0.00	0.00	92,920.00	1.00%	
Fredrickson, Angela S	Assistant to the VPAF	1.00	34,280.00	343.00	0.00	0.00	12,377.00	0.00	47,000.00	37.11%	P1
Graber, David R	Director, Library	1.00	69,571.00	696.00	0.00	0.00	0.00	0.00	70,267.00	1.00%	
Grisham, Molly	Head Soccer Coach	1.00	42,901.00	429.00	0.00	0.00	0.00	0.00	43,330.00	1.00%	
Halle, Kevin E	Director, Admissions	1.00	55,000.00	550.00	0.00	0.00	0.00	0.00	55,550.00	1.00%	
Kielsmeier, Chris J	Head Women's Basketball Coach	0.92	69,682.00	697.00	0.00	0.00	0.00	0.00	70,379.00	1.00%	
Kielty, John M	HVAC/Energy Manager	1.00	66,488.00	665.00	0.00	0.00	0.00	0.00	67,153.00	1.00%	
Kneifl, Scott D	Head Volleyball Coach	0.92	53,143.00	531.00	0.00	0.00	0.00	1,320.00	54,994.00	3.48%	
Korth, Regina	Nurse	0.88	42,953.00	430.00	0.00	0.00	0.00	0.00	43,383.00	1.00%	
Labenz, Robin R	Admin Assistant To The President	0.80	33,172.00	332.00	0.00	0.00	0.00	0.00	33,504.00	1.00%	
Lentz, Lynette K	Registrar	1.00	64,132.00	641.00	0.00	0.00	0.00	0.00	64,773.00	1.00%	
McCue, Robert O	VP Academic Affairs	1.00	129,610.00	1,296.00	0.00	0.00	0.00	0.00	130,906.00	1.00%	
Mclaughlin, Dan	Head Football Coach	0.92	79,034.00	790.00	0.00	0.00	0.00	0.00	79,824.00	1.00%	
Meyer, Barbara J	Director Budget	1.00	68,000.00	680.00	0.00	0.00	0.00	0.00	68,680.00	1.00%	
Morris, Muffin	Head Athletic Trainer	1.00	43,470.00	435.00	0.00	0.00	0.00	0.00	43,905.00	1.00%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Nelsen, Kyle R	Asst Director Facility Services	0.65	40,365.00	404.00	0.00	0.00	0.00	0.00	40,769.00	1.00%	P2
VACANT	Coaching Assistant, Baseball	0.63	18,936.00	0.00	0.00	0.00	0.00	0.00	18,936.00	0.00%	P3
VACANT	Director Of Network Operations	1.00	69,000.00	0.00	0.00	0.00	0.00	0.00	69,000.00	0.00%	
VACANT	Controller	0.91	40,950.00	0.00	0.00	0.00	0.00	0.00	40,950.00	0.00%	P2
O'Donnell, James F	Dean	0.75	78,664.00	787.00	0.00	0.00	0.00	0.00	79,451.00	1.00%	
O'Donnell, James F	Dean	0.25	26,221.00	262.00	0.00	0.00	0.00	0.00	26,483.00	1.00%	
Rose, Kyle M	Director Financial Aid	1.00	55,402.00	554.00	0.00	0.00	0.00	0.00	55,956.00	1.00%	
Scardino, Janell	Director, Administrative Systems	1.00	67,275.00	673.00	0.00	0.00	0.00	0.00	67,948.00	1.00%	
Schnoor, Neal H	Dean	0.75	74,520.00	746.00	0.00	0.00	0.00	0.00	75,266.00	1.00%	
Schnoor, Neal H	Dean	0.25	24,840.00	248.00	0.00	0.00	0.00	0.00	25,088.00	1.00%	
Schoh, Eric	Athletic Director	1.00	88,917.00	889.00	0.00	0.00	0.00	0.00	89,806.00	1.00%	
Spethman, Phyllis J	Director Professional Education Services	1.00	62,713.00	627.00	0.00	0.00	0.00	0.00	63,340.00	1.00%	
Unger, Krista A	Head Softball Coach	1.00	40,605.00	406.00	0.00	0.00	3,614.00	0.00	44,625.00	9.90%	Mkt place adj
Waddington, Cheryl A	Director Human Resources	1.00	84,011.00	840.00	0.00	0.00	0.00	0.00	84,851.00	1.00%	
Weber, Dorothy	Director Learning Center	0.92	55,921.00	559.00	0.00	0.00	0.00	0.00	56,480.00	1.00%	
TOTAL		39.39	2,708,736.00	25,800.00	0.00	0.00	18,671.00	5,280.00	2,758,487.00		

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

Barry, Michael J	Assoc Dir Athltcs/Dir Of Sprt & Rec Ctr	1.00	65,682.00	657.00	0.00	0.00	0.00	0.00	66,339.00	1.00%	
Buhrman, Beverly J	Comptroller	1.00	68,000.00	680.00	0.00	0.00	0.00	0.00	68,680.00	1.00%	
Colvin, Kipp	Director Student Act & Student Center	1.00	50,000.00	500.00	0.00	0.00	0.00	0.00	50,500.00	1.00%	
Hochstein, Roger A	Security Manager	1.00	48,368.00	484.00	0.00	0.00	0.00	0.00	48,852.00	1.00%	
Nelsen, Kyle R	Asst Director Facility Services	0.35	21,735.00	217.00	0.00	0.00	0.00	0.00	21,952.00	1.00%	P2
VACANT	Senior Resident Assistant	0.33	5,016.00	0.00	0.00	0.00	0.00	0.00	5,016.00	0.00%	P3
VACANT	Senior Resident Assistant	0.33	5,016.00	0.00	0.00	0.00	0.00	0.00	5,016.00	0.00%	P3
VACANT	Senior Resident Assistant	0.33	5,016.00	0.00	0.00	0.00	0.00	0.00	5,016.00	0.00%	P3
VACANT	Senior Resident Assistant	0.33	5,016.00	0.00	0.00	0.00	0.00	0.00	5,016.00	0.00%	P3
VACANT	Senior Resident Assistant	0.33	5,016.00	0.00	0.00	0.00	0.00	0.00	5,016.00	0.00%	P3
Schramm, Kim	Grounds,Arboretum/Landscape Manager	1.00	47,362.00	474.00	0.00	0.00	0.00	0.00	47,836.00	1.00%	
Weekley, Matthew R	Asst Dean Of Students/Dir Of Res Life	1.00	52,000.00	520.00	0.00	0.00	0.00	0.00	52,520.00	1.00%	
TOTAL		8.00	378,227.00	3,532.00	0.00	0.00	0.00	0.00	381,759.00		

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
TOTAL PROFESSIONAL		110.53	5,702,650.00	53,193.00	2,000.00	0.00	18,671.00	11,880.00	5,788,394.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
<u>NAPE/Support Staff -- State Supported Positions</u>											
Ahmann, Nancy A	Office Assistant II	1.00	24,404.00	0.00	0.00	0.00	0.00	50.00	24,454.00	0.20%	
Bijlsma, Karyn D	Office Assistant II	1.00	22,816.00	0.00	0.00	0.00	0.00	50.00	22,866.00	0.22%	
Bottger, Bridget	Office Assistant II	1.00	24,404.00	0.00	0.00	0.00	0.00	50.00	24,454.00	0.20%	
Brandow, Jennifer D	Office Assistant II	1.00	22,676.00	0.00	0.00	0.00	0.00	0.00	22,676.00	0.00%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	17,932.00	0.00	0.00	0.00	0.00	25.00	17,957.00	0.14%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	17,932.00	0.00	0.00	0.00	0.00	25.00	17,957.00	0.14%	
Chase, Debra E	Office Assistant II	1.00	33,904.00	0.00	0.00	0.00	0.00	50.00	33,954.00	0.15%	
Clarkson, Robert L	Maintenance Repair Worker III	1.00	31,164.00	0.00	0.00	0.00	0.00	50.00	31,214.00	0.16%	
Clausen, Vickie L	Custodian	1.00	20,200.00	0.00	0.00	0.00	0.00	50.00	20,250.00	0.25%	
Daehnke, Deborah M	Office Assistant II	1.00	33,404.00	0.00	0.00	0.00	0.00	50.00	33,454.00	0.15%	
Donner, Colette	Custodian	1.00	21,916.00	0.00	0.00	0.00	0.00	50.00	21,966.00	0.23%	
Echtenkamp, Cathleen A	Library Assistant	1.00	46,141.00	0.00	0.00	0.00	0.00	50.00	46,191.00	0.11%	
Echtenkamp, Gerald W	Maintenance Repair Worker II	1.00	23,740.00	0.00	0.00	0.00	0.00	50.00	23,790.00	0.21%	
Franzen, Cynthia A	Academic Credentials Technician	1.00	25,000.00	0.00	0.00	0.00	0.00	50.00	25,050.00	0.20%	
Frevert, Cynthia J	Office Assistant I	0.50	12,110.00	0.00	0.00	0.00	0.00	25.00	12,135.00	0.21%	
Frevert, Cynthia J	Office Assistant I	0.50	12,110.00	0.00	0.00	0.00	0.00	25.00	12,135.00	0.21%	
Gathje, Richard A	Custodian	1.00	29,527.00	0.00	0.00	0.00	0.00	50.00	29,577.00	0.17%	
Hank, Amanda M	Office Assistant II	1.00	25,311.00	0.00	0.00	1,893.00	0.00	50.00	27,254.00	7.68%	
Hansen, Cathleen A	Office Assistant III	1.00	29,080.00	0.00	0.00	2,348.00	0.00	50.00	31,478.00	8.25%	
Hart, Britney	Accounting Clerk II	1.00	23,500.00	0.00	0.00	0.00	0.00	50.00	23,550.00	0.21%	
Headley, Terri Lynn	Library Assistant	1.00	25,929.00	0.00	0.00	0.00	0.00	50.00	25,979.00	0.19%	
Hirschman, Dawn R	Office Assistant III	1.00	31,628.00	0.00	0.00	0.00	0.00	50.00	31,678.00	0.16%	
Hobza, Cathy R	Office Assistant II	1.00	25,550.00	0.00	0.00	0.00	0.00	50.00	25,600.00	0.20%	
Jech, Brook Anne	Office Assistant III	1.00	25,492.00	0.00	0.00	0.00	0.00	50.00	25,542.00	0.20%	
Jensen, Lesa R	Office Assistant III	1.00	39,052.00	0.00	0.00	0.00	0.00	50.00	39,102.00	0.13%	
Jorgensen, Stephanie L	Office Assistant II	1.00	22,595.00	0.00	0.00	1,609.00	0.00	50.00	24,254.00	7.34%	
Kardell, Jeanne Ann	Office Assistant II	1.00	30,404.00	0.00	0.00	0.00	0.00	50.00	30,454.00	0.16%	
Kastrup, Tama	Office Assistant II	1.00	33,404.00	0.00	0.00	0.00	0.00	50.00	33,454.00	0.15%	
Kennedy, Gerald R	Maintenance Repair Worker III	1.00	34,368.00	0.00	0.00	0.00	0.00	50.00	34,418.00	0.15%	
Kenny, Kelly R	Office Assistant II	1.00	21,392.00	0.00	500.00	0.00	0.00	50.00	21,942.00	2.57%	
Long, William M	Custodian	1.00	27,124.00	0.00	0.00	1,604.00	0.00	0.00	28,728.00	5.91%	
Loofe, Vickie J	Office Assistant III	1.00	39,052.00	0.00	0.00	0.00	0.00	50.00	39,102.00	0.13%	
Maas, Mark W	Maintenance Repair Worker III	1.00	30,761.00	0.00	0.00	0.00	0.00	0.00	30,761.00	0.00%	
Maly, James E	Audio-Visual Services Technician	1.00	36,658.00	0.00	0.00	0.00	0.00	50.00	36,708.00	0.14%	
Marr, Daniel A	Electrician	1.00	45,016.00	0.00	0.00	0.00	0.00	50.00	45,066.00	0.11%	
McGhee, Wyatt	Maintenance Repair Worker III	1.00	27,292.00	0.00	0.00	0.00	0.00	50.00	27,342.00	0.18%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Mecseji, Karen A	Office Assistant II	1.00	24,404.00	0.00	0.00	0.00	0.00	50.00	24,454.00	0.20%	
Meier, Tammy J	Office Assistant III	1.00	39,052.00	0.00	0.00	0.00	0.00	50.00	39,102.00	0.13%	
Meyer, Nancy L	Accounting Clerk II	1.00	33,904.00	0.00	0.00	0.00	0.00	50.00	33,954.00	0.15%	
Meyer, Roger P	Electrician	1.00	32,480.00	0.00	0.00	0.00	0.00	50.00	32,530.00	0.15%	
Monahan, Pamela R	Accounting Clerk III	1.00	31,628.00	0.00	0.00	0.00	0.00	50.00	31,678.00	0.16%	
Morlok, Debra A	Office Assistant II	1.00	25,427.00	0.00	0.00	1,777.00	0.00	50.00	27,254.00	7.19%	
Mosley, Greg K	Maintenance Repair Worker III	1.00	38,476.00	0.00	0.00	2,732.00	0.00	50.00	41,258.00	7.23%	
Mostek, Denise M	Office Assistant IV	1.00	35,900.00	0.00	0.00	388.00	0.00	50.00	36,338.00	1.22%	
Neuhalfen, Kathy	Custodian	1.00	20,041.00	0.00	0.00	0.00	0.00	50.00	20,091.00	0.25%	
O'Brien, Jane	Office Assistant II	0.92	20,497.00	0.00	0.00	0.00	0.00	50.00	20,547.00	0.24%	
Ohlrich, Angela	Accounting Clerk III	1.00	25,192.00	0.00	0.00	0.00	0.00	50.00	25,242.00	0.20%	
Oswald, Laurie L	Office Assistant II	1.00	24,784.00	0.00	0.00	0.00	0.00	50.00	24,834.00	0.20%	
Paulson, Debra M	Custodian	1.00	24,220.00	0.00	0.00	0.00	0.00	50.00	24,270.00	0.21%	
Pedersen, Kathleen M	Office Assistant I	1.00	20,925.00	0.00	0.00	0.00	0.00	50.00	20,975.00	0.24%	
Penn, Suzanne L	Office Assistant II	1.00	30,896.00	0.00	0.00	0.00	0.00	0.00	30,896.00	0.00%	
Peterson, Ricky J	Maintenance Repair Worker III	1.00	31,024.00	0.00	0.00	0.00	0.00	0.00	31,024.00	0.00%	
Pieper, Diane	Office Assistant III	1.00	27,169.00	0.00	0.00	0.00	0.00	0.00	27,169.00	0.00%	
Procter, Stanley J	Maintenance Repair Worker III	1.00	26,504.00	0.00	0.00	0.00	0.00	50.00	26,554.00	0.19%	
Rahn, Terry L	Maintenance Repair Worker III	1.00	30,224.00	0.00	0.00	0.00	0.00	50.00	30,274.00	0.17%	
Rasmussen, Richard E	Electrician Master	1.00	38,296.00	0.00	0.00	0.00	0.00	50.00	38,346.00	0.13%	
Reklaitis, Joe	Custodian	1.00	21,916.00	0.00	0.00	0.00	0.00	50.00	21,966.00	0.23%	
Ritze, David H	Maintenance Repair Worker II	1.00	29,408.00	0.00	0.00	0.00	0.00	50.00	29,458.00	0.17%	
Ritze, Randy G	Maintenance Repair Worker III	1.00	41,408.00	0.00	0.00	0.00	0.00	50.00	41,458.00	0.12%	
Roeber, Janet C	Custodian	1.00	18,812.00	0.00	0.00	0.00	0.00	50.00	18,862.00	0.27%	
Roeber, Merle D	Custodian	1.00	26,824.00	0.00	0.00	0.00	0.00	50.00	26,874.00	0.19%	
Roland, Charles G	Maintenance Repair Worker II	1.00	36,364.00	0.00	0.00	0.00	0.00	50.00	36,414.00	0.14%	
Ruskamp, Bernie J	Maintenance Repair Worker IV	1.00	43,961.00	0.00	0.00	0.00	0.00	50.00	44,011.00	0.11%	
Schenck, Joyce Ann	Custodian	1.00	21,424.00	0.00	0.00	0.00	0.00	50.00	21,474.00	0.23%	
Schmitz, Cynthia S	Custodial Leader	1.00	28,319.00	0.00	0.00	1,885.00	0.00	50.00	30,254.00	6.83%	
Schmitz, Thomas R	Broadcast Engineer	1.00	40,175.00	0.00	0.00	3,133.00	0.00	50.00	43,358.00	7.92%	
Schroeder, Molly A	Office Assistant II	1.00	24,844.00	0.00	0.00	0.00	0.00	50.00	24,894.00	0.20%	
Schulz, Karen M	Custodian	1.00	22,016.00	0.00	0.00	0.00	0.00	50.00	22,066.00	0.23%	
Sebade, Rhonda S	Office Assistant III	1.00	35,594.00	0.00	500.00	0.00	0.00	50.00	36,144.00	1.55%	
Sharer, Beth Ann	Office Assistant II	0.88	20,464.00	0.00	0.00	715.00	0.00	50.00	21,229.00	3.74%	
Sherman, Stacie	Custodian	1.00	21,116.00	0.00	0.00	0.00	0.00	50.00	21,166.00	0.24%	
Sindelar, Emily J	Library Assistant	1.00	20,500.00	0.00	0.00	0.00	0.00	50.00	20,550.00	0.24%	
Sinniger, Carolyn J	Office Assistant II	1.00	28,192.00	0.00	0.00	0.00	0.00	50.00	28,242.00	0.18%	
Soden, Dustin	Storekeeper	1.00	25,311.00	0.00	0.00	0.00	0.00	50.00	25,361.00	0.20%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Spahr, Connie S	Accounting Clerk III	1.00	31,628.00	0.00	0.00	0.00	0.00	50.00	31,678.00	0.16%	
Sprieck, Theresa J	Custodian	1.00	19,312.00	0.00	0.00	0.00	0.00	50.00	19,362.00	0.26%	
Steffen, Angela M	Office Assistant III	1.00	32,416.00	0.00	0.00	0.00	0.00	50.00	32,466.00	0.15%	
Stephens, Carol A	Office Assistant III	1.00	31,628.00	0.00	0.00	0.00	0.00	50.00	31,678.00	0.16%	
Stout, Rebecca A	Accounting Clerk III	1.00	24,692.00	0.00	0.00	0.00	0.00	50.00	24,742.00	0.20%	
Swinney, William L	Maintenance Repair Worker IV	1.00	44,934.00	0.00	0.00	0.00	0.00	50.00	44,984.00	0.11%	
Thompson, Patricia K	Library Technician	1.00	33,424.00	0.00	0.00	0.00	0.00	50.00	33,474.00	0.15%	
Trevett, Joyce F	Office Assistant III	1.00	36,072.00	0.00	0.00	0.00	0.00	50.00	36,122.00	0.14%	
Weber, Deborah K	Office Assistant II	1.00	33,904.00	0.00	0.00	0.00	0.00	0.00	33,904.00	0.00%	
Wedel, Scott	Maintenance Repair Worker III	1.00	27,004.00	0.00	0.00	0.00	0.00	0.00	27,004.00	0.00%	
Weed, Ronald J	Maintenance Repair Worker III	1.00	33,910.00	0.00	0.00	0.00	0.00	0.00	33,910.00	0.00%	
Wiechman, Diane L	Custodian	1.00	19,396.00	0.00	0.00	0.00	0.00	50.00	19,446.00	0.26%	
Woehler, Mary E	Library Assistant	1.00	26,422.00	0.00	0.00	1,694.00	0.00	50.00	28,166.00	6.60%	
Wurdinger, Marlin J	Custodian	1.00	23,720.00	0.00	0.00	0.00	0.00	50.00	23,770.00	0.21%	
Wurdinger, Sandra J	Office Assistant II	1.00	23,712.00	0.00	0.00	492.00	0.00	50.00	24,254.00	2.29%	
Ziska, Brandon K	Security Officer II	1.00	32,113.00	0.00	0.00	0.00	0.00	50.00	32,163.00	0.16%	
TOTAL		87.80	2,554,966.00	0.00	1,000.00	20,270.00	0.00	3,950.00	2,580,186.00		
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>											
Addison, Jodi L	Custodian	1.00	18,512.00	0.00	0.00	0.00	0.00	50.00	18,562.00	0.27%	
Baier, Matthew E	Maintenance Repair Worker II	1.00	22,752.00	0.00	0.00	0.00	0.00	50.00	22,802.00	0.22%	
Beckman, Cindy L	Custodian	1.00	18,312.00	0.00	0.00	0.00	0.00	50.00	18,362.00	0.27%	
Casey, V Gene	Maintenance Repair Worker III	1.00	37,888.00	0.00	0.00	0.00	0.00	50.00	37,938.00	0.13%	
Elsberry, Ronald L	Custodian	1.00	26,824.00	0.00	0.00	0.00	0.00	50.00	26,874.00	0.19%	
Garett, Kelly J	Custodian	1.00	18,812.00	0.00	0.00	0.00	0.00	50.00	18,862.00	0.27%	
Granberg, Gordon W	Custodian	1.00	26,824.00	0.00	0.00	0.00	0.00	50.00	26,874.00	0.19%	
Gray, Bradley	Custodian	1.00	23,720.00	0.00	0.00	0.00	0.00	50.00	23,770.00	0.21%	
Gustafson, Carol A	Custodial Leader	1.00	22,192.00	0.00	0.00	0.00	0.00	50.00	22,242.00	0.23%	
Hackney, Donna	Custodian	1.00	19,312.00	0.00	0.00	0.00	0.00	50.00	19,362.00	0.26%	
Haney, Kathy R	Custodian	1.00	26,824.00	0.00	0.00	0.00	0.00	50.00	26,874.00	0.19%	
Harm, Debra J	Office Assistant II	1.00	33,404.00	0.00	0.00	0.00	0.00	50.00	33,454.00	0.15%	
Hurlbert, Glenda	Custodian	1.00	22,117.00	0.00	0.00	1,403.00	0.00	50.00	23,570.00	6.57%	
Jammer, Susan	Accounting Clerk III	1.00	24,692.00	0.00	0.00	0.00	0.00	0.00	24,692.00	0.00%	
Kamrath, Vernon K	Custodian	1.00	29,527.00	0.00	0.00	0.00	0.00	50.00	29,577.00	0.17%	
Loberg, Jeffery R	Maintenance Repair Worker II	1.00	25,200.00	0.00	0.00	0.00	0.00	50.00	25,250.00	0.20%	
Mrsny, Jason J	Security Officer II	1.00	39,040.00	0.00	0.00	0.00	0.00	50.00	39,090.00	0.13%	
Nelson, Roxanne	Custodian	1.00	19,560.00	0.00	0.00	0.00	0.00	50.00	19,610.00	0.26%	
Niemann, Joey D	Maintenance Repair Worker II	1.00	25,103.00	0.00	0.00	877.00	0.00	50.00	26,030.00	3.69%	
Olson, Arden	Custodian	1.00	29,527.00	0.00	0.00	0.00	0.00	50.00	29,577.00	0.17%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Penlerick, Norma J	Custodian	1.00	24,625.00	0.00	0.00	1,499.00	0.00	50.00	26,174.00	6.29%	
Reichmuth, Michael F	Custodian	1.00	18,512.00	0.00	0.00	0.00	0.00	50.00	18,562.00	0.27%	
Schmidt, Wendy A	Custodian	1.00	24,220.00	0.00	0.00	0.00	0.00	50.00	24,270.00	0.21%	
Sherman, Judy J	Custodian	1.00	21,116.00	0.00	0.00	0.00	0.00	50.00	21,166.00	0.24%	
Stalling, Mary M	Custodian	1.00	26,824.00	0.00	0.00	0.00	0.00	50.00	26,874.00	0.19%	
Weldon, Kevan V	Custodian	1.00	19,396.00	0.00	0.00	0.00	0.00	50.00	19,446.00	0.26%	
TOTAL		26.00	644,835.00	0.00	0.00	3,779.00	0.00	1,250.00	649,864.00		
<u>Support Staff (Non-Union) -- State Supported Positions</u>											
Agler, Leah	Office Assistant III	1.00	26,551.00	266.00	0.00	0.00	0.00	0.00	26,817.00	1.00%	
Backer, Joni S	Secretary To The President	1.00	46,331.00	463.00	0.00	0.00	0.00	0.00	46,794.00	1.00%	
Burke, Kathy J	Office Assistant I	0.61	12,581.00	126.00	0.00	0.00	0.00	0.00	12,707.00	1.00%	S4
VACANT	Custodian	0.50	9,156.00	0.00	0.00	0.00	0.00	0.00	9,156.00	0.00%	S4
VACANT	Office Assistant I	0.50	9,156.00	0.00	0.00	0.00	0.00	0.00	9,156.00	0.00%	S4
Riley, Delpha J	Office Assistant IV	1.00	42,968.00	430.00	0.00	0.00	0.00	0.00	43,398.00	1.00%	
TOTAL		4.61	146,743.00	1,285.00	0.00	0.00	0.00	0.00	148,028.00		
TOTAL SUPPORT STAFF		118.41	3,346,544.00	1,285.00	1,000.00	24,049.00	0.00	5,200.00	3,378,078.00		

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

Wayne State College

Employee Name	Rank or Position Title	FTE	2010-2011 Salary Base	Salary Increase	Degree	Promotion/ Matrix	Other	Special Use	2011-2012 Total Annual	% Increase	NOTES
Faculty -- Non-State Supported Positions (Federal/Restricted)											
Christensen, Douglas P	Professor	0.33	21,546.00	216.00					21,762.00	1.00%	F6
Pearcy, Shawn D	Professor	0.33	21,964.00	220.00					22,184.00	1.00%	F6
		0.67	43,510.00	436.00	0.00	0.00	0.00	0.00	43,946.00		
NSCPA -- Non-State Supported Positions (Federal/Restricted)											
Driskell, Sandra	Learning Skills Specialist STRIDE	0.92	33,963.00	340.00					34,303.00	1.00%	
Kucera, Loren	Director, NBDC	0.91	57,062.00	571.00					57,633.00	1.00%	P2
Woehler, Kara	Retention Specialist STRIDE	0.92	31,412.00	314.00					31,726.00	1.00%	
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.80	35,607.00	356.00					35,963.00	1.00%	
		3.55	122,437.00	1,225.00	0.00	0.00	0.00	0.00	123,662.00		
Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)											
Krusemark, Renee	Director STRIDE	1.00	48,128.00	481.00				1,320.00	49,929.00	3.74%	inc effective 9/01/11
McLaughlin, Scott	Asst Football Coach/Equip Coord	1.00	31,360.00	314.00					31,674.00	1.00%	
		2.00	79,488.00	795.00	0.00	0.00	0.00	1,320.00	81,603.00		
NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)											
Nolan, Tarah	Office Assistant II	1.00	21,692.00	0.00					21,692.00	0.00%	
		1.00	21,692.00	0.00	0.00	0.00	0.00	0.00	21,692.00		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = employee on unpaid leave
- F4 = interim appointment
- F5 = new appointment
- F6 = position split between state and non-state support
- F7 = terminal one year contract
- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment
- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

NSCS System Office

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Professional Staff (Non-Union) -- State Supported Positions											
Hoffman, Edward	Vice Chancellor Facil/Plan/Info Tech	1.00	113,118.00	1,131.00	0.00	0.00	0.00	0.00	114,249.00	1.00%	
Kohrs, Rebecca K	Accountant/Network Specialist	1.00	60,082.00	601.00	0.00	0.00	0.00	0.00	60,683.00	1.00%	
Murphy, Carolyn S	Vice Chancellor Administraion/Finance	1.00	113,118.00	1,131.00	0.00	0.00	0.00	0.00	114,249.00	1.00%	
VACANT	Assoc VC Acad Planning & Partnerships	0.63	40,000.00	0.00	0.00	0.00	0.00	0.00	40,000.00	0.00%	
Petersen, Kristin J	General Counsel/Vice Chan Employee Rel	1.00	103,552.00	1,036.00	0.00	0.00	8,530.00	0.00	113,118.00	9.24%	Mkt place adj
Tande, Korinne	Vice Chancellor Academic/Student Affairs	1.00	111,998.00	1,120.00	0.00	0.00	0.00	0.00	113,118.00	1.00%	
TOTAL		5.63	541,868.00	5,019.00	0.00	0.00	8,530.00	0.00	555,417.00		
TOTAL PROFESSIONAL		5.63	541,868.00	5,019.00	0.00	0.00	8,530.00	0.00	555,417.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave without pay
- P5 = temporary/interim appointment
- P6 = new appointment

NSCS System Office

Employee Name	Rank or Position Title	FTE	2010-2011 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2011-2012 Total Annual	% Incr	Notes
Support Staff (Non-Union) -- State Supported Positions											
Glass, Lori M	Staff Assistant	1.00	34,161.00	342.00	0.00	0.00	0.00	0.00	34,503.00	1.00%	
Olson, Lynne M	Administrative Assitant/Office Manager	1.00	45,685.00	457.00	0.00	0.00	0.00	0.00	46,142.00	1.00%	
TOTAL		2.00	79,846.00	799.00	0.00	0.00	0.00	0.00	80,645.00		
TOTAL SUPPORT STAFF		2.00	79,846.00	799.00	0.00	0.00	0.00	0.00	80,645.00		

NOTES

- S1 = recognition of certificate completion
- S2 = recognition of a change in job title or responsibilities
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = employee on leave
- S6 = early retirement incentive program
- S7 = temporary position
- S8 = new hire
- S9 = pay adjustment
- S10 = position reclassification

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Approve the Acceptance and Retrieval of LB 309 Allocations

Priority: Financial Strength of the System

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

5. Secure public and private funding sources

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

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

j. Maintain facilities and improve physical environment

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

Peru

1. Retrieval of \$2,700 for HVAC study in T.J. Majors

Allocation Date/Amount	10/28/09	\$20,000.00
Retrieval Date/Amount	3/21/11	<u>2,700.00</u>
Estimated Project Cost		\$17,300.00

2. Retrieval of \$1,666.66 for Balcony modifications in Auditorium/Theater

Allocation Date/Amount	10/28/09	\$50,000.00
Retrieval Date/Amount	3/21/11	<u>1,666.66</u>
Estimated Project Cost		\$48,333.34

3. Acceptance of \$30,000 for design for Boiler House roof replacement

Allocation Date/Amount	4/4/11	\$30,000.00
College Contributed Amount		<u>00.00</u>
Estimated Project Cost		\$30,000.00

Wayne

1. Retrieval of \$5,916.67 for design for fire alarm/sprinkler upgrades in Humanities Building

Allocation Date/Amount	2/25/10	\$15,000.00
Retrieval Date/Amount	3/21/11	<u>5,916.67</u>
Estimated Project Cost		\$9,083.33

2. Acceptance of \$190,000 for fire alarm/sprinkler upgrade for Education Building

Allocation Date/Amount	3/8/11	\$190,000.00
College Contributed Amount		<u>00.00</u>
Estimated Project Cost		\$190,000.00

1.2.-2

3.	Acceptance of an additional \$25,000 for fire alarm/sprinkler upgrade for Brandenburg Education Building		
	Allocation Date/Amount	5/17/11	\$25,000.00
	College Contributed Amount		<u>00.00</u>
	Estimated Project Cost		\$25,000.00

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Approve the Depositories and Signatories Submitted by the Colleges

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

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

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

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

Chadron State College

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Peru State College

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Wayne State College

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve the 2011-2012 Salary and Contract Extensions Until June 30, 2013 for the Chancellor and Presidents

Priorities: Educational Excellence Throughout the System
Goal: 3. Recruit, retain and invest in excellent faculty and staff
Financial Strength of the System
Greater System Prominence

The Board of Trustees approved the 2011-2012 salary policy for professional staff in the System Office and the Colleges at its March 24-25, 2011 meeting. The policy noted that all professional staff employees, including the Chancellor and each of the Presidents, would receive a 1.0% salary increase on July 1, 2011. The following recommended salaries for the Chancellor and each of the Presidents reflect that policy.

2.1.-2

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: Approve the 2011-2012 Salary and Contract Extension until June 30, 2013
for the Chancellor:**

Stan Carpenter, NSCS Chancellor

\$205,758

Total compensation is as follows:

Stan Carpenter NSCS Office

\$203,721*

*Note: Compensation consists of salary and a car allowance, which are consolidated into the 2011-12 base salary listed above.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve the 2011-2012 Salary and Contract Extension until June 30, 2013 for the Chadron State College President:

Janie Park, President, Chadron State College	\$164,732
---	------------------

Total compensation is as follows:

Janie Park	Chadron State College	\$163,101*
------------	-----------------------	------------

*Note: Compensation consists of salary and a housing allowance, which are consolidated into the 2011-12 base salary listed above.

2.1.-4

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve the 2011-2012 Salary and Contract Extension until June 30, 2013 for the Peru State College President:

Daniel Hanson, President, Peru State College	\$158,575
---	------------------

Total compensation is as follows:

Daniel Hanson	Peru State College	\$157,005*
---------------	--------------------	------------

*Note: Compensation consists of salary and a housing allowance, which are consolidated into the 2011-12 base salary listed above.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve the 2011-2012 Salary for the Wayne State College President:

Curt Frye, President, Wayne State College	Salary	\$159,580
--	---------------	------------------

Curt Frye received an annual salary of \$140,000 as Interim President for 2010-2011. The 2011-12 salary amount consolidates the annual salary and the housing allowance that is paid to the WSC President.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5010;
Categories of Personnel; State College Employees**

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

This policy has been revised to appropriately identify the categories of NSCS employees. Policy guidance has been added for how Colleges may hire students and temporary employees. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5010.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5010 Categories of Personnel;
State College Employees**

Page 1 of 2

BOARD POLICY

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

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5010 Categories of Personnel;
State College Employees**

Page 2 of 2

-
4. **Support Staff.** This category includes all persons who are not included in the faculty, non-ranked faculty, ~~or~~ professional staff, student or temporary employee categories; who ~~are employed in positions listed in the State College Classification Plan for Support Staff; and who may perform duties that by custom in business, industry, and other institutions of higher education is managed on an hourly basis with such work compensated according to hours worked or earned, including clerical, and office, employees, custodial, and or maintenance personnel duties and are compensated on an hourly basis.~~

 5. **Student Employees.** This category includes all employees whose primary occupation or involvement is that of student, ~~except those qualifying under the Non-Ranked Faculty category.~~ Regardless of the funding source, student employees may not work more than one thousand five hundred fifty (1,550) hours during a twelve (12) month period.
 - a. International students or non-resident alien student employees who are on F-1 Visas are not allowed to work more than twenty (2) hours per week during the regular academic year. These students can work a maximum of forty (40) hours per week during the summer.
 - b. Work study student employees may not work more than twenty (20) hours per week during the academic year in which they receive work study funds.

 6. **Temporary Employees.** This category includes hourly employees such as seasonal, special events, short term replacements, and other employees who are hired into non-budgeted positions. Temporary employees shall not work more than twenty-four (24) hours in any given week. An exception to that limitation may be allowed by the Vice President of Administration and Finance, so long as the total number of hours worked in a year does not exceed one thousand two hundred forty-eight (1,248). Temporary employment opportunities may be posted at the discretion of the College. Temporary employees shall receive a letter at the time of hire explaining the limited nature of their position. Temporary employees shall be paid through bi-weekly payroll.

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

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5014;
Types of Appointments; Notice Requirements; Faculty and
Professional Staff**

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

The policy is being revised to outline the process whereby the Chancellor may offer a two (2) year contract to Vice Chancellors. System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5014.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 1 of 3

BOARD POLICY

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

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

A "Special Appointment" shall terminate in accordance with the time stated in the written contract or with ninety (90) days written notice by either party. If no time is stated in the written contract, the appointment may be terminated by either party giving the other at least ninety (90) days written notice of the date of termination. Special Appointments may also be terminated prior to the expiration of the contract term for adequate cause, discontinuance, reduction or curtailment of a program or department, or financial exigency according to Board Policies.

Every "Special Appointment" is a non-tenure position and carries no presumption of reappointment beyond the termination date. Time in a special appointment position shall not count toward years of service in qualifying for a tenured appointment or promotion in rank.

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

2. **Specific Term Appointment.** A "Specific Term Appointment" is a professional staff or faculty appointment for a term of one academic or fiscal year. The Chancellor has the discretion to offer Vice Chancellors' Specific Term "contracts for a period of two (2) years with a salary level which is determined annually. Contracts may be renewed at the discretion of the Chancellor. Such renewal shall be for an additional one (1) year period with a salary level determined for the upcoming year. Written notice of non-renewal shall be given by June 30 prior to the final contract year. No advance notice shall be required in the event of dismissal for cause. A "Specific Term Appointment" for faculty members shall be a non-tenure track appointment and shall not count toward years of service in qualifying for a tenured appointment or promotion in rank. Faculty appointed to a "Specific Term" professional staff position do not have tenured status with respect to such position, the salary of the position, the term (AY/FY) of contract, or any other provisions or perquisites of that position.

A "Specific Term Appointment" shall carry no presumption of reappointment, and will terminate at the end of the stated term, if written notice of non-reappointment is given in accordance with the following requirements:

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 2 of 3

-
- a. Written notice of intent not to renew appointments shall be given at least thirty (30) days prior to expiration during the first year of employment, three (3) months prior to expiration during the second year of employment, or six (6) months prior to expiration during the third or subsequent years of employment in a full-time position. Specific Term Appointments may also be terminated prior to expiration of the contract term for adequate cause, discontinuance, reduction or curtailment of a program or department, or financial exigency according to Board Policies.
 - b. A written notice of intent not to renew may be signed by the department chair, immediate supervisor, Dean or Director, President, Chancellor or the Chair of the Board of Trustees. Notice shall be deemed to have been properly given if mailed to the employee's home address, as reflected by the records of the College or System Office, by certified mail, with sufficient postage attached.
 - c. Failure to provide the required notice period shall not result in automatic reappointment or create any right to reappointment for an additional term. The employer shall have the option of providing employment or severance pay in lieu of any portion or all of the notice to which the employee is entitled, so long as the extension of employment or severance pay is commensurate with the notice to which the employee is otherwise entitled.

As of 6-1-2008, professional staff members who hold a contract that includes a term regarding the right to retain tenure and/or the right to return to faculty status shall retain such right for a period of four (4) years during which time they can exercise the right, as long as he or she remains employed by the College. During the four (4) year period, if a vacant faculty position at the employing College occurs for which the professional staff member is qualified; the College may offer the vacant position to the professional staff member in writing. Qualifications will be determined by the College. If the professional staff member does not accept the vacant faculty position, he or she will be deemed to have relinquished all future rights to return to a faculty position and/or tenured faculty employment.

At the end of four (4) years, a professional staff member may remain in their non-faculty appointment according to the terms of employment found in the NSCPA Bargaining Agreement and/or applicable Board Policies but shall relinquish all future rights to return to a faculty position and/or tenured faculty employment. In the event a professional staff member exercises a right to return to a faculty position and/or tenured faculty employment in a timely manner, he or she will be employed according to the terms of the current SCEA Bargaining Agreement and/or applicable Board Policies.

Consistent with the terms outlined above, professional staff members hired from College faculty positions after 6-1-2008 may contractually be allowed to retain a right to retain tenure and/or the right to return to faculty status for a period of four (4) years.

At a President's approval and subsequent request to the Chancellor, an extension of the four (4) year time period may be granted by the Chancellor due to extenuating circumstances.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 3 of 3

3. **Probationary/Tenure Track Appointments.** A "Probationary/Tenure Track Appointment" is a probationary appointment as a faculty member with the rank of instructor or above for a term of one year. A "Probationary/Tenure Track Appointment" shall carry no presumption of renewal, and will terminate at the end of the stated term, if written notice of non-reappointment is given in accordance with the terms of the SCEA Bargaining Agreement.

4. **Tenured Appointment.** A "Tenured Appointment" is an academic appointment terminable only for adequate cause; program or department reduction, curtailment or discontinuance, or financial exigency. No person shall have a "Tenured Appointment" until notice has been received that such an appointment has been reported to and accepted by the Board. The President shall inform the Chancellor if the recommendations of the President and the Academic Vice President differ from the recommendations of the College Promotion and Tenure Committee and dean.

Policy Adopted: 6/5/93
Policy Revised: 11/11/95
Policy Revised: 6/2/06
Policy Revised: 4/18/08
[Policy Revised:](#)

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 5015;
Types of Appointments; Notice Requirements; Support Staff**

Core Value: Recruit and retain quality faculty and staff
Priority: Financial Strength of the System
Goal: 4. Improve efficiency of operations

The System Office recommends this policy be deleted as the terms and conditions of support staff employment have already been addressed in Board Policy 5104. Attached is a copy of Board Policy 5015.

~~PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 5015 Types of Appointments;
Notice Requirements;
Support Staff~~

~~Page 1 of 1~~

~~BOARD POLICY~~

~~Every appointment to a Support Staff position shall be assigned to one of the classification titles authorized by the System Office.~~

~~Support Staff employees are not issued written contracts or letters of appointment. Support Staff employees excluded by the NAPE/AFSCME Bargaining unit serve at the pleasure of the Board and are at-will employees who are employed on an hourly basis and may be terminated at any time with or without cause and with or without notice.~~

~~Nothing in this policy or in other Board policies may be construed as a contract or guarantee of employment for a definite period of time. Notwithstanding the foregoing, a reasonable effort will be made to give Support Staff employees, whose employment is being terminated for reasons other than misconduct, two (2) weeks notice if employed full time and one (1) week notice if employed part time; provided, however, that if an employee has been employed in excess of five (5) years consecutive, a reasonable effort will be made to give at least four (4) weeks' notice.~~

~~Classification titles, general work responsibilities, and qualifications are detailed in the Nebraska State College System Classification Descriptions.~~

~~Policy Adopted: 6/5/03
Policy Revised: 4/18/08
Policy Deleted:~~

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair

Roger Breed

Katelyn Olenich

June 2, 2011

ACTION: First & Final Round Approval of Board Policy 5701; Veterans Preference; Employment

Priority: Educational Excellence Throughout the System

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

This new policy provides guidance for the Colleges to adhere to veteran's preference statutes relating to employment. The System Office recommends approval of this policy. Attached is a copy of Board Policy 5701.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5701 Veteran’s Preference; Employment

Page 1 of 1

BOARD POLICY

The Nebraska State College System shall apply the following standards to comply with the requirements set forth in the Revised Statutes of Nebraska, Sections 48-225 to 48-231, with respect to veterans seeking a preference in employment as provided in said sections.

The State Colleges do not select or qualify applicants on the basis of an employment examination. Therefore, in order to apply the veteran’s preference, the State Colleges will recognize the preference upon determining qualified applicants for employment. Those who are “preference eligible” shall be entitled to employment over other persons of equal qualifications in the final selection process.

<u>Legal Reference: RRS 48-225 to 48-231</u>	<u>Veterans preference; terms defined</u>
	<u>Veterans preference; required, when</u>
	<u>Veterans preference; examinations</u>
	<u>Veterans preference; Commissioner of Labor; duties</u>
	<u>Veterans preference; violations; penalty</u>
	<u>Veterans preference; county attorney; duties</u>

Policy Adopted:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5503;
Injury Leave and Workers' Compensation**

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

Policy 5503 has been revised to acknowledge the transfer of the workers compensation case management from the State Office of Risk Management to a third party provider. The policy identifies more leave options and limits to the Colleges' reinstatement obligations. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5503.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5503

Injury Leave and Workers' Compensation

Page 1 of 1

BOARD POLICY

All employees, ~~as defined by the workers' compensation insurance carrier, including temporary,~~ who are ~~disabled unable to work as determined by a medical provider,~~ as a result of a job-related injury or disease, may be granted injury leave. Injury leave shall not exceed five (5) of the employee's normal working shifts (~~no more than a maximum of forty (40) hours~~) for any particular injury. Such leave is not to be charged against accumulated vacation or sick leave. If, after these five (5) leave days, the employee's injury or disease prohibits working, he or she may elect to use any accumulated sick leave in conjunction with workers' compensation benefits. For details of workers' compensation benefits, employees are to inquire at the ~~campus~~ College or System Office, as appropriate, ~~responsible for such matters.~~

Reporting Job-Related Injuries/Disease

Any job-related injury or disease shall be reported to the ~~proper campus~~ College or System Office ~~authority,~~ as appropriate, as soon as possible and the College or System Office, as appropriate, shall have the responsibility to supply all the necessary information to the ~~State Office of Risk Management~~ appropriate workers' compensation insurance carrier. ~~Copies of all such reports shall be filed with the Chancellor of the System Office.~~

No employee shall receive a salary (workers' compensation plus regular pay) in excess of his or her normal wage.

Use of ~~Sick and/or Vacation~~ Leave to Supplement Workers' Compensation Payments

Employees being paid Workers' Compensation for job-related injuries or disease may use compensatory time or sick, and/or vacation, FMLA or crisis leave (as available) to supplement the payment up to, but not to exceed, their regular rate of pay. While using paid vacation, sick, or crisis leave donations to supplement earnings, vacation and sick leave will continue to accrue, but once exhausted, the employee ~~will may be converted~~ to a non-paid status with workers' compensation benefits only. ~~and no further accrual of vacation or sick leave will be earned during such leave.~~

If the employee declines to use compensatory time or sick, /vacation, FMLA or crisis leave to supplement workers' compensation pay, the employee shall not be entitled to any leave or pay benefits or additional accrual of sick or vacation leave except as authorized under workers' compensation. ~~and shall be carried in a leave without pay status while on Workers' Compensation. No service date adjustment is necessary for this unpaid leave, with the exception of FMLA leave.~~

~~For a period of one year after the date of disability and upon termination of Workers' Compensation, and after a physician has released the employee to return to work, the employee shall be reinstated to his or her former position with no salary reduction. If the employee's former position is not available, the campus or System Office authority, as appropriate, shall place the employee in a similar position, and at the discretion of the appropriate authority, may have their salary reduced.~~

~~For a period of one year after the date of disability and after a physician has released the employee to return to work, if disabled and unable to return to the former position, the employee shall be reinstated to a vacant position, if available, for which the employee is qualified and physically suited, and at the discretion of the appropriate campus or system authority, as appropriate, may have their salary reduced.~~

~~After one year from date of disability, if the employee has not or is not able to return to work, the employing agency is relieved from any re-employment obligation and the employee may be terminated.~~

Policy Adopted: 6/5/93
Policy Revised: 3/31/06
Policy Revised: 9/15/06
Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5002;
Conflict of Interest; Employment Requirements**

Priority: Educational Excellence Throughout the System

The revisions to this policy are to establish guidelines for faculty teaching immediate family members. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5002.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5002 Conflict of Interest;
Employment Requirements**

Page 1 of 2

BOARD POLICY

General Requirements

No employee shall engage in any activity that conflicts or appears to conflict with his or her duties and responsibilities at a College or the System Office.

Employees shall:

- a) Be informed of conflict of interest perils and remain alert to them in personal activities;
- b) Make certain that no outside activities interfere with the employee's discharge of his or her College or System Office obligations;
- c) Freely and without delay disclose outside activities to the Chancellor regarding situations that could involve, or be construed as, conflicts of interest;
- d) Not use, or authorize the use of public resources, personnel, property or funds under their official care, custody, or control for personal financial gain or the financial gain of an immediate family member; and,
- e) Take action according to Neb. Rev. Stat. §49-1499.02 to disclose potential conflicts of interest when they would be required to take any action or make any decision in the discharge of official duties that may cause financial benefit or detriment to the employee, a member of the employee's immediate family, or a business with which the employee is associated.

Contracts

No employee, a member of the employee's immediate family, or business with which the employee is associated shall enter into a contract valued at two thousand dollars or more, in any one year, with a governmental body unless the contract is awarded through an open and public process in compliance with Neb. Rev. Stat. § 49-14,102.

Nepotism

Nepotism means the act of hiring, promoting or advancing a family member within the Nebraska State College System or recommending the hiring, promotion, or advancement of a family member in the Nebraska State College System, including initial appointment and transfer to other positions. Employees are prohibited from engaging in nepotism.

Further, no employee shall act as a supervisor to his or her family member. Acting as a supervisor means having authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees, responsibility to direct them or to adjust their grievances, or effectively to recommend any such action. Employees are prohibited from supervising family members within the Nebraska State College System.

The Chancellor may, upon a written showing of good cause, grant an exception to these prohibitions. The written showing of good cause shall be filed with the Accountability and Disclosure Commission and shall be considered a public record.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5002 Conflict of Interest;
Employment Requirements**

Page 2 of 2

An employee who becomes a supervisor to his or her family member other than by means of nepotism shall notify the Chancellor within seven (7) days of such occurrence and may continue to act as a supervisor until the Chancellor remedies the situation or grants an exception to the prohibition. The Chancellor shall act as soon as practicable.

Teaching Immediate Family Members

Faculty members are discouraged from teaching immediate family members (parents, siblings, spouses, children, or grandchildren). If an immediate family member enrolls in his/her assigned class, the faculty member shall report the situation to the Vice President for Academic Affairs. Due to the potential conflict of interest and potential appearance of impropriety, the Vice President for Academic Affairs has the authority and discretion to make alternative arrangements for the immediate family member to take the class from another faculty member or have the immediate family member's graded work reviewed by a qualified, independent third party.

For purposes of this policy, family member shall mean spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption.

Legal Reference: Neb. Rev. Stat.
RRS §49-1499.07 Executive branch; nepotism prohibited; restrictions on supervisors; legislative intent for legislative branch and judicial branch
RRS§49-1499.02 Executive branch; discharge of official duties; potential conflict; actions required
RRS§49-14, 102 Contracts with government bodies; procedure; purpose

Policy Adopted: 6/5/93
Policy Revised: 11/14/08
Policy Revised: 9/11/09
Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 8035;
Facilities; Alcohol Use**

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

Board Policy 8035 was revised to include information from Board Policy 3110 relating to guidelines for alcohol use. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 8035.

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8035

Facilities; Alcohol Use

Page 1 of 2

BOARD POLICY

The following guidelines will be observed in serving alcohol beverages at ~~State~~ College ~~location~~ events:

1. Alcoholic beverages may be served at specific alumni and community functions or at an event or program, such as a banquet, official entertainment or reception approved and hosted by the President of the college, or his or her designee.
2. No liquor license will be held by the Board or by any of the ~~C~~colleges.
3. All Nebraska liquor control regulations and statutes will be observed and under no circumstances will alcoholic beverages be dispensed to, consumed by, or allowed to be in the possession of any person under the legal drinking age for Nebraska.
- ~~3-4.~~ Food and nonalcoholic beverages shall also be available any time alcoholic beverages are served.
- ~~4.5.~~ The ~~Chancellor shall issue procedures to assure~~ ~~C~~colleges must comply with ~~compliance with this policy,~~ ~~the laws of~~ Nebraska statutes, and the rules and regulations promulgated by the Nebraska Liquor Commission relating to the consumption of alcohol.

PROCEDURES

The following guidelines will be applicable to dispensing and consumption of alcoholic beverages at scheduled ~~private social~~ events on College property or at College sponsored events that occur off campus. ~~under their respective administrative jurisdictions. The College President's administrative jurisdiction shall extend to all property of the College, regardless of location.~~

1. The College is responsible for and shall control the dispensing of alcoholic beverages provided by a private individual, group or organization sponsoring or participating in at an approved ~~the social~~ event.
2. The duration of the ~~social~~ event shall be restricted as specified by the President or his or her designee.
3. The College may provide, for a fee, all services and set-ups.
4. Unused quantities of alcoholic beverages will remain the property of the private individual, group or organization sponsoring or participating in the ~~social~~ event.
5. Only persons invited by the College to attend the ~~social~~ event and necessary College personnel may be present at the event. All other persons shall be excluded.
6. While the Colleges may not sell ~~Sale of~~ alcoholic beverages, is prohibited under any all circumstances, the President may authorize appropriately licensed vendors to sell alcoholic beverages at events. ~~at private social events unless a special designated permit has been obtained pursuant to Paragraph 8 of these procedures.~~
7. Each ~~College~~ President may promulgate specific campus ~~College~~ policies further controlling and regulating the dispensing and consumption of alcoholic beverages at scheduled ~~private social~~ events pursuant to consistent with this policy.

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8035

Facilities; Alcohol Use

Page 2 of 2

~~8. In private social events where the College President determines that a request to sell alcoholic beverages is appropriate, the President shall require that a special designated permit issued by the Nebraska Liquor Control Commission be obtained for the sale and service of alcoholic beverages at the designated event. Special designated permits may be issued to retail liquor licensees holding catering permits approved by the Commission and to non-profit organizations such as the Board of Trustees of the Nebraska State Colleges who have been exempted from the payment of federal income taxes.~~

~~With regard to the sale of alcoholic beverages at designated events, the following guidelines will be observed:~~

~~a. No special designated permit shall be issued in the name of the College or for a designated event under the jurisdiction of the College or any unit thereof without prior written approval of the President.~~

~~b. Each President shall promulgate specific campus policies relating to service of alcoholic beverages under special designated permits which includes the following:~~

~~1) The types of events and activities at which special designated permits may be approved;~~

~~2) Guidelines to assure that any person, persons, or organization applying for a special designated permit, if issued, will conduct business and activities authorized by a permit in strict compliance with liquor control laws and requirements imposed by the College;~~

~~3) Guidelines for the selection of catering permit holders for special designated permits at events or activities sponsored by the College or a unit thereof; and~~

~~4) Guidelines for the sharing of proceeds from the sale of alcoholic beverages by a catering permit holder under a special designated permit at an event or activity sponsored by the College or a unit thereof.~~

Legal Reference: RRS 53-101 et seq., note especially 53-186

Policy Adopted: 7/24/87

Policy Revised: 3/11/94

Policy Revised: 4/9/02

Policy Revised: 9/15/06

Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair

Roger Breed

Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 3110;
Alcoholic Beverages; Students**

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

The System Office recommends this policy be deleted as the rules regarding students and alcoholic beverages already exist in Board Policy 3100 and rules regarding alcoholic beverages on College property are addressed in Board Policy 8035. Attached is a copy of Board Policy 3110.

~~STUDENT AFFAIRS, NEBRASKA STATE COLLEGES~~

~~POLICY: 3110 Alcoholic Beverages; Students Page 1 of 1~~

~~BOARD POLICY~~

~~Possession and consumption of alcoholic beverages on property belonging to the Nebraska State College System is prohibited except as expressly permitted.~~

~~Authorization by the President for consumption of alcoholic beverages shall conform to the following conditions:~~

- ~~a. Consumption shall be in connection with a substantive event or program, such as a banquet, official entertainment or reception.~~
- ~~b. Food and nonalcoholic beverages shall also be available.~~
- ~~c. The event shall be monitored to prevent persons under 21 years of age from consumption of alcoholic beverages.~~
- ~~d. Each College may establish additional regulations, not in conflict with this policy, controlling the consumption of alcoholic beverages.~~

~~Policy Adopted: 6/5/93~~
~~Policy Revised: 3/11/94~~
~~Policy Deleted:~~

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 2800;
Standards of Conduct of Employees and Students Regarding
Alcohol and Drugs**

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

The System Office recommends approval of the deletion of this policy as the standards of conduct for employees have been incorporated into Board Policies 5006 and 8035. The standards of conduct for students have been incorporated into Board Policy 3100. Attached is a copy of Board Policy 2800.

~~GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES~~

~~POLICY: 2800 Standards of Conduct of Employees and Students Regarding Alcohol and Drugs Page 1 of 1~~

~~BOARD POLICY~~

~~The illegal possession, use or distribution of drugs or alcohol by students and employees is a violation of College rules as well as State and Federal laws. Officers of the State Colleges are to cooperate with State and Federal agencies in the prevention of drug abuse. In satisfaction of this mandate and in order to fulfill its obligations under the Drug Free Workplace Act of 1988, 41 U.S.C. ss701, and the Drug Free Schools and Communities Act of 1989, 20 U.S.C. ss1145g, the Board has formulated standards of conduct for both its employees and its students which prohibit the following acts:~~

- ~~1. Use, possession, manufacture, distribution or sale of illegal drugs or drug paraphernalia on College premises or while on College business or at College activities, or in College supplied vehicles either during or after working hours;~~
- ~~2. Unauthorized use or possession or manufacture, distribution, or sale of a controlled substance as defined by the Federal Controlled Substances Act, 21 U.S.C. 801 et seq, or Nebraska Drug Control Laws, Neb. Rev. Stat. 28-401 et seq., on College premises, or while engaged on College business or attending College activities, in College supplied vehicles, either during or after working hours;~~
- ~~3. Unauthorized use, manufacture, distribution, possession or sale of alcohol on College premises while on College business or at College activities, in College supplied vehicles either during or after working hours;~~
- ~~4. Storing in a locker, desk, vehicle, or other place on College owned or occupied premises, any unauthorized controlled substances, drug paraphernalia or alcohol;~~
- ~~5. Use of alcohol off College premises that adversely affects an employee's or student's work or academic performance, or an employee's or student's safety or the safety of others;~~
- ~~6. Possession, use, manufacture, distribution or sale of illegal drugs off College premises that adversely affects the employee's work performance or the student's academic performance, or an employee's or student's safety or the safety of others;~~
- ~~7. Violation of State or Federal laws relating to the unauthorized use, possession, manufacture, distribution or sale of alcohol, controlled substances or drug paraphernalia;~~
- ~~8. In the case of employees failure to notify an employee's supervisor of an employee's arrest or conviction under any criminal drug statute as a result of a violation of law which occurs at the State College workplace.~~

~~The provisions of this policy shall be communicated to all students and employees by each State College president. It is recommended that each campus administration develop an appropriate drug and alcohol abuse awareness training program that can be presented periodically to students and employees.~~

~~Policy Adopted: 3/11/94~~

~~Policy Deleted:~~

~~GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 2015 Executive Selection Process Page 1 of 1~~

~~BOARD POLICY~~

~~The Chancellor and Presidents shall be appointed by the Board of Trustees after receiving recommendations of a search committee. The Board will appoint Presidents after receiving recommendations of a search committee and the Chancellor. Acting or interim appointments to the positions of President may be made upon recommendation of the Chancellor without a formal search process. The proceedings of search committees will be confidential to the extent allowed by law.~~

~~PROCEDURE~~

~~Chancellor~~

~~When a vacancy exists in the position of Chancellor, the Board will determine the composition of the search committee and will appoint its chair. The search committee will be composed of representatives of the Board, Board Office staff, college personnel, students and public constituents. The chair will be charged with coordinating the search and screening process, and with making committee recommendations to the Board of Trustees who has sole authority to appoint the Chancellor.~~

~~Presidents~~

~~Presidential search committees shall be appointed by the Chancellor after consulting appropriate constituent groups. Such committees will include representatives of the Board of Trustees, college faculty, students, alumni, non-academic staff and administrative staff. The Chancellor will chair the committee and will coordinate the search and screening process and submit a list of candidates determined to be finalists to the Board. The Chancellor will coordinate finalist interview schedules with the Board of Trustees and will make a recommendation on the selection of a college President. Appointments to the position of President will be made by the Board of Trustees.~~

~~Policy Adopted: 2/23/96
Policy Revised: 6/10/04
Policy Revised: 3/31/06
Policy Deleted:~~

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5006;
Drug Free Workplace**

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

The System Office recommends approval of the revisions to this policy which provide clarity and a more easily identified standard of conduct. Some of the changes correspond to the deletion of Board Policy 2800. Attached is a copy of revised Board Policy 5006.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5006 Drug-Free Workplace; Standards of Conduct

Page 1 of 32

BOARD POLICY

The ~~Nebraska State College~~ Board of Trustees recognizes and affirms its responsibility and commitment to maintain a drug-free workplace environment. ~~that is safe and provides appropriate motivation to ensure a creative and productive work force.~~ In accordance with this responsibility and to ensure worker safety and workplace integrity, ~~under the Drug-Free Workplace Act of 1988, (41 U.S.C. §701), and the Drug-Free Schools and Communities Act of 1989, (20 U.S.C. §1145g),~~ the Board prohibits the illegal manufacture, possession, distribution or use of controlled substances or alcohol in the workplace by its employees or those who engage or seek to engage in business with the State College System.

The term "controlled substance" refers to a controlled substance as defined ~~by the Federal in Schedule I through V of Section 202 of the~~ Controlled Substances Act (21 U.S.C. ~~801-812~~); ~~et seq. or Nebraska Drug Control Laws, Neb. Rev. Stat. 28-401 et seq.~~

In an effort to bring about a drug-free workplace in the ~~State College~~ System and to assure employees of a workplace free from illegal drugs and their effect, the Board through its ~~campus~~ College administrations will implement the following Drug-Free Workplace Policy and standards of conduct.

SCOPE: Applicable to all ~~State College~~ employees.

POLICY: It is unlawful to illegally manufacture, distribute, dispense, possess, or use a controlled substance, drug paraphernalia or alcohol in the workplace. The Board, therefore, establishes a drug-free workplace policy for its employees.

STANDARDS OF CONDUCT

The Board has formulated the following standards of conduct for its employees which prohibit the following acts:

1. Unauthorized use, possession, manufacture, distribution or sale of illegal drugs, drug paraphernalia or alcohol on College premises or while on College business or at College activities, or in College supplied vehicles either during or after working hours;
2. Unauthorized use, possession, manufacture, distribution, or sale of a controlled substance as defined by the Federal Controlled Substances Act, (21 U.S.C. 801) et seq., or Nebraska Drug Control Laws, Neb. Rev. Stat. 28-401 et seq., on College premises, or while engaged on College business or attending College activities, in College supplied vehicles, either during or after working hours;
3. Storing in a locker, desk, vehicle, or other place on College owned or occupied premises, any unauthorized controlled substances, drug paraphernalia or alcohol;
4. Possession, use manufacture, distribution or sale of alcohol or illegal drugs off College premises that adversely affects an employee's work performance, safety or the safety of others;
5. Violation of State or Federal laws relating to the unauthorized use, possession, manufacture, distribution or sale of alcohol, controlled substances or drug paraphernalia;
6. Failure to report within five (5) days any criminal drug or alcohol statute citation, arrest or conviction occurring in the workplace to his or her immediate supervisor. The supervisor will immediately report such citation, arrest or conviction to the President or designee.

PROCEDURE

1. All employees, including part-time student employees, and each new hire will receive a copy of this policy.
2. Each employee will receive a drug abuse awareness form which will state it is unlawful to manufacture, distribute, dispense, possess, or use a controlled substance or alcohol in the workplace unless alcohol is allowed at an event authorized and hosted by the President as outlined in Board Policy 8035. Each employee will sign and date this statement certifying that he or she:

- A. Understands and will abide by the drug-free workplace policy; and
- B. Has knowledge of disciplinary actions which may be imposed for violations of the drug-free workplace policy.

The signed and dated statement will be provided to the Director of Human Resources, forwarded to the employee's immediate supervisor who will forward it to the individual in charge of campus personnel records. The signed and dated statement will be permanently maintained in the employee's personnel file.

3. All current employees will receive drug and alcohol abuse awareness training. New hires will receive the training within the first six (6) months of date of hire. This training shall include:
 - A. A definition of drug and alcohol abuse;
 - B. Information on specific drugs and alcohol and the effects of drug and alcohol abuse;
 - C. Dangers of drug and alcohol abuse in the workplace;
 - D. Availability of counseling and treatment services; and
 - E. Disciplinary actions which may be imposed on employees for violations of this policy.
4. If an employee violates the drug free workplace policy, disciplinary action may be imposed according to established Board policy and procedures. Disciplinary action shall include one or more of the following actions:
 - A. Referral to an assistance program for evaluation and assessment to determine the appropriate treatment for rehabilitation; and/or
 - B. Participation in a drug rehabilitation program; and/or
 - C. Termination of employment.
5. If an employee is convicted of violating any criminal drug statute while in or ~~on~~ at the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the College may require the employee to successfully complete a drug abuse program sponsored by an approved private or governmental institution at the employee's expense.

- ~~6. An employee is required to report within five days any criminal drug statute conviction occurring in the workplace to his or her immediate supervisor. The supervisor will immediately report such conviction to the President of the College or his or her designee.~~

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5006 Drug-Free Workplace;
Standards of Conduct**

Page 3 of 3

76. If the employee is hired on federal contracts or grants, as a condition of employment, the College shall notify the Federal granting agency within ten (10) days after receiving notice of an employee's drug or alcohol statute conviction.

Policy Adopted: 4/14/89
Policy Revised: 3/11/94
Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 2010;
Chancellor/Secretary of the Board**

Core Value: Recruit and retain quality faculty and staff
Priority: Financial Strength of the System
Goal: 4. Improve efficiency of operations

The System Office recommends this policy be deleted as a description of the Chancellor's duties has been incorporated into the revisions of Board Policy 5100. Attached is a copy of Board Policy 2010.

~~GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 2010 Chancellor/Secretary of the Board Page 1 of 2~~

~~BOARD POLICY~~

~~The Board shall appoint an Chancellor/Secretary of the Board of the Nebraska State Colleges and prescribe his or her terms and duties in accordance with Board policy. The Chancellor/Secretary shall report directly to the Board on matters of policy and administration in academics and operational areas for the System.~~

~~The Chancellor is responsible for policy implementation and System administration by providing vision, leadership, planning, advocacy, coordination and management for the System with a commitment to quality management and with particular attention to maintaining and strengthening the colleges' services to Nebraska citizens. The Chancellor:~~

- ~~* functions as the Chief Administrative Officer for the Board and Board Staff, and as the Chief Executive Officer of the Nebraska State College System;~~
- ~~* assists the Board in policy making and oversees, directs, and leads policy implementation through planning, fiscal management, educational program development and overall operations of the System;~~

~~The Chancellor shall have broad delegated authority to carry out the duties and responsibilities enumerated herein, including the authority to interpret and secure implementation of Board Policy and to establish administrative regulations and policy for the proper governance of the System. The Chancellor:~~

- ~~* Chairs the Executive Council which is responsible for providing leadership for the general direction and operation of the System;~~
- ~~* Maintains and distributes, as appropriate, minutes and records of Board proceedings and operations; makes reports as required by law; arranges Board meetings in accordance with the law; and signs contracts on behalf of the Board in accordance with Board Policy;~~
- ~~* Acts with certain powers and duties in regard to publication and distribution of amendments, corrections or clarifications of the Board's adopted by laws and policies in accordance with Article XIV of the Board's By-Laws;~~
- ~~* Executes and administers the policies, decisions and rules of the Board;~~
- ~~* Prepares and presents Board meeting agenda items and recommendations to the Board in a meaningful, manageable way for decision making; acts as the person through whom matters are presented to the Board and committees of the Board, including reports, recommendations and suggestions from the colleges, their faculty members, employees and students, and agents of the executive and legislative branches of state government;~~
- ~~* Reviews and approves prior to the effective date all personnel appointments made by College Presidents that represents a new full time position, a previously unfunded position, or an increase in budgeted FTE, and reports such changes to the Board on a regular basis.~~
- ~~* Advises the Board on the recommendations of the campus presidents regarding appointments, transfers, resignations, leaves of absence, changes in tenure status, promotions, establishment of emeritus status, fixing of salaries, or termination of faculty members and other employees of the colleges and other entities governed by the Board;~~

~~GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 2010 Chancellor/Secretary of the Board Page 2 of 2~~

- ~~* Conducts Collective bargaining within the System and implements the approved contracts.~~
- ~~* Establishes programs and otherwise adjusts the terms and conditions of employment for employees not covered by collective bargaining agreements or otherwise addresses changes in policies or procedures necessary to correspond to changes provided to employees covered by collective bargaining agreements if, in the judgment of the Chancellor, the further or uniform application of such policy or benefits is appropriate. Any changes made under this authority are to be reported to the Board immediately thereafter on the meeting information agenda.~~
- ~~* Serves as the official representative of the Board and the colleges and entities it governs to the general public, the Legislature, the Office of the Governor, the Executive Branch, and to other state and federal governmental entities;~~
- ~~* Acts on behalf of the Board during the interim between meetings consistent with Board Policy;~~
- ~~* Takes immediate action on behalf of the Board when necessary to preserve state property or to continue operations and programs of a college;~~
- ~~* Organizes and executes, under the direction of the Board, inter-institutional studies and activities between and among the State Colleges of Nebraska;~~
- ~~* Reviews and analyzes the academic program recommendations and plans of the State Colleges, and submits recommendations to the Board on such programs and plans;~~
- ~~* Reviews and analyzes the budget recommendations of the State Colleges, and submits recommendations on the budgets to the Board;~~
- ~~* Prepares the fiscal year and biennial budget requests of the State Colleges which are submitted to the Governor and the Legislature;~~
- ~~* Acts on behalf of the Board as the sole authority authorized to request opinions from the Attorney General's Office, the Department of Administrative Services, the Legislative Fiscal Office, and coordinate legal services and proceedings of the colleges and entities governed by the Board;~~
- ~~* Acts as the official designee of the Board to perform any duty or hold any office required by state or federal law not otherwise assigned by the Board; and~~
- ~~* Exercises such other authority and performs such other responsibilities as may be assigned directly by the Board or is implied to be necessary to carry out the above noted tasks.~~

~~Legal Reference: RRS 85-302 Board of Trustees; officers
RRS 85-303 Board of Trustees; secretary; duties~~

~~Policy Adopted: 6/5/93
Policy Revised: 11/6/93
Policy Revised: 11/11/95
Policy Revised: 8/29/97
Policy Revised: 9/17/04
Policy Revised: 3/31/06
Policy Deleted:~~

Academic, Personnel & Student Affairs Committee

*Gary Bieganski, Chair
Roger Breed
Katelyn Olenich*

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 2015;
Executive Selection Process**

Core Value: Recruit and retain quality faculty and staff
Priority: Financial Strength of the System
Goal: 4. Improve efficiency of operations

The System Office recommends this policy be deleted as the selection process for the Chancellor and Presidents has been incorporated into the revisions of Board Policies 5100 and 5101. Attached is a copy of Board Policy 2015.

~~GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 2015 Executive Selection Process Page 1 of 1~~

~~BOARD POLICY~~

~~The Chancellor and Presidents shall be appointed by the Board of Trustees after receiving recommendations of a search committee. The Board will appoint Presidents after receiving recommendations of a search committee and the Chancellor. Acting or interim appointments to the positions of President may be made upon recommendation of the Chancellor without a formal search process. The proceedings of search committees will be confidential to the extent allowed by law.~~

~~PROCEDURE~~

~~Chancellor~~

~~When a vacancy exists in the position of Chancellor, the Board will determine the composition of the search committee and will appoint its chair. The search committee will be composed of representatives of the Board, Board Office staff, college personnel, students and public constituents. The chair will be charged with coordinating the search and screening process, and with making committee recommendations to the Board of Trustees who has sole authority to appoint the Chancellor.~~

~~Presidents~~

~~Presidential search committees shall be appointed by the Chancellor after consulting appropriate constituent groups. Such committees will include representatives of the Board of Trustees, college faculty, students, alumni, non-academic staff and administrative staff. The Chancellor will chair the committee and will coordinate the search and screening process and submit a list of candidates determined to be finalists to the Board. The Chancellor will coordinate finalist interview schedules with the Board of Trustees and will make a recommendation on the selection of a college President. Appointments to the position of President will be made by the Board of Trustees.~~

~~Policy Adopted: 2/23/06~~

~~Policy Revised: 6/10/04~~

~~Policy Revised: 3/31/06~~

~~Policy Deleted:~~

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 2100;
President's – Duties**

Core Value: Recruit and retain quality faculty and staff
Priority: Financial Strength of the System
Goal: 4. Improve efficiency of operations

The System Office recommends this policy be deleted as a description of the duties of the Presidents has been incorporated into the revisions of Board Policy 5101. Attached is a copy of Board Policy 2100.

~~GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 2100 Presidents – Duties Page 1 of 1~~

~~BOARD POLICY~~

~~The Board shall select and appoint Presidents of the Colleges considering the recommendations of the Chancellor. The selection shall be based solely upon adjudged abilities to administer the College. The Presidents are responsible to the Chancellor and the Board for the administration of the Colleges under Board policy and the laws of the state and federal government. The Presidents shall appoint all personnel within the parameters of the college's specified personnel allocations in their approved budgets, report them to the Chancellor, and shall make or designate the appropriate officials to make the necessary administrative decisions. A personnel appointment that represents a new position, a previously unfunded position, or an increase in budgeted FTE must be reviewed and approved by the Chancellor prior to its effective date. The Chancellor shall report such changes to the Board on a regular basis. The Presidents shall be responsible to the Chancellor for:~~

- ~~1. Appointing all personnel to be employed;~~
- ~~2. Developing new courses of study in such curricular areas and to attain such educational objectives as the Board may authorize;~~
- ~~3. Reporting regularly to the Chancellor concerning effectiveness of the instructional programs with recommendations for an indicated modification of policy;~~
- ~~4. Directing the preparation of a budget designed to support the educational program of the college for consideration and adoption by the Board;~~
- ~~5. Supervising the maintenance of financial records of the College and making regular reports to the Chancellor concerning the status of receipts, expenditures, debts and investment;~~
- ~~6. Consulting with the Chancellor on the agenda for all regular and special Board meetings;~~
- ~~7. Reporting the actions of the Board and Chancellor to staff, press and community at large;~~
- ~~8. Preparing an annual fiscal report to the people of Nebraska in cooperation with the Chancellor;~~
- ~~9. Assuming joint responsibility with the Board and Chancellor, through agreed upon procedures, for establishing and maintaining good press and public relations;~~
- ~~10. Organizing the college for effective operation; providing for continuous planning; making provisions for periodical reviews and critical evaluation; and establishing procedures and responsibilities for faculty and staff participation in college affairs;~~
- ~~11. Establishing and operating a system of communication by which each member of the faculty and staff can be kept informed of the important activities and plans of the colleges and whereby the administration and the Board can be informed of the proposals and problems of the faculty and administrative staff; and~~
- ~~12. Attendance at all Board meetings except as specifically exempted.~~

~~Legal Reference: RRS 85-304 Board of Trustees; powers; enumerated
RRS 85-306 State Colleges; president; duties~~

~~Policy Adopted: 6/5/93
Policy Revised: 11/11/95
Policy Revised: 6/13/03
Policy Revised: 3/31/06
Policy Deleted:~~

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 5011;
Employment Contract; President and Chancellor**

Core Value: Recruit and retain quality faculty and staff
Priority: Financial Strength of the System
Goal: 4. Improve efficiency of operations

The System Office recommends this policy be deleted as contract guidelines have been incorporated into the revisions of Board Policies 5100 and 5101. Attached is a copy of Board Policy 5011.

~~PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 5011 Employment Contract;
Presidents and Chancellor~~

~~Page 1 of 1~~

~~BOARD POLICY~~

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

- ~~1. Initial contracts for a Chancellor or President shall be for a period of two years. Salary increments shall be determined annually. An incumbent may be dismissed during the contract period for adequate cause.~~
- ~~2. Contracts may be renewed at the discretion of the Board of Trustees. Such renewal shall be for a one-year period. Salary increments shall continue to be determined annually. Written notice of non renewal shall be given by June 30 prior to the final contract year. No advance notice shall be required in the event of dismissal for adequate cause.~~
- ~~3. During the final contract year, the Chancellor or President may be reassigned administrative or other duties at one of the State Colleges or in the System Office. An alternate arrangement may be negotiated which is mutually agreeable to the person involved and the Board that may involve relinquishing the office prior to the lapse of one year, with the Board purchasing the remainder of the contract, up to a maximum of six months. This provision shall not apply where dismissal is a result of malfeasance or gross neglect of duty.~~

~~Policy Adopted: 1/28/77~~

~~Policy Revised: 10/30/87~~

~~Policy Revised: 6/5/93~~

~~Policy Revised: 11/11/95~~

~~Policy Revised: 4/13/07~~

Policy Deleted:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5020;
Search and Selection Procedures; State College Employees**

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

The references to the search and selection process for the Chancellor and/or President are deleted as they are incorporated into Board 5100 and 5101. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5020.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 1 of 1

BOARD POLICY

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

PROCEDURE

- ~~1. Advisory committees for the positions of Chancellor or President shall be determined by the Board and will follow equal opportunity hiring requirements. The Chancellor will serve as a non-voting member of the advisory committee established by the Board for Presidential searches.~~
2. Whenever a vacancy occurs in a position at the System Office or College levels, and assuming the position is to be refilled, a committee may be appointed to serve in an advisory capacity. Such committee, if appointed, will be selected and function within the Board's equal opportunity hiring requirements.
3. Nothing in this section shall be construed as restricting the authority of the President, Chancellor or the Board, as appropriate, to make acting or interim appointments to vacancies in senior administrative positions.

Policy Adopted: 6/5/93
Policy Revised: 6/13/03
Policy Revised: 6/2/06
Policy Revised: 1/12/10
Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Deletion of Board Policy 5200;
Dismissal; Chancellor or State College President**

Core Value: Recruit and retain quality faculty and staff
Priority: Financial Strength of the System
Goal: 4. Improve efficiency of operations

The System Office recommends this policy be deleted as the procedure for dismissal of the Chancellor or President has been incorporated into Board policies 5100 and 5101. Attached is a copy of Board Policy 5200.

~~PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 5200 Dismissal; Chancellor or
State College President~~

~~Page 1 of 1~~

~~BOARD POLICY~~

~~If the Chancellor or a President is given a one-contract-year's termination notice, the Board may negotiate a settlement in the best interests of the Nebraska State College System or a State College, which may involve relinquishing the office prior to the lapse of one year, with the Board purchasing the remainder of the contract, up to a maximum of six months. This provision shall not apply where dismissal is a result of malfeasance or gross neglect of duty.~~

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

Delete Entire Policy

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5100;
Performance Evaluation; Chancellor**

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

The System Office recommends approval of the revisions to this policy as all policies outlining the terms of employment and duties for the Chancellor have been revised and incorporated into Board Policy 5100. The title of the revised policy is Chancellor. Attached is a copy of Board Policy 5100.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5100

**Performance Evaluation;
Chancellor**

Page 1 of 24

BOARD POLICY

APPOINTMENTS

The Chancellor for the Nebraska State College System shall be appointed by the Board of Trustees. When appointing the Chancellor, the Board may take into consideration recommendations from any advisory search committee(s) comprised of College and other System constituent groups appointed by the Board. The selection process shall follow equal opportunity hiring requirements. Acting or interim appointments to the position of Chancellor may also be made by the Board.

CONTRACT

Initial Contract. An initial contract for the Chancellor shall be for a period of two (2) years with a salary level which is determined annually.

Contract Renewal. Contracts may be renewed at the discretion of the Board. Such renewal shall be for an additional one (1) year period with a salary level determined for the upcoming year. Written notice of non-renewal shall be given by June 30 prior to the final contract year. No advance notice shall be required in the event of dismissal for cause.

Nonrenewal. If the Chancellor is given a non-renewal notice, the Chancellor may be reassigned administrative or other duties in the System Office. An alternate arrangement may be negotiated which is mutually agreeable to the Chancellor and the Board that may involve relinquishing the office, with the Board purchasing the remainder of the contract, up to a maximum of six (6) months. This provision shall not apply where dismissal is a result of malfeasance or gross neglect of duty

Termination. The Chancellor may be dismissed for cause during the contract period by the affirmative votes of four (4) Board members.

Prior to voting, the Board shall provide the Chancellor with a written recommendation regarding the proposed dismissal and shall afford the Chancellor an opportunity to request a hearing before a hearing officer appointed by the Board. The Chancellor must submit a written request for such a hearing to the Board Chair within five (5) calendar days of receipt of the written notice.

A hearing officer shall conduct a hearing and provide written findings and recommendations to the Board regarding the proposed dismissal. A copy of the findings and recommendations shall be provided to the Chancellor. A hearing officer shall admit and consider evidence submitted by the parties in the form of documents or the testimony of witnesses. The Chancellor shall have the right to attend the hearing, to present evidence, to examine documents, to question witnesses, and to otherwise present any relevant evidence with respect to the statement of reasons for dismissal. The Chancellor shall also have the right to be represented by an attorney at his/her own expense. After considering a hearing officer's findings and recommendation, the Board shall make a decision regarding the dismissal. The Board's decision will be final.

DUTIES

The Chancellor is responsible to the Board for administration and oversight of the Colleges according to Board Policy and the laws of the state and federal government. The Chancellor shall report directly to the Board on matters of policy and administration in academics and operational areas for the System and shall act as the Secretary for the Board of Trustees.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5100 Chancellor

Page 2 of 4

The Chancellor shall have broad delegated authority to carry out the duties and responsibilities enumerated herein, including the authority to interpret and secure implementation of Board Policy and to establish administrative regulations and policy for the proper governance of the System. The Chancellor is responsible for policy implementation and System administration by providing vision, leadership, planning, advocacy, coordination and management for the System with a commitment to quality management and with particular attention to maintaining and strengthening the Colleges' services to Nebraska citizens. Examples of duties are as follows:

- 1) Function as the Chief Administrative Officer for the Board and System Office Staff, Chief Executive Officer of the Nebraska State College System and supervise the Presidents.
- 2) Assist the Board in policy development and oversight, direct, and lead policy implementation through planning, fiscal management, educational program development and overall operations of the System.
- 3) Chair the Council of Presidents which is responsible for providing leadership for the general direction and operation of the System.
- 4) Maintain and distribute, as appropriate, minutes and records of Board proceedings and operations; make reports as required by law; arrange Board meetings in accordance with the law; and sign contracts on behalf of the Board in accordance with Board Policy.
- 5) Act within certain powers and duties in regard to publication and distribution of amendments, corrections or clarifications of the Board's adopted by-laws and policies in accordance with Article XIV of the Board's By-Laws.
- 6) Execute and administer the policies, decisions and rules of the Board.
- 7) Prepare and present Board meeting agenda items and recommendations to the Board for decision-making.
- 8) Act as the person through whom matters are presented to the Board and committees of the Board, including reports, recommendations and suggestions from the Colleges, faculty members, employees and students, and agents of the executive and legislative branches of state government.
- 9) Review and approve, prior to the effective date, all personnel appointments made by the Presidents that represent a new full-time position, a previously unfunded position, or an increase in budgeted FTE, and report such changes to the Board on a regular basis.
- 10) Oversee collective bargaining within the System and implement the approved contracts.
- 11) Establish programs and otherwise adjust the terms and conditions of employment for employees not covered by collective bargaining agreements or otherwise address changes in policies or procedures necessary to correspond to changes provided to employees covered by collective bargaining agreements if, in the judgment of the Chancellor, the further or uniform application of such policy or benefits is appropriate. Any changes made under this authority are to be reported to the Board immediately thereafter on the meeting information agenda.
- 12) Serve as the official representative of the Board and the Colleges and entities it governs to the general public, the Legislature, the Office of the Governor, the Executive Branch, and to other state and federal governmental entities.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5100 Chancellor

Page 3 of 4

- 13) Act on behalf of the Board during the interim between meetings consistent with Board policy.
- 14) Take immediate action on behalf of the Board when necessary to preserve state property or to continue operations and programs of the Colleges.
- 15) Organize and execute, under the direction of the Board, inter-institutional studies and activities.
- 16) Review and analyze the academic program recommendations and plans of the State Colleges, and submit recommendations to the Board on such programs and plans.
- 17) Review and analyze the budget recommendations of the Colleges and submit recommendations on the budgets to the Board.
- 18) Prepare the fiscal year and biennial budget requests of the Colleges which are submitted to the Governor and the Legislature.
- 19) Act on behalf of the Board as the sole authority authorized to request opinions from the Attorney General's Office, the Department of Administrative Services, the Legislative Fiscal Office, and coordinate legal services and proceedings of the Colleges and entities governed by the Board.
- 20) Act as the official designee of the Board to perform any duty or hold any office required by state or federal law not otherwise assigned by the Board.

PERFORMANCE EVALUATIONS

The performance of the System Chancellor will be evaluated annually by the Board. The objectives of the evaluation are to (1) determine that the system is well managed, (2) improve the performance of the person holding the position, (3) ensure effective governance, and (4) ensure that sound System goals are being pursued. The evaluation provides the Chancellor with an evolving understanding of his/her role, rights and responsibilities; the plans, goals and expectations ~~mutually agreed to by the Chancellor and from~~ the Board; and the criteria against which progress will be measured. The review is also to provide an opportunity for open and frank discussion of the conditions or state of accomplishments; desirable courses of action, progress, and ideas for improvement or redirection of effort. A written summary of the evaluation will be placed in the Chancellor's file.

PROCEDURE

A. Frequency of Review

1. Newly Appointed Chancellor

New Appointees. The newly appointed Chancellor will meet with the Board Chair after six (6) months in office to provide his/her assessment of the state of the systemColleges, goals and objectives and possible plan(s) for their implementation. During this meeting the Chancellor makes an assessment of the needs of the sSystem and proposes plans and priorities for action.

2. Annual Evaluation

Annual Evaluation. The Chancellor has an evaluation conference with the Board once a year prior to employment contract renewal. The ~~meetings conference will~~ focus on progress toward meeting missions and goals, program accomplishments, College activities, problems and proposed solutions, and the state of the sSystem, ~~and~~ The conference will supplement the continuing ~~interex~~changes about sSystem events between the Chancellor and the Board.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5100 Chancellor

Page 4 of 4

~~B. Background Information and Its Collection~~

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

~~C. Evaluation~~

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

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

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

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

Policy Adopted: 4/24/92
Policy Revised: 6/5/93
Policy Revised: 6/2/06
Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair

Roger Breed

Katelyn Olenich

June 2, 2011

**ACTION: First & Final Round Approval of Revisions to Board Policy 5101;
Performance Evaluation; Presidents**

Priority: Educational Excellence Throughout the System

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

The System Office recommends approval of the revisions to this policy as all policies outlining the terms of employment and duties for the Presidents have been incorporated into Board Policy 5101. The title of the revised policy is College President. Attached is a copy of Board Policy 5101.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5101 **Performance Evaluation;**
College Presidents

Page 1 of 24

BOARD POLICY

APPOINTMENTS

Presidents shall be appointed by the Board of Trustees. When making Presidential appointments, the Board may take into consideration recommendations from the Chancellor and any search committee(s) comprised of College and other constituent groups authorized by the Board. The selection process shall follow equal opportunity hiring requirements. Acting or interim appointments to the position of President may be made by the Chancellor after appropriate consultation with the Board.

CONTRACT

Initial Contract. An initial contract for a President shall be for a period of two (2) years with a salary level which is determined annually.

Contract Renewal. Contracts may be renewed at the discretion of the Board. Such renewal shall be for an additional one (1) year period with a salary level determined for the upcoming year. Written notice of non-renewal shall be given by June 30 prior to the final contract year. No advance notice shall be required in the event of dismissal for cause.

Nonrenewal. If a President is given a non-renewal notice, a President may be reassigned administrative or other duties at one of the State Colleges or in the System Office. An alternate arrangement may be negotiated which is mutually agreeable to the President and the Board that may involve relinquishing the office, with the Board purchasing the remainder of the contract, up to a maximum of six (6) months. This provision shall not apply where dismissal is a result of malfeasance or gross neglect of duty.

Termination. A President may be dismissed for cause during contract period by the affirmative votes of four (4) Board members.

Prior to voting, the Board shall provide the President with a written recommendation regarding the proposed dismissal and shall afford the President an opportunity to request a hearing before a hearing officer appointed by the Board. The President must submit a written request for such a hearing to the Chancellor within five (5) calendar days of receipt of the written notice.

A hearing officer shall conduct a hearing and provide written findings and recommendations to the Board regarding the proposed dismissal. A copy of the findings and recommendations shall be provided to the President and the Chancellor. A hearing officer shall admit and consider evidence submitted by the parties in the form of documents or the testimony of witnesses. The President shall have the right to attend the hearing, to present evidence, to examine documents, to question witnesses, and to otherwise present any relevant evidence with respect to the statement of reasons for dismissal. The President shall also have the right to be represented by an attorney at his/her own expense. After considering a hearing officer's findings and recommendation, the Board shall make a decision regarding the dismissal. The Board's decision will be final.

DUTIES

The Presidents are responsible to the Board and the Chancellor for the administration of the Colleges under Board policy and the laws of the state and federal government. Examples of duties are as follows:

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5101 **Performance Evaluation;**
College Presidents

Page 2 of 4

1. Appointing all personnel within the parameters of the College's specified personnel allocations in their approved budgets, reporting appointments to the Chancellor, and designating the appropriate officials to make the necessary administrative decisions. A personnel appointment that represents a new position, a previously unfunded position, or an increase in budgeted FTE must be approved by the Chancellor prior to its effective date. The Chancellor shall report such changes to the Board on a regular basis.
2. Developing new courses of study in such curricular areas and to attain educational objectives as the Board may authorize.
3. Reporting regularly to the Chancellor concerning effectiveness of the instructional programs with recommendations for any modification of policy.
4. Directing the preparation of a budget designed to support the educational program of the College for consideration and adoption by the Board.
5. Supervising the maintenance of financial records of the College and making regular reports to the Chancellor concerning the status of receipts, expenditures, debts and investments.
6. Consulting with the Chancellor on the agenda for all regular and special Board meetings and submitting required Board reports.
7. Reporting the actions of the Board and Chancellor to staff, press and community at large.
8. Preparing an annual fiscal report in cooperation with the Chancellor.
9. Assuming joint responsibility with the Board and Chancellor, through agreed upon procedures, for establishing and maintaining good press and public relations.
10. Organizing the College for effective operation; providing for continuous planning; making provisions for periodic reviews and critical evaluation; and establishing procedures and responsibilities for faculty and staff participation in College affairs.
11. Establishing and operating a system of communication by which each member of the faculty and staff can be kept informed of the important activities and plans of the College and whereby the administration and the Board can be informed of the proposals and problems of the faculty and administrative staff.
12. Attending all Board meetings except as specifically exempted.

PERFORMANCE EVALUATIONS

Policy Objective. The performance of each ~~institutional~~ President ~~will~~ shall be evaluated annually by the Chancellor. The objectives of the evaluations are to (1) determine that the ~~institution~~ College is well managed, (2) ~~to~~ improve the performance of those holding the positions, (3) ~~to~~ ensure effective governance, and (4) ~~to~~ ensure that sound institutional goals are being pursued. The evaluation provides the Presidents with an evolving understanding of their roles, rights and responsibilities; the plans, goals and expectations mutually agreed to by the Presidents and the Chancellor; and the criteria against which progress will be measured. The review is also to provide an opportunity for open and frank discussion of the conditions or state of accomplishments; and desirable courses of action, progress, and ideas for improvement or redirection of effort. A written summary of the evaluation will be placed in the President's file.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5101 Performance Evaluation;
College Presidents**

Page 3 of 4

PROCEDURE

A. ~~Frequency of Review~~

1. ~~Newly Appointed Presidents~~

New Appointees. Newly appointed Presidents meet with the Chancellor after six (6) months in office to provide his/her assessment of the state of the campusCollege, goals and objectives and possible plan(s) for their implementation. During this meeting the President makes an assessment of the needs of the campusCollege, and proposes plans and priorities for action.

2. ~~Annual Evaluation~~

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

B. ~~Background Information and Its Collection~~

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5101

**Performance Evaluation;
College Presidents**

Page 24 of 24

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

~~C. **Evaluation**~~

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

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

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

Policy Adopted: 4/24/92

Policy Revised: 6/5/93

Policy Revised: 8/29/97

Policy Revised: 6/2/06

Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First and Final Round Approval of Revisions to Board Policy 3401;
Non-Resident Scholars Program**

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

Strategies: g. Continually find ways to stretch limited resources as far as possible
k. Promote innovative funding programs
o. Award additional scholarships

The revisions to this policy are general in nature to clean-up the wording. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 3401.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3401

Non-Resident Scholars Program

Page 1 of 1

BOARD POLICY

The Board has authorized a special Non-Resident Scholars tuition rate for qualifying students ~~attending the member institutions of the Nebraska State College System~~. This program will be known as the Non-Resident Scholars Program. The program will be available to qualified non-resident students seeking admission to Chadron, Peru or Wayne State College.

The purpose of this program is to increase access ~~within the Nebraska State College System~~ for out-of-state students. The program is intended to increase residence hall occupancy and facility utilization.
Academic requirements:

1. Freshman
 - a. Must score a 22 ACT or 1530 SAT or above, or
 - b. Must be in the upper half of their high school graduating class, or
 - c. Must have a minimum high school cumulative GPA of 3.25 on a 4.0 scale.
 - d. To continue in the program, students are required to maintain a cumulative 3.0 GPA.
2. Transfer Students
 - a. Must have a 3.0 cumulative GPA for all previous work attempted at all colleges attended.
 - b. To continue in the program, transfer students are required to maintain a cumulative 3.0 GPA.
3. Entering Graduate Students
 - a. Must have a cumulative GPA of 3.5 for all previous work attempted at all colleges attended.
 - b. To continue in the program, graduate students are required to maintain a 3.5 cumulative GPA.

History: The Chadron State College Non-Resident Scholars Program was implemented during the 1988-89 academic year. The Peru State and Wayne State College programs were initiated in 1990-91.

Legal Reference: RRS 85-504 [State educational institutions](#); fees; waiver
RRS 85-501 [State educational institutions](#); ~~Non-Resident~~ [Fees](#)

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

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

**ACTION: First and Final Round Approval of Revisions to Board Policy 4140;
Academic Terms Glossary with Associated Degree, Program and
Graduation Requirement Revisions Commencing Fall 2012**

Core Value: Meet the changing needs of our students and the state
Priority: Educational Excellence Throughout the System
Goal: 2. Create a college experience that enriches the lives of our students and prepares them for their
chosen careers

The name of the policy has been changed to Academic Program and Degree Requirements to better reflect the contents of the policy. This policy outlines the descriptions and definitions when prescribing degree, program and graduation requirements for completion of baccalaureate degrees within the Nebraska State College System. Discussion has primarily focused on reducing the number of credits required for a baccalaureate degree from 125 to 120 and reducing the number of credits required for general education. Modifications to the policy will necessitate curricular review at the three colleges. As a result the following schedule is proposed:

- a. November 2011 Board of Trustees meeting: deadline to request exceptions to 120 credit hours for existing programs. Included as exceptions to the 120 credit hour degree requirement are the Certified Public Accountant program and a limited number of teacher education programs i.e., those that currently require more than 125 credit hours. All other programs must meet the 120 credit hour requirement or seek approval as an exception to Board policy.
- b. Fall semester 2012: revised academic programs are offered at the Colleges.

The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 4140.

BOARD POLICY

All academic degrees and programs in the Nebraska State College System shall conform to the following descriptions and definitions when prescribing degree, program and graduation requirements for completion of the Bachelor of Arts and Bachelor of Science degrees. The Bachelor of Applied Science degree is designed to accommodate transfer students who have completed a technical associate degree from an accredited community or technical college or the equivalent in prior course work and life experience.

Degree -- The academic award bestowed on an undergraduate student who completes ~~at least 125~~ 120 semester hours of credit and meets other academic requirements, including, but not limited to, sufficient semester hours in the major, general studies, upper division level courses, and a minimum grade point average overall and in the major. Supportable and articulated requests for exceptions to the 120 credit hour requirement must be submitted to the Board for approval. Due to licensure requirements, teacher education endorsement programs and the Certified Public Account (CPA) program are hereby granted exception to the 120 credit hour requirement.

Subject Major -- An academic program that concentrates on ~~a discipline or related disciplines~~ an academic discipline, and ranges from 30 to 36 unduplicated hours. A subject major must be combined with a minor or second major. A major ~~leadings~~ leads to a degree, when combined with a minor or second major, as appropriate, is based on a general studies foundation and ordinarily consists of at least 50 percent (50%) of upper division (300 and above) level courses.

Comprehensive Major -- An academic program that represents an expanded study of a discipline that may consist of a core and an option, and at least 48 hours but no more than 57 hours, and leads to a degree. Ordinarily at least 50 percent (50%) of the hours should be upper division (300 and above) level courses.

Core -- A cluster of courses in a comprehensive major that comprises the foundation for all base of all options and ~~which~~ includes at least a minimum of 12 hours. A core leads to a degree when combined with an option.

**Option/
Concentration --** A series of courses within a comprehensive major that, when combined with a core of courses, if required, leads to a degree. An option or concentration is a sub-specialty of a major and includes at least 18 hours.

Minor -- An academic program that concentrates on a subject but does not in itself lead to a degree. A minor normally ranges from 18 to a maximum of 21 hours with ~~at least~~ 50 percent (50%) of the hours at the upper division (300 and above) level.

Endorsement -- A series of courses which leads to teacher certification in accordance with standards established by the Nebraska State Department of Education (NDE). The number of hours required to complete a field endorsement shall not exceed the minimum hours required by NDE by more than ten percent (10%). The number of hours required to complete a subject endorsement shall not exceed the minimum hours required by NDE by more than twenty percent (20%).

General Studies Program --

A series of courses designed to assist the student in acquiring the intellectual foundation that will last for a lifetime of learning and that will result in the graduation of students who are intellectually curious, proficient in their own field of study, knowledgeable and informed in the affairs of the world, and able to participate in society in a manner that will emphasize the role of individual contributions in the development of a better world. A general studies program will ordinarily range from ~~45~~ 36 to ~~47~~ 42 -hours with 3 ~~to~~ 9 hours of upper division (300 or above) general studies courses required.

Policy Adopted: 2/23/95

Policy Revised:

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve Chadron State College Strategic Plan

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

The following information is provided to facilitate the review of the proposed reorganization at CSC. The System Office and CSC recommend approval of the 2011-2014 Strategic Plan.

**Re-imagining Education at Chadron State College:
A Plan for the 21st Century**

**A Presentation to the Board of Trustees
of the
Nebraska State College System**

March 24, 2011

Re-Imagining Education at Chadron State College: A Plan for the 21st Century

Executive Summary

For the past eight months Chadron state College has been involved in strategic planning within each of the three basic units of the institution: academic affairs, student affairs, and administrative affairs. Intentional initiatives that will significantly re-imagine the college's operations have been developed. These initiatives address internal reorganization and initiatives that will streamline operations, make better use of personnel and resources through functional reorganization, and create new high impact learning environments led by well qualified and pedagogically trained full and part-time faculty members. These activities are aimed at discarding long-held procedures that no longer make sense given the changing landscape of higher education, and that dramatically increase recruitment and retention through high quality service and learning opportunities.

The intentional initiatives have been developed in response to three key drivers in higher education:

- **Rapidly developing technology** - What long-held assumptions about teaching, learning, and about the role of the professor still have resonance in this age of the Internet? And, which assumptions regarding the academic enterprise must be discarded?
- **Rising expectations** - Student expectations are changing, along with government and tax-payer expectations for accountability which are intensifying.
- **Declining revenue** - Declining state revenue is the “new normal” along with escalating costs of higher education to taxpayers and students.

In addition the twenty initiatives are categorized into four groups based on outcomes as follows:

- Streamlined, relevant, high impact learning experiences for students
- Competitive, customer-focused delivery of services in support of teaching and learning
- Optimal use of limited human and physical resources
- Increased revenue

In terms of priorities for the twenty initiatives, the college needs to focus initially on those that deal with reorganization in support of scalability and functionality. This must be accomplished in an environment of fewer resources and done with regard to efficacy and efficiency. In short, we must strive to do a better job for more students and with fewer resources. This reorganization is

budget neutral and seeks to re-focus the sphere of work, not increase it. It also seeks to build on the robust technology of the NeSIS system by streamlining service delivery and eliminating individual silos of turf and expertise in favor of strong cross-training. All recommendations in this process will comply with Board Policy, the negotiated agreements, and the designations of the professional staff study that was recently completed. The details of the CSC strategic planning process and initiatives are described in the pages that follow. The Board of Trustees is provided this information to facilitate its review of our reorganization of functions, job descriptions, and titles, and for which the College seeks Board approval.

Strategic Planning for 2011 - 2014

Strategic Planning Background:

For the past year Chadron State College has been involved in the renewal of its strategic planning process, as the current document, Vision 2011, expires in this centennial year. The guiding parameters for this process were put forth in a document by George Mehaffy entitled “Medieval Models, Agrarian Calendars and 21st Century Imperatives.” Dr. Mehaffy maintains that “it is time to go beyond marginal tinkering or reductions of core functions and services and begin to identify long-term strategies to create scalable, high quality education models for the 21st century.” The premise of his manifesto is that “all of us together are smarter than any one of us alone.”

This idea was demonstrated by the Defense Advanced Research Projects Agency (DARPA). DARPA created the Internet and is known for its groundbreaking experimentation. To celebrate the 40th anniversary of the Internet, DARPA created a competition to “explore the roles the Internet and social networking play in the timely communication, wide-area team-building, and urgent mobilization required to solve broad-scope, time-critical problems.” The network challenge they chose for the competition involved finding ten 8-foot high bright red weather balloons placed at fixed, random locations around the United States. The first team to find all ten balloons won a \$40,000 prize. The winning team from M.I.T. found all ten red balloons in eight hours and 52 minutes by creating a network of over 40,000 people from just five members of the core team. Social networking and a pyramid scheme with incentives for everyone, allowed the M.I.T. team to build the prize winning team. No one individual could have found all ten balloons in record time, no matter how much expertise he or she possessed.

The DARPA competition demonstrated the new adaptive, networked knowledge which is profoundly different than the individual expert knowledge that is typical of universities and colleges. This important message was not lost on the American Association of State Colleges and Universities (AASCU) and George Mehaffy, Vice President for Academic Leadership and change at AASCU. The organization has organized the *Red Balloon Project* to create a network of public colleges and universities that will collaboratively re-imagine education systems in light of the three drivers in the 21st century that will profoundly challenge public higher education: declining funding, rising expectations, and rapidly developing technology. This network of institutions will focus on new models for: institutional organization and design; enrollment management; faculty work; curriculum; and course and instructional design. Through these collective efforts the Red Balloon Project aims to:

- Successfully educate an increasing numbers of students, with fewer resources;
- Utilize educational technologies to better engage students in authentic learning experiences;
- Provide students with 21st century knowledge, skills, and abilities needed for careers and thoughtful engagement in global society.

Chadron State College's Strategic Plan 2011-2014:

Each of the three basic units of the institution: Academic Affairs, Enrollment Management and Student Affairs, and Administration and Finance have brought forward recommendations for paradigm changing, intentional initiatives that will significantly re-imagine the college. Some of these initiatives address internal reorganization and internal initiatives that will streamline operations, make better use of personnel and resources through functional reorganization, and create new high impact learning environments led by well qualified and pedagogically trained full and part-time faculty members. These activities are aimed at discarding long-held procedures that no longer make sense given the changing landscape of higher education, and dramatically increase recruitment and retention through high quality service and high impact learning opportunities.

Vision

Chadron State College aspires to be a premiere institution of higher education in the western high plains states, innovatively pursuing excellence in teaching, scholarship, and service.

Mission

Chadron State College will enrich the quality of life in the region by providing educational opportunities, research, service, and programs that contribute significantly to the vitality and diversity of the region.

Drivers of Change in the 21st Century

- **Rapidly Developing Technology** - What long-held assumptions about teaching, learning, and about the role of the professor still have resonance in this age of the Internet? And, which assumptions regarding the academic enterprise must be discarded?
- **Rising Expectations** - Student expectations are changing, along with government and tax-payer expectations for accountability which are intensifying.
- **Declining Revenue** - Declining state revenue is the “new normal” along with escalating costs of higher education to taxpayers and students.

The Plan's Desired Outcomes

- Streamlined, relevant, high impact learning experiences for students
- Competitive, customer-focused delivery of services in support of teaching and learning
- Optimal use of limited human and physical resources
- Increased revenue

Initiatives (Note: Task Forces are currently working to develop specific action plans with timelines, measurable outcomes, and responsible parties for each of the 20 initiatives listed)

The following 8 initiatives were developed to achieve the outcome of streamlined, relevant, high impact learning experiences

“More than just grades”

Curriculum initiatives:

- 1) Revise Essential Learning Program (General Studies)
- 2) Create integrated and interdisciplinary programs
- 3) Implement experiential learning for college seniors
- 4) Expand student literacy to all areas of technology and media
- 5) Create co-curricular experiences that emphasize leadership, engagement, civic responsibility and positive human interaction

Teaching and Learning initiatives:

- 6) Establish a technology-supported, collaborative and creative teaching and learning center to provide appropriate resources and tools to create high-impact learning experiences
- 7) Refine and redefine course delivery models
- 8) Promote standards of quality for courses and teaching

The Following initiatives were developed to achieve the outcome of competitive, customer-focused delivery of services in support of teaching and learning

“Quality Service Every Time”

- 9) Develop a campus-wide definition and process for student advising and schedule building
- 10) Initiate a review of internal service gaps and establish a plan to improve communication and timely completion of services
- 11) Review all campus services for relevance and efficiency
- 12) Initiate a review of internal service gaps with respect to academic computing services

- 13) Establish a deliberate collaborative process to improve communication and effective teamwork across all areas of the college

The following initiatives were developed to achieve the outcome of optimal use of limited human and physical resources

“Work SMART” (Specific, Measurable, Attainable, Relevant, and Time-bound)

- 14) Based on the campus-wide review of services for relevance and efficiency (#11 above) reallocate human resources more effectively according to mission-critical processes and functions as opposed to historical silos
- 15) Implement a system of assessment and accountability for ensuring quality of mission critical functions
- 16) Differentiate and streamline the role and responsibilities of faculty and staff
- 17) Initiate a digital document and self-service plan for process flow improvement, accountability, document storage and retrieval, and paper reduction

The following initiatives were developed to achieve the outcome of increased revenue

“The New Normal”

Note: The previous 17 initiatives are intended to indirectly enhance revenue for the College, however, the following three initiatives are specific to revenue generation.

- 18) Reallocate one or more existing personnel lines to focus exclusively on market development
- 19) Develop internal support for grant-writing
- 20) Build on fundraising momentum developed during the Vision 2011 Comprehensive Campaign

In terms of priorities for the above twenty intentional initiatives, the college needs to focus on those that deal with reorganization in support of scalability and functionality. Therefore the strategic plan hinges on the timely implementation of initiatives 11 and 14. After extensive discussions about the drivers of higher education change – rising expectations, rapidly changing technology, and revenue – and the resulting initiatives we wish to accomplish, along with mission critical accountability issues in regard to student services and accreditation and assessment, the college is proposing a functional reorganization of administrative, professional and support staff and faculty with an eye to creating champions for these areas. This reorganization recognizes the fact that “if it is everyone’s business, then it is no one’s business.”

Accomplishment of mission critical activities require that someone is the leader for each activity and that leader has the power and authority to make things happen. In addition the reorganization must be accomplished in an environment of fewer resources and done with regard to efficacy and efficiency. In short, we must strive to do a better job for more students and with fewer resources. The following pages encapsulate the proposed possibilities for functional reorganization. The changes are **revenue neutral** and seek to refocus the sphere of work, not increase it. The changes also build on the robust technology of the NeSIS system by streamlining service delivery and eliminating individual silos of turf and expertise in favor of strong cross-training.

Reorganization of Academic Affairs:

Academic Affairs is seeking to re-design the roles and job descriptions of the academic deans along functional lines rather than historical turf. Individual deans will be designated as champions of certain mission-critical functions and will then work collaboratively with the Deans Council to accomplish those tasks across campus

- **Dean of Teaching and Learning and Dean of the School of Liberal Arts** – This dean will direct the new Teaching and Learning Center (TLC) and will focus on the design of creative and interactive learning environments, especially using new technologies, as well as various delivery modalities. In addition the TLC will provide one-on-one and just-in-time training in pedagogy and technology for faculty. He or she will also be the primary liaison with Human Resources regarding searches for full and part-time faculty and staff, and supervise the FFYBE (Faculty First Year Blended Experience) for full-time, part-time, and online faculty. While this academic dean will be the direct supervisor of faculties in the School of Liberal Arts, he/she will also work with the entire faculty membership on issues of improvement of instruction and will be involved with the teaching and scholarship component of the annual evaluation for all faculty members.
- **Dean of Curriculum and Academic Advancement and the Dean of the School of BEAMSS** – This dean will be in charge of curriculum reform including the structure and sequence of curricula, as well as the coordination of curriculum in support of collaborations, e.g. dual high school credit, dual masters degrees, professional curriculum regarding businesses such as Cabela's, the RHOP program, globalization efforts, and new markets. He/she will oversee the re-design of the General Studies core curriculum, as well as the new initiative for the development of high impact practice interdisciplinary and multidisciplinary courses across disciplines and departments and the senior experiential learning capstone. This dean will direct the assessment programs for General Studies and academic programs, along with the requirements for regional (HLC) accreditation and specialized accreditation for Business (ACBSP). In addition this dean will head advanced or graduate studies regarding academic issues, plans of study, and graduate assistants. This dean will also chair the Graduate Council and oversee the graduate program. While this academic dean will be the direct supervisor of faculties in the School of Business, Entrepreneurship, Applied &

Mathematical Sciences & Sciences, he/she will also work with the entire faculty membership on accreditation and assessment and will be involved with the service component of the annual evaluation for all faculty members.

- **Dean of Professional Licensure and Dean of the School of Education, Human Performance, Counseling, Psychology and Social Work** – Given the tactical and technical mine field associated with continuing NCATE accreditation and our 2012-13 visit, this academic dean will shepherd the Education unit and all aspects of NCATE accreditation, TK-20 Education assessment, teacher candidate advancement, teacher certification and field placement, and serve as liaison with the public schools. In addition this dean will deal with the issues of state licensure for professional occupations in counseling, social work, and teaching and oversee the specialized accreditation for Social Work (CSWE). While this academic dean will be the direct supervisor of faculties in Education, Human Performance, Counseling, Psychology and Social Work, he/she will also work with the entire faculty membership on accreditation and assessment issues in teacher education and will be involved with the teaching, scholarship, and service components of the annual evaluation for all faculty members in the integrated education unit across campus.
- **Annual Faculty Evaluations and School Budgets** – The three academic deans comprise the Deans Council. The Council will work together to finalize the annual evaluations for all faculty after individual deans provide parts of the evaluations for the council to review. This should result in very consistent annual evaluations for all faculty members and avoid the differences caused in the past by using three different deans independently. In addition the council will oversee an academic instructional budget for all three schools as a whole and make group decisions that will be better informed and involve the entirety of academic affairs, thus providing appropriate and consistent support for all programs offered by CSC.
- **Extended Campus Programs** – Many of the historical functions of the Extended Campus Programs Office are the same functions performed in admissions and advising. Those redundant operations will be shifted to the central admissions and advising offices and the focus of the current Assistant VP for Extended Campus Programs, will be shifted to another critical area of need, new market development. This would focus a high level professional on work that will enhance enrollments and provide coordination with the internal constituents when collaborations and curricular adjustments are needed to meet the needs of new markets.

Reorganization of Enrollment Management and Student Affairs:

As is the case with Academic Affairs, Enrollment Management and Student Affairs seeks to re-design the roles and job descriptions of the professional and support staff along functional lines rather than historical turf. One of the outcomes of the discussions during the strategic planning process was the acknowledgement that units within Enrollment Management and Student Services at Chadron State College have arrived at an intersection of changing technology,

changing expectations of the customer, outdated processes and practices, and a staffing pattern that supports place over function. A thorough review of processes and practices and an environment of continuous assessment and process improvement are needed.

During the past few years Chadron State College has begun to realize both the challenge and the potential of several system-wide and local initiatives:

- The new student information system (NeSIS).
- The emergence of the 8 week format for courses to meet the needs of non-traditional learners.
- The expansion of online learning.
- Changing and additional focus of marketing efforts targeting populations of potential undergraduate and non-traditional undergraduate and graduate students.

These changes have called into question our past practices and processes and historical responsibilities. With the advent of the new student information system (NeSIS), we are receiving better data sooner but with the current configuration of personnel, Enrollment Management and Student Services is not taking full advantage of the system to improve services. If we reorganize according to broad functions rather than historical responsibilities, we will be able to utilize the system better and serve constituents more reliably and efficiently.

Enrollment Management and Student Services proposes to reorganize personnel, budgets, and services around the *processes* that need to be provided to students, rather than the disjointed, sometimes redundant, historical silos where students must physically go from office to office (student gauntlet) to get their needs met .

The desired outcomes for the reorganization are:

- A service interface that permits human to human interaction or web based access
- Access to services on-demand
- The right information/service at the right time
- Cross-functional teams that develop processes and support the service interface

The key to the reorganization is the development of a student interface that provides access to functions needed by in-bound and existing students. Students using the interface will access functions through the web or through a **generalist**, who will be the student's point of contact to *run the gauntlet for the student*. For planning, problem solving and assessment, personnel will be organized into five teams representing the five broad functions of the Enrollment Management and Student Services unit. The five teams are the Recruiting Team, the Enrollment Team, the Retention Team, the Records Team, and the NeSIS Team. The teams will be cross-functional. That is to say, the composition of each team will be made up of personnel from the different, but interrelated, areas of expertise such as admissions, records, financial aid, etc. Each

team will be headed by a Team Leader. Because the NeSIS team manages the integrated database that drives all functions, the team will consist of the Team Leaders for each of the other four teams. Personnel and budget will be organized around these five teams.

Administration and Finance

As with the Academic Affairs and Enrollment Management and Student Affairs divisions, the planning in the Administration and Finance division revolved around function dictating how future processes would be structured rather than maintaining historical silos of responsibility. Because the Administration and Finance units were found to be more closely aligned to current functional needs, broad reorganization of the unit was not required.

However, it is critical that Administration and Finance conduct a thorough review of internal service gaps, reduce the amount of time to completion of service requests, and develop a process to improve communication with campus constituents.

A second focus will be to work with the Human Resources Office and the System Office to expand the job descriptions of support staff so they can have broader responsibilities than their contracts currently allow. For example, if custodial job duties could be expanded beyond cleaning to allow them to do tasks such as touch-up painting and weeding of planting beds near their building, existing staff could be more effectively utilized.

Units in the Administration and Finance division are also one of the largest generators of paper in the form of reports, pay applications; forms (work orders, expense reimbursements, leave reports, state documents, etc). Administration and Finance will lead the campus in developing a digital document and self-service plan for process flow improvement, accountability, document storage and retrieval and the reduction of the amount of paper consumed and stored.

Conclusion

As we strive to re-image Chadron State College in the 21st century, we are seeking support from the Board of Trustees for the broad concepts of reorganization as described in this presentation. Specific changes needing Board approval, such as position titles, will be brought forward at the June 2011 meeting. Please note that recommendations for reorganization will comply with Board Policy, negotiated agreements, and the designations of the professional staff study that was recently completed. Because of their implication for reorganization, we have focused on a subset of the initiatives in the strategic plan in this presentation. In the future we look forward to sharing with the Board the progress we make on all of the initiatives.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve Chadron State College Reorganization

Priority: Educational Excellence Throughout the System
 Financial Strength of the System

Goal: 4. Improve efficiency of operations

At the last Board meeting, President Park and her staff presented information regarding a proposed reorganization of the college. The proposed restructuring will result in more efficient operations both academically and administratively, which will better serve CSC students.

The following bullets provide a summary of the paperwork submitted to the Board of Trustees for their approval at their June 2, 2011 meeting. The changes involve either changes in title or reporting line or both. The college has submitted change of title/new position forms as well as a revised organizational chart with new titles and reporting lines to accompany this summary sheet.

Academic Affairs:

1. New title - Dean of Teaching & Learning and Dean of Liberal Arts.
2. New title - Dean of Professional Licensure and Dean of Education, Human Performance, Counseling, Psychology & Social Work.
3. New title – Dean of Curriculum and Academic Advancement and Dean of Business, Entrepreneurship, Applied and Mathematical Sciences & Sciences.
4. New title – Associate Vice President for Market Development formerly the Assistant Vice President of Extended Campus Programs.
5. Change in reporting line – Associate Vice President for Market Development now reports to the President and no longer to the Vice President for Academic Affairs.
6. Change in reporting line – The members of the Instructional Technology Center will now report to the Dean of Teaching & Learning, Charles Snare, and no longer to Steve Taylor, the Associate VP of Market Development. These individuals include: Elizabeth Ledbetter, Bryant Serres, Jereme Patterson, Telecommunications Technician vacancy.
7. Change in reporting line – Ashley Dent, Director of the Physical Activity Center will report to Dr. Randy Rhine, VP of Enrollment Management and Student Services, and no longer report to Margaret Crouse, Dean of Professional Licensure.
8. Change in reporting line – Kristal Kuhnel, Assistant for Graduate Studies, will now report to the Dean of Curriculum and Academic Advancement and no longer report to the Dean of Professional Licensure.

Student Affairs:

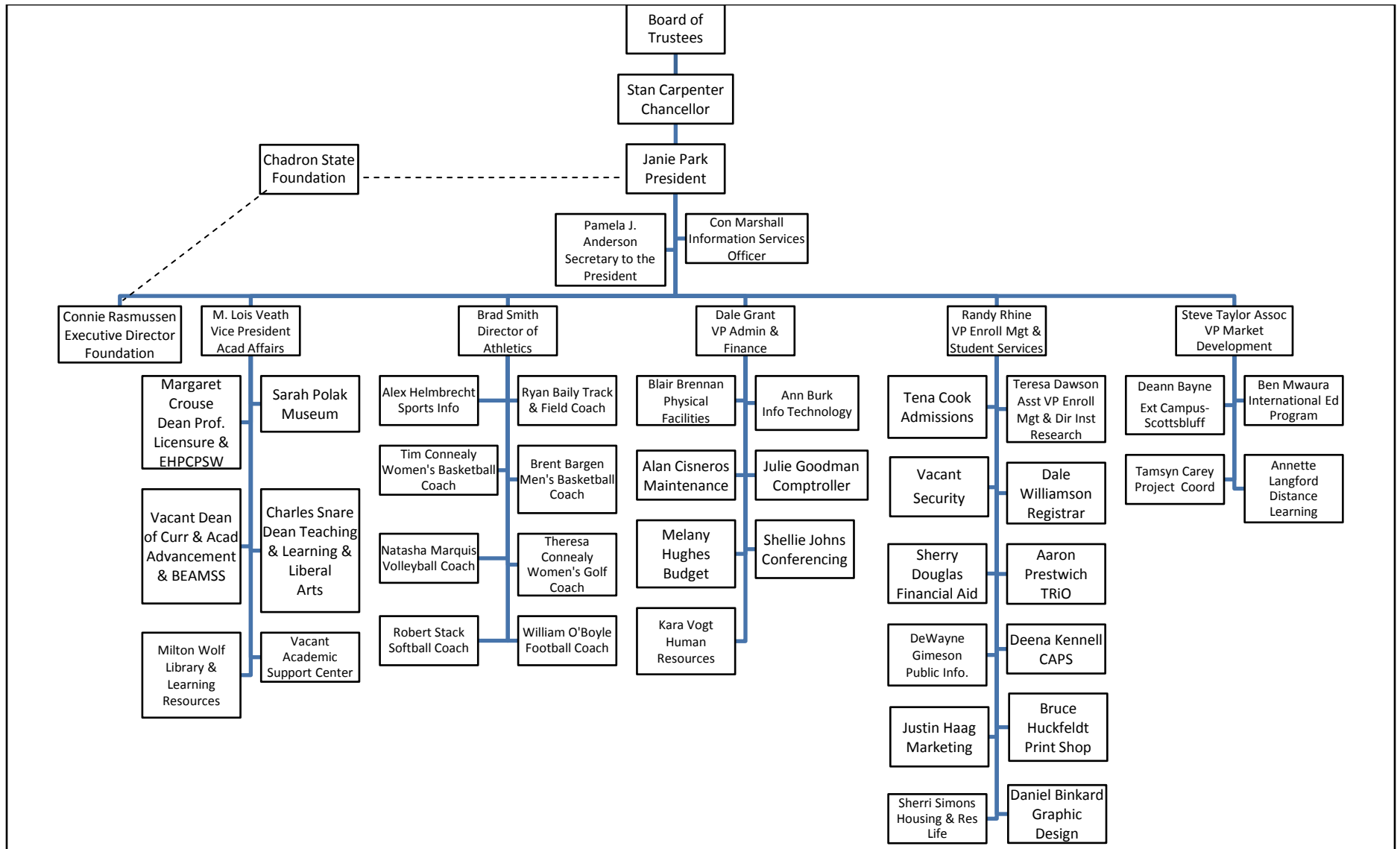
1. Change in reporting line – Office Assistant II, from the Registrar, to Director of Financial Aid.

2.23.-2

2. Change in reporting line – Academic Advisor, Extended Campus Programs, from the Assistant Vice President for Extended Campus Programs, to Director of Financial Aid.
3. Change in reporting line – Academic Advisor, Extended Campus Programs, from the Assistant Vice President for Extended Campus Programs, to Director of Financial Aid.
4. Change in reporting line – Counselor, from the Vice President for Enrollment Management and Student Services, to Director of the SSS Grant and Retention Team Lead.
5. Change in reporting line – Coordinator of Student Activities, from the Vice President for Enrollment Management, to Director of the SSS Grant and Retention Team Lead
6. Change in reporting line – School Nurse, from the Vice President for Enrollment Management and Student Services, to Director of the SSS Grant and Retention Team Lead.

The System Office and CSC recommend Board approval of the proposed reorganization.

CHADRON STATE COLLEGE



Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve Exercise Science Minor for Peru State College

Priority: Educational Excellence Throughout the System

Goal: 4. Strengthen academic programs

Currently, the Health and Physical Education program at Peru does not include a minor in exercise science. This minor will require coursework from the major already in place at Peru. The required courses currently exist thus, no new coursework or faculty will be required and there will be no impact on resources. This minor will provide the students another curricular option.

HEALTH, PHYSICAL EDUCATION, AND RECREATION**Exercise Science Minor**

Students majoring in other areas and seeking background in exercise science may select the Exercise Science minor.

			Hours
BIO	210	Anatomy	4
BIO	312	Physiology	4
HPER	312	Muscular Anatomy and Kinesiology	3
HPER	360	Physiology of Exercise	3
HPER	415	Motor Learning	3
HPER	420	Biomechanics	3
Total for Exercise Science Minor			20

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve Peru State College Strategic Plan

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

Over the past year the Peru State College community has been engaged in a strategic planning process. To provide direction for this process the theme, “Essential Engagement – enhancing institutional effectiveness and reputation” was chosen. This theme reflects current research on student achievement and the importance of actively engaging students in learning experiences.

A strategic planning committee was formed that included individuals representing students, faculty, staff, athletics, alumni, the PSC Foundation and the community. The strategic planning process took advantage of the concurrent work of the College’s Higher Learning Commission Self-Study Committee, the Enrollment Management Committee, the Strategic Marketing Committee, and the Athletic Strategic Planning Committee. Input from all constituencies, including students, has been crucial in developing the plan. This input came from surveys, College senate and departmental meetings, focus group meetings, and town hall style meetings.

The process has resulted in a shared understanding of who we are as a college as expressed through our vision, mission and core values; the identification of key strategies; and a prioritized list of select strategies that fit within the context of the NSCS Strategic Plan. The Peru State College Sesquicentennial Plan provides focus for the institution through the college’s sesquicentennial year in 2017. While the strategies focus on the next six years they were developed to prepare a vibrant future for Peru State College ten to twenty years into the future.

The following vision statement gives direction for the college as the plan is implemented:

Peru State College will be a college of choice fostering excellence and student achievement through engagement in a culture of inquiry, discovery, and innovation.

To achieve this vision Peru State College will direct its resources and energy over the next six years toward the following two transformational goals:

- 1) Creating excellence through essential engagement.
- 2) Increasing prominence.

This focus will position the college for continued success well into our future. Specific strategies for each transformational goal define key initiatives.

Transformational Goal: Excellence Through Essential Engagement

Strategies

1. Enhance the student experience through distinctive engagement.
2. Foster engaged learning and achievement through proven best practices.
3. Create a dynamic learning environment for the campus community focused on professional development and technology.

Transformational Goal: Increased Prominence

Strategies

4. Strategically communicate college strengths, distinctiveness and successes.
5. Develop a long-term resource acquisition strategy to support initiatives for a strong future.
6. Improve campus facilities.
7. Create a sustainable long-term growth strategy.
8. Improve the quality of life in Peru and the surrounding area.

The System Office and PSC recommend approval of the Peru State College Strategic Plan.

The complete PSC Strategic Plan will be provided to the Board in a separate mailing.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

ACTION: Approve Designation of Presidential Associate for Mrs. Dianne Frye

Priority: Educational Excellence Throughout the System

Goals: 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers
 5. Create a diverse intellectual and social environment

In accordance with Board Policy 5024, the spouse of a campus President may be designated as the Associate of the President if approved by the Board of Trustees. This appointment acknowledges the Associate's oversight responsibility in acting as an official agent of the System and/or the President for the purpose of performing services that further the official business purposes of the System or a member State College, if the spouse is available and chooses to so perform. The appointment as an Associate is without salary or benefits and conveys no rights associated with employment by the Nebraska State College System or the State of Nebraska except as specifically provided in policy.

Enrollment & Marketing Committee

Michelle Suarez, Chair
Bob Engles
Will Jackson

June 2, 2011

ACTION: Approve Continuation of Nebraska State College System Advantage – NSCS Advantage at Chadron, Peru and Wayne State Colleges

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

At the February 27, 2009 meeting, the Board of Trustees approved a pilot program for new freshmen students enrolling for the 2009-10 academic year at Chadron, Peru and Wayne. The program is a system effort designed for entering first-time freshmen students who receive a federal Pell Grant. This program assures that these students will not have to pay tuition at any of the Nebraska State Colleges. The participants in this program must be:

- A Nebraska Resident
- A federal Pell Grant recipient
- A new first-time freshman
- Enrolled in at least 12 **on-campus** credit hours

The award is limited to a maximum of 16 credit hours per semester. Additional limitations are in place for the award of any remissions for online courses taken in addition to the 12 on-campus credit hours. The award is not available for transfer students.

For eligible participants, the program provides the difference between the cost of tuition and the amount of all other awards. Other awards include Pell, Supplemental Educational Opportunity Grant (SEOG), Nebraska Scholarship Grant (NSG), Academic Competitiveness Grant (ACG), institutional waivers, foundation scholarship assistance, and other awards.

Continuation in the program requires the recipient to receive a federal Pell Grant every semester and to remain enrolled in one of the Nebraska State Colleges.

As a part of this program, the Colleges will have the authority to exceed remission limits established in Board Policy #3400, if necessary, to accommodate this program.

The program has been a success; therefore the System Office recommends approval to continue the Nebraska State College System Advantage – NSCS Advantage at Chadron, Peru and Wayne State Colleges' tuition remission program as part of its regular and on-going business operation.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Approve Continuation of One Rate Any State Program at Peru State College

Priority: Financial Strength of the System

Goals: 2. Increase enrollment and retention

3. Strengthen fiscal, environmental, technological and physical resources

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

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

At its June 19, 2009 meeting, the Board of Trustees approved an amendment to the pilot project extending the reduced tuition rate to all new and returning non-resident on-site undergraduate students. This change standardized the treatment of non-resident undergraduate student billings. It also eliminated the need for multiple codes to designate the various tuition rates that apply to non-resident undergraduate students. Peru State's analysis at that time indicated the change would have a minimal fiscal impact.

The program has been a success at Peru; therefore the System Office and Peru State recommend approval to continue the One Rate Any State tuition program as part of its regular and on-going business operation.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Marchal

June 2, 2011

ACTION: Approve the Following Tuition Rates and Online Rates Per Credit Hour for 2011-2012:

TUITION

Undergraduate, resident	\$135.25
Graduate, resident	\$171.75
Undergraduate, non-resident	\$270.50
Graduate, non-resident	\$343.50

PERU STATE NON-RESIDENT TUITION

Undergraduate, non-resident (on-site)	\$136.25
--	-----------------

ONLINE RATE

Undergraduate Online	\$200.00
Graduate Online	\$250.00

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

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

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

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

TUITION

Board policy states that undergraduate resident tuition rates will be established, and the graduate rate will be one hundred twenty-five percent (125%) of the undergraduate rate. Non-resident undergraduate rates will be established at no more than two hundred percent (200%) of resident undergraduate rates, and non-resident graduate rates will be established at one hundred twenty-five percent (125%) of the non-resident undergraduate rate. The rates for 2010-11 were as follows:

TUITION	
Undergraduate, resident	\$128.75
Graduate, resident	\$163.50
Undergraduate, non-resident	\$257.50
Graduate, non-resident	\$327.00

4.2.-2

The impact of the tuition increase to a full-time, undergraduate resident student is \$97.50 per semester. The increase takes into consideration the state appropriation level for Fiscal Year 2011-12 as well as the impact of significant anticipated increases in operational expenses. The tuition increase will fully cover the “core needs” increases for 2011-12.

ON-LINE RATE

The on-line rates are inclusive of all tuition and fees. The 2010-11 single, system-wide rates were:

ON-LINE RATE	
Undergraduate On-Line	\$190.00
Graduate On-Line	\$237.50

Each college will propose the distribution formula for the on-line rate, which must be approved by the Chancellor.

11-12 Tuition Increase

	Current	Proposed
Undergraduate Resident	\$128.75	\$135.25
Graduate Resident (Rate at 125% of Proposed Undergraduate Resident Rate)	\$163.50	\$171.75
Undergraduate Non-Resident (Proposed rate is 200% of Proposed Undergraduate Resident Rate)	\$257.50	\$270.50
Graduate Non-Resident (Proposed rate is 125% of Proposed Undergraduate Non- Resident Rate)	\$327.00	\$343.50
	<u>\$ INC/CH</u>	<u>ANNUAL \$ INC *</u>
Undergraduate Resident	\$6.50	\$195.00
Graduate Resident	\$8.25	\$198.00
Undergraduate Non-Resident	\$13.00	\$390.00
Graduate Non-Resident	\$16.50	\$396.00
* Based on assumption that a full-time UG student will take 15 hrs. per semester and a full-time Grad student will take 12 hrs. per semester		
Net Increase Per Institution (Based on 2011-12 Estimated Tuition Revenues)		
	CSC \$	383,063
	PSC \$	319,553
	WSC \$	546,042
	TOTAL \$	1,248,658

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Approve the Proposed Fee Schedules for 2011-2012 as Submitted by the Colleges

Priority: Financial Strength of the System

Goals: 2. Increase enrollment and retention

4. Improve efficiency of operations

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

The colleges have submitted the following proposed fee changes for FY 2011-2012. A summary of all student fees is found on the following pages.

Institution	Fee Changes	Current 2010-2011	Proposed 2011-2012
Chadron	Event Fee:		
	Per credit hour	\$3.50	\$3.60
	Max per semester	42.00	43.20
	Facilities Fee: (per credit hour)	0.00	14.95/cr. hr.
	On-campus	14.50/cr. hr.	0.00
	Off-campus	12.50/cr. hr.	0.00
	Health Fee: (per semester)		
	0-11 credit hours	3.95	4.05
	Max per semester	47.40	48.60
	Student Activity Fee (per credit hour)		
	1-10 credit hours	5.80	6.00
	Max per semester	69.60	72.00
	Technology Fee: (per credit hour)	4.55	6.55
	Alcohol/Marijuana policy violation fees	25.00-100.00	50.00-150.00
Housing Deposit	100.00	0.00	
Housing Application Fee	0.00	50.00	
Peru	Event Fee (per credit hour)	\$1.75	\$3.25
	Facilities Fee (per credit hour)	14.00	16.00
	Health Fee (per semester)	20.00	35.00
	Student Activity Fee (per credit hour)	4.00	4.50
	Technology Fee (per credit hour)	3.50	5.50
	Housing Deposit	100.00	0.00
	Housing Application	0.00	50.00

4.3.-2

Wayne	Admission/Matriculation Fee (one time)	\$30.00	10.00
	Student Activity Fee (per credit hour)		
	0-12 credit hours	2.75	\$4.00
	Max per semester	33.00	48.00
	Student Record Fee (per credit hour)	0.25	1.00
	Extended Campus Fee (per credit hour)	20.00	30.00
	Degree/Graduation Fee:		
	Undergraduate/Baccalaureate	35.00	45.00
	Graduate/Master's	60.00	70.00
	Failure to Pay Penalty	100.00	0.00
	Housing Deposit	100.00	0.00
	Housing Application Fee	0.00	50.00
	Late Registration/Enrollment Fee	15.00	0.00
	Library User Fee (annual)	5.00	0.00
	Returned Check Charge	35.00	40.00
Transcript Fee (per transcript after 25 free requested)	4.00	5.00	

CHADRON STATE COLLEGE

Proposed Student Fee Schedule

2011-12 Fiscal Year

	Fund			2010-11	Proposed	Change	
	C*	R*	T*	Rate	2011-12	Amount	Percent
					Rate		
Mandatory Fees:							
Admission/Matriculation Fee (one time)	x			\$15.00	\$15.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)			x	\$10.00	\$10.00	\$0.00	0.0%
Event Fee (per credit hour)			x	\$3.50	\$3.60	\$0.10	2.9%
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable			x	\$42.00	\$43.20	\$1.20	2.9%
Facilities Fee (per credit hour)				\$0.00	\$14.95	\$14.95	N/A
On-Campus	x	x		\$14.50	\$0.00	-\$14.50	N/A
Off-Campus	x			\$12.50	\$0.00	-\$12.50	N/A
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Health Fee (per semester)	x			\$3.95	\$4.05	\$0.10	2.5%
per credit hour, 0-12 hours							
Max per semester, if applicable	x			\$47.40	\$48.60	\$1.20	2.5%
Student Activity Fee (per credit hour)			x	\$5.80	\$6.00	\$0.20	3.4%
1-10 credit hours							
11+ credit hours							
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable			x	\$69.60	\$72.00	\$2.40	3.4%
Student Record Fee (per credit hour)							
Technology Fee (per credit hour)#	x			\$4.55	\$6.55	\$2.00	44.0%
12 credit hours or more (on-campus) (per semester)							
Max per semester, if applicable							
Fees which vary from above for off-campus students:							
Extended Campus Fee (per credit hour)							
Technology Fee (ext. campus per credit hour-no max.)							
Other Fees:							
Alcohol/Marijuana policy violation fees		x		\$25-\$100	\$50-150	\$25-\$50	50%-100%
CATS Services Fee							
CLEP Test Administration Fee							
Course Lab Fees (per course)	x			\$5-\$75	\$5-\$75	\$0.00	0.0%
Deferment Fee							
Degree/Graduation Fee:	x			\$ 20.00	\$ 20.00	\$0.00	0.0%
Undergraduate/Baccalaureate							
Graduate/Master's							
Distance Learning (per cr. hr.)							
Failure to Pay Penalty							
Housing Deposit		x		\$100.00	\$0.00	-\$100.00	-100.0%
Housing Application Fee		x			\$50.00	\$50.00	100.0%
Late Housing Contract Cancellation Fee							
International Student Admission Processing Fee							
Late Payment Fee							
Late Registration/Enrollment Fee							
LEAP Fee							
Library Penalty (per item)	x			\$0.05	\$0.05	\$0.00	0.0%
Library User Fee (annual)							
Material Fee							

CHADRON STATE COLLEGE

Proposed Student Fee Schedule

2011-12 Fiscal Year

Music, Private Lessons (per semester)							
Music, Locker Rental (per semester)							
Music, Instrument Rental Fee (per semester)							
New Student Orientation Fee	x		\$100.00	\$100.00	\$0.00	0.0%	
Parking							
Employee Only							
Annual 1st Vehicle	x		\$20.00	\$20.00	\$0.00	0.0%	
Annual 2nd Vehicle (each add'l. vehicle)	x		\$20.00	\$20.00	\$0.00	0.0%	
Annual Reserved in Hahn							
Annual Motorcycle							
One Semester 1st Vehicle							
One Semester 2nd Vehicle (each add'l. vehicle)							
One Semester Motorcycle							
Summer Only							
Summer Only Motorcycle							
Penalty	x		\$20.00	\$20.00	\$0.00	0.0%	
Payment Plan							
Payment Plan Fee - 1-6 cr hrs	x		\$10.00	\$10.00	\$0.00	0.0%	
Payment Plan Fee - 7+ cr hrs	x		\$20.00	\$20.00	\$0.00	0.0%	
Placement/Credential Fee	x		\$30.00	\$30.00	\$0.00	0.0%	
Credential Set-Up Fee							
Alcohol/Marijuana policy violation fees							
Publications Fee							
Reinstatement after Administrative Withdrawal							
Returned Check Charge							
Site Specific Fee							
Student ID Card							
Duplicate ID Card/Old Card Exchanged	x		\$5.00	\$5.00	\$0.00	0.0%	
Replacement ID Card	x		\$5.00	\$5.00	\$0.00	0.0%	
Transcript Fee	x		\$5.00	\$5.00	\$0.00	0.0%	
C* = cash fund							
F* = fund 49000							
R* = revolving fund							
T* = trust fund							
#Although technology fee is deposited entirely in the cash fund some funds are used for auxiliary expenses.							

PERU STATE COLLEGE							
Proposed Student Fee Schedule							
2011-12 Fiscal Year							
	Fund			2010-11	Proposed	Change	
	C*	R*	T*	Rate	Rate	Amount	Percent
Mandatory Fees:							
Admission/Matriculation Fee (one time)	x			\$10.00	\$10.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)		x		\$10.00	\$10.00	\$0.00	0.0%
Event Fee (per credit hour)	x			\$1.75	\$3.25	\$1.50	85.7%
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Facilities Fee (per credit hour)	x	x		\$14.00	\$16.00	\$2.00	14.3%
On-Campus							
Off-Campus							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Health Fee (per semester)	x			\$20.00	\$35.00	\$15.00	75.0%
per credit hour, 0-12 hours							
Max per semester, if applicable							
Student Activity Fee (per credit hour)			x	\$4.00	\$4.50	\$0.50	12.5%
1-10 credit hours							
11+ credit hours							
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Student Record Fee (per credit hour)							
Technology Fee (per credit hour)	x			\$3.50	\$5.50	\$2.00	57.1%
12 credit hours or more (on-campus) (per semester)							
Max per semester, if applicable							
Fees which vary from above for off-campus students:							
Extended Campus Fee (per credit hour)	x			\$15.00	\$15.00	\$0.00	0.0%
Technology Fee (ext. campus per credit hour-no max.)							
Other Fees:							
CATS (ARC) Services Fee	x			\$6.00	\$6.00	\$0.00	0.0%
CLEP Test Administration Fee	x			Vary	Vary		
Course Lab Fees (per course)	x			Vary	Vary		
Deferment Fee (per semester)	x			\$35.00	\$35.00	\$0.00	0.0%
Degree/Graduation Fee:							
Undergraduate/Baccalaureate	x			\$30.00	\$30.00	\$0.00	0.0%
Graduate/Master's	x			\$40.00	\$40.00	\$0.00	0.0%
Distance Learning (per cr. hr.)	x			\$15.00	\$15.00	\$0.00	0.0%
Failure to Pay Penalty							
Housing Deposit		x		\$100.00	\$0.00	-\$100.00	-100.0%
Housing Application Fee		x		\$0.00	\$50.00	\$50.00	
Late Housing Contract Cancellation Fee							
International Student Admission Processing Fee							
Late Payment Fee	x			Up to 10% of unpaid balance			
Late Registration/Enrollment Fee	x			\$10.00	\$10.00	\$0.00	0.0%
LEAP Fee	x			\$6.00	\$6.00	\$0.00	0.0%
Library Penalty (per day)	x			\$0.10	\$0.10	\$0.00	0.0%
Library User Fee (annual)							
Material Fee							
Music, Private Lessons (per credit hour)	x			\$90.00	\$90.00	\$0.00	0.0%

PERU STATE COLLEGE

Proposed Student Fee Schedule

2011-12 Fiscal Year

Music, Locker Rental (per semester)							
Music, Instrument Rental Fee (per semester)							
New Student Orientation Fee							
Parking							
Employee Only	x			\$20.00	\$20.00	\$0.00	0.0%
Annual				\$20.00	\$20.00	\$0.00	0.0%
Annual 2nd Vehicle (each add'l. vehicle)							
Annual Reserved in Hahn							
Annual Motorcycle							
One Semester 1st Vehicle							
One Semester 2nd Vehicle (each add'l. vehicle)							
One Semester Motorcycle							
Summer Only							
Summer Only Motorcycle							
Penalty	x			\$25.00	\$25.00	\$0.00	0.0%
Placement/Credential Fee							
Credential Set-Up Fee							
Publications Fee			x	\$1.25	\$1.25	\$0.00	0.0%
Reinstatement after Administrative Withdrawal							
Returned Check Charge	x			\$20.00	\$20.00	\$0.00	0.0%
Room Change Fee		x		\$25.00	\$25.00	\$0.00	0.0%
Site Specific Fee							
Student ID Card (per semester)	x			\$2.00	\$2.00	\$0.00	0.0%
Duplicate ID Card/Old Card Exchanged							
Replacement ID Card	x			\$3.00	\$3.00	\$0.00	0.0%
Transcript Fee							
C* = cash fund							
R* = revolving fund							
T* = trust fund							

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2011-12 Fiscal Year

	Fund			2010-11	Proposed	Change	
	C*	R*	T*	Rate	Rate	Amount	Percent
Mandatory Fees:							
Admission/Matriculation Fee (one time)	x			\$30.00	\$10.00	-\$20.00	-66.7%
Capital Improvement Fee (per credit hour)		x		\$10.00	\$10.00	\$0.00	0.0%
Event Fee (per credit hour)							
1-6 credit hours							
7+ credit hours							
0-12 credit hours	x			\$7.50	\$7.50	\$0.00	0.0%
12 credit hours or more							
Max per semester, if applicable	x			\$90.00	\$90.00	\$0.00	0.0%
Facilities Fee (per credit hour)							
On-Campus							
Off-Campus							
0-12 credit hours	x	x		\$17.25	\$17.25	\$0.00	0.0%
12 credit hours or more							
Max per semester, if applicable	x	x		\$207.00	\$207.00	\$0.00	0.0%
Health Fee (per semester)							
per credit hour, 0-12 hours	x			\$3.50	\$3.50	\$0.00	0.0%
Max per semester, if applicable	x			\$42.00	\$42.00	\$0.00	0.0%
Student Activity Fee (per credit hour)							
1-10 credit hours							
11+ credit hours							
1-6 credit hours							
7+ credit hours							
0-12 credit hours			x	\$2.75	\$4.00	\$1.25	45.5%
12 credit hours or more							
Max per semester, if applicable			x	\$33.00	\$48.00	\$15.00	45.5%
Student Record Fee (per credit hour)	x			\$0.25	\$1.00	\$0.75	300.0%
Technology Fee (per credit hour)	x			\$6.50	\$6.50	\$0.00	0.0%
12 credit hours or more (on-campus) (per semester)	x			\$78.00	\$78.00	\$0.00	0.0%
Max per semester, if applicable							
Fees which vary from above for off-campus students:							
Extended Campus Fee (per credit hour)	x			\$20.00	\$30.00	\$10.00	50.0%
Technology Fee (ext. campus per credit hour-no max.)	x			\$6.50	\$6.50	\$0.00	0.0%
Other Fees:							
ARC Services Fee							
CLEP Test Administration Fee							
Course Lab Fees (per course)	x			as published			
Deferment Fee							
Degree/Graduation Fee:							
Undergraduate/Baccalaureate	x			\$35.00	\$45.00	\$10.00	28.6%
Graduate/Master's	x			\$60.00	\$70.00	\$10.00	16.7%
Distance Learning (per cr. hr.)				included in online rate			
Failure to Pay Penalty	x			\$100.00	\$0.00	-\$100.00	-100.0%
Housing Deposit		x		\$100.00	\$0.00	-\$100.00	-100.0%
Housing Application Fee		x		\$0.00	\$50.00	\$50.00	N/A
Late Housing Contract Cancellation Fee		x		\$0.00	10% of contract		
International Student Admission Processing Fee	x			\$0.00	\$0.00	\$0.00	0.0%
Late Pmt. Fee (monthly on past due bal.-max \$100/mo.)	x			2%	2%	\$0.00	\$0.00
Late Registration/Enrollment Fee	x			\$15.00	\$0.00	-\$15.00	-100.0%
LEAP Fee							
Library Penalty (per item)	x			varies	varies		
Library User Fee (annual)	x			\$5.00	\$0.00	-\$5.00	-100.0%
Material Fee	x			At Cost	At Cost		
Music, Private Lessons (per semester)	x			\$0.00	\$0.00	\$0.00	0.0%
Music, Locker Rental (per semester)	x			\$10.00	\$10.00	\$0.00	0.0%

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2011-12 Fiscal Year

4.3.-8							
Music, Instrument Rental Fee (per semester)	x			\$10.00	\$10.00	\$0.00	0.0%
New Student Orientation Fee	x			\$85.00	\$85.00	\$0.00	0.0%
Parking							
Employee Only							
Annual 1st Vehicle	x	x		\$40.00	\$40.00	\$0.00	0.0%
Annual 2nd Vehicle (each add'l. vehicle)	x	x		\$20.00	\$20.00	\$0.00	0.0%
Annual Reserved in Hahn	x	x		\$60.00	\$60.00	\$0.00	0.0%
Annual Motorcycle	x	x		\$13.00	\$13.00	\$0.00	0.0%
One Semester 1st Vehicle	x	x		\$24.00	\$24.00	\$0.00	0.0%
One Semester 2nd Vehicle (each add'l. vehicle)	x	x		\$12.00	\$12.00	\$0.00	0.0%
One Semester Motorcycle	x	x		\$6.50	\$6.50	\$0.00	0.0%
Summer Only	x	x		\$13.00	\$13.00	\$0.00	0.0%
Summer Only Motorcycle	x	x		\$6.50	\$6.50	\$0.00	0.0%
Penalty		x		varies	varies	n/a	n/a
Placement/Credential Fee	x			\$30.00	\$30.00	\$0.00	0.0%
Credential Set-Up Fee							
Publications Fee							
Reinstatement after Administrative Withdrawal	x			\$100.00	\$100.00	\$0.00	0.0%
Returned Check Charge	x			\$35.00	\$40.00	\$5.00	14.3%
Site Specific Fee							
Student ID Card							
Duplicate ID Card/Old Card Exchanged	x			\$0.00	\$0.00	\$0.00	0.0%
Replacement ID Card	x			\$15.00	\$15.00	\$0.00	0.0%
Transcript Fee (per transcript after 25 free requested)	x			\$4.00	\$5.00	\$1.00	25.0%
C* = cash fund							
R* = revolving fund							
T* = trust fund							

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Approve the 2011-2012 Room and Board Rate Proposals as Submitted by the Colleges

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

Strategies: b. Increase number of students in residential housing

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

The Colleges have submitted proposals for their respective room and board rates for the 2011-2012 fiscal year as follows. Detailed information is found on the following pages.

2011-2012 Proposals	Chadron	Peru	Wayne
Double Room Rate Increases	4.98%	4.99%	4.10%
19-Meal Plan Rate Increases	3.50%	N/A	N/A
+\$100/7 Day Plan			
15-Meal Plan Rate Increases	N/A	4.02%	3.10%
+\$85/7 Day Plan			

Double Room Rate Proposals	Chadron	Peru	Wayne
Double room rates/semester	\$1,265/\$1,392	\$1,283/\$1,506	\$1,385

Meal Plan Proposals	Chadron	Peru	Wayne
14 meal +\$100/7 day per sem.	\$1,260	N/A	N/A
15 meal +\$85/7 day per sem.	N/A	\$1,217	\$1,485
10 meal +\$115/7 day per sem.	N/A	N/A	\$1,485
19 meal +\$100/7 day per sem.	\$1,390	N/A	N/A
19 meal +\$50/7 day per sem.	N/A	N/A	\$1,485
9 meal +\$100/7 day per sem.	\$1,205	N/A	N/A
5 meal +\$250/7 day per sem.	\$1,230	N/A	N/A
5 meal/5 day per sem.	\$541	\$416	\$522
3 meal +\$175/5 day per sem.	N/A	N/A	\$522
135 meal + \$200 per sem.	\$1,161	N/A	N/A
Meal Plan with No Restrictions	N/A	\$1,404	N/A

**Chadron State College
Room and Board Rate Proposal
2011-12**

Board Rates					
	Actual 2009-10	Actual 2010-11	Proposed 2011-12	Difference	Percent Change
19 Meal +\$100/7 Day Plan	\$ 1,297	\$ 1,343	\$ 1,390	\$ 47	3.50%
14 Meal + \$100/7 Day Plan	\$ 1,175	\$ 1,217	\$ 1,260	\$ 43	3.53%
9 Meal + \$100/7 Day Plan	\$ 1,124	\$ 1,164	\$ 1,205	\$ 41	3.52%
5 Meal + \$250/7 Day Plan	\$ 1,147	\$ 1,188	\$ 1,230	\$ 42	3.54%
135 Meal Block Plan + \$200	\$ 1,084	\$ 1,122	\$ 1,161	\$ 39	3.48%
5 Meal Commuter Plan	\$ 505	\$ 523	\$ 541	\$ 18	3.44%
Room Rates					
	Actual 2009-10	Actual 2010-11	Proposed 2011-12	Difference	Percent Change
Residence Halls *					
Private Room	\$ 1,720	\$ 1,806	\$ 1,896	\$ 90	4.98%
Private Room - Edna Hall	\$ 1,897	\$ 1,992	\$ 2,092	\$ 100	5.02%
Semi-Private Room	\$ 1,147	\$ 1,205	\$ 1,265	\$ 60	4.98%
Semi-Private Room - Edna Hall	\$ 1,262	\$ 1,326	\$ 1,392	\$ 66	4.98%
Family Housing **					
West Court 1-16, 32-47	\$ 416	\$ 437	\$ 453	\$ 16	3.66%
West Court 17-18, 24-31	\$ 452	\$ 475	\$ 492	\$ 17	3.58%
West Court 19/20	\$ 505	\$ 531	\$ 550	\$ 19	3.58%
West Court 21-22	\$ 394	\$ 414	\$ 429	\$ 15	3.62%
Brooks Apartments	\$ 370	\$ 389	\$ 408	\$ 19	4.88%
Residence Hall Apartments	\$ 320	\$ 336	\$ 353	\$ 17	5.06%

*Per Semester

**Per Month

**Peru State College
Room and Board Rate Proposal
2011-12**

Board Rates					
	Actual 2009-10	Actual 2010-11	Proposed 2011-12	Difference	Percent Change
Meal Plan - 5 Meals/5 Days	N/A	\$ 400	\$ 416	\$ 16	4.00%
Meal Plan - 15 Meals/7 Days + \$85	N/A	\$ 1,170	\$ 1,217	\$ 47	4.02%
Meal Plan - No Restrictions	\$ 1,115	\$ 1,350	\$ 1,404	\$ 54	4.00%
Room Rates					
	Actual 2009-10	Actual 2010-11	Proposed 2011-12	Difference	Percent Change
Residence Halls *					
DELZELL					
Private Room	\$ 1,746	\$ 1,833	\$ 1,925	\$ 92	5.02%
Semi-Private Room	\$ 1,164	\$ 1,222	\$ 1,283	\$ 61	4.99%
MORGAN					
Private Room (remodel no/ac)	\$ 1,746	\$ 1,833	\$ 1,925	\$ 92	5.02%
Semi-Private Room (remodel no/ac)	\$ 1,164	\$ 1,222	\$ 1,283	\$ 61	4.99%
Private Room (new construction)	\$ 2,049	\$ 2,151	\$ 2,258	\$ 107	4.97%
Semi-Private Room (new construction)	\$ 1,366	\$ 1,434	\$ 1,506	\$ 72	5.02%
CENTENNIAL COMPLEX					
Private Room	\$ 2,049	\$ 2,151	\$ 2,258	\$ 107	4.97%
Semi-Private Room	\$ 1,366	\$ 1,434	\$ 1,506	\$ 72	5.02%
OAK HILL (APTS)/MONTH					
ONE BEDROOM	\$ 342	\$ 359	\$ 379	\$ 20	5.57%
TWO BEDROOM	\$ 407	\$ 427	\$ 457	\$ 30	7.03%
FACULTY (APTS)/MONTH					
ONE BEDROOM	\$ 350	\$ 368	\$ 408	\$ 40	10.87%
TWO BEDROOM	\$ 400	\$ 420	\$ 475	\$ 55	13.10%
THREE BEDROOM	\$ 425	\$ 447	\$ 512	\$ 65	14.54%

4.4.-4

Wayne State College
Room and Board Rate Proposal
2011 - 12

Board Rates					
	Actual 2009-10	Actual 2010-11	Proposed 2010-11	Difference	Percent Change
19 Meal +\$50/7 Day Plan	\$1,385	\$1,440	\$1,485	\$45	3.1%
15 Meal +\$85/7 Day Plan	\$1,385	\$1,440	\$1,485	\$45	3.1%
10 Meal +\$115/7 Day Plan	\$1,385	\$1,440	\$1,485	\$45	3.1%
Commuter Plans					
5-Meal/5 Day Plan	\$507	\$507	\$522	\$15	3.0%
3-Meal + \$175/5 Day Plan	\$507	\$507	\$522	\$15	3.0%
Room Rates					
	Actual 2008-09	Actual 2009-10	Proposed 2010-11	Difference	Percent Change
Residence Halls*					
Standard Room	\$1,255	\$1,330	\$1,385	\$55	4.1%
Premium Room	\$2,196	\$2,330	\$2,425	\$95	4.1%
Room Charge includes residence hall activity fee, telephone, cable tv, and computer network access					

*Per Semester

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

**ACTION: Approve Distribution of Operations Appropriations for
Fiscal Year 2011-2012**

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 General Fund appropriation for FY 2011-12 is \$44,846,037, which is contained in LB 374 (2011).

The Cash Fund appropriations displayed include the level contained in LB374 plus adjustments for the proposed FY 2011-12 tuition increase. Additional cash fund appropriation adjustments may be considered by the Board during the fiscal year.

The General and Cash Fund distributions proposed cover all of the “core needs increases” for the Colleges and System Office for 2011-12.

The Revenue Bond appropriation reflects the appropriation level contained in LB 374, as well as adjustments based on the College’s preliminary revenue bond budgets included in Item 4.9.

The Federal Fund appropriation reflects the amount contained in LB 374, which were increased significantly for 2011-12 to reflect the move of Peru State and Wayne State to the federal direct lending program for students. Additional adjustments may be made to the Federal Funds appropriation as needed by the Colleges.

Proposed Distribution of Funds

2011-12

June 2, 2011

	CSC	PSC	WSC	SO	TOTAL
DISTRIBUTION 2010-11					
General 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
Board Approved Adjustments	0	0	0	0	0
Total Revised Cash Funds	7,900,727	6,775,902	13,223,944	0	27,900,573
Subtotal General and Cash	23,610,011	15,498,444	32,798,938	1,363,152	73,270,545
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
Board Approved Adjustment (June, 2010)	0	21,696	186,222	0	207,918
Total Revised Revolving Funds	2,650,000	853,309	4,458,078	0	7,961,387
2010-11 All Funds Total	35,260,011	21,217,843	41,482,016	1,363,152	99,323,022
<hr/>					
2011-12 Gen./Cash Fund Adjustments					
Gen. Fund - LB 374 (2011) Operations	(213,778)	(221,843)	(102,538)	14,224	(523,935)
Gen Fund Transfer SO to WSC for CCSSC	0	0	30,000	(30,000)	0
Total Gen. Fund adjustments	(213,778)	(221,843)	(72,538)	(15,776)	(523,935)
Cash Fund - based on 5% tuition increase	383,063	319,553	546,042	0	1,248,658
Total Cash Fund adjustments	383,063	319,553	546,042	0	1,248,658
Total 2011-12 Gen./Cash Adjustments	169,285	97,710	473,504	(15,776)	724,723
<hr/>					
DISTRIBUTION 2011-12					
Gen. Fund	15,495,506	8,500,699	19,502,456	1,347,376	44,846,037
Cash Funds (est.)*	8,283,790	7,095,455	13,769,986	0	29,149,231
Subtotal General and Cash	23,779,296	15,596,154	33,272,442	1,347,376	73,995,268
Federal Funds (est.)**	13,650,000	12,820,000	20,229,000	0	46,699,000
Revolving Funds (est.)***	2,650,000	853,309	4,458,078	0	7,961,387
Board requested adjustments (June, 2011)	100,000	234,683	(186,283)	0	148,400
Total Revised Revolving Funds	2,750,000	1,087,992	4,271,795	0	8,109,787
2011-12 All Funds Total	40,179,296	29,504,146	57,773,237	1,347,376	128,804,055

*Tuition income is net of remissions and refunds -- Tuition rate \$135.25/cr. hr. (undergraduate, resident)

**Federal Funds for 2011-12 are estimates based on LB 374 (2011). Adjustments are made as needed by the colleges.

***Revolving Funds (est.) for 2011-12 are based on LB 374 (2011). Adjustments are made when approved by the Board.

Fiscal, Facilities & Audit Committee*Cap Peterson, Chair**Bill Roskens**Riley Machal*

June 2, 2011

ACTION: Approve Revised Operating Budgets for 2010-2011

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 2009-10, cash fund adjustments approved by the Board of Trustees, as well as the Nebraska Opportunity Grant and other funds received through the Coordinating Commission for Postsecondary Education. Federal funds awarded during 2010-11 are also included.

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

2010-2011 OPERATING BUDGETS

	CHADRON		PERU		WAYNE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$15,709,284	\$16,170,805	\$8,722,542	\$9,183,431	\$19,574,994	\$19,888,582
Cash Fund	7,900,727	10,991,088	6,755,902	8,585,480	13,193,944	21,984,460
Federal Funds	9,000,000	18,475,854	4,866,090	12,624,013	4,225,000	20,863,774
TOTAL	\$32,610,011	\$45,637,747	\$20,344,534	\$30,392,924	\$36,993,938	\$62,736,816

**CHADRON STATE COLLEGE
2010-11 REVISED OPERATING BUDGET**

June 2, 2011

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	92.00								92.00
Professional Staff FTE	2.55		2.65	34.20	20.23	27.61			87.24
Support Staff FTE	1.00		2.00	11.41	5.75	20.75	28.55		69.46
Salaries	6,700,000	0	300,000	2,000,000	1,120,000	2,010,000	850,000	0	12,980,000
Benefits	2,345,000	0	105,000	700,000	370,000	875,000	350,000	0	4,745,000
Total Permanent Salaries & Benefits	9,045,000	0	405,000	2,700,000	1,490,000	2,885,000	1,200,000	0	17,725,000
<u>Temporary Staff:</u>									
Part-time Faculty FTE	13.72								13.72
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	18.00	0.00	3.00	4.00	3.00	2.00	0.00	0.00	30.00
Other Student FTE	1.00	0.75	2.00	1.00	3.50	3.00	5.00	0.00	16.25
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	1,200,000	11,000	82,000	75,000	120,000	70,000	75,000		1,633,000
Benefits	100,000	400	6,500	5,750	9,200	5,000	6,000		132,850
Total Temporary Salaries & Benefits	1,300,000	11,400	88,500	80,750	129,200	75,000	81,000	0	1,765,850
Total Personal Services	\$10,345,000	\$11,400	\$493,500	\$2,780,750	\$1,619,200	\$2,960,000	\$1,281,000	\$0	\$19,490,850
Total Operating Expenses	600,703	50,622	53,968	267,497	416,858	1,550,000	1,200,000	0	4,139,648
Total Supplies	300,000	10,000	40,000	315,000	140,000	315,000	310,000	0	1,430,000
Total Travel	200,000	8,000	10,000	20,000	130,000	50,000	5,000	0	423,000
Total Capital Outlay	100,000	0	0	0	5,000	471,582	10,449	0	587,031
Tuition Remissions and Exemptions	40,000	0	0	0	0	0	0	1,051,364	1,091,364
Total General/Cash Budget	\$11,585,703	\$80,022	\$597,468	\$3,383,247	\$2,311,058	\$5,346,582	\$2,806,449	\$1,051,364	\$27,161,893
Federal FTE	0.00	0.00	0.50	0.00	6.00	0.00	0.00	0.00	6.50
Total Federal Funds	140,000	208,803	877,587	0	576,225	262,621	0	16,410,618	18,475,854
Total Expenditures	\$11,725,703	\$288,825	\$1,475,055	\$3,383,247	\$2,887,283	\$5,609,203	\$2,806,449	\$17,461,982	\$45,637,747
<u>Fund Sources</u>									
General Funds*	\$8,786,386	\$800	\$101,282	\$2,276,807	\$1,435,935	\$2,480,385	\$1,089,210	\$0	16,170,805
Cash Funds**	2,799,317	79,222	496,186	1,106,440	875,123	2,866,197	1,717,239	1,051,364	10,991,088
Federal Funds	140,000	208,803	877,587	0	576,225	262,621	0	16,410,618	18,475,854
Total Funds	\$11,725,703	\$288,825	\$1,475,055	\$3,383,247	\$2,887,283	\$5,609,203	\$2,806,449	\$17,461,982	\$45,637,747

Program 946 contains \$14,997 of appropriation bringing the total general fund appropriation to \$16,185,803.

* - General Funds: Includes new appropriation of \$15,709,284 and carryforward of \$476,519

** - Cash Funds: Includes new appropriation of \$7,185,690, adjustment for tuition/fee increases of \$715,037, adjustment for NOG funding of 251,364 and carryforward encumbrances of \$2,838,996.

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

June 3, 2011

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
Personal Services									
<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	0.75	0.00	14.00	18.44	21.00	2.00	0.00	60.11
Support Staff FTE	6.00	0.00	0.00	4.00	4.84	13.50	22.50	0.00	50.84
Salaries	3,438,389	22,857	0	1,037,509	949,660	2,051,267	673,464	0	8,173,146
Benefits	987,793	8,377	0	307,123	322,113	586,341	314,626	0	2,526,373
Total Permanent Salaries & Benefits	4,426,182	31,234	0	1,344,632	1,271,773	2,637,608	988,090	0	10,699,519
<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	882,964	0	26,210	36,626	136,759	94,630	51,849	0	1,229,038
Benefits	67,546	0	2,171	2,802	10,462	7,239	3,966	0	94,186
Total Temporary Salaries & Benefits	950,510	0	28,381	39,428	147,221	101,869	55,815	0	1,323,224
Total Personal Services	\$5,376,692	\$31,234	\$28,381	\$1,384,060	\$1,418,994	\$2,739,477	\$1,043,905	\$0	\$12,022,743
Total Operating Expenses	1,656,134	82,528	0	634,194	357,596	1,234,851	1,588,994	0	5,554,297
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	305,634	305,634
Total General/Cash Budget	\$7,032,826	\$0	\$28,381	\$2,018,254	\$1,776,590	\$3,974,328	\$2,632,899	\$305,634	\$17,768,912
Federal FTE	0.00	0.75	0.00	0.00	3.68	0.00	0.00	0.00	4.43
Total Federal Funds	0	113,762	0	0	290,282	920,302	0	11,299,667	12,624,013
Total Expenditures	\$7,032,826	\$113,762	\$28,381	\$2,018,254	\$2,066,872	\$4,894,630	\$2,632,899	\$11,605,301	\$30,392,925
Fund Sources									
General Funds (1)	\$3,101,253	\$0	\$0	\$1,400,894	\$1,139,788	\$2,462,916	\$1,058,215	\$20,365	\$9,183,431
Cash Funds (2)	3,931,572	0	28,381	617,359	636,803	1,511,412	1,574,684	285,269	8,585,480
Federal Funds (3)	0	113,762	0	0	290,282	920,302	0	11,299,667	12,624,013
Total Funds	\$7,032,826	\$113,762	\$28,381	\$2,018,254	\$2,066,872	\$4,894,630	\$2,632,899	\$11,605,301	\$30,392,924

(1) FY 10.11 General Fund Appropriation: \$8,722,542. Carried forward from FY 09.10: \$460,889. Total available: \$9,183,431.

(2) FY 10.11 Cash Fund Appropriation: \$6,464,802 + Program 821 Cash Fund Adjustment: \$311,100: \$6,775,902.

Carried forward from FY 09.10: \$1,700,156. Program 826 Cash Fund Adjustment: \$32,000.

NOG, ACE, AET Funds Rec'd \$285,269. Program 820 Appropriation \$207,847.

Total available Programs 821-828: \$8,585,480.

Est. Encumbrances (821 July & August faculty pay): \$700,000

(3) FY 10.11 Federal Appropriation: \$4,866,090. Carried forward from FY 09.10: \$1,635,655. Mid-Year Increases: \$6,122,268.

Total available: \$12,624,013.

WAYNE STATE COLLEGE
2010-11 OPERATING BUDGET

June 2, 2011

*** REVISED PLAN ***

EXPENDITURE TYPE	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	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	12,042,755	0	98,164	1,784,913	2,108,998	2,160,765	1,351,751	0	19,547,346
Benefits	3,256,225	0	16,840	599,381	741,822	1,157,339	555,988	0	6,327,595
Total Permanent Salaries & Benefits	15,298,980	0	115,004	2,384,294	2,850,820	3,318,104	1,907,739	0	25,874,941
<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	1,593,397	2,525	24,500	176,730	226,426	179,851	74,611	0	2,278,040
Benefits	102,935	200	721	7,588	1,560	12,276	2,201	0	127,481
Total Temporary Salaries & Benefits	1,696,332	2,725	25,221	184,318	227,986	192,127	76,812	0	2,405,521
Total Personal Services	16,995,312	2,725	140,225	2,568,612	3,078,806	3,510,231	1,984,551	0	28,280,462
Total Operating Expenses	1,996,238	2,900	204,597	613,451	801,455	1,114,789	2,501,974	0	7,235,404
Total Supplies	1,535,845	1,894	167,000	667,111	500,900	791,698	599,074	0	4,263,522
Total Travel	259,328	2,200	3,500	162,592	450,500	105,009	5,500	0	988,629
Total Capital Outlay	100,000	0	0	184,859	13,036	48,518	195,000	0	541,413
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	563,612	563,612
Total General/Cash Budget	20,886,723	9,719	515,322	4,196,625	4,844,697	5,570,245	5,286,099	563,612	41,873,042
FEDERAL FUNDS									
FTE	4.29	0.00	0.00	0.00	5.21	4.09	0.00	8.89	22.48
Total Federal Funds	516,817	0	0	0	485,029	327,240	492,200	19,042,488	20,863,774
Total Expenditures	21,403,540	9,719	515,322	4,196,625	5,329,726	5,897,485	5,778,299	19,606,100	62,736,816
Fund Sources									
General Funds *	10,385,270	2,707	0	2,185,105	2,560,500	2,989,215	1,765,785	0	19,888,582
Cash Funds*	10,501,453	7,012	515,322	2,011,520	2,284,197	2,581,030	3,520,314	563,612	21,984,460
Federal Funds	516,817	0	0	0	485,029	327,240	492,200	19,042,488	20,863,774
Total Funds	21,403,540	9,719	515,322	4,196,625	5,329,726	5,897,485	5,778,299	19,606,100	62,736,816

*General Funds: Includes new appropriation of \$19,574,994, carryforward encumbrances/balances of \$298,588 and transfer of \$15,000 from NSCS (previous allocation for Tri-State Graduate Center moved to College Center SSC)

*Cash Funds: Includes new appropriation of \$11,970,735, adjustment for tuition/fee increases of \$973,209, carryforward encumbrances/balances of \$8,226,905, additional cash funds authorized of \$250,000, 10-11 NOG funds of \$524,612, and 10-11 NDE Attracting Excellence to Teaching funds of \$39,000

**Program 830 for NESIS has \$33,502 in cash appropriation (\$30,000 in new appropriation and \$3,502 carryforward encumbrances/balances)

REVISED

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2010-11 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	REVOLVING FUNDS	TOTAL
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	225,876	0	225,876
Total Travel	65,000	5,400	70,400
Total Capital Outlay	20,500	0	20,500
TOTAL	1,348,152	5,400	1,353,552
2009-10 Carryover	99,108		99,108
Total Appropriation	1,447,260		1,447,260

PRELIMINARY MARKETING INITIATIVES

New Funds for 2010-11	\$154,787
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**Riley Machal*

June 2, 2011

ACTION: Approve Revised Revenue Bond Budgets for 2010-2011

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 2010 -2011 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	210%	205%
Peru	238%	317%
Wayne	231%	239%

NEBRASKA STATE COLLEGE SYSTEM
 2010-2011 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 2, 2011

REVISED BUDGET

Revised
Budgeted
FY 2011

Revenues:

Dormitory Rentals	\$2,219,000
Apartment/House Rentals	\$75,000
Facilities Rentals	\$29,000
Food Service Contracts	1,991,000
Food Service Commissions	350,000
Facilities Fees*	678,000
Bookstore Commissions	100,000
Investment/Interest Income	20,000
Other Income	60,000
Total Revenues	\$5,522,000

Expenditures:

Salaries and Benefits	\$1,550,000
Utilities	500,000
Insurance	25,000
Equipment & Furnishings	10,000
Capital Outlay	10,000
Telephone/Cable T.V & Internet Services	150,000
Supplies	160,000
Repairs and Maintenance	195,000
Other Operating Expenses	50,000
Subtotal - Operations and Maintenance	\$2,650,000
Food Service Payments	1,650,000
Debt Service	595,483
Total Expenditures	\$4,895,483

Available for Distribution
 to Subsidiary Funds

\$626,517

Debt Service Coverage Ratio

205.21%

*All student derived fees

June 2, 2011

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

PERU STATE COLLEGE

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

REVENUE SOURCE	REVISED BUDGET FY 2011
Residence Hall/Dormitory Rentals	1,078,679
Apartment/House Rentals	77,435
Facilities Rentals	34,628
Food Service Contracts	1,085,084
Food Service Commissions	28,060
Facilities Fees	458,019
Bookstore Commissions/Income	36,047
Trustee Investment/Interest Income	26,957
Parking Fees/Fines	8,070
Other	24,460
TOTAL REVENUE	2,857,439

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	311,976
Utilities	286,425
Insurance	23,443
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	57,100
Supplies	97,771
Repairs and Maintenance	54,541
Other Operating Expenses	22,053
Operations/Maintenance Total	853,309
Food Service Payments	1,024,413
Debt Service	309,460
TOTAL EXPENSES	2,187,182
Available for Distribution to Subsidiary Funds	670,257
DEBT SERVICE COVERAGE RATIO	316.59%

June 2, 2011

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

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY11
Residence Hall/Dormitory Rentals	3,010,000
Apartment/House Rentals	5,500
Facilities Rentals	1,500
Food Service Contracts	3,900,000
Food Service Commissions	43,000
Facilities Fees	1,070,000
Bookstore Commissions/Income	150,500
Trustee Investment/Interest Income	100,000
Parking Fees/Fines	90,000
Other	120,000
TOTAL REVENUE	8,490,500

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,345,680
Utilities	902,000
Insurance	40,000
Equipment & Furnishings	95,000
Capital Outlay	95,000
Telephone/Cable Television/Internet	300,000
Supplies	280,000
Repairs and Maintenance	225,000
Other Operating Expenses	175,398
Operations/Maintenance Total	4,458,078
Food Service Payments	2,287,500
Debt Service	731,480
TOTAL EXPENSES	7,477,058
Available for Distribution to Subsidiary Funds	1,013,442

DEBT SERVICE COVERAGE RATIO **238.55%**

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair

Bill Roskens

Riley Machal

June 2, 2011

ACTION: Approve the Preliminary 2011-2012 Operating Budgets as Submitted by the System Office and the Colleges

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

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

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

The System Office and the Colleges have prepared recommended operating budgets for FY 2011-2012, 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 2011-12.

CHADRON STATE COLLEGE
2011-12 PRELIMINARY BUDGET

June 2, 2011

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	91.00								91.00
Professional Staff FTE	2.00		2.65	34.20	20.23	26.61			85.69
Support Staff FTE	1.00		2.00	11.41	5.75	20.75	28.55		69.46
Salaries	5,895,000	0	250,000	1,950,000	1,324,000	1,940,000	960,000	0	12,319,000
Benefits	1,795,000	0	83,000	624,000	411,000	850,000	399,511	0	4,162,511
Total Permanent Salaries & Benefits	7,690,000	0	333,000	2,574,000	1,735,000	2,790,000	1,359,511	0	16,481,511
<u>Temporary Staff:</u>									
Part-time Faculty FTE	13.72								13.72
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	12.00	0.00	0.00	4.00	3.00	2.00	0.00	0.00	21.00
Other Student FTE	1.00	0.20	4.60	2.50	3.40	3.00	3.00	0.00	17.70
Other Straight-time FTE									0.00
Other FTE									0.00
Salaries	740,000	2,500	70,000	101,000	97,000	78,000	45,000		1,133,500
Benefits									0
Total Temporary Salaries & Benefits	740,000	2,500	70,000	101,000	97,000	78,000	45,000	0	1,133,500
Total Personal Services	\$8,430,000	\$2,500	\$403,000	\$2,675,000	\$1,832,000	\$2,868,000	\$1,404,511	\$0	\$17,615,011
Total Operating Expenses	500,000	6,500	13,000	211,000	545,400	1,480,885	1,040,000	0	3,796,785
Total Supplies	245,000	3,500	35,000	84,000	131,000	210,000	221,000	0	929,500
Total Travel	112,000	11,000	3,000	37,000	49,000	175,000	1,000	0	388,000
Total Capital Outlay	32,000	0	2,000	253,000	114,000	525,000	75,000	0	1,001,000
Tuition Remissions and Exemptions	32,000	0	0	0	11,000	6,000	0	0	49,000
Total General/Cash Budget	\$9,351,000	\$23,500	\$456,000	\$3,260,000	\$2,682,400	\$5,264,885	\$2,741,511	\$0	\$23,779,296
Federal FTE	0.00	0.00	0.50	0.00	6.37	0.00	0.00	0.00	6.87
Total Federal Funds	0	112,000	31,000	0	500,000	1,000	0	13,006,000	13,650,000
Total Expenditures	\$9,351,000	\$135,500	\$487,000	\$3,260,000	\$3,182,400	\$5,265,885	\$2,741,511	\$13,006,000	\$37,429,296
<u>Fund Sources</u>									
General Funds*	7,292,284	\$0	\$103,000	\$2,674,000	\$1,685,400	\$2,585,822	\$1,155,000	\$0	15,495,506
Cash Funds**	2,058,716	23,500	353,000	586,000	997,000	2,679,063	1,586,511	0	8,283,790
Federal Funds	0	112,000	31,000	0	500,000	1,000	0	13,006,000	13,650,000
Total Funds	\$9,351,000	\$135,500	\$487,000	\$3,260,000	\$3,182,400	\$5,265,885	\$2,741,511	\$13,006,000	\$37,429,296

PERU STATE COLLEGE
2011-12 PRELIMINARY OPERATING BUDGET

June 3, 2011

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	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	14.76	13.96	18.00	2.00	0.00	52.64
Support Staff FTE	6.00	0.00	0.00	4.00	4.00	11.00	20.00	0.00	45.00
Salaries	3,811,585	47,336	0	1,000,742	783,946	1,616,986	659,395	0	7,919,990
Benefits	1,104,203	11,721	0	332,247	262,248	540,805	218,921	0	2,470,145
Total Permanent Salaries & Benefits	4,915,788	59,057	0	1,332,989	1,046,194	2,157,791	878,316	0	10,390,135
<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	0.20	0.60	1.20	0.00	0.50	0.25	0.00	2.75
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	7,250	13,984	65,878	120,826	38,700	23,148	0	1,161,023
Benefits	68,140	550	1,077	5,048	6,886	2,980	1,783	0	86,464
Total Temporary Salaries & Benefits	959,377	7,800	15,061	70,926	127,712	41,680	24,931	0	1,247,487
Total Personal Services	\$5,875,165	\$66,857	\$15,061	\$1,403,915	\$1,173,906	\$2,199,471	\$903,247	\$0	\$11,637,622
Total Operating Expenses	490,664	43,139	0	533,259	457,635	1,359,757	1,169,495	0	4,053,949
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	14,579	14,579
Total General/Cash Budget	\$6,365,829	\$0	\$15,061	\$1,937,174	\$1,631,541	\$3,559,228	\$2,072,742	\$14,579	\$15,596,154
Federal FTE	0.00	0.75	0.00	0.00	3.52	0.00	0.00	0.00	4.27
Total Federal Funds	0	109,996	0	0	286,923	550,000	0	11,873,081	12,820,000
Total Expenditures	\$6,365,829	\$109,996	\$15,061	\$1,937,174	\$1,918,464	\$4,109,228	\$2,072,742	\$11,887,660	\$28,416,154
<u>Fund Sources</u>									
General Funds (1)	\$3,070,830	\$0	\$0	\$1,332,989	\$1,046,194	\$2,157,791	\$878,316	\$14,579	\$8,500,699
Cash Funds (2)	3,294,999	0	15,061	604,185	585,347	1,401,437	1,194,426	0	7,095,455
Federal Funds (3)		109,996	0		286,923	550,000		11,873,081	12,820,000
Total Funds	\$6,365,829	\$109,996	\$15,061	\$1,937,174	\$1,918,464	\$4,109,228	\$2,072,742	\$11,887,660	\$28,416,154

(1) General Appropriation: \$8,500,699.

(2) Cash Appropriation: \$7,095,455.

(3) Federal Appropriation: \$12,820,000.

(4) Total Appropriation: \$28,416,154

WAYNE STATE COLLEGE
2011-12 OPERATING BUDGET

June 2, 2011

*** PRELIMINARY PLAN ***

EXPENDITURE TYPE	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	123.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	123.84
Professional Staff FTE	3.09	0.00	0.00	26.00	35.19	27.41	3.65	0.00	95.34
Support Staff FTE	15.92	0.00	0.00	9.50	8.49	21.50	37.00	0.00	92.41
Salaries	9,860,685	0	0	1,751,434	2,058,070	2,160,239	1,323,270	0	17,153,698
Benefits	3,095,978	0	0	593,308	686,375	1,096,232	564,393	0	6,036,286
Total Permanent Salaries & Benefits	12,956,663	0	0	2,344,742	2,744,445	3,256,471	1,887,663	0	23,189,984
<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	905,262	2,300	24,500	176,730	226,426	146,761	74,611	0	1,556,590
Benefits	69,255	175	1,875	3,520	7,325	11,227	2,707	0	96,084
Total Temporary Salaries & Benefits	974,517	2,475	26,375	180,250	233,751	157,988	77,318	0	1,652,674
Total Personal Services	13,931,180	2,475	26,375	2,524,992	2,978,196	3,414,459	1,964,981	0	24,842,658
Total Operating Expenses	663,909	1,500	69,494	365,036	700,092	814,789	1,806,974	0	4,421,794
Total Supplies	705,845	1,500	57,620	357,111	500,900	589,093	398,669	0	2,610,738
Total Travel	209,328	1,500	1,511	165,000	405,000	95,000	3,500	0	880,839
Total Capital Outlay	40,000	0	0	184,859	13,036	28,518	250,000	0	516,413
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
Total General/Cash Budget	15,550,262	6,975	155,000	3,596,998	4,597,224	4,941,859	4,424,124	0	33,272,442
FEDERAL FUNDS									
FTE	4.29	0.00	0.00	0.00	5.21	4.09	0.00	7.05	20.64
Total Federal Funds	475,000	0	0	1,000	450,000	350,000	0	18,953,000	20,229,000
Total Expenditures	16,025,262	6,975	155,000	3,597,998	5,047,224	5,291,859	4,424,124	18,953,000	53,501,442
Fund Sources									
General Funds	9,287,956	2,475	0	2,322,995	2,739,940	3,341,305	1,807,785	0	19,502,456
Cash Funds*	6,262,306	4,500	155,000	1,274,003	1,857,284	1,600,554	2,616,339	0	13,769,986
Federal Funds	475,000	0	0	1,000	450,000	350,000	0	18,953,000	20,229,000
Total Funds	16,025,262	6,975	155,000	3,597,998	5,047,224	5,291,859	4,424,124	18,953,000	53,501,442

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2010-11 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	REVOLVING FUNDS	TOTAL
Professional FTE	6.625		6.625
Salaries	759,138		759,138
Benefits	188,675		188,675
Sub-Total	947,813		947,813
Support Staff FTE	2		2
Salaries	80,645		80,645
Benefits	17,906		17,906
Sub-Total	98,551		98,551
Total Personal Serv	1,046,364	0	1,046,364
Total Operating Exp	215,512	0	215,512
Total Travel	65,000	5,400	70,400
Total Capital Outlay	20,500	0	20,500
TOTAL	1,347,376	5,400	1,352,776

PRELIMINARY MARKETING INITIATIVES

New Funds for 2011-12	\$154,787
Advertising*	\$154,787

*Includes TV, Radio & Print and related advertising expenses

Fiscal, Facilities & Audit Committee*Cap Peterson, Chair**Bill Roskens**Riley Machal*

June 2, 2011

ACTION: Approve the Preliminary 2011-2012 Revenue Bond Budgets as Submitted by the Colleges

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability
4. Improve efficiency of operationsStrategies: f. Keep Board of Trustees informed on the financial status of the colleges and system
g. Continually find ways to stretch limited resources as far as possible

The Colleges have submitted their preliminary revenue bond operating budgets for the 2011-2012 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	279%
Peru	232%
Wayne	185%

Approval of these preliminary budgets will authorize the Colleges' appropriations to be revised to the "Operations/Maintenance Total" level for 2011-12, which will include changes from the amount in the appropriation bill as follows:

Chadron State	100,000
Peru State	234,683
Wayne State	(186,283)

These changes reflect 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
 2011-2012 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 2, 2011

PRELIMINARY BUDGET

	<i>Budgeted FY 2012</i>
<u>Revenues:</u>	
Dormitory Rentals	\$2,275,000
Apartment/House Rentals	\$80,000
Facilities Rentals	\$29,000
Food Service Contracts	2,000,000
Food Service Commissions	320,000
Facilities Fees*	935,000
Bookstore Commissions	100,000
Investment/Interest Income	25,000
Other Income	60,000
Total Revenues	<u>\$5,824,000</u>
<u>Expenditures:</u>	
Salaries and Benefits	\$1,620,000
Utilities	550,000
Insurance	30,000
Equipment & Furnishings	15,000
Capital Outlay	15,000
Telephone/Cable T.V & Internet Services	165,000
Supplies	130,000
Repairs and Maintenance	175,000
Other Operating Expenses	50,000
Subtotal - Operations and Maintenance	<u>\$2,750,000</u>
Food Service Payments	1,750,000
Debt Service	474,861
Total Expenditures	<u>\$4,974,861</u>
Available for Distribution to Subsidiary Funds	<u><u>\$849,139</u></u>
Debt Service Coverage Ratio	278.82%

*All student derived fees

June 2, 2011

**NEBRASKA STATE COLLEGE SYSTEM
2011-12 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

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

REVENUE SOURCE	BUDGET FY 2012
Residence Hall/Dormitory Rentals	1,120,756
Apartment/House Rentals	80,114
Facilities Rentals	36,359
Food Service Contracts	1,030,008
Food Service Commissions	30,160
Facilities Fees	842,024
Bookstore Commissions/Income	35,000
Trustee Investment/Interest Income	27,772
Parking Fees/Fines	8,794
Other	57,843
TOTAL REVENUE	3,268,830

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	516,880
Utilities	298,013
Insurance	30,500
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	57,100
Supplies	94,521
Repairs and Maintenance	50,590
Other Operating Expenses	40,388
Operations/Maintenance Total *	1,087,992
Food Service Payments	969,018
Debt Service	522,853
TOTAL EXPENSES	2,579,863
Available for Distribution to Subsidiary Funds	688,967
DEBT SERVICE COVERAGE RATIO	231.77%

June 2, 2011

**NEBRASKA STATE COLLEGE SYSTEM
2011-12 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY12
Residence Hall/Dormitory Rentals	3,162,807
Apartment/House Rentals	0
Facilities Rentals	0
Food Service Contracts	4,002,406
Food Service Commissions	51,500
Facilities Fees	1,047,750
Bookstore Commissions/Income	152,005
Trustee Investment/Interest Income	100,000
Parking Fees/Fines	102,000
Other	121,200
TOTAL REVENUE	8,739,668

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,365,635
Utilities	800,000
Insurance	40,000
Equipment & Furnishings	96,900
Capital Outlay	70,000
Telephone/Cable Television/Internet	300,000
Supplies	240,000
Repairs and Maintenance	200,000
Other Operating Expenses	159,260
Operations/Maintenance Total	4,271,795
Food Service Payments	2,356,000
Debt Service	1,142,307
TOTAL EXPENSES	7,770,102
Available for Distribution to Subsidiary Funds	969,566

DEBT SERVICE COVERAGE RATIO **184.88%**

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair

Bill Roskens

Riley Machal

June 2, 2011

ACTION: Approve the Resolution Authorizing Peru State College to Spend Revenue Bond Surplus Funds for Contingency Maintenance Projects at the College

Priority: Financial Strength of the System

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

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

 j. Maintain facilities and improve physical environment

Peru has submitted a list of contingency maintenance projects for its revenue bond facilities, along with financial information related to the status of its revenue bond programs. The data has been reviewed by System Office staff, and the request reflects appropriate uses of funds. Financial projections indicate adequate support for the programs and planned improvements. The System Office supports the request.

**PERU STATE COLLEGE
PERU, NE**

RESOLUTION TO WITHDRAW FUNDS

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

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

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

WHEREAS, there is on deposit with Wells Fargo Nebraska, N.A., Lincoln, Nebraska, Trustee, as of February 28, 2011 in the Surplus Fund not less than the amount requested, which funds are restricted for use on revenue bond properties.

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

1. Campus Wide	Fire & Life Safety	200,000
2. Campus Wide	Repair of Infrastructure	10,000
3. Residence Hall, Apartments & Student Center	Repair, Replacement & Maintenance of Equipment Including Asbestos Abatement	50,000
4. Residence Hall, Apartments & Student Center	Repair & Replace Furnishings	175,000
5. Food Service	Repair & Replacement of Equipment	5,000
TOTAL - Not-to-Exceed -		\$440,000

C E R T I F I C A T E

I, the undersigned, Stan Carpenter, being duly appointed Chancellor of the Board of Trustees of the Nebraska State Colleges, hereby certify that the foregoing Resolution was adopted in a regularly called meeting of June 2, 2011.

IN WITNESS WHEREOF, I have hereunto affixed my signature this 2nd day of June 2011.

Stan Carpenter, Chancellor

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

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

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

A proposed change to Board Policy 7010 would allow an exception to purchasing processes in the case of a major disaster. An additional revision allows for the NSCS to use another public entity's bid pricing. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 7010.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7010

Purchases; Bids; Public Lettings

Page 1 of 5

BOARD POLICY

Public Lettings

All public lettings made by the 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 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 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 College and the System Office, unless otherwise provided, is delegated by the Board to the President of each College or to the Chancellor. The 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 College processes and procedures which conform to the requirements of the Board of Trustees. Should such processes and procedures include the appointment of a 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, Conflict of Interest; Employment Requirements when working with potential vendors for their 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 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 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 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. 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) ;

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.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7010

Purchases; Bids; Public Lettings

Page 3 of 5

- 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 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 or other appropriate public entity.
- 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.
- 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 Department of Administrative Services/Materiel Division has delegated purchasing authority to each College and bidding shall follow the requirements of the Board. State purchasing assistance or State contracts and other procurement procedures may be utilized where found to be advantageous.

If articles are to be purchased by competitive bidding, the 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 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 Chancellor.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7010

Purchases; Bids; Public Lettings

Page 4 of 5

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 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 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 personal property, taking into consideration any commonly accepted tests and standards of product usability and user requirements;
- 8) Energy efficiency ratio as stated by the bidder for alternative choices of appliances or equipment;
- 9) 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
- 11) 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.

Any or all bids may be rejected by the College or Board of Trustees, including the bid of any bidder who has failed to perform a previous contract with the 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 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.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7010

Purchases; Bids; Public Lettings

Page 5 of 5

Emergency Situations

In the event of a natural disaster or other catastrophic event, competitive bidding procedures may be waived with the approval of the Chancellor or designee.

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

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

Policy Revised:

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair

Bill Roskens

Riley Machal

June 2, 2011

ACTION: First & Final Round Approval of Revisions to Board Policy 8064; Capital Construction; Bids

Priority: Financial Strength of the System

Goal: 4. Improve efficiency of operations

The System Office recommends approval of the revisions to this policy, which indicate that copies of advertisements for capital construction bids will be kept on file at each of the Colleges. Attached is a copy of Board Policy 8064.

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8064

Capital Construction; Bids

Page 1 of 4

BOARD POLICY

The Board shall, within the limits prescribed by law, prepare specifications, advertise projects, evaluate and award all bids for capital construction projects in the State College System.

No State College employee or Board member shall furnish or cause to be furnished any technical information, or solicit proposals and/or prices or take any type of action, which would or could be construed to give a direct or indirect advantage or disadvantage to a potential bidder for a State College Project.

No person shall attempt to influence in any way or participate or assume responsibility in the evaluation of proposals and selection of contractors when participation constitutes a conflict of interest.

FORMAL PROCEDURE

Construction projects exceeding fifty thousand dollars (\$50,000) shall observe the following bidding procedures:

1. Specifications: All specifications and plans for buildings to be renovated or constructed, where the estimated project cost exceeds eighty thousand dollars (\$80,000) or amount adjusted by State Building Division for inflation, are to be prepared by professional architects and/or engineers. The specifications and plans shall be prepared in such a manner that the completed building, landscaping and parking facilities, including the cost of equipment and fixtures necessary for the project, or the completed renovation cost shall not exceed the amount authorized for that purpose.
2. Advertising project: The public notice shall appear once a week for three (3) consecutive weeks in a publication based in or near the locality of the project and in other widely circulated publications as deemed necessary by the State College. The notice shall not appear on a weekend or holiday. A minimum of fifteen (15) calendar days shall elapse between the time formal bids are first advertised or called for and the time of their opening.

The notice shall include, at a minimum, the following information:

- a) Name of Board of Trustees/College
- b) Description of project
- c) Date, place and time when bids must be received
- d) Person to contact for information
- e) Locations where bid documents can be viewed/obtained

A copy of the advertisement shall be kept on file with the College responsible for placing the advertisement and will be made available to the System Office upon request.

3. Bid Opening: Bids shall be submitted in a sealed envelope with notation of the project on the front. Bids shall be opened on the date, time and place as advertised. The bid opening shall be conducted in public so that all bidders and interested parties may be present. No bids are to be received after the specified time and are to be returned unopened. The bidder's envelope is to be attached to the back of the bid form. The professional consultant shall be responsible for opening and reading aloud the bids. Bid documents shall be considered public information after they have been opened. The following requirements shall be noted at the time of opening the bid:

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8064 Capital Construction; Bids

Page 2 of 4

-
- a) Conformance with bidding instructions
 - b) Use of proper bid forms
 - c) Accompanied by bid bond or certified check
 - d) Acknowledgment of any addendum
 - e) Bid is signed
4. Bid Evaluation: When bids for construction are received, publicly opened and read, the contractors shall not be notified of the final decision until a later date so that adequate study and analysis can be made of the bids received. The professional consultant shall evaluate the bids received and make a recommendation to the college. Awarding of the contracts shall be based on competitive bidding with award to the lowest responsible bidder, taking into consideration the best interests of the State of Nebraska and the State College System, the quality or performance of the firm and the materials to be supplied, their conformity with specifications, and the times of completion. In determining the lowest responsible bidder, in addition to price, the following elements shall be given consideration:
- a) The ability, capacity, and skill of the bidder to perform the contract required;
 - b) The character, integrity, reputation, judgment, experience, and efficiency of the bidder;
 - c) Whether the bidder can perform the contract within the time specified;
 - d) The quality of performance of previous contracts;
 - e) The previous and existing compliance by the bidder with laws relating to the contract;
 - f) The life-cost of the article or property in relation to the purchase price and the specific use of the item;
 - g) The performance of the article or property, taking into consideration any commonly accepted tests and standards of product usability and user requirements;
 - h) Energy efficiency ratio as stated by the bidder for alternative choices of appliances or equipment; and
 - I) Such other information as may be secured having a bearing on the decision to award the contract.

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.

A capital construction contract may be conditioned upon later refinements in scope and price and may permit the College in agreement with the contractor to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the program statement contained in the request for proposals.

All bidders on State College projects must file a statement that they are complying with, and will continue to comply with, fair labor standards in the pursuit of their business and in the execution of the contract on which they are bidding. All bidders must also comply with the State of Nebraska's Drug-Free Workplace requirement. The proposal form used to bid projects shall contain a clause which, when the proposal is signed by the bidder, certifies that the firm has a drug-free workplace policy in accordance with State requirements.

The contractor must specifically agree not to discriminate against any recipient of services on the basis of race, color, sex, religion, creed, age, marital status, physical or mental disability, political affiliation, national origin or ancestry, and not to discriminate against any employees or applicant for employment on the basis of race, color, sex, religion, creed, age, marital status, physical or mental disability, political affiliation, national origin or ancestry.

All contracts will contain equal opportunity statements to ensure compliance with Federal Government requirements associated with Title VI and Title VII of the Civil Rights Act of 1964, and other appropriate equal opportunity procurement policies.

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8064

Capital Construction; Bids

Page 3 of 4

The recommendation, bid tab sheet and other applicable materials shall be provided to the System Office for approval by the Chancellor. All actions shall be reported to the Board at the first Board meeting following System Office action.

For any project that has a total cost of more than fifty thousand dollars (\$50,000), the successful bidder for the project shall be required to furnish a Performance Bond and a Labor Material Payment Bond, each in the amount of 100% of the contract sum, written by a Surety licensed to do business in the State of Nebraska.

If the recommendation is to reject the lowest bid for any one or more of the reasons stated above, the recommendation must include the reason(s) for the rejection. The Board always reserves the right to reject any or all bids.

INFORMAL PROCEDURE

Construction projects with a total project cost between \$15,000 and \$50,000 shall observe the following bidding procedure:

1. Three or more quotations for the project shall be solicited from responsible bidders. Original quotations may be obtained in writing or verbally. Any verbal quotations must be followed up with a written or faxed confirmation for project files.
2. A fixed bid receipt date or public opening is not required.
3. A formal contract shall be executed for the project after negotiating a price that is reasonable and within budget. The contract may be the State College System's short form for construction projects or a letter of agreement.

A capital construction contract may be conditioned upon later refinements in scope and price and may permit the College in agreement with the contractor to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the program statement contained in the request for proposals.

4. All resulting quotations or refusals to quote shall be documented by the State College for reference.
5. Information on these construction contracts shall be reported to the Board of Trustees at the first Board meeting following campus acceptance of the contract.

OPEN SOLICITATION

Construction projects with a total cost of less than \$15,000 shall follow the open solicitation process, as follows:

1. Competitive bidding is not required.
2. The State College may contract directly with a responsible contractor after negotiating a contract price that is reasonable and within budget.

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8064

Capital Construction; Bids

Page 4 of 4

Special Situations

1. Emergencies -- Emergencies are defined as situations where a clear and foreseeable danger will exist without the State College taking appropriate measures to reduce or remove the danger. In such cases, the College President, after consulting with the Chancellor, shall be responsible for making whatever modifications to the bidding processes are deemed most appropriate to obtain the needed services within the required time frame.
2. Sole Source -- In the event that the requirements of a project require that it be supplied by a single firm or other unique circumstances preclude the opportunity to receive competitive bids, the College President and Chancellor may negotiate a price for the project with a single qualified contractor. Documentation justifying the sole source process shall be included in the project file for possible future reference. Prior to the award of a sole source contract in excess of \$50,000, a Request for Proposal form shall be made public for fifteen (15) days to assure public awareness of the project.
3. Fewer than Three Bids -- In the event that the prescribed procedures for competitive bidding are carried out and the resulting bids received number less than three (3), the agency may award the project based upon the bids submitted, or rebid the project. Documentation shall be provided to the Chancellor and placed in the college's project file to show compliance with the appropriate bidding procedures and show that it is in the Board/College's best interest to enter into an agreement with the selected bidder.

A capital construction contract may be conditioned upon later refinements in scope and price and may permit the College in agreement with the contractor to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the program statement contained in the request for proposals.

Legal Reference:	RRS 72-802	Public buildings; plans and specifications; limitations; bids; appropriations; limits
	RRS 72-803	Public buildings; construction; improvement and repair; contracts; bidding; procedure; exceptions
	RRS 73-101.01	Public lettings; resident bidder; defined; preference
	RRS 73-102	Fair Labor Standards, statement of compliance required.
	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
	RRS 81-855	Engineers and architects; public works; supervision by registered engineer or architect required; exception – repealed in 1997.
	RRS 81-1108.43	Capital construction project; prohibited acts; exceptions; warrant; when issues
	RRS 81-1114	Department of Administrative Services; building division; powers, duties, and responsibilities
	RRS 85-304	Board of Trustees; powers; enumerated
	RRS 81-3449	Practice of architecture; exempted activities
	RRS 81-3453	Practice of engineering; exempted activities

Policy Adopted: 3/11/94
Policy Revised: 8/29/97
Policy Revised: 10/29/97
Policy Revised: 9/10/02
Policy Revised: 2/12/04
Policy Revised: 9/15/06
Policy Revised: 9/14/07
Policy Revised: 9/11/09
Policy Revised: 4/22/10

Policy Revised:

Fiscal, Facilities and Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Accept Wayne State President's Recommendation to Name the Track at Memorial Stadium in Recognition of Individuals Who Have Provided Service to the Track and Field and Cross Country Programs and Substantial Financial Gifts

Priority: Financial Strength of the System

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

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

Board Policy 8020 provides the naming of an NSCS facility. According to Section 8 of the policy, "If a State College wishes to name a section of a facility, such as a room...the proposed name shall come to the Board as a recommendation of the College President." Pursuant to this Policy, Wayne State proposes to name the track at Memorial Stadium as the Dr. LeRoy Simpson Track in honor of Dr. LeRoy Simpson.

The naming request is in recognition of his service as the college's track and field and cross country coach from 1968-1997 and his major financial gifts to the college. It is also at the request of major donor Regg Swanson '75 in lieu of a naming opportunity for himself. This naming request brings honor to not only Dr. Simpson but also Wayne State and the Nebraska State College System.

The System Office supports this request.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

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

From:			
Resolution 2008	\$8,618.71	#8	Rec Center Student Weight/Cardio Room (renovation and equipment)
To: Resolution 2009	\$8,618.71	#6	Rec Center Repairs and Equipment

Priority: Financial Strength of the System

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

Strategy j. Maintain facilities and improve physical environment

The two items (#8 in the 2008 Resolution and #6 in the 2009 Resolution) are for the same project – completing the renovation of one of the racquetball courts into a student weight/cardio room and replacing some of the outdated weight/cardio equipment. WSC seeks to transfer the balance from the 2008 Resolution to the 2009 Resolution so it can close out the 2008 Resolution as of June 30, 2011.

The System Office recommends approval of the authorization to reallocate the above noted contingency maintenance funds.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Approve the Use of Up to \$250,000 for Chadron State, Up to \$150,000 for Peru State and Retrieval of \$57,403.94 for Wayne State of Capital Improvement Fee Funds for the Following Projects

Chadron Use	Kline Parking Lot	\$250,000.00
Peru Use	College Fitness Center	\$150,000.00
Wayne Retrieval	Library Art Gallery	\$ 11,994.00
	Stadium Decking/Fire Code	41,366.00
	Peterson Fine Arts HVAC	<u>4,043.94</u>
		<u>\$ 57,403.94</u>

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Chadron State requests requesting approval to utilize \$250,000 from capital improvement fee funds toward completing the construction of the Kline Parking Lot.

At the September 10, 2010 meeting, the Board approved a proposal to convert the swimming pool area at PSC to a fitness center. The Board approved a one-time cash fund adjustment of \$180,000 to fund the project. As planning and design work have proceeded, Peru State's consultants have indicated that additional mechanical and electrical work will be required to convert the space to a suitable facility.

Peru State requests use of up to \$150,000 of capital improvement fee funds for the fitness center project.

Wayne State requests approval to transfer back \$57,403.94 of unused capital improvement fee funds from the Library Art Gallery, Stadium Decking/Fire Code and Peterson Fine Arts HVAC projects.

The System Office recommends the approval of these requests.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Approve the Following Change Order as Submitted by Wayne State College:

Wayne State Change Order

- Carhart Science – Phase 1 (contingency change) – (\$135,687.16)

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.

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.

Wayne State College	
Location on Campus:	Carhart Science – Phase 1
No. & Description:	Contingency Change
Change Order Amount:	(\$135,687.16)
Fund Source:	LB 309/Cash/WS Foundation
Contractor:	Beckenhauer Construction, Inc., Norfolk, NE

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Authorize the Chancellor to Sign the Following Project Contracts for Wayne State

Hahn Administration Building Additional Design - \$342,000 LB 1100, LB 309
Hahn Administration Building Geothermal HVAC - \$4,500,000
LB 1100, LB 309
Campus Dashboard for Monitoring Energy Usage - \$200,000 LB 309
Campus Power Loop to WAPA Connection - \$200,000 LB 309
Fine Arts Building Windows and Entrance Design - \$60,000 LB 309
Bowen Hall Energy Conservation Project - \$200,000 Energy Office Grant

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

WSC anticipates the above mentioned projects will go to bid over the summer. In order to expedite the projects, the System Office and Wayne recommend the Chancellor be given authorization to approve the above listed contracts after careful review.

All project amounts are estimates at this time, if bids exceed the estimates provided, WSC will request additional authorization.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

ACTION: Authorize the Chancellor to Approve Acceptance of the National Collegiate Athletic Association Division II Matching Grant Enhancement Program Grant Funding for Chadron State

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

5. Secure public and private funding sources

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

j. Maintain facilities and improve physical environment

CSC has been notified of a grant award by the NCAA totaling \$24,594.25 over three years. Funds will be used to comply with NCAA eligibility standards which require Division II schools to have a Compliance Officer. This grant will provide supplemental salary, computer technology and professional development over a three year period for an employee to assume the required duties of an NCAA Compliance Officer for CSC. Year one grant funding will be \$11,370; year two \$7,255 and year three \$5,969. At the end of the grant period, CSC will need to sustain the salary at the increased level of funding.

Since the grant funding period is scheduled from July 1, 2011 through June 30, 2014, Chadron requests the Chancellor be given authorization to approve the acceptance of the grant if grant conditions are met and the appropriate position request form is approved.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair

Roger Breed

Katelyn Olenich

June 2, 2011

Foundation Employee Compensation Reports

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

The Chadron and Peru State College Foundations' employee's salaries for 2011-2012 are attached as an information item.

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2010-2011 Salary Base	1.00% increase	Adjustments			2011-2012 Total Annual Salary	Notes
					Degree	Other	% Increase		
<u>PROFESSIONAL STAFF-NON-UNION - FOUNDATION</u>									
HAAG, CRICKET	BUSINESS MANAGER	1.00	43,916.00	439.00			1.00%	44,355.00	
RASMUSSEN, CONNIE	EXECUTIVE DIRECTOR	1.00	81,745.00	817.00			1.00%	82,562.00	
		2.00	125,661.00	1,256.00				126,917.00	
<u>SUPPORT STAFF-NON-UNION - FOUNDATION</u>									
VACANT	OFFICE ASSISTANT I	1.00						18,312.00	
		1.00						18,312.00	
TOTAL FOUNDATION FUNDED POSITIONS		3.00	125,661.00	1,256.00				145,229.00	

Peru State College Foundation

Employee Name	Rank or Position Title	FTE	2010-2011 Salary Base	Salary Increase	Degree	Promotion/ Matrix	Other	Special Use	2011-2012 Total Annual	% Increase	NOTES
Professional Staff (Non-Union) - Non-State Supported Positions (PSC Foundation)											
Balquier, Angela	Financial and Office Manager	1.00	42,325.00	0.00	0.00	0.00	0.00	1,320.00	43,645.00	3.12%	
Bequette, Kelly	Advancement and Alumni Relations Coordinator	0.64	36,000.00	0.00	0.00	0.00	0.00	0.00	36,000.00	0.00%	
Fettig, John	Sr. Advancement Officer	0.75	63,750.00	0.00	0.00	0.00	0.00	1,320.00	65,070.00	2.07%	
Simpson, Richard	Director of Foundation	<u>1.00</u>	<u>118,600.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>1,320.00</u>	<u>119,920.00</u>	1.11%	
		3.39	260,675.00	0.00	0.00	0.00	0.00	3,960.00	264,635.00		

Academic, Personnel & Student Affairs Committee*Gary Bieganski, Chair**Roger Breed**Katelyn Olenich*

June 2, 2011

Assessment Update

Priority: Educational Excellence Throughout the System

Goals:

1. Promote educational excellence through academic achievement
2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers

Strategy:

- a. Assess student learning outcomes

The Voluntary System of Accountability (VSA) was developed as a method for colleges and universities to provide data to education stakeholders, including prospective students, their parents and the federal government. This came at a time when the federal government mandated that certain types of information, which could be compared across institutions, be made available to the public.

As part of the VSA project, the "College Portrait" was the format developed for providing information related to enrollment, graduation and retention rates, financial aid, college costs and assessment outcomes. At the time of its adoption, the VSA and its accompanying College Portrait were advertised as the premier method to provide information to the public and to meet the federal demands of greater accountability for higher education.

With the knowledge of the Board, the Colleges joined the VSA and began the process of gathering and reporting the data on the College Portrait. Changes in College assessment procedures were implemented in order to comply with the requirements of the VSA. Initially there were no costs to participate. However, the VSA now charges the Colleges for participation. This prompted a discussion as to whether or not there was a benefit to the Colleges for continuing with the VSA College Portrait.

Along with Chancellor Carpenter and Vice Chancellor Tande, the College presidents and chief academic officers explored the VSA/College Portrait along with other options for meeting federal requirements. After a great deal of research and discussion, all agreed that there was no real benefit for the Colleges to remain in the VSA/College Portrait. It does not appear to be a critical resource for students and their parents when seeking information about colleges, as they most often search for information directly at the college websites.

The Colleges will continue to meet federal requirements, that information be made available to the public, via data on their websites. Board Policy 4220 requires the Colleges to provide assessment outcomes to the Board. As such, the academic officers are currently working with Vice Chancellor Tande to develop a reporting schedule and format.

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
Katelyn Olenich

June 2, 2011

Reports of Personnel Actions
(For Information Only)

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

Board Policy 5021 states that all full-time (0.75 FTE or more) and part-time (less than .75 FTE) personnel appointments, overload assignments and summer school contract extensions be approved by the Presidents and reported to the Chancellor. The reports are included in the Board materials to establish a record of such action.

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: June 2, 2011

RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Miller, Kevin	BEAMSS; Applied Sciences	Associate Professor	63,346.00	State	08/18/2000 - 05/07/2011	1.000	Resignation	NA
Moeller, Janet	EHPCP&SW; Education	Instructor	47,000.00	State	08/18/2011 - 05/05/2012	1.000	Appointment; Replaces Michael Engel. AY 10-11 held Special Appointment	Probationary Tenure-Track
Ritzen, Donna	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	47,212.00	State	08/18/2011 - 05/05/2012	1.000	Appointment	Non-Tenure Track
Sealey, Jesse	EHPCP&SW; Education	Assistant Professor	49,000.00	State	08/18/2011 - 05/05/2012	1.000	Appointment; Replaces Colleen Golightly	Probationary Tenure-Track
Stack, Robert	Athletics; Head Women's Softball Coach	NA	15,150.00	State	07/01/2011 - 06/30/2012	NA	Appointment	Special

UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Floyd, Debra	Housing & Residence Life; Assistant Director of Residence Life	N/A	26,361.00	Revenue Bond	07/02/2007 - 06/30/2011	1.000	Resignation	NA
Frost, Ammie	Child Development Center; Day Care Center Teacher	N/A	21,659.00	Revolving	08/04/2010 - 05/17/2011	0.900	Resignation	NA
Landen, Mary	Housing & Residence Life; Assistant Director of Residence Life	N/A	24,734.00	Revenue Bond	07/01/2011 - 06/30/2012	1.000	Appointment; Replaces Crystal Bach. 9-20-10 to 6-30-10, Interim Appointment	Specific Term
Mwaura, Ben	Extended Campus Programs; International Education Program Coordinator	N/A	40,000.00 prorated (4,393.95)	State	05/23/2011 - 06/30/2011	1.000	Appointment; Replaces Carl Cousin	Special
Persac, Joseph	Housing & Residence Life; Assistant Director of Residence Life	N/A	25,000.00	Revenue Bond	07/01/2010 - 06/30/2011	1.000	Non-renewal	NA
Protopop, Iuliia	Extended Campus Programs; International Education Program Coordinator	N/A	34,575.00 prorated (4,845.80)	State	05/11/2011 - 06/30/2011	1.000	Appointment Extension	Interim
Serres, Bryant	Extended Campus Programs; Telecommunications Technician	N/A	30,000.00 prorated (6,190.48)	State	04/18/2011 - 06/30/2011	1.000	Appointment; Replaces Travis Hency	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: June 2, 2011

NON-UNIONIZED PROFESSIONAL STAFF (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Taylor, Stephen	Extended Campus Programs; Associate Vice President for Market Development	N/A	93,030.00	State	05/01/2011 - 06/30/2011	1.000	Change in position responsibilities	NA
White, Gary	BEAMSS; Dean	N/A	95,206.00	State	07/01/2006 - 04/29/2011	1.000	Resignation	NA

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bentz, Laura	Liberal Arts; Visual & Performing Arts	Associate Professor	776.37	State	01/10/2011 - 05/05/2011	NA	Independent Study; AR 400 - 3 students	Special
Bird, Richard	Liberal Arts; Visual & Performing Arts	Professor	5,568.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Blundell, E. Patricia	EHPCP&SW; Education	Professor	3,000.00	State	08/20/2010 - 06/30/2011	NA	Faculty TK20 Coordinator	Special
Brammer, Dawn	EHPCP&SW; Health, Physical Education & Recreation	Assistant Professor	3,365.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; HPER 339-79A - 2/3 in-state tuition of 13 enrolled	Special
Bruehlman, August	BEAMSS; Business	Associate Professor	2,592.00	State	07/01/2011 - 08/31/2011	NA	Summer Department Chair	Special
Brust, Mathew	BEAMSS; Physical & Life Sciences	Assistant Professor	5,317.76	Grant	01/10/2011 - 05/31/2011	NA	Grant Administration	Special
Butterfield, Charles	BEAMSS; Applied Sciences	Professor	4,854.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Butterfield, Charles	BEAMSS; Applied Sciences	Professor	172.53	State	12/01/2010 - 12/31/2010	NA	Independent Study; AGRI 400 - 1 student	Special
Butterfield, Charles	BEAMSS; Applied Sciences	Professor	3,000.00	State	08/20/2010 - 06/30/2011	NA	Faculty TK20 Coordinator	Special
Carey, Charles	Liberal Arts; Music	Instructor	2,928.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; MUS 235-79	Special
Carnot, Mary Jo	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	8,172.00	State	05/09/2011 - 07/01/2011	0.200	May Summer Session; PSYC 438/538-79 & PSYC 541-79	Special
Cary, Phil	BEAMSS; Mathematical Science	Associate Professor	328.64	State	05/07/2010 - 12/31/2010	NA	Independent Study; MATH 600 - 1 student	Special
Cavin, Scott	Liberal Arts; Visual & Performing Arts	Assistant Professor	258.79	State	01/10/2011 - 05/05/2011	NA	Independent Study; TH 400 - 1 student	Special
Donahue, Timothy	BEAMSS; Business	Associate Professor	4,839.00	State	05/09/2011 - 07/01/2011	0.100	May Summer Session; MKTG 560-79A1	Special
Ellington, H. Elisabeth	Liberal Arts; English & Humanities	Assistant Professor	3,516.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; ENG 136-79	Special
Ellington, H. Elisabeth	Liberal Arts; English & Humanities	Assistant Professor	517.58	State	08/23/2010 - 12/31/2010	NA	Independent Study; ENG 461 - 2 students	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: June 2, 2011

RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Enos, Karen	EHPCP&SW; Education	Associate Professor	2,860.00	State	05/09/2011 - 06/03/2011	0.070	May Summer Session; EDUC 361-84, 99	Special
Enos, Karen	EHPCP&SW; Education	Associate Professor	1,430.00	State	05/09/2011 - 06/10/2011	0.030	May Summer Session; EDUC 405-40, 65, 99	Special
Enos, Karen	EHPCP&SW; Education	Associate Professor	166.66	State	05/09/2011 - 06/10/2011	NA	ITV Course - EDUC 405-2 sites	Special
Evertson, Matthew	Liberal Arts; English & Humanities	Associate Professor	4,131.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Gaudet, Laura	EHPCP&SW; Counseling, Psychology & Social Work	Professor	4,854.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Griffith, George	Liberal Arts; English & Humanities	Professor	6,795.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; PHIL 432-79	Special
Haugland, Jerry	BEAMSS; Business	Professor	5,040.00	State	05/09/2011 - 07/01/2011	0.100	May Summer Session; ACTG 241-79A1	Special
Hoem, Bruce	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	4,047.00	State	05/09/2011 - 05/31/2011	0.100	Social Work Program Coordinator - May 2011	Special
Hunn, Lorie	EHPCP&SW; Education	Associate Professor	1,411.00	State	05/09/2011 - 06/10/2011	0.030	May Summer Session; EDUC 405-40, 65, 99	Special
Hunn, Lorie	EHPCP&SW; Education	Associate Professor	4,233.00	State	05/08/2011 - 05/22/2011	0.100	May Summer Session; London Study Abroad	Special
Hunn, Lorie	EHPCP&SW; Education	Associate Professor	166.66	State	05/09/2011 - 06/10/2011	NA	ITV Course - EDUC 405-2 sites	Special
Hyer, Joel	Liberal Arts; Social & Communication Arts	Professor	4,758.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Hyer, Joel	Liberal Arts; Social & Communication Arts	Professor	1,293.94	State	01/10/2011 - 05/05/2011	NA	Independent Studies; HIST 400 - 4 students & SS 400 - 1 student	Special
Keith, Tim	BEAMSS; Physical & Life Sciences	Professor	5,106.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Kerry, Lucyann	Liberal Arts; Social & Communication Arts	Assistant Professor	3,978.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; CA 130-79	Special
Kerry, Lucyann	Liberal Arts; Social & Communication Arts	Assistant Professor	86.26	State	01/10/2011 - 05/05/2011	NA	Independent Study; CA 400 - 1 student	
King, Donald	EHPCP&SW; Education	Professor	4,947.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
King, Donald	EHPCP&SW; Education	Professor	1,649.00	State	05/09/2011 - 06/10/2011	0.030	May Summer Session; EDUC 405-40, 65, 99	Special
King, Donald	EHPCP&SW; Education	Professor	4,947.00	State	05/08/2011 - 05/22/2011	0.100	May Summer Session; London Study Abroad	Special
King, Donald	EHPCP&SW; Education	Professor	166.66	State	05/09/2011 - 06/10/2011	NA	ITV Course - EDUC 405-2 sites	Special
Koza, Richard	BEAMSS; Business	Professor	11,310.00	State	05/09/2011 - 07/01/2011	0.200	May Summer Session; FIN 330-79A1 & FIN 432/532-79A1	Special
Lambert, Adam	Liberal Arts; Music	Associate Professor	1,986.00	State	07/01/2011 - 08/31/2011	NA	Summer Department Chair	Special
Leesch, Lisette	Liberal Arts; Justice Studies	Associate Professor	4,578.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: June 2, 2011

RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Leite, Michael	BEAMSS; Physical & Life Sciences	Professor	345.05	State	04/07/2010 - 12/31/2010	NA	Independent Study; GEOS 400 - 1 student	Special
Limbach, Barbara	BEAMSS; Business	Professor	10,890.00	State	05/09/2011 - 07/01/2011	0.200	May Summer Session; BA 431-79A1 & BA 460/560-89A	Special
McCallum, Henry	EHPCP&SW; Education	Assistant Professor	1,352.00	State	05/09/2011 - 06/10/2011	0.030	May Summer Session; EDUC 405-40, 65, 99	Special
McCallum, Henry	EHPCP&SW; Education	Assistant Professor	166.66	State	05/09/2011 - 06/10/2011	NA	ITV Course - EDUC 405-2 sites	Special
Miller, Kevin	BEAMSS; Applied Sciences	Associate Professor	3,105.36	State	08/21/2010 - 12/31/2010	NA	Independent Studies; DTE 400 - 12 students	Special
Moeller, Janet	EHPCP&SW; Education	Lecturer	4,500.00	State	05/09/2011 - 06/03/2011	0.140	May Summer Session; SPED 334-791A & SPED 334-791B	Special
Nealeigh, Norma	BEAMSS; Applied Sciences	Professor	1,207.71	State	08/26/2010 - 12/31/2010	NA	Independent Studies; FCS 400 - 7 students	Special
Nobiling, Tracy	Liberal Arts; Justice Studies	Associate Professor	5,229.00	State	05/08/2011 - 05/22/2011	0.100	May Summer Session; London Study Abroad	Special
Petersen, G. Ann	EHPCP&SW; Education	Associate Professor	1,440.00	State	05/09/2011 - 06/10/2011	0.030	May Summer Session; EDUC 405-40, 65, 99	Special
Petersen, G. Ann	EHPCP&SW; Education	Associate Professor	166.66	State	05/09/2011 - 06/10/2011	NA	ITV Course - EDUC 405-2 sites	Special
Rahman, Shafiq	Liberal Arts; Social & Communication Arts	Associate Professor	3,000.00	State	08/20/2010 - 06/30/2011	NA	Faculty TK20 Coordinator	Special
Rahman, Shafiq	Liberal Arts; Social & Communication Arts	Associate Professor	2,847.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; CA 346-79 - 2/3 in-state tuition of 11 enrolled	Special
Ritzen, Scott	EHPCP&SW; Health, Physical Education & Recreation	Professor	5,268.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Roweton, William	EHPCP&SW; Counseling, Psychology & Social Work	Professor	6,309.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; PSYC 234-79	Special
Roweton, William	EHPCP&SW; Counseling, Psychology & Social Work	Professor	6,309.00	State	05/09/2011 - 07/01/2011	0.100	May Summer Session; PSYC 538-79	Special
Schaefer, George	Liberal Arts; Music	Professor	258.79	State	01/10/2011 - 05/10/2011	NA	Independent Studies; MUS 400 - 3 students	Special
Schaeffer, Susan	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	4,053.00	State	05/09/2011 - 07/29/2011	0.100	May Summer Session; COUN 633 01-04	Special
Schreuder, Joel	Liberal Arts; Music	Associate Professor	2,046.00	State	05/09/2011 - 06/30/2011	NA	Summer Department Chair	Special
Stack, Robert	BEAMSS; Mathematical Sciences	Professor	5,772.00	State	05/09/2011 - 08/31/2011	NA	Summer Department Chair	Special
Stack, Robert	BEAMSS; Mathematical Sciences	Professor	5,772.00	State	05/09/2011 - 07/01/2011	0.100	May Summer Session; MATH 232-79A1	Special
Stack, Robert	BEAMSS; Mathematical Sciences	Professor	517.56	State	08/23/2010 - 12/17/2010	NA	Independent Study; MATH 400 - 2 students	Special
Stewart, Deborah	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	4,356.00	State	05/09/2011 - 05/31/2011	0.100	Social Work Program Director - May 2011	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Stewart, Deborah	EHPCP&SW; Counseling, Psychology & Social Work	Associate Professor	3,106.00	State	05/09/2011 - 06/30/2011	0.100	May Summer Session; SW 371-79 - 2/3 in-state tuition of 12 enrolled	Special
Sutcliffe, Jay	BEAMSS; Applied Sciences	Associate Professor	7,944.00	State	05/09/2011 - 07/01/2011	0.200	May Summer Session; FCS 247-79A1 & FCS 447/547-79A1	Special
Wada, Jamie	Liberal Arts; Justice Studies	Assistant Professor	3,471.00	State	05/08/2011 - 05/22/2011	0.100	May Summer Session; London Study Abroad	Special
Waldo, Jamie	BEAMSS; Business	Associate Professor	2,434.50	State	05/09/2011 - 06/30/2011	NA	Summer Department Chair	Special
Waldo, Jamie	BEAMSS; Business	Associate Professor	4,869.00	State	05/08/2011 - 05/22/2011	0.100	May Summer Session; BA 460/560-89	Special
Wilburn, Brad	Liberal Arts; English & Humanities	Associate Professor	258.79	State	12/16/2010 - 05/05/2011	NA	Independent Study - PHIL 400 - 1 student	Special
Woods, Kathleen	EHPCP&SW; Counseling, Psychology & Social Work	Assistant Professor	3,744.00	State	05/09/2011 - 07/01/2011	0.100	May Summer Session; COUN 636-79	Special
Wright, James	BEAMSS; Business	Professor	6,129.00	State	05/09/2011 - 07/01/2011	0.100	May Summer Session; BA 336-79A1	Special

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Balmat, Jennifer	BEAMSS; Physical & Life Sciences	Adjunct	2,100.00	State	05/09/2011 - 07/01/2011	0.100	May Summer Session; GEOS 130-79A1	Special
Barger, Julieann	Extended Campus Programs	Adjunct	4,200.00	State	01/10/2011 - 05/09/2011	0.200	EDCI 536-67B & INS 501	Special
Barnes, Roberta	Extended Campus Programs	Adjunct	2,100.00	State	01/03/2011 - 04/21/2011	0.100	ART 334-065	Special
Beatty, Margene	Extended Campus Programs	Adjunct	700.00	State	04/08/2011 - 04/09/2011	0.030	EDUC 270-65	Special
Caswell, Leslie	EHPCP&SW; Education	NA	2,000.00	State	06/01/2011 - 08/18/2011	0.250	Graduate Assistant; Appointment	Special
Hoelsing, Dan	Extended Campus Programs	Adjunct	2,100.00	State	01/10/2011 - 04/30/2011	0.100	EDCI 536-60	Special
Nicholson, Mark	Liberal Arts; Social & Communication Arts	Adjunct	2,100.00	State	05/09/2011 - 06/03/2011	0.100	May Summer Session; HIST 233-79	Special
Pollard, Tracie	EHPCP&SW; Education	Adjunct	1,400.00	State	05/09/2011 - 06/03/2011	0.070	May Summer Session; EDUC 361-84, 99	Special
Rockwell, Tanner	Liberal Arts	NA	2,000.00	State	06/01/2011 - 08/18/2011	0.250	Graduate Assistant; Appointment	Special
Roit, Jessica	Liberal Arts	NA	2,000.00	State	06/01/2011 - 08/18/2011	0.250	Graduate Assistant; Appointment	Special
Stetson, Elizabeth	EHPCP&SW; Education	NA	2,000.00	State	06/01/2011 - 08/18/2011	0.250	Graduate Assistant; Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 2, 2011

NON-UNIONIZED PROFESSIONAL STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Terrell, Courtney	Upward Bound; Test Coordinator/Academic Advisor	NA	18,519.00	Grant	08/01/2010 - 05/11/2011	0.500	Resignation	NA
Zeller, LaWayne	EHPCP&SW; Certification Officer	NA	3,600.00	State	05/09/2011 - 06/03/2011	0.170	May Summer Session; EDUC 131-79 & EDUC 361-84, 99	Special

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Encinas, Kimberley	Business Office; Accounting Clerk II	NA	2,283.67	State	11/22/1999 - 04/05/2011	1.000	Resignation	NA
Hinman, Robert	Physical Facilities; Custodian	NA	1,567.67	State	07/06/2010 - 05/03/2011	1.000	Resignation	NA
Keim, Debra	Academic Affairs; Office Assistant IV	NA	3,775.67	State	10/10/1977 - 04/08/2011	1.000	Resignation	NA
Miller, Barbara	Student Health Services; Office Assistant I	NA	1,251.75 (12 month)	State	10/01/2009 - 05/13/2011	0.750	Resignation	NA
Wait, Terri	Physical Facilities; Custodian	NA	1,526.00	State	5/16/2011	1.000	Appointment; Replaces Francelia Ruleaux	NA

NON-UNIONIZED SUPPORT STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Koza, Kristin	Project Strive; Office Assistant II	NA	732.89	Grant	5/2/2011	0.415	Appointment; FTE reduction	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Crook, Sara	School of Arts and Sciences	Professor	\$258	State	01/10/11-05/07/11	.10 AY	Directed Study, PSCI 497-000A	Special
Davis, Spencer	School of Arts and Sciences	Professor	\$258	State	01/10/11-05/07/11	.10 AY	Directed Study, HIST 497-000C	Special
Jackson, Alan	School of Professional Studies	Instructor	\$1,200	State	01/10/11-05/07/11	.10 AY	Online Course Development, BUS 335	Special
Ryan, H. Kyle	School of Education	Assistant Professor	\$259	State	01/10/11-05/07/11	.10 AY	Directed Study, HPER 497 001A	Special

UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Kok, Savannah	Distance Learning Coordinator	N/A	\$33,120	State	05/01/09-05/31/11	1 FY	Resignation	N/A
Tejral, Angela	Coordinator of Admissions Services	N/A	\$32,500	State	07/06/10-5/31/11	1 FY	Resignation	N/A

NON-UNIONIZED PROFESSIONAL STAFF (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bequette, Kelly	Director, TRIO Program	N/A	\$45,000	Federal-TRIO Program	09/01/08-04/30/11	1 FY	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

NON-UNIONIZED PROFESSIONAL STAFF (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Groff, Peggy	Student Intervention Coord.	N/A	\$2,000	Federal-TRIO Program	04/01/11-08/31/11	N/A	Supplemental Pay for Additional Duties	Specific

RANKED FACULTY (SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Amen, Melissa	School of Education	Instructor	\$6,750	State	06/06/11-07/29/11	.20 AY	EDUC 317 02A, EDUC 375 02A	Special
Beischel, Mark	School of Education	Professor	\$10,211	State	06/06/11-07/29/11	.20 AY	EDUC 601 049V, EDUC 601 049X	Special
Bittner, Gina	School of Education	Instructor	\$6,508	State	06/06/11-07/29/11	.20 AY	EDUC 512 0GBX, EDUC 512 0GAX	Special
Citrin, Anthony	School of Education	Professor	\$12,586	State	06/06/11-07/29/11	.20 AY	EDUC 601 0GAX, PSYC 565 049X	Special
Clemente, William	School of Arts and Sciences	Professor	\$10,608	State	06/06/11-07/29/11	.20 AY	ENG 203 049X, ENG 203 049Y	Special
Crook, Sara	School of Arts and Sciences	Professor	\$5,463	State	06/06/11-07/29/11	.20 AY	PSCI 202 049X, HIST 497 000A	Special
Davis, Spencer	School of Arts and Sciences	Professor	\$6,877	State	06/06/11-07/29/11	.20 AY	HIST 425 002A, HIST 497 000B	Special
Gardner, Kelli	School of Professional Studies	Assistant Professor	\$3,666	State	06/06/11-07/29/11	.10 AY	SOC 300 049X	Special
Goebel-Lundholm, Mary	School of Professional Studies	Assistant Professor	\$14,095	State	06/06/11-07/29/11	.30 AY	MGMT 601 049X, MGMT 601 049V, BUS 480 049X	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

RANKED FACULTY								
(SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Griffin, Kenneth Brad	School of Professional Studies	Instructor	\$4,362	State	06/06/11-07/29/11	.10 AY	CMIS 101 049X	Special
Grotrian, Judy	School of Professional Studies	Professor	\$4,856	State	06/06/11-07/29/11	.10 AY	BUS 301 049X	Special
Grotrian, Judy	School of Professional Studies	Professor	\$1,200	State	06/06/11-07/29/11	.10 AY	Online Course Development, BUS 301	Special
Grotrian, Sheri	School of Professional Studies	Assistant Professor	\$7,342	State	06/06/11-07/29/11	.20 AY	MGMT 581 049X, BUS 381 049X	Special
Holtz, Dan	School of Arts and Sciences	Professor	\$258	State	06/06/11-07/29/11	.10 AY	Directed Study, ENG 497 000A	Special
Hutchison, Christy	School of Professional Studies	Assistant Professor	\$9,288	State	06/06/11-07/29/11	.20 AY	BUS 251 049X, BUS 353 049X	Special
Jackson, Alan	School of Professional Studies	Instructor	\$6,998	State	06/06/11-07/29/11	.20 AY	BUS 335 049X, BUS 339 049X	Special
Jones-Branch, Julie	School of Education	Assistant Professor	\$3,675	State	06/06/11-07/29/11	.10 AY	EDUC 305 49X	Special
Kearney, Mary Elizabeth	School of Education	Assistant Professor	\$3,763	State	06/06/11-07/29/11	.10 AY	EDUC 533 049X	Special
Kunkel, Margaret Ellen	School of Education	Associate Professor	\$8,343	State	06/06/11-07/29/11	.20 AY	EDUC 621 0FAX, EDUC 621 0FBX	Special
Lundak, Joel	School of Professional Studies	Professor	\$5,304	State	06/06/11-07/29/11	.10 AY	SOC/PHIL 322 049X	Special
Nevitt, James	School of Professional Studies	Associate Professor	\$4,235	State	06/06/11-07/29/11	.10 AY	PSYC 121 049X	Special
Priesman, Kristi	School of Education	Assistant Professor	\$7,236	State	06/06/11-07/29/11	.20 AY	EDUC 510 049X, EDUC 602 049V	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

RANKED FACULTY (SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ruskamp, Judith	School of Education	Associate Professor	\$518	State	06/06/11-07/29/11	.10 AY	Directed Study, EDUC 497 001A	Special
Ruskamp, Judith	School of Education	Associate Professor	\$8,390	State	06/06/11-07/29/11	.20 AY	EDUC 300 02A, EDUC 317 02B	Special
Ryan, H. Kyle	School of Education	Assistant Professor	\$7,800	State	06/06/11-07/29/11	.20 AY	EDUC 602 049X, EDUC 602 0FAX	Special
Seay, Darolyn	School of Education	Instructor	\$2,169	State	06/06/11-07/29/11	.07 AY	EDUC 400 49X	Special
Zost, Gregory	School of Education	Assistant Professor	\$3,699	State	06/06/11-07/29/11	.10 AY	EDUC 505 049X	Special
Zost, Gregory	School of Education	Assistant Professor	\$3,699	State	06/06/11-07/29/11	.10 AY	EDUC 602 FBX	Special
Zost, Loretta	School of Education	Assistant Professor	\$7,411	State	06/06/11-07/29/11	.20 AY	EDUC 512 049V, EDUC 512 049X	Special

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Albers, Stephanie Marie	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, PSYC 121-049Y	Special, Part-time
Albers, Stephanie Marie	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-10/14/11	.10 AY	Appointment, PSYC 121-049X	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Peru State College

MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Josh	School of Arts and Sciences	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointment, ART 206-049X	Special, Part-time
Benscoter, Andrew	School of Arts and Sciences	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	03/14/11-05/06/11	.10 AY	Appointment, ENG 202-049Y	Special, Part-time
Blevins, Shawn	School of Arts and Sciences	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointment, ART 308-002A	Special, Part-time
Bowen, Tim	School of Education	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointment, HPER 313-02A	Special, Part-time
Brizuela, Francisco	Graduate Programs	N/A	\$70/student/cr.hr. for less than 10 students; \$700/cr.hr. for 10 or more students	State	06/06/11-06/24/11	.03 AY	Appointment, INS 500-049S	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Craver, Susan	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, BUS 348-049Y	Special, Part-time
Craver, Susan	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-10/14/11	.10 AY	Appointment, BUS 329-049X	Special, Part-time
Denn-Young, Devon	School of Arts and Sciences	N/A	\$2,000	State	01/10/11-05/06/11	N/A	Stipend for Coordination of costume and scenery	Special, Part-time
Engel, Linda	Graduate Programs	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointemnt, EDUC 542-049X	Special, Part-time
Falcon, Lori J.	Graduate Programs	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointment, EDUC 512-0GCGX	Special, Part-time
Feldmann, Ann	Graduate Programs	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/07/11-07/30/11	.10 AY	Appointment, EDUC 553-049X	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Forsberg, Peggy	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, SOC 201-049Y	Special, Part-time
Forsberg, Peggy	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-10/14/11	.10 AY	Appointment, SOC 201-049X	Special, Part-time
Fudge, Stacy Bliss	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointment, SOC 340-049X	Special, Part-time
Green, Mary Jane	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, BUS 301-049Y	Special, Part-time
Green, Mary Jane	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-10/14/11	.10 AY	Appointment, CMIS 101-049X	Special, Part-time
Hayes, Daniel	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, CJUS 450-049Y	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hayes, Daniel	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-10/14/11	.10 AY	Appointment, CJUS 110-049X	Special, Part-time
Hoehn, Jorja	School of Education	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.07 AY	Appointment, HPER 101-49X	Special, Part-time
Jacobsen, Linda	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, BUS 414-049Y	Special, Part-time
Jacobsen, Linda	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-10/14/11	.10 AY	Appointment, BUS 414-049X	Special, Part-time
Langstraat, Rick	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, BUS 335-002A	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Langstraat, Rick	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.20 AY	Appointment, BUS 231-049X; BUS 232-049X	Special, Part-time
Langstraat, Rick	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-12/16/11	.20 AY	Appointment, BUS 231-049A; BUS 232-049A	Special, Part-time
Means, Kelly	Graduate Programs	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointment, EDUC 551-049X	Special, Part-time
Odum, Jay Anthony	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	10/24/11-12/16/11	.10 AY	Appointment, CJUS 340-049Y	Special, Part-time
Odum, Jay Anthony	School of Professional Studies	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	08/22/11-10/14/11	.10 AY	Appointment, CJUS 230-049X	Special, Part-time
Radell, David	School of Arts and Sciences	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.20 AY	Appointment, MATH 120-049X; MATH 340-049X	Special, Part-time

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Weichel, Mark	Graduate Programs	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/19/11	.10 AY	Appointment, EDUC 601-0GCX	Special, Part-time
Weichel, Mark	Graduate Programs	N/A	\$50/student/cr.hr. for first 10; \$34/student/cr. hr. above 10	State	06/06/11-07/29/11	.10 AY	Appointment, EDUC 601-0GBX	Special, Part-time
West, Robert	School of Arts and Sciences	N/A	\$1,500 for 10 or more students; \$80/student if less than 10 students enroll and offering approved	State	01/10/11-05/06/11	.10 AY	Appointment, HIST 114-58L	Special, Part-time

NON-UNIONIZED PROFESSIONAL STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lees, Donny	Grad. Assist.-Football, Residence Life	N/A	\$10,000	.25 State; .25 Rev. Bond	08/23/10-06/30/11	.50 FY	Resignation	N/A
Wilkins-Tate, Rochelle	Interim Dean of Student Life	N/A	\$6,000/month	Revenue Bond	03/01/11-06/30/11	1 FY	Appointment	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: June 2, 2011

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Stanley, Lindsay	Mail Clerk	N/A	\$1,791/month	State	05/24/10-04/30/11	1 FY	Resignation	N/A

Peru State College FOUNDATION STAFF								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Nolte, Krystal	Director of Alumni Relations	N/A	\$42,325	State	05/19/04-01/31/11	1 FY	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Gubbels, Katherine	School of Arts and Humanities; Language and Literature	Interim Assistant Professor	\$37,000.00	State	8/18/11 – 5/9/12	1.0	Interim Appointment	Specific
Kolbeck, Karl	School of Arts and Humanities; Music	Assistant Professor	\$45,000.00	State	8/18/11 – 5/9/12	1.0	New Hire, replaces Jay O'Leary	Specific
Miller, Kevin	School of Business and Technology; Technology and Applied Sciences	Associate Professor	\$63,979.00	State	8/18/11 – 5/9/12	1.0	New Hire; replaces James Gollyhorn	Specific
Nordstrom, Susan	School of Education and Counseling; Educational Foundations and Leadership	Instructor (will change to Assistant Professor if Ph.D. completed by Fall 2011 Semester)	\$42,000.00 (will change to \$45,000.00 if Ph.D. completed by Fall 2011 Semester)	State	8/18/11 – 5/9/12	1.0	New Hire; replaces Carolyn Linster	Specific
Pease, Craig	School of Education and Counseling; Educational Foundations and Leadership	Assistant Professor	\$51,500.00	State	8/18/11 – 5/9/12	1.0	New Hire; replaces Jean Blomenkamp	Specific
Piersanti, Joshua	School of Arts and Humanities; Art and Design	Assistant Professor	\$45,000.00	State	8/18/11 – 5/9/12	1.0	New Hire; replaces Pam Fiedler	Specific

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Acton, Heidi	Assistant Director of Residence Life	N/A	\$28,600.00	Revenue Bond	7/1/11 – 6/30/12	.875	New hire; replaces Jennifer Laursen	Specific
Cantrell, Jodene	Assistant Director of Residence Life	N/A	\$30,402.00	Revenue Bond	7/17/06 – 5/31/11	.875	Resignation	N/A
Heiser, Traci	Programmer Analyst	N/A	\$37,122.00	State	4/16/09 – 4/14/11	1.0	Resignation	N/A
Knight, Valerie	Continuing Education	N/A	\$600.00	State	1/10/11 – 5/6/11	.033	IDS 368-00W2	Special
Kucera, Loren	Continuing Education	N/A	\$2,190.00	State	5/9/11 – 7/7/11	.10	BUS 370-00W0	Special
Quance, Marilyn	Continuing Education	N/A	\$500.00	State	1/10/11 – 5/6/11	.033	IDS 196-00W1	Special
Quance, Marilyn	Continuing Education	N/A	\$300.00	State	1/10/11 – 5/6/11	.033	IDS 368-00W0	Special
Quance, Marilyn	Continuing Education	N/A	\$730.00	State	1/10/11 – 5/6/11	.033	IDS 396-00W1	Special
Weichman, Taylor	Admissions Representative	N/A	\$28,340.00	State	9/21/10 – 6/30/11	1.0	Resignation	N/A

NON-UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Dunning, John	Chief Information Officer	N/A	\$92,000.00 FY, prorated \$14,287.98	State	5/5/11 – 6/30/11	1.0	New hire; Replaces Dennis Linster	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Agoumba, Darius	Physical Sciences and Mathematics	Associate Professor	\$6,724.00	State	5/9/11 – 6/1/11	.133	CHE 305-01/02	Special
Anderson, Wayne	Art and Design	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study ART 395-31	Special
Arneson, Patricia	Business and Economics	Professor	\$986.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study BUS 640-60	Special
Barnes, Johanna	Educational Foundations and Leadership	Instructor	\$1,066.00	State	5/9 – 27/11	n/a	NENTA Release	Special
Barnes, Johanna	Educational Foundations and Leadership	Instructor	\$3,198.00	State	5/9/11 – 7/12/11	.10	EDU 211-H0	Special
Bauer, Jeffrey	Physical Sciences and Mathematics	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study MAT 350-60	Special
Bauer, Jeffrey	Educational Foundations and Leadership	Professor	\$173.00	State	1/10/11 – 5/11/11	.067	Appointment; Directed Study EDU 409-62	Special
Bertolas, Randy	History, Politics and Geography	Professor	\$777.00	State	1/10/11 – 5/11/11	.30	Appointment; Independent and Directed Study HIS 350-60, HIS 395-30, HIS 499-30	Special
Bertolas, Randy	History, Politics and Geography	Professor; Department Chair	\$3,404.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Bohnert, David	Music	Associate Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study MUS 395-30	Special
Bondhus, JoAnn	Continuing Education	Professor	\$6,656.00	State	5/9/11 – 7/7/11	.10	BUS 222-00W0	Special
Bondhus, JoAnn	Continuing Education	Professor	\$6,656.00	State	5/9/11 – 7/7/11	.10	BUS 418-00W0	Special
Bruflat, Alan	Language and Literature	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study SPA 333-60	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bruflat, Alan	Continuing Education	Professor	\$5,595.00	State	5/9 – 27/11	.10	SPA 110-00W0	Special
Bruflat, Alan	Language and Literature	Professor; Department Chair	\$1,865.00	State	5/9/11 - 8/18/11	n/a	Summer Department Chair	Special
Brummels, James	Language and Literature	Associate Professor	\$986.00	State	1/10/11 – 5/11/11	.30	Appointment; Independent Study and Directed Study ENG 501-60, ENG 699-30	Special
Calkin, Joshua	Music	Instructor	\$1,683.00	State	5/9/11 – 6/1/11	.05	PHS 102-01/02	Special
Calkin, Joshua	Music	Instructor; Department Chair	\$515.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Campbell, Paul	Sociology, Psychology and Criminal Justice	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study CJA 425-60	Special
Carrigg, Maureen	Communication Arts	Associate Professor	\$518.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study CNA 379-60	Special
Christensen, Douglas	Life Sciences	Professor	\$518.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent Study BIO 395-30, BIO 499-30	Special
Christensen, Linda	Music	Associate Professor	\$518.00	State	1/10/11 – 5/11/11	.133	Appointment; Independent and Directed Study MUS 381-60, MUS 395-31	Special
Christensen, Linda	Music	Associate Professor; Department Chair	\$2,146.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Conley, Donovan	Health, Human Performance and Sport	Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study PED 695-31	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Conley, Donovan	Health, Human Performance and Sport	Professor; Department Chair	\$4,073.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Conway, Gerald	Continuing Education	Associate Professor	\$6,263.00	State	5/9/11 – 7/7/11	.10	BUS 362-00W0	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$2,168.00	State	5/9/11 – 8/12/11	.033	CSL 497-01	Special
Conway, Kathleen	Counseling and Special Education	Professor	\$2,710	State	5/9/11 – 8/12/11	.033	CSL 697-H0/H1/H2/H3	Special
Cupp, Rodney	Language and Literature	Assistant Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study PHI 202-60	Special
Cupp, Rodney	Language and Literature	Assistant Professor; Department Chair	\$2,471.00	State	5/9/11 - 8/18/11	n/a	Summer Department Chair	Special
Curnyn, Molly	Computer Technology and Information Systems	Instructor	\$777.00	State	1/10/11 – 5/11/11	.30	Appointment; Independent Study CIS 499-30, CIS 499-31, CSC 395-30	Special
Dalal, Meenakshi	Continuing Education	Professor	\$6,460.00	State	5/9/11 – 7/7/11	.10	ECO 202-00W0	Special
Davis, Adam	Physical Sciences and Mathematics	Assistant Professor	\$259.00	State	1/10/11 – 5/11/11	.067	Appointment; Directed Study PHY 210-60, PHY 210-61	Special
DeBoer, Buffany	Life Sciences	Interim Instructor	\$4,141.00	State	5/9/11 – 6/1/11	.10	BIO 102-03/04	Special
Dendinger, Laura	Continuing Education	Associate Professor	\$4,823.00	State	5/9/11 – 7/7/11	.10	BUS 208-00W0	Special
Dinsmore, Steven	Counseling and Special Education	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study CSL 409-60	Special
Dorman, Sherry	Educational Foundations and Leadership	Interim Instructor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study EDU 395-32	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Elliott, Steven	Art and Design	Associate Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study ART 499-30	Special
Elliott, Steven	Art and Design	Associate Professor	\$5,283.00	State	5/9/11 – 6/1/11	.10	ART 271/371/471	Special
Elliott, Steven	Art and Design	Associate Professor; Department Chair	\$2,709.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Ettel, Mary	Physical Sciences and Mathematics	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study CHE 499-31	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$4,863.00	State	5/9/11 – 6/1/11	.10	PED 487/587	Special
Evetovich, Tammy	Continuing Education	Professor	\$1,315.00	State	5/9/11 – 7/7/11	.10	PED 650-00W0	Special
Garden, Randa	Communication Arts	Assistant Professor	\$518.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent and Directed Study CNA 478-60, CNA 395-31	Special
Garvin, Sharon	Continuing Education	Associate Professor	\$4,691.00	State	5/9/11 – 7/7/11	.10	BUS 240-00W0	Special
Garvin, Timothy	Computer Technology and Information Systems	Professor	\$917.00	State	1/10/11 – 5/11/11	.30	Appointment; Independent and Directed Study CIS 475-60, CIS 530-60, CIS 695-30	Special
Garvin, Timothy	Computer Technology and Information Systems	Professor; Department Chair	\$3,734.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Hamilton, Terry	Continuing Education	Professor	\$4,499.00	State	5/9 – 27/11	.067	CSL 688-00W0	Special
Hammer, Mark	Life Sciences	Professor	\$173.00	State	1/10/11 – 5/11/11	.033	Appointment; Directed Study BIO 469-60	Special
Hammer, Mark	Life Sciences	Professor; Department Chair	\$3,330.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hansen, Pearl	Art and Design	Professor	\$518.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent and Directed Study ART 395-30, ART 421-60	Special
Hanson, Cynthia	Business and Economics	Instructor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study BUS 456-60	Special
Hanson, Cynthia	Continuing Education	Instructor	\$3,276.00	State	5/9/11 – 7/7/11	.10	BUS 408-00W0	Special
Hanson, Cynthia	Business and Economics	Instructor	\$3,276.00	State	5/9/11 – 7/12/11	.10	EPS 300-H0	Special
Hayford, Barbara	Life Sciences	Associate Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study BIO 499-31	Special
Hepworth, Elise	Music	Assistant Professor	\$2,424.00	State	5/9/11 – 6/1/11	.067	MUS 214-H0	Special
Hickey, Don	History, Politics and Geography	Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study HIS 695-30	Special
Hill, Kevin	Educational Foundations and Leadership	Associate Professor	\$1,036.00	State	1/10/11 – 5/11/11	.167	Appointment; Directed Study EDU 331-60, EDU 409-61	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$173.00	State	1/10/11 – 5/11/11	.033	Appointment; Directed Study PED 227-60	Special
Hill, Kevin	Health, Human Performance and Sport	Associate Professor	\$4,372.00	State	5/9/11 – 6/1/11	.067	PED 381-01	Special
Hinnerichs, Kris	Health, Human Performance and Sport	Assistant Professor	\$588.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent Study PED 499-30, PED 695-30	Special
Hinnerichs, Kris	Health, Human Performance and Sport	Assistant Professor	\$1,143.00	State	5/9/11 – 6/1/11	.033	PED 131-01	Special
Hinnerichs, Kris	Continuing Education	Assistant Professor	\$2,588.00	State	5/9/11 – 7/7/11	.10	PED 207-00W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Indieke, Jack	Computer Technology and Information Systems	Professor	\$1,553.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study CIS 346-60	Special
Jensen, Gwen	Communication Arts	Associate Professor	\$777.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent Study and Directed Study CNA 395-30, CNA 455-61	Special
Jensen, Gwen	Communication Arts	Associate Professor; Department Chair	\$1,525.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	Professor	\$87.00	State	1/10/11 – 5/11/11	.033	Appointment; Directed Study SSC 485-60	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$87.00	State	1/10/11 – 5/11/11	.033	Appointment; Directed Study CHE 370-60	Special
Karr, Paul	Physical Sciences and Mathematics	Professor	\$1,683.00	State	5/9/11 – 6/1/11	.05	PHS 102-01/02	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study CJA 375-60	Special
Karsky, Jason	Sociology, Psychology and Criminal Justice	Professor	\$2,588.00	State	5/9/11 – 6/1/11	.10	CJA 365-01	Special
Kietzmann, Glenn	Life Sciences	Professor	\$87.00	State	1/10/11 – 5/11/11	.033	Appointment; Directed Study BIO 469-61	Special
Langlie-Willers, Pamela	Educational Foundations and Leadership	Assistant Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study EDU 632-60	Special
Langlie-Willers, Pamela	Technology and Applied Sciences	Assistant Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study FCS 499-30	Special
Langlie-Willers, Pamela	Technology and Applied Sciences	Assistant Professor	\$3,932.00	State	5/9/11 – 7/12/11	.10	FCS 316-01	Special
Lawrence, Gloria	Sociology, Psychology and Criminal Justice	Professor; Department Chair	\$3,813.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Leeper, Mark	History, Politics and Geography	Professor	\$518.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study POS 490-60	Special
Leeper, Mark	History, Politics and Geography	Professor	\$4,995.00	State	5/9/11 – 6/1/11	.10	POS 444/500-01	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$432.00	State	1/10/11 – 5/11/11	.167	Appointment; Independent Study and Directed Study EDU 395-31, EDU 409-60	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$5,174.00	State	5/9/11 – 7/12/11	.10	EDU 321-H0	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor; Department Chair	\$3,449.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Lindberg, Judith	Technology and Applied Sciences	Professor	\$432.00	State	1/10/11 – 5/11/11	.167	Appointment; Directed Study FCS 106-60, FCS 308-60	Special
Lindberg, Judith	Technology and Applied Sciences	Professor; Department Chair	\$3,842.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Linster, Carolyn	Educational Foundations and Leadership	Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study EDU 638-60	Special
Lofgren, Ronald	Music	Associate Professor	\$518.00	State	1/10/11 – 5/11/11	.067	Appointment; Directed Study MUS 301-60	Special
Lutt, Patricia	Business and Economics	Professor	\$259.00	State	8/20/10 – 12/21/10	.10	Appointment; Independent Study BUS 395-30	Special
Lutt, Patricia	Business and Economics	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study BUS 499-30	Special
Lutt, Patricia	Continuing Education	Professor	\$3,106.00	State	5/9/11 – 7/7/11	.10	BUS 350-00W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Maas, Chad	Health, Human Performance and Sport	Instructor	\$173.00	State	1/10/11 – 5/11/11	.067	Appointment; Directed Study PED 241-60	Special
Maas, Chad	Health, Human Performance and Sport	Instructor	\$1,208.00	State	5/9/11 – 6/1/11	.067	PED 241-H0	Special
Maas, Chad	Continuing Education	Instructor	\$2,761.00	State	5/9 – 27/11	.067	PED 103-00W0	Special
Marek, Michael	Communication Arts	Associate Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study CNA 695-30	Special
Meyer, Jeffrey	Health, Human Performance and Sport	Instructor	\$917.00	State	1/10/11 – 5/11/11	.20	Appointment ; Independent and Directed Study PED 395-30, PED 653-60	Special
Meyer, Jeffrey	Continuing Education	Instructor	\$4,773.00	State	5/9 – 27/11	.10	PED 631-00W0	Special
Miller, Daniel	Sociology, Psychology and Criminal Justice	Associate Professor	\$777.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study PSY 230-60	Special
Moeller, Judith	Educational Foundations and Leadership	Interim Instructor	\$930.00	State	6/6/11 – 7/12/11	n/a	Development of instructor materials and syllabus for new course in Fall 2011; visits to South Sioux City	Special
Moeller, Judith	Educational Foundations and Leadership	Interim Instructor	\$2,071.00	State	5/9/11 – 7/12/11	.067	EDU 216-H0	Special
Nelson, Jeryl	Business and Economics	Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study BUS 695-30	Special
Nelson, Jeryl	Business and Economics	Professor	\$5,460.00	State	5/9 – 27/11	n/a	MBA Release	Special
Nelson, Jeryl	Continuing Education	Professor	\$5,460.00	State	5/9/11 – 7/7/11	.10	BUS 420-00W0	Special
Nelson, Jeryl	Continuing Education	Professor	\$6,825.00	State	5/9/11 – 7/7/11	.10	BUS 690-00W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Newcomb, Lori	Language and Literature	Instructor	\$173.00	State	1/10/11 – 5/11/11	.067	Appointment; Directed Study ENG 444-60	Special
Nicholson, Lori	Computer Technology and Information Systems	Assistant Professor	\$518.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent and Directed Study CSC 365-60, CSC 395-31	Special
Parker, Charles	Business and Economics	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study ECO 470-60	Special
Parker, Charles	Continuing Education	Professor	\$3,365.00	State	5/9/11 – 7/7/11	.10	BUS 226-00W0	Special
Parker, Charles	Business and Economics	Professor; Department Chair	\$3,482.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Paxton, John	Continuing Education	Professor	\$8,529.00	State	5/9/11 – 7/7/11	.10	BUS 610-00W0	Special
Peitz, David	Physical Sciences and Mathematics	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study CHE 499-30	Special
Peitz, David	Physical Sciences and Mathematics	Professor; Department Chair	\$3,298.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Ras, Gerard	Continuing Education	Assistant Professor	\$3,365.00	State	5/9/11 – 7/7/11	.10	BUS 322-00W0	Special
Renzelman, John	Technology and Applied Sciences	Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study ITE 510-60	Special
Ronnow, Gretchen	Language and Literature	Professor	\$1,245.00	State	1/10/11 – 5/11/11	.40	Appointment; Directed Study ENG 480-60, ENG 600-60, ENG 600-61, ENG 621-60, ENG 644-60, ENG 600-62	Special
Ronnow, Gretchen	School of Arts and Humanities	Professor	\$129.81	Grant	4/8/11	n/a	Language Arts Festival	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ronnow, Gretchen	Continuing Education	Professor	\$3,365.00	State	5/9 – 27/11	.10	ENG 384-00W0	Special
Schmitz, Janet	Language and Literature	Professor	\$518.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study FRE 220-60	Special
Sharer, Tim	Educational Foundations and Leadership	Professor	\$3,799.00	State	5/9 –27/11	n/a	NENTA Release	Special
Snowden, Monica	Sociology, Psychology and Criminal Justice	Professor	\$518.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent Study and Directed Study SOC 480-60, SOC 499-30	Special
Strate, Shane	History, Politics and Geography	Assistant Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study HIS 396-60	Special
Strate, Shane	History, Politics and Geography	Assistant Professor	\$3,263.00	State	5/9/11 – 6/1/11	.10	HIS 120-01	Special
Sweetland, Robert	Educational Foundations and Leadership	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study EDU 395-30	Special
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study PSY 403-60	Special
Weixelman, Joseph	Educational Foundations and Leadership	Assistant Professor	\$173.00	State	1/10/11 – 5/11/11	.067	Appointment; Directed Study EDU 409-64	Special
Weixelman, Joseph	History, Politics and Geography	Assistant Professor	\$329.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study HIS 505-60	Special
Whitt, Deborah	Communication Arts	Professor	\$518.00	State	1/10/11 – 5/11/11	.20	Appointment; Independent Study CNA 499-30, CNA 499-31	Special
Whitt, Deborah	Educational Foundations and Leadership	Professor	\$173.00	State	1/10/11 – 5/11/11	.067	Appointment; Directed Study EDU 409-63	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Whitt, Deborah	Communication Arts	Professor; Department Chair	\$1,815.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Wilcox, Daryl	Counseling and Special Education	Professor	\$986.00	State	1/10/11 – 5/11/11	.20	Appointment; Directed Study SPD 608-60, SPD 663-60, SPD 610- 60	Special
Wilcox, Daryl	Educational Foundations and Leadership	Professor	\$220.00	State	1/10/11 – 5/11/11	.067	Appointment; Independent Study EDU 699-30	Special
Willis, Keith	Counseling and Special Education	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Independent Study CSL 499-30	Special
Willis, Keith	Counseling and Special Education	Professor	\$6,314.00	State	5/9/11 – 8/12/11	.10	CSL 697-H0/H1/ H2/H3	Special
Willis, Keith	Counseling and Special Education	Professor	\$2,105.00	State	5/9/11 – 8/12/11	.10	CSL 697- H0/H1/ H2/H3	Special
Willis, Keith	Counseling and Special Education	Professor	\$3,368.00	State	5/9/11 – 8/18/11	n/a	Summer Department Chair	Special
Worner, Tamara	Physical Sciences and Mathematics	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Appointment; Directed Study MAT 396-60	Special
Worner, Tamara	Physical Sciences and Mathematics	Professor	\$1,812.00	State	5/9/11 – 6/1/11	.10	MAT 210-01	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$8,087.00	State	5/9/11 – 6/1/11	.133	PHY 201/321-01	Special
Zardeneta, Gustavo	Physical Sciences and Mathematics	Assistant Professor	\$87.00	State	1/10/11 – 5/11/11	.033	Appointment; Directed Study CHE 370-61	Special
Zink, Mark	Life Sciences	Interim Assistant Professor	\$87.00	State	1/10/11 – 5/11/11	.033	Appointment; Directed Study BIO 469-62	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ahrens, Candace	Language and Literature	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Arens, Amanda	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Beair, Misty	Educational Foundations and Leadership	N/A	\$2,190.00	State	5/9/11 – 7/12/11	.10	SPD 151-H0	Special
Black, Timothy	School of Arts and Humanities	N/A	\$325.13	State	4/8/11	n/a	Language Arts Festival	Special
Bunchek, Ross	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Curtiss, James	Educational Foundations and Leadership	N/A	\$2,190.00	State	5/9/11 – 7/12/11	.10	EDU 321-H1	Special
Davie, Billie	Counseling and Special Education	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Devine, Ryan	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Dinslage, Christine	Counseling and Special Education	N/A	\$730.00	State	5/9/11 – 8/12/11	.033	CSL 497-01	Special
Donner, Austin	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Dorcey-McIntosh, Alicia	Counseling and Special Education	N/A	\$730.00	State	5/9/11 – 6/1/11	.033	CSL 497-01	Special
Finney, Patricia	Continuing Education	N/A	\$730.00	State	5/9/11 – 7/7/11	.033	EDU 396-00W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Frevert, Ashley	Counseling and Special Education	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Hansen, Trisha	Business and Economics	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Hausmann, Denise	Educational Foundations and Leadership	N/A	\$183.00	State	1/10/11 – 5/11/11	.008	EDU 435	Special
Jackson, Tara	Counseling and Special Education	N/A	\$1,095.00	State	5/9/11 – 8/12/11	.05	CSL 497-01	Special
Kang, Cong Ying (Annie)	Language and Literature	N/A	\$855.00	State	1/10/11 – 5/11/11	.10	MLC 120-60	Special
Kertoy, Brock	Athletics – Women's Soccer	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special
Lennerton, Ryan	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Magnuson, Grant	Continuing Education	N/A	\$2,190.00	State	3/14/11 – 5/6/11	.10	ITE 510-00W0	Special
Manley, Matthew	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/18/11 – 5/9/12	.25	Graduate Assistant	Special
Martinez, Kyle	Athletics – Athletic Training	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special
Masters, Logan	Athletics – Football	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 2, 2011

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
McFadden, Ryan	Athletics – Football	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special
Meyer, Lorie	Educational Foundations and Leadership	N/A	\$365.00	State	1/10/11 – 5/11/11	.017	EDU 435	Special
Nelson, Amanda	Athletics – Volleyball	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special
Nord, Carissa	Athletics – Sports Information	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/11	.25	Graduate Assistant	Special
Olson, Amber	Counseling and Special Education	N/A	\$2,555.00	State	5/9/11 – 8/12/11	.117	CSL 497-01	Special
Pendleton, Jaclyn	Language and Literature	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/19/11 – 5/9/12	.25	Graduate Assistant	Special
Scott, Adrienne	Athletics – Athletic Training	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special
Thoma, Marcus	Athletics – Athletic Training	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special
Tucker, Anne	Counseling and Special Education	N/A	\$1,460.00	State	5/9/11 – 8/12/11	.067	CSL 497-01	Special
Tucker, Anne	Educational Foundations and Leadership	N/A	\$2,190.00	State	5/9/11 – 7/12/11	.10	EDU 367/567-H0	Special
Tucker, Anne	Educational Foundations and Leadership	N/A	\$2,190.00	State	5/9/11 – 7/12/11	.10	EDU 367/567-H1	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: June 2, 2011**

NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Vavra, Lisa	Counseling and Special Education	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/18/11 – 5/9/12	.25	Graduate Assistant	Special
Washington, Alex	Athletics – Football	N/A	\$5,000.00 + 18 credit hours tuition waiver	State	8/1/11 – 5/9/12	.25	Graduate Assistant	Special
Worner, Greg	Technology and Applied Sciences	N/A	\$2,190.00	State	5/9/11 – 6/1/11	.10	EPS 300-01	Special

NON-UNIONIZED PROFESSIONAL STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Andrews, Koleen	Senior Resident Assistant	N/A	\$5,191.00	Revenue Bond	8/10/09 – 12/12/10	.33	Resignation	N/A
Brown, Leah	Senior Resident Assistant	N/A	\$5,191.00	Revenue Bond	1/11/10 - 5/8/11	.33	Resignation	N/A
Hofpar, Lindsey	Senior Resident Assistant	N/A	\$5,015.00	Revenue Bond	8/9/10 - 5/8/11	.33	Resignation	N/A
Rochelle Reinke	Senior Resident Assistant	N/A	\$5,015.00	Revenue Bond	8/9/10 - 5/8/11	.33	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: June 2, 2011**

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Pedersen, Kathleen	Office Assistant I	N/A	\$1,743.75/mo.	State	5/2/11	1.0	New hire; Replaces Laurie Oswald	N/A

NON-UNIONIZED SUPPORT STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Burke, Kathy	Office Assistant I	N/A	\$432.34/mo.	State	5/15/11	.25	Salary adjustment from .725 FTE to .25 FTE	N/A

WAYNE STATE FOUNDATION								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lentz, Brian	Accountant/Assistant Director of WS Foundation	N/A	\$47,228.00	State/ Foundation	7/1/00 – 6/30/11	1.0	Resignation	N/A

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair

Roger Breed

Katelyn Olenich

June 2, 2011

Continuation of Nebraska State College System Advantage – NSCS Advantage at Chadron, Peru and Wayne State Colleges

Priority: Educational Excellence Throughout the System

Goals: 1. Promote educational excellence through academic achievement
2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers

Strategy: a. Assess student learning outcomes

The pilot NSCS Advantage program was approved February 27, 2009 and has been successful at each of the Colleges. Therefore, the Board will be asked by the Enrollment and Marketing Committee to approve the continuation of the Nebraska State College System Advantage – NSCS Advantage at Chadron, Peru and Wayne State Colleges' tuition remission program.

The program is a system effort designed for entering first-time freshmen students who receive a federal Pell Grant. This program assures that these students will not have to pay tuition at any of the Nebraska State Colleges. The participants in this program must be:

- A Nebraska Resident
- A federal Pell Grant recipient
- A new first-time freshman
- Enrolled in at least 12 **on-campus** credit hours

The award is limited to a maximum of 16 credit hours per semester. Additional limitations are in place for the award of any remissions for online courses taken in addition to the 12 on-campus credit hours. The award is not available for transfer students.

For eligible participants, the program provides the difference between the cost of tuition and the amount of all other awards. Other awards include Pell, Supplemental Educational Opportunity Grant (SEOG), Nebraska Scholarship Grant (NSG), Academic Competitiveness Grant (ACG), institutional waivers, foundation scholarship assistance, and other awards.

Continuation in the program requires the recipient to receive a federal Pell Grant every semester and to remain enrolled in one of the Nebraska State Colleges.

As a part of this program, the Colleges have the authority to exceed remission limits established in Board Policy #3400, if necessary to accommodate this program.

Enrollment & Marketing Committee*Michelle Suarez, Chair**Bob Engles**Will Jackson*

June 2, 2011

Television/Radio Commercial Update

Priority: Greater System Prominence

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

- Strategies:
- a. Communicate that many graduates stay in Nebraska
 - b.. Publicize collaborative efforts and programs
 - e. Market the investment of an NSCS degree
-

Platform Higher Education of Lenexa, KS, was selected to write and produce television commercials and coordinating radio spots for the Nebraska State College System. Each college will have TV and radio commercials specific to the institution. The joint Master of Science in Organizational Management degree will be marketed systemically with one TV and two radio commercials promoting the program.

There are four separate work teams – one for each college and one joint team for the MSOM program. Each team has met and selected a concept or concepts for their commercials. The completion date for the commercials has been moved to the end of June. The Board will have the opportunity to view the ads prior to their airing in the fall.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Bob Engles
Will Jackson

June 2, 2011

Plans for 2011-12

Priority: Greater System Prominence

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

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

Vice Chancellor for Academic & Student Affairs, Korinne Tande, is working with the Council of Admissions and College Relations Officers for the annual retreat to be held June 1. At this event, the Council evaluates the marketing efforts completed in 2010-11 and recommends a new list of marketing priorities for 2011-12 academic year. The recommendations will be used in conjunction with the priorities established at past board retreats and the information gained from working with students, faculty and staff the last few years.

Vice Chancellor Tande will provide a summary of the retreat at the meeting.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Bob Engles
Will Jackson

June 2, 2011

NSCS Scholarship Luncheon Update

Priority: Greater System Prominence

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

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

The NSCS Scholarship Luncheon was held at the Holiday Inn Downtown on Friday, April 15. The luncheon started at noon and concluded around 1:30 p.m. The keynote speaker was Governor Dave Heineman. The alumni speaker was Danny Woodhead.

All Board of Trustees Scholars and Governor's Opportunity Award recipients were invited. State legislators, the Board, the Presidents, admissions directors and the NSCS staff were also invited. One hundred twenty attended the luncheon. We want to thank Ameritas for co-sponsoring the event with us.

Enrollment and Marketing Committee

Michelle Suarez, Chair
Bob Engles
Will Jackson

June 2, 2011

Key Dates

Priority: Greater System Prominence

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

The next Senators' Reception will be held Wednesday, January 18, 2012 from 4-7 p.m.

The next Scholarship Luncheon is tentatively scheduled for Friday, April 13, 2012 from 12-1:30 p.m.

The Teaching Excellence banquet and Counseling Excellence banquet will be held September 8, 2011 at Peru.

The Cornhusker State Games will be held July 15-24, 2011 and NSCS will, for the 2nd year, provide a total of 6 High School Spirit Awards.

More information will be provided as the dates approach.

Enrollment and Marketing Committee

Michelle Suarez, Chair

Bob Engles

Will Jackson

June 2, 2011

State of the System Address

Priority: Greater System Prominence

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

Chancellor Carpenter will deliver the fifth State of the System Address this fall at each college. Vice Chancellor for Academic and Student Affairs, Korinne Tande, will be working with the President's assistants this summer to schedule the events.

Enrollment and Marketing Committee

Michelle Suarez, Chair

Bob Engles

Will Jackson

June 2, 2011

2010 Optimal Enrollment Model Report (For Information Only)

Core Values: Provide a Stimulating, Caring, and Enriching Learning Experience

Maintain Affordable Tuition and Fees

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

Strategy: a. Develop and implement a plan for optimal enrollment

In April 2007, the Board approved the NSCS Optimal Enrollment Model. The model was developed by System Office and college representatives as a means to measure enrollment capacities for each of the colleges.

The attached document provides data for four years. The information will assist in determining enrollment potential and capacity in seven defined areas including:

- Resident Hall Capacity
- Resident Parking Capacity
- Commuter Parking Capacity
- Cafeteria Capacity
- Classroom Space Utilization
- Lab Space Utilization
- Faculty to Student Ratio

NSCS

Optimal Enrollment Capacity Model

#1 Resident Hall Capacity

Source: Occupancy & Income Report/Fall 2006

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	597	92%
PSC	266	236	89%
WSC	789	761	96%

Current Bed Capacity	Beds Occupied	% Occupied
1,251	778	62%
502	389	77%
1,566	1,254	80%

Source: Occupancy & Income Report - Fall 2007

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	605	93%
PSC	266	243	91%
WSC	789	769	97%

Current Bed Capacity	Beds Occupied	% Occupied
1,251	834	67%
502	406	81%
1,566	1,344	86%

Source: Occupancy & Income Report - Fall 2008

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	628	96%
PSC	266	236	89%
WSC	789	762	97%

Current Bed Capacity	Beds Occupied	% Occupied
1,251	867	69%
502	408	81%
1,566	1,346	86%

Source: Occupancy & Income Report - Fall 2009

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	642	98%
PSC	266	259	97%
WSC	789	763	97%

Current Bed Capacity	Beds Occupied	% Occupied
1,251	897	72%
502	454	90%
1,566	1,352	86%

Source: Occupancy & Income Report - Fall 2010

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	640	98%
PSC	266	247	93%
WSC	789	742	94%

Current Bed Capacity	Beds Occupied	% Occupied
1,304	983	75%
502	455	91%
1,566	1,376	88%

#2 Parking Capacity Resident

Source: Facility Master Plan

Fall 2006 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	632	778	1.23	1.5
PSC	375	382	1.02	1.5
WSC	816	1,254	1.54	1.5

Fall 2007 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	632	834	1.32	1.5
PSC	375	406	1.08	1.5
WSC	809	1,344	1.66	1.5

Fall 2008 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	632	822	1.30	1.5
PSC	375	408	1.09	1.5
WSC	816	1,346	1.65	1.5

Fall 2009 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	632	897	1.42	1.5
PSC	375	454	1.21	1.5
WSC	816	1,352	1.66	1.5

Fall 2010 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	658	983	1.49	1.5
PSC	375	455	1.21	1.5
WSC	757	1,376	1.82	1.5

#3 Parking Capacity Commuter

Source: Facility Master Plan or actual count

Fall 2006 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	758	1,119	1.48	3
PSC	409	501	1.22	3
WSC	484	1,603	3.31	3

Fall 2007 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	758	1,002	1.32	3
PSC	409	479	1.17	3
WSC	522	1,554	2.98	3

Fall 2008 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	884	1,089	1.23	3
PSC	409	439	1.07	3
WSC	484	1,598	3.30	3

Note: Commuter headcount based on total headcount less resident headcount.

Fall 2009 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	884	1071*	1.21	3
PSC	470**	483	1.03	3
WSC	484	1,689	3.49	3

Note: Commuter headcount based on total headcount less resident headcount.

*Commuter headcount is based on total on-campus end of term headcount less resident headcount in this report. Previous reports used total headcount which included online and site based headcount enrollments.

**61 parking spaces available to commuter students added on former AD Majors site

Fall 2010 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	675	656*	0.97	3
PSC	470	498	1.06	3
WSC	543	1,616	2.98	3

*CSC commuter headcount is based on total on-campus end of term headcount less resident headcount in this report. Previous reports used Total headcount which included online and site based headcount enrollments.

#4 Cafeteria Capacity

Source: Building Inventory

Fall 2006 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	822	417	834	1,251	66%
PSC	382	277	554	831	46%
WSC	1,254	661	1,322	1,983	63%

Fall 2007 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	834	417	834	1,251	67%
PSC	406	277	554	831	49%
WSC	1,344	661	1,322	1,983	68%

Fall 2008 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	822	417	834	1,251	66%
PSC	408	277	554	831	49%
WSC	1,346	657	1,314	1,971	68%

Fall 2009 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	897	417	834	1,251	72%
PSC	454	277	554	831	55%
WSC	1,352	657	1,314	1,971	69%

Fall 2010 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	983	385*	600	1,200	82%
PSC	455	277	554	831	55%
WSC	1,376	649	1,314	1,971	70%

*Number of dining stations is based on actual count from Food Service personnel and includes grill/snack bar capacity.

Note: Allow 18 square feet per student station; allow two turns per hour to determine hourly capacity; utilized capacity may be influenced by student count, dining station count or hours of service. Dining space square footage provided by each college as follows: CSC - 7,500, PSC - 4,978, WSC - 11,677

#5 Classroom Space Utilization

Source: CCPE Standard - summary only

1	2	3	4	5	6	7	8
Room Description 2006 Averages	Assignable Square Feet	Student Stations Available for Use	Weekly Hours Scheduled For Use	Actual Weekly Total of Student Station Hours Used	Weekly Student Stations Available Based on 30 Hrs.	% Occupied	% Scheduled
CSC	1,008.82	48.23	14.37	332.72	1,446.89	26.55%	47.91%
PSC	745.29	37.52	17.36	422.81	1,125.71	35.97%	57.86%
WSC	761.52	34.72	21.33	510.71	1,041.50	49.04%	71.08%
2007 Averages							
CSC	875.52*	36.36	20.48	422.30	1,090.91	35.06%	68.26%
PSC	900.2	37.35	16.95	418.75	1,120.50	36.00%	56.50%
WSC	761.52	34.92	20.75	509.98	1,047.50	48.69%	69.17%
*Administration Building rooms not available due to construction.							
2008 Averages							
CSC	870.39*	37.00	15.17	495.20	1,110.00	39.27%	50.57%
PSC	899.70	37.55	16.35	397.20	1,126.50	34.08%	54.50%
WSC	763.70	35.39	22.54	555.88	1,061.79	52.35%	75.15%
*Administration Building rooms not available due to construction.							
2009 Averages							
CSC	1426.53*	35.76	17.51	378.06	1,072.65	32.60%	58.37%
PSC	899.70	37.55	17.65	412.10	1,126.50	34.93%	58.83%
WSC	771.47	36.31	22.23	547.44	1,089.15	50.26%	74.10%
*Administration Building rooms back on line.							
2010 Averages							
CSC	1,336.30	33.63	15.98	354.84	1,008.98	30.01%	53.27%
PSC	899.70	37.55	18.51	437.02	1,126.50	37.45%	61.68%
WSC	771.63	36.47	22.16	536.39	1,094.00	49.03%	73.86%

Notes:

- Column 1 - Description to include building and room number.
- Column 2 - The floor area of the room as measured from the inside finish of permanent outer walls or permanent partitions. Identify only rooms used as classroom
- Column 3 - The number of classroom seats the room is designated to accommodate. One student station is one classroom seat.
- Column 4 - Self-explanatory.
- Column 5 - Number of registered students on October 15 IPEDS census date X course credit hours per student.
Utilize "hours met" rather than credit hours to assure appropriate utilization.
- Column 6 - Column 3 X 30.
- Column 7 - Percent of Student Station Utilization Based on 30 Hours. Column 5 / Column 6 X 100.
- Column 8 - Percent of Room Utilization Based on 30 Hours. Column 4 / 30 Hours X 100.

***WSC - The Square Footage and Station figures for the Optimal Enrollment report, the data is provided by Ruth Smith, Construction Projects Coordinator. She extracts the data by her own calculations from 1 actual drawing files. As far as the classroom and lab actual usage, this data is from the number enrolled in the Course files extracted from PeopleSoft.

#6 Lab Space Utilization

Source: CCPE - summary only

	1	2	3	4	5	6	7	8
	Room Description	Assignable Square Feet	Student Stations Available for Use	Weekly Hours Scheduled For Use	Actual Weekly Total of Student Station Hours Used	Weekly Student Stations Available Based on 20 Hrs.	% Occupied	% Scheduled
2006 Averages								
CSC		977.94	27.72	11.38	182.83	554.44	37.16%	56.89%
PSC		1,315.33	26.92	8.27	145.67	538.33	28.34%	41.33%
WSC		1,026.77	23.05	11.24	193.58	460.93	42.00%	56.22%
2007 Averages								
CSC		1,196.53	26.72	11	120.66	593.75	24.40%	52.29%
PSC		989.17	28.42	10.5	184.83	568.33	32.64%	52.50%
WSC		994.23	22.93	12.87	238.27	458.6	51.95%	64.36%
2008 Averages								
CSC		1,252.55	27.76	17.34	111.45	620.69	21.27%	83.81%
PSC		1489.00	36.42	10.96	206.50	728.33	34.87%	43.83%
WSC		988.51	21.72	13.04	227.76	434.36	52.44%	65.19%
2009 Averages								
CSC		1011.86*	26.96	10.84	116.75	596.79	22.57%	51.01%
PSC*		1489.00	36.42	8.17	152.33	728.33	30.03%	32.67%
WSC		981.97	22.86	13.85	238.62	457.30	52.18%	69.26%
*3 labs in Jindra Fine Arts were not available Fall 2009 due to construction project								
2010 Averages								
CSC		1011.86*	26.96	10.32	129.00	596.79	26.18%	48.81%
PSC*		1489.00	36.75	10.72	212.59	735.00	39.30%	42.87%
WSC		1,000.68	22.85	12.99	216.15	457.00	47.30%	64.94%
*3 labs in Jindra Fine Arts were not available Fall 2010 due to construction project								

***WSC - The Square Footage and Station figures for the Optimal Enrollment report, the data is provided by Ruth Smith, Construction Projects Coordinator. She extracts the data by her own calculations from actual drawing files. As far as the classroom and lab actual usage, this data is from the number enrolled in the Course files extracted from PeopleSoft.

Notes:

- Column 1 - Description to include building and room number.
- Column 2 - The floor area of the room as measured from the inside finish of permanent outer walls or permanent partitions.
- Column 3 - The number of classroom seats the room is designated to accommodate. One student station is one classroom seat.
- Column 4 - Self-explanatory.
- Column 5 - Number of registered students on October 15 IPEDS census date X course credit hours per student.
Utilize "hours met" rather than credit hours to assure appropriate utilization.
- Column 6 - Column 3 X 20.
- Column 7 - Percent of Student Station Utilization Based on 20 Hours. Column 5 / Column 6 X 100.
- Column 8 - Percent of Room Utilization Based on 20 Hours. Column 4 / 20 Hours X 100.

#7 Faculty/Student Ratio - On Campus

	Lower Division (Levels 01 & 02)	Upper Division (Levels 03 & 04)	UG Total	Target Ratio	Graduate Division (Levels 05,06,& 07)	Total	Target Ratio
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2006				19 - 21			16 - 18
CSC	19.24	12.21	16.14		5.16	13.21	
PSC	23.43	15.85	20.14		0.00	20.14	
WSC	21.00	14.70	18.00		16.70	18.00	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2007				19 - 21			16 - 18
CSC	20.75	14.83	17.94		14.26	17.55	
PSC	22.28	16.37	19.67		0.00	19.68	
WSC	21.70	14.70	18.50		15.60	18.40	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2008				19 - 21			16 - 18
CSC	23.36	13.68	16.73		13.10	17.01	
PSC	20.39	15.53	18.36		0.00	18.36	
WSC	21.30	14.80	18.30		24.80	18.40	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2009				19 - 21			16 - 18
CSC	19.46	14.51	17.44		9.70	17.07	
PSC	22.1	15.45	19.35		0.00	19.35	
WSC	21.30	15.30	18.50		24.80	18.60	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2010				19 - 21			16 - 18
CSC	19.43	16.18	17.44		17.70	17.07	
PSC	22.68	14.52	19.05		0.00	19.05	
WSC	20.6	15.0	18.1		28.1	18.2	

*On Campus - Includes students enrolled on campus, hybrid courses meeting on campus

Student FTE is based on 15 SCH for UG; 12 SCH for GR, including Ind. Study

Faculty FTE is based on 12 credit hours for UG; 9 credit hours for Graduate, excludes Ind. Study

**Off Campus - Includes courses provided at remote campus locations in traditional instructor/student format, all IDL, and hybrid courses that utilize a remote location for classroom instruction.

***On Line - Includes all course work provided completely on line regardless of point of origin. On line courses provide no face to face meeting time between instructor and student.
Also includes Correspondence courses.

#7 Faculty/Student Ratio - Off Campus

	Lower Division (Levels 01 & 02)	Upper Division (Levels 03 & 04)	UG Total	Target Ratio	Graduate Division (Levels 05,06,& 07)	Total	Target Ratio
Off Campus ** 2006				19 - 21			16 - 18
CSC	10.78	15.03	14.94		9.24	15.41	
PSC	12.01	35.03	20.72		0.00	20.72	
WSC	12.00	11.20	11.40		29.30	24.30	
Off Campus ** 2007				19 - 21			16 - 18
CSC	26.81	16.41	20.20		10.92	15.45	
PSC	10.69	36.21	20.40		4.23	20.17	
WSC	10.30	13.80	13.00		23.30	21.30	
Off Campus ** 2008				19 - 21			16 - 18
CSC	8.09	26.41	20.00		27.50	25.45	
PSC	9.06	18.98	11.64		0.00	11.65	
WSC	10.30	7.30	8.30		23.50	19.90	
Off Campus ** 2009				19 - 21			16 - 18
CSC	9.33	12.30	11.51		12.48	11.71	
PSC	10.20	20.12	12.31		0.00	12.32	
WSC	10.10	7.10	8.00		18.50	16.20	
Off Campus ** 2010				19 - 21			16 - 18
CSC	5.74	29.03	11.51		4.26	11.71	
PSC	9.99	23.33	13.96		25.83	14.03	
WSC	5.9	4.4	4.9		18.9	15.8	

*On Campus - Includes students enrolled on campus, hybrid courses meeting on campus

Student FTE is based on 15 SCH for UG; 12 SCH for GR, including Ind. Study

Faculty FTE is based on 12 credit hours for UG; 9 credit hours for Graduate, excludes Ind. Study

**Off Campus - Includes courses provided at remote campus locations in traditional instructor/student format, all IDL, and hybrid courses that utilize a remote location for classroom instruction.

***On Line - Includes all course work provided completely on line regardless of point of origin. On line courses provide no face to face meeting time between instructor and student.

Also includes Correspondence courses.

#7 Faculty/Student Ratio - Online

	Lower Division (Levels 01 & 02)	Upper Division (Levels 03 & 04)	UG Total	Target Ratio	Graduate Division (Levels 05,06,& 07)	Total	Target Ratio
Online *** 2006				25			16 - 18
CSC	10.62	10.97	10.79		12.32	11.10	
PSC	22.33	25.18	23.68		16.24	20.42	
WSC	12.00	11.50	11.50		5.20	6.70	
Online *** 2007				25			16 - 18
CSC	22.03	16.16	18.48		15.93	17.89	
PSC	25.74	20.42	22.95		12.02	18.40	
WSC	16.60	14.60	15.40		5.80	8.20	
Online *** 2008				25			16 - 18
CSC	19.86	16.38	17.94		16.73	17.89	
PSC	23.89	21.08	22.37		16.68	20.09	
WSC	12.90	19.60	16.30		6.40	8.10	
Online *** 2009				25			16 - 18
CSC	20.89	17.20	18.79		18.51	18.72	
PSC	25.86	21.29	23.35		16.53	20.69	
WSC	16.40	14.60	15.40		6.50	8.60	
Online *** 2010				25			16 - 18
CSC	20.80	17.83	18.79		19.76	18.72	
PSC	21.66	17.91	19.65		17.35	19.10	
WSC	15.2	14.2	14.5		7.3	9.3	

*On Campus - Includes students enrolled on campus, hybrid courses meeting on campus

Student FTE is based on 15 SCH for UG; 12 SCH for GR, including Ind. Study

Faculty FTE is based on 12 credit hours for UG; 9 credit hours for Graduate, excludes Ind. Study

**Off Campus - Includes courses provided at remote campus locations in traditional instructor/student format, all IDL, and hybrid courses that utilize a remote location for classroom instruction.

***On Line - Includes all course work provided completely on line regardless of point of origin. On line courses provide no face to face meeting time between instructor and student.

Also includes Correspondence courses.

General Notes:

Item 1 - All values originate from fall occupancy & income reports.

Item 2 - Resident parking lot capacities provided by individual campus staff or master plan documents. Capacities may change with lot modifications or space assignments. Target values are based on UNL existing capacities provided by Dan Carpenter of UNL.

Item 3 - Same as item 2.

Item 4 - Formula for determining capacity was provided by Roger Kruse of Kruse Consulting and is based on design values Kruse would use in 2007.

Item 5 - Space Utilization standards have been established by the CCPE.

Item 6 - Same as item 5.

Item 7 - Faculty/Student Ratio values to be provided by end of term Instructional Load report. This report will require modification to accommodate new categories.

Report due at the second regular Board of Trustees meeting following the close of each fall semester.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
 Bill Roskens
 Riley Machal

June 2, 2011

Occupancy/Income Reports for Spring 2011

Priority: Financial Strength of the System

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

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

As required by the master bond resolution, the colleges have provided information on occupancy and the income earned by their revenue bond facilities during spring, 2011.

In summary, the following ratios are noted with comparative data from 2010:

	% Residence Hall Bed Occupancy Spring 11	% Residence Hall Room Occupancy Spring 11	% Residence Hall Income Spring 11
Chadron	64%	90%	67%
Peru	77%	82%	67%
Wayne	77%	86%	69%

	% 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%

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2011

REPORT DATE: May 3, 2011
FINAL REPORT: Spring 2011

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2010	Beds Occupied Spring 2011	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2010	Rooms Occupied Spring 2011	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	157	174	10.83%	61.27%	148	131	137	92.57%
BROOKS	110	84	43	45	4.65%	53.57%	40	31	32	80.00%
EDNA WING	94	94	54	57	5.56%	60.64%	49	42	44	89.80%
EDNA WORK	92	92	53	56	5.66%	60.87%	46	46	45	97.83%
HIGH RISE	400	422	268	267	-0.37%	63.27%	218	205	202	92.66%
KENT HALL	304	275	200	196	-2.00%	71.27%	151	127	127	84.11%
SUBTOTALS	1,304	1,251	775	795	2.58%	63.55%	652	582	587	90.03%

	Apartments Available	Apartments Occupied Spring 2010	Apartments Occupied Spring 2011	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0.00%	0.00%
WEST COURT	41	36	32	-11.11%	78.05%
SUBTOTALS	41	36	32	-11.11%	78.05%
TOTALS	1,304	1,292	811	1.97%	64.01%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,304	1,194	1000-1992	1,662,982	1,107,133	66.58%
Student Apartments						
Family Housing	41	41	336-531	91,712	59,311	64.67%
Faculty Apartments						
Summer, Guest Housing & Rentals				25,000	432	1.73%
Other						
TOTALS				\$1,779,694	\$1,166,876	65.57%

* 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 2011

REPORT DATE: JUNE 2, 2011
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2010	Beds Occupied Spring 2011	Percent of Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2011	Percent Room Occupancy
Residence Hall									
ELIZA MORGAN (1)	170	98	78	71	-8.97%	72.45%	50	40	80.00%
DELZELL	146	144	83	107	28.92%	74.31%	72	61	84.72%
CLAYBURN/MATHEWS	120	106	83	85	2.41%	80.19%	58	45	77.59%
DAVIDSON/PALMER	116	106	96	84	-12.50%	79.25%	58	46	79.31%
NICHOLAS/PATE	24	48	42	41	-2.38%	85.42%	28	25	89.29%
SUBTOTALS	576	502	382	388	1.57%	77.29%	266	217	81.58%

	Apartment Available	Apartment Occupied Spring 2010	Apartment Occupied Spring 2011	Percent of Change	Percent Occupancy	
Family Housing						
OAK HILL	12	9	12	0	100.00%	
FACULTY	8	7	8	0	100.00%	
SUBTOTALS	0	20	16	0	100.00%	
TOTALS	576	522	398	408	0	78.16%

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	\$486,254	66.57%
Student Apartments	12	12	1368-1628	\$20,808	15,411	74.06%
Faculty Apartments	8	8	1400-1700	\$18,900	16,480	87.20%
Summer, Guest Housing & Rentals					647	
Other					21,518	
TOTALS				\$770,118	\$540,310	70.16%

* 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 2011

REPORT DATE: JUNE 2, 2011
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2010	Beds Occupied Spring 2011	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2010	Rooms Occupied Spring 2011	Percent Room Occupancy
Residence Hall	165	160	129	129	0.00%	80.63%	66	64	64	96.97%
Anderson Hall	328	306	235	259	10.21%	84.64%	159	148	147	92.45%
Berry Hall	448	434	297	346	16.50%	79.72%	208	173	194	93.27%
Morey Hall	240	231	179	205	14.53%	88.74%	119	111	115	96.64%
Neihardt Hall	185	161	127	144	13.39%	89.44%	91	85	88	96.70%
Pile Hall**	150	134	113	0	-100.00%	0.00%	72	68	0	0.00%
Terrace Hall	147	140	112	125	11.61%	89.29%	74	70	71	95.95%
SUBTOTALS	1,663	1,566	1,192	1,208	1.34%	77.14%	789	719	679	86.06%

	Apartments Available	Apartments Occupied Spring 2010	Apartments Occupied Spring 2011	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,663	1,566	1,192	1,208	1.34%	77.14%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,663	1,566	\$1330-\$2330	\$2,029,761	\$1,398,809	68.91%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	2,750	NA
Other				\$23,839	23,839	100.00%
TOTALS				\$2,053,600	\$1,425,398	69.41%

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

** Due to renovation, the residence hall rooms in Pile are not available for occupancy this semester.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

Peru State Bookstore Contract Update

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

PSC issued a Request for Proposals for Campus Bookstore Operations and received one proposal in response, from Peru State's current vendor, Validis Resources.

The contract with Validis Resources is to operate the bookstore in the Peru State Student Center for a period of three years, beginning with the 2011-2012 academic year, with renewal options to the 2015-2016 academic year. For the right to operate the bookstore, Validis Resources will pay commission of 6.5% on sales up to \$1,000,000 and 7.5% on sales over \$1,000,000. The Chancellor was authorized to sign the contract at the March 24-25, 2011 Board of Trustees meeting.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair

Bill Roskens

Riley Machal

June 2, 2011

Physical Plant Status Reports for January - March, 2011
(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

Each college has provided a status report of physical plant projects for the Board's information. These are found on the following pages.

PHYSICAL PLANT STATUS REPORT

College: Chadron State College

Meeting Date: June 2, 2011

Project Description	Status	Fund Source
LB 309 Projects		
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
Math Science Building – Design Roof Replacement	In Progress	LB 309
Math Science Building – Roof Replacement	In Progress	LB 309
Revenue Bond Projects (including BANS)		
LB 1100 Projects		
Math Science Building – Design Lighting Improvements	In Progress	LB 1100
Nelson Physical Activity Center - Lighting Improvements	Complete	LB 1100
Contingency Maintenance Projects		
High Rise Residence Hall Window Replacement	In Progress	Contingency Maint.
Kline Building Demolition	In Progress	Contingency Maint.
Mechanical Room Upgrades	In Progress	Contingency Maint.
Residence Hall Carpet/Flooring Replacement	In Progress	Contingency Maint.
Residence Hall Door/Access Control	Substantially Complete	Contingency Maint.
Revenue Bond Buildings Asbestos Abatement	Complete	Contingency Maint.
Revenue Bond Buildings Furnishings	In Progress	Contingency Maint.
Revenue Bond Buildings Master Plan	In Progress	Contingency Maint.
Student Center Specialty Equip	Complete	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not “fit” into any of the other categories)		

PHYSICAL PLANT STATUS REPORT

College: Peru State College

Meeting Date: June 2, 2011

Project Description	Status	Fund Source
LB 309 Projects		
Jindra Fine Arts Code Upgrade Study & Codes/HVAC Upgrade	In Progress	LB 309/LB 1100
CATS (ARC) Design Masonry Repairs	Complete	LB 309
Library Design Masonry Repairs	Complete	LB 309
Theater Balcony	Complete	LB 309
TJ Majors HVAC Study	Complete	LB 309
Campus Tunnel Wall Repair	In Progress	LB 309
Library Masonry Repairs – Phase II	In Progress	LB 309
LB 605 Projects (2006)		
Revenue Bond Projects (including BANS)		
Delzell Hall Restrooms	In Progress	Bonds
Eliza Morgan Phase II, III, IV	In Progress	Sale of bonds Surplus funds
Contingency Maintenance Projects		
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
New College Entry	In Progress	Foundation
Biomass Energy Center	In Progress	Foundation
Oak Bowl Renovations	In Progress	Foundation

PHYSICAL PLANT STATUS REPORT

College: Wayne State College

Meeting Date: June 2, 2011

Project Description	Status	Fund Source
LB 309 Projects		
Campuswide Energy Audit	Complete	LB 309/Cont. Maint.
Carhart Science 3 rd Floor HVAC	Complete	LB 309
U.S. Conn Library Fire Sprinkler Upgrades	Design Complete	LB 309
Education Fire Alarm Sprinkler Upgrades	In Process	LB 309
Fine Arts Lever Locks	Complete	LB 309
Hahn Upgrade	In Design	LB 309/LB 1100
Dashboard/Metering	In Design	LB 309
LB 1100 Projects (99-00)		
LB 605 Projects (2006)		
Carhart Science Renovations Phase I	Complete	LB605/Cash/Foundation
Revenue Bond Projects (including BANS)		
Pile Hall Renovation	In Process	Rev. Bonds, Surplus
Contingency Maintenance Projects		
Rec Center Racquetball Court to Cardio Room	In Process	Contingency Maint.
Student Center Roof	In Process	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
College Center at South Sioux City	In Process	State Approp/ Fed./Foundation/ NECC/Local
Commons Phase III	Complete	Cash/Foundation
Carhart Renov. – Phase II	In Process	Cash/Foundation
Willow Bowl Restoration	In Design	Foundation

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

Capital Construction Progress Reports as of March 31, 2011
(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

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

Peru

1. Eliza Morgan Hall Renovation Phases II, III & IV – Interim Report

Wayne

1. Campus Services – Final Report
2. Carhart Science Building Phase I – Interim Report
3. Carhart Science Building Phase II – Interim Report
4. College Center at South Sioux City – Interim Report
5. Pile Hall Renovation – Interim Report
6. Rice - Stadium Renovations Project – Final Report
7. Stadium Decking – Final 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
January-March, 2011

College: Peru State College		Meeting Date: June 2, 2011	
Project Information	Project Title:	Eliza Morgan Hall Renovation Phase II, III, and IV	
	Program Number:		
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:	Lund-Ross Constructors, Construction Manager	
	All square footage numbers are for four floors.		
	Current Net Square Footage: 36,880	Current Gross Square Footage: 38,722	
	Addition Net: 1,572	Addition Gross: 1,940	
Renovation Net: 16,506	Renovation Gross: 19,330		
Bid Opening Date			
Notice to Proceed Date			
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement	12/3/2001	
	Professional Services Contract	7/27/2010	
	Bonds Sold		
	Preliminary Plans		
	Design Development	5/31/2002	
	Construction Contract		
	Substantial Completion		
Final Completion			
Report Information	Status	Initial Report: Interim Report: X Final Report:	
Financial Information	Proposed Budget	Expended to Date	Balance
State Buildings			
State Funds--LB No:			
Federal Funds			
LB 309 Funds			
Cash Funds			
Capital Imp. Fee Commitment			
Total Available			
Revenue Bond Buildings	Bonds Sold		\$3,600,000.00
	Costs of Issuance/Reserves		\$337,120.00
	Balance of Proceeds		\$3,262,880.00
Revenue Sources for Construction			
1. Bond Proceeds Series 2011	\$3,262,880.00	\$0.00	\$3,262,880.00
2. Interest Earnings	\$3,000.00	\$0.00	\$3,000.00
3. Revenue Bond Surplus 9/10/2010	\$253,451.00	\$166,745.07	\$86,705.93
4. Revenue Bond Surplus 11/12/2010	\$426,549.00	\$0.00	\$426,549.00
Total Available	\$3,945,880.00	\$166,745.07	\$3,779,134.93
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees	\$258,331.00	\$166,745.07	\$91,585.93
Life Cycle Cost Analysis			
Construction			
1. General, Mech., Elec.	\$3,687,549.00	\$0.00	\$3,687,549.00
2. Fixed Equipment			
3. Sitework/Utilities			
Administrative Fees			
Furnishings/Moveable Equip.			
Contingency			
Artwork			
Other Items			
Change Orders			
TOTALS	\$3,945,880.00	\$166,745.07	\$3,779,134.93

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of Mar. 31, 2011

College: Wayne State College		Meeting Date: June 2, 2011	
Project Information	Project Title:	Campus Services	
	Program Number:	na	
	Professional Consultant:	Alley Poyner	
	General Contractor:	RaDec Construction	
	Net Square Footage: 35,368	Gross Square Footage: 41,305	
	Bid Opening Date	February-07	
	Notice of Proceed Date	February-07	
Estimated Completion Date	April-08		
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	October-02	
	Professional Services Contract	July-06	
	Bonds Sold	August-07	
	Preliminary Plans		
	Design Development	October-06	
	Construction Contract	March-07	
	Substantial Completion	April-08	
Final Completion	June-08		
Report Information	Status	Initial Report:	
		Interim Report:	
		Final Report: x	
Financial Information			
State Buildings	State Funds--LB No:605	\$	5,185,466
	Federal Funds	\$	
	LB 309 Funds	\$	
	Cash Funds	\$	
	Capital Imp. Fee Commitment	\$	
	Other - Wayne St. Foundation	\$	16,000
	Other LB1100	\$	156,547
Total Available	\$	5,358,013	
Revenue Bond Buildings	Bonds Sold	\$	
	Costs of Issuance/Reserves	\$	
	Balances of Proceeds	\$	
Revenue Sources for Construction	1. Bond Proceeds	\$	5,185,466.00
	2. Interest Earnings	n/a - kept by System Office for other projects	
	3. Other (LB1100)	\$	156,547.00
	Total Available		\$5,342,013
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$334,213.00	\$334,213.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction			
1. General, Mech., Elec.	\$4,014,000.00	\$4,014,000.00	\$0.00
2. Concrete encased fiber	\$80,000.00	\$90,088.50	-\$10,088.50
Furnishings/Moveable Equip.	\$369,535.00	\$493,535.25	-\$124,000.25
Contingency	\$98,347.14	\$0.00	\$98,347.14
Artwork	\$57,922.00	\$42,238.50	\$15,683.50
Other Items			
1. Demolition of Armory	\$37,500.00	\$22,330.00	\$15,170.00
2. Other	\$82,927.00	\$88,262.47	-\$5,335.47
Change Orders			
1. CO # 1 through #12	\$267,568.86	\$267,569.02	-\$0.16
			\$0.00
			\$0.00
TOTALS	\$5,342,013.00	\$5,352,236.74	-\$10,223.74

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of Mar. 31, 2011

College: Wayne State College		Meeting Date: June 2, 2011	
Project Information	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	
Project Dates	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	
Report Information	Status	Initial Report:	
		Interim Report: X	
		Final Report:	
Financial Information			
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	\$	800,000
	2. Interest Earnings		N/A
	3. Other		8,878,500
	Total Available		\$9,678,500
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$0.00	\$0.00	\$0.00
Professional Fees	\$375,000.00	\$375,000.00	\$0.00
Life Cycle Cost Analysis	\$0.00	\$0.00	\$0.00
Construction	\$5,835,717.00	\$5,676,700.44	\$159,016.56
Contingency			\$0.00
	\$0.00	\$0.00	\$0.00
Other Items	\$313,170.00	\$116,369.37	\$196,800.63
Change Orders 1 to 11	\$0.00	\$0.00	\$0.00
TOTALS	\$6,523,887.00	\$6,168,069.81	\$355,817.19

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2011**

College: Wayne State College		Meeting Date: June 2, 2011	
Project Information	Project Title:		Carhart Renovation, Ph. II
	Program Number:		952
	Professional Consultant:		The Clark Enersen Partners
	General Contractor:		CM - Beckenhauer Construction, Inc.
	Net Square Footage:		Gross Square Footage:
	Bid Opening Date	4/7/2011	
	Notice of Proceed Date	6/1/2012	
Estimated Completion Date	6/1/2012		
Final Acceptance Date			
Project Dates	Professional Consultants:		(enter dates)
	Needs Statement		
	Program Statement		
	Professional Services Contract		Sept., 2010
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract		May, 2011
Substantial Completion			
Final Completion			
Report Information	Status		Initial Report:
			Interim Report: x Final Report:
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds		\$3,137,982.00
	Capital Imp. Fee Commitment		
	Other - Wayne State Foundation		\$1,089,216.00
Total Available		\$4,227,198.00	
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available		\$0.00
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$247,000.00	\$206,412.96	\$40,587.04
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,175,624.00		\$3,175,624.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork	\$37,000.00		\$37,000.00
Other Items			
1. Legal, ins., moving	\$50,000.00		\$50,000.00
2. Special technical/lab eqpmt.	\$112,900.00		\$112,900.00
3. Misc. (advert., etc.)			\$0.00
Change Orders			
1.			\$0.00
2.			\$0.00
TOTALS	\$3,622,524.00	\$206,412.96	\$3,416,111.04

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2011**

College: Wayne State College		Meeting Date: June 2, 2011		
Project Information	Project Title: College Center at South Sioux City			
	Program Number: 951			
	Professional Consultant: BCDM/TCEP			
	General Contractor: L & L Builders			
	Net Square Footage:		Gross Square Footage:	
	Bid Opening Date	5/22/09		
	Notice of Proceed Date	6/22/09		
Estimated Completion Date	11/29/10			
Final Acceptance Date				
Project Dates	Professional Consultants:	BCDM, TCEP		
	Needs Statement			
	Program Statement	5/18/06		
	Professional Services Contract	1/15/08		
	Bonds Sold			
	Preliminary Plans	7/17/09		
	Design Development	8/9/08		
	Construction Contract	6/19/09		
	Substantial Completion	3/7/11		
Final Completion	4/20/11 (Grand Opening) punch list still remains			
Report Information	Status	Initial Report:		
		Interim Report: x Final Report:		
Financial Information				
State Buildings	State Funds--LB No:	\$3,765,850.00	LB 425 (2005), LB1060 (2006), LB320 (2007)	
	Federal Funds	\$1,096,927.00		
	Local Funds (So. Sioux City)	\$191,016.00		
	Land Donation (\$2,100,000.00)			
	Private	\$1,396,232.00		
	Other	\$3,765,850.00	NECC property tax	
	Total Available	\$10,215,875.00		
Revenue Bond Buildings	Bonds Sold			
	Costs of Issuance/Reserves			
	Balances of Proceeds			
Revenue Sources for Construction	1. Bond Proceeds			
	2. Interest Earnings			
	3. Other			
	Total Available	\$0.00		
Expenditure Information	Proposed Budget	Expended to Date	Balance	
	Program Planning		\$0.00	
	Professional Fees	\$837,366.00		\$837,366.00
	Life Cycle Cost Analysis			\$0.00
	Construction			
	1. General, Mech., Elec.	\$7,204,800.00		\$7,204,800.00
	2. Fixed Equipment			\$0.00
	3. Sitework/Utilities			\$0.00
	Furnishings/Moveable Equip.	\$1,080,987.00		\$1,080,987.00
	Contingency	\$121,839.00		\$121,839.00
	Artwork	\$21,500.00		\$21,500.00
	Other Items			
	1. Security System, locks, tech., donor wall, consulting	\$331,996.00		\$331,996.00
	2. Capital campaign costs	\$11,125.00		\$11,125.00
	2. Land acq (\$2.1M gift)			\$0.00
	Change Orders			
	1.	\$435,582.00		\$435,582.00
	TOTALS	\$10,045,195.00		\$10,045,195.00
	WSC's obligation - 50%	\$5,022,597.50		
	WSC's commitment - w/private*	\$5,491,519.00		
	WSC's GF/FF commitment	\$4,158,050.00	\$3,883,670.96	\$274,379.04

*All private donations were transmitted to NECC. NECC is monitoring expenditures from private donations.

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2011**

College: Wayne State College		Meeting Date: June 2, 2011	
Project Information	Project Title:	Pile Hall Renovation	
	Program Number:	N/A	
	Professional Consultant:	BVH	
	General Contractor:	(CM) Beckenhauer Construction, Inc.	
	Net Square Footage: 26,413	Gross Square Footage: 39,137	
	Bid Opening Date	2/17/11	
	Notice of Proceed Date	11/15/11	
Estimated Completion Date	11/15/11		
Final Acceptance Date			
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement	3/18/10	
	Professional Services Contract	11/13/09, 7/13/10, 10/13/10	
	Bonds Sold	10/20/10	
	Preliminary Plans	9/10/10	
	Design Development	11/12/10	
	Construction Contract	5/1/11	
	Substantial Completion		
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: x Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		
Other			
Total Available	\$0.00		
Revenue Bond Buildings	Bonds Sold	\$5,000,000.00	11/3/2010
	Costs of Issuance/Reserves	\$426,400.00	
	Balances of Proceeds	\$4,573,600.00	
Revenue Sources for Construction	1. Bond Proceeds	\$4,573,600.00	
	2. Interest Earnings		
	3. Other (Surplus Fund)	\$500,000.00	
	4. Auxiliary Operating Funds	\$141,209.00	
	Total Available	\$5,214,809.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$39,507.00	\$39,507.00	\$0.00
Professional Fees (BVH)	\$378,940.00	\$314,573.93	\$64,366.07
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec. (GMP)	\$4,588,875.00		\$4,588,875.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork			\$0.00
Other Items - Escalation			
1. Plan Reviews/Testing		\$3,850.00	-\$3,850.00
2. Abatement (prof srvc & abate.)	\$59,900.00	\$53,825.16	\$6,074.84
3. Misc., advert., etc.		\$3,873.97	-\$3,873.97
Change Orders			
1.			\$0.00
2.			\$0.00
TOTALS	\$5,067,222.00	\$415,630.06	\$4,651,591.94

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2011**

College: Wayne State College		Meeting Date: June 2, 2011	
Project Information	Project Title: Rice - Stadium Renovation Project		
	Program Number: 941		
	Professional Consultant: Leo A Daly		
	General Contractor: Otte Construction, Wayne, NE		
	Net Square Footage: 29,318		Gross Square Footage: 34,733
	Bid Opening Date	Nov., 2007	
	Notice of Proceed Date		
Estimated Completion Date	Sept., 2008		
Final Acceptance Date	Febr., 2009		
Project Dates	Professional Consultants:		
	Needs Statement	(enter dates)	
	Program Statement	Mar., 2007	
	Professional Services Contract	Oct., 2007	
	Bonds Sold		
	Preliminary Plans		
	Design Development	Sept., 2007	
	Construction Contract	Dec., 2007	
	Substantial Completion	Febr., 2009	
Final Completion	Mar., 2009		
Report Information	Status	Initial Report:	
		Interim Report: Final Report: x	
Financial Information			
State Buildings	State Funds--LB No:	\$3,766,611.00	
	Federal Funds		
	LB 309 Funds	\$160,000.00 ADA Entrance & Elevator	
	Cash Funds	\$106,735.00 Steam Pipe Replacement	
	Capital Imp. Fee Commitment	\$160,000.00 ADA Entrance & Elevator	
	LB 1100	\$346,245.00 Rice Sprinkler System	
	Wayne State Foundation	\$300,012.00 Athletics fund-raising	
Total Available	\$4,839,603.00		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds	\$3,766,611.00	
	2. Interest Earnings	N/A	
	3. Other	\$1,072,992.00	
	Total Available	\$4,839,603.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$282,000.00	\$281,662.71	\$337.29
Life Cycle Cost Analysis			\$0.00
Construction			
1. Rice & Stadium Renovations	\$3,085,978.00	\$3,036,775.00	\$49,203.00
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	\$564,237.00		\$564,237.00
Artwork	\$35,000.00	\$35,000.00	\$0.00
Other Items	\$15,000.00	\$110,492.51	-\$95,492.51
1.			\$0.00
2.			\$0.00
Change Orders			
1 - 12	-\$49,203.00	\$0.00	-\$49,203.00
2.			\$0.00
TOTALS	\$4,839,603.00	\$4,813,542.28	\$26,060.72

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2011**

College: Wayne State College		Meeting Date: June 2, 2011	
Project Information	Project Title: Stadium Decking		
	Program Number: 941		
	Professional Consultant: Leo A Daly		
	General Contractor: McGill Restoration, Inc.		
	Net Square Footage:		Gross Square Footage:
	Bid Opening Date	Apr. 8, 2010	
	Notice of Proceed Date	Apr. 13, 2010	
Estimated Completion Date			
Final Acceptance Date	Nov., 2010		
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement		
	Professional Services Contract		
	Bonds Sold		
	Preliminary Plans		
	Design Development		
Construction Contract	5/12/10		
Substantial Completion	8/31/10		
Final Completion	11/1/10		
Report Information	Status	Initial Report:	
		Interim Report: Final Report: x	
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds (LB1100)		\$243,346.00
	Cash Funds		
	Capital Imp. Fee Commitment		\$85,000.00
	Other		
Total Available		\$328,346.00	
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available		\$0.00
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$14,000.00	\$13,971.15	\$28.85
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$241,200.00	\$270,480.00	-\$29,280.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork			\$0.00
Other Items			
1.			\$0.00
2.			\$0.00
Change Orders			
1.	\$29,280.00		\$29,280.00
2.			\$0.00
TOTALS	\$284,480.00	\$284,451.15	\$28.85

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
 Bill Roskens
 Riley Machal

June 2, 2011

Grant Applications and Awards for Information Only

Chadron Award

- Kaleidoscope Project (Next Generation Learning Challenge (NGLC) funded by the Gates and Hewlett Foundations) -- \$750,000 for consortium; ~ \$75,000 for CSC

Wayne Awards

- ECO 24/7 Studies and Implementation on Bowen Hall (Department of Energy State Energy Program-ARRA through Nebraska Energy Office) -- \$200,000
- USCA Equipment Grant (Easton Foundation Equipment Grants for US Collegiate Archery Clubs) -- \$1,374 donated equipment and \$1,600 monetary award
- "We Agree" Project (Mini-grant from Nebraska Collegiate Consortium to Reduce High-Risk Drinking funded by the Nebraska Office of Highway Safety/Northeast Community College) -- \$1,950

Priority: Financial Strength of the System

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

5. Secure public and private funding sources

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

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

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

7.5.-2

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

College: Chadron State College		Date: 5-1-11
Notice of Intent	Application:	Accept Award: X
Name of Program: Kaleidoscope Project		
Funding Source: Next Generation Learning Challenge (NGLC) funded by the Gates and Hewlett Foundations		
Amount Requested: \$750,000 for consortium; ~ \$75,000 for CSC.	Amount Awarded: \$750,000 for consortium; ~ \$75,000 for CSC.	Funding Period: 5/2011 – 9/2012
Closing Date for Application Submission:		
When reporting Grant Award-- Grant submitted in April, 2011 after last Board of Trustees meeting in March and prior to the June meeting. Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund? Stipends for 4 instructors for course development, teaching/piloting of courses, and course assessment. These are not full-time duties and will be paid as stipends in addition to regular wages/salary.	FTE: 4.0 part-time	
How many of these are new positions? All individuals are currently full-time or part-time professors and the grant duties will be paid as additional assignments for them.	New FTE: 0	
Briefly describe the purpose(s) of this application/award: About Next Generation Learning Challenges NGLC focuses on identifying and scaling technology-enabled approaches to dramatically improve college readiness and completion by addressing a continuum of interrelated issues spanning secondary and postsecondary education from grades 6 through college. NGLC is led by EDUCAUSE in partnership with The League for Innovation in the Community College, the International Association of K-12 Online Learning, and the Council of Chief State School Officers. In addition to funding, NGLC is gathering evidence about effective practices, and working to develop a community dedicated to these persistent challenges. The Bill & Melinda Gates Foundation and the William and Flora Hewlett Foundation helped design the Next Generation Learning Challenges, and fund the initiative.		
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. Lois Veath		
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 2, 2011
Notice of Intent	Application:	Accept Award: X
Name of Program: ECO 24/7 Studies and Implementation on Bowen Hall		
Funding Source: Department of Energy State Energy Program-ARRA through Nebraska Energy Office		
Amount Requested: \$200,000	Amount Awarded: \$200,000	Funding Period: 03/01/11-04/30/12
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: X
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?		Yes: No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0.00
How many of these are new positions?		New FTE: 0.00
Briefly describe the purpose(s) of this application/award: This award will fund a two phase project. The first phase of the project is to perform an ECO 24/7 Energy Study on Bowen Hall. Phase two will implement ECO 24/7 energy efficient retrofits dictated by the energy study in Phase I. This project will improve indoor thermal comfort and increase building energy system efficiency in Bowen Hall.		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Ms. Jean Dale, Interim Vice President Administration and Finance		
Administrator responsible for approving the application: Ms. Jean Dale, Interim Vice President Administration and Finance		

7.5.-4

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

College: Wayne State College		Date: June 2, 2011
Notice of Intent	Application:	Accept Award: X
Name of Program: USCA Equipment Grant		
Funding Source: Easton Foundation Equipment Grants for US Collegiate Archery Clubs		
Amount Requested: \$6,250 in archery equipment	Amount Awarded: \$1,374 donated equipment and \$1,600 monetary award	Funding Period: 02/01/11-06/30/11
Closing Date for Application Submission: 01/31/11		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 03/25/11
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-Kind support includes a secure place on campus to store the equipment.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0 .00	
Briefly describe the purpose(s) of this application/award. This award will be used to purchase equipment for the Archery Club.		
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: Derek Anderson, Student Center Manager and Archery Club Sponsor		
Administrator responsible for approving the application: Ms. Jean Dale, Interim Vice President Administration and Finance		

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

College: Wayne State College		Date: June 2, 2011
Notice of Intent	Application:	Accept Award: X
Name of Program: "We Agree" Project		
Funding Source: Mini-grant from Nebraska Collegiate Consortium to Reduce High-Risk Drinking funded by the Nebraska Office of Highway Safety/Northeast Community College		
Amount Requested: \$4,000	Amount Awarded: \$1,950	Funding Period: 05/15/11-09/14/11
Closing Date for Application Submission: 01/26/11		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 03/25/11
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0 .00	
Briefly describe the purpose(s) of this application/award. This award allows Northeast Community College and Wayne State College to collaborate on a program to increase students' perception of the likelihood of being caught drinking illegally and/or on campus. Kathy Mohlfeld, WSC, and Pete Rizzo, NECC are coordinating the effort to obtain printed materials for both campuses to distribute to their students. Both colleges will track their success over an entire academic year to provide data on the project. Wayne State & NECC will each receive \$975 of the \$1,950 award to cover the printing costs.		
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: Kathy Mohlfeld, Counselor, Counseling Office		
Administrator responsible for approving the application: Ms. Jean Dale, Interim Vice President Administration and Finance		

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

Contracts and Change Orders for Information Only

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

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

CONTRACTS – 1) construction contracts for less than \$100,000; b) architect/engineer fees of less than \$55,000; c) consultant contracts for less than \$50,000 (between \$25,000 and \$50,000 must have Chancellor's approval); and d) exempt contracts less than \$50,000.

Nebraska State College System	
Location on Campus:	Nebraska State College System and Colleges Master Planning Agreement
Contracted Work:	Master Planning Agreement
Contract Amount:	\$240,000 (Board authorized Chancellor to sign contract January 19, 2011)
Fund Source:	Cash/Revenue Bond
Contractor:	BVH, Lincoln, NE

Chadron State College	
Location on Campus:	High Rise Residence Hall
Contracted Work:	Fire Alarm System Upgrade Design
Contract Amount:	\$8,500
Fund Source:	Revenue Bond
Contractor:	Noel Engineering, Inc.
Location on Campus:	High Rise Residence Hall
Contracted Work:	Fire Alarm System Upgrade (Approved March 25, 2011)
Contract Amount:	\$249,000
Fund Source:	Revenue Bond
Contractor:	Protex Central, Inc.
Location on Campus:	Miller Hall
Contracted Work:	Cooling Unit Installation
Contract Amount:	\$52,723
Fund Source:	Cash
Contractor:	Metal Products

7.6.-2

Peru State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Eliza Morgan Hall Phase II, III, IV GMP Addendum (Chancellor authorized to sign January 19, 2011) \$3,684,549 Bond Proceeds and Surplus Funds Lund-Ross Constructors, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra Fine Arts Building Audio wiring \$3,761 Cash Electronic Contracting Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Library Architectural Services for brick replacement \$17,700 LB 309 Jackson Jackson and Associates
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Services Boiler House Design Boiler House roof replacement \$27,400 LB 309 Jackson Jackson and Associates

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Remove and install replacement glass (3 rd floor vestibule) \$1,675 Cash Keystone Glass, Co., Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Build 2 offices within lower dining area (Room 17 & 18) \$9,277 Revenue Bond (Contingency Maintenance) Hattig Construction, Co., Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Bowen Hall Remove 6" TSI pipe fittings \$450 Revenue Bond Operating Environmental Services, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Hahn Administration Building Abatement project design/oversight/air clearances \$3,825 Special Projects - State AQS Environmental, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rec Center Install Everlast sports surface in Room 105 \$4,790 Revenue Bond Operating Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Furnish & install floor mount mop sink in cafeteria closet \$2,339 Revenue Bond (Contingency Maintenance) Volkman Plumbing & Heating, Norfolk, NE

Wayne State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Berry Hall Shower base renovation \$25,760 Revenue Bond (Contingency Maintenance) Terry's Tile, Marble & Concrete Restoration, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science – Phase II Asbestos abatement \$15,834 Cash ABC Abatement Co., Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Pile Hall Renovation \$4,588,875 (Chancellor authorized to sign contract Nov. 11, 2010) Revenue Bonds, RB Surplus Funds Beckenhauer Construction, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Brandenburg Education Sprinkler system installation \$89,500 LB 309 DeMaranville Installations, LaVista, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Brandenburg Education Fire alarm system upgrade \$75,596 LB 309 Electronic Systems, Hastings, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Roof replacement (north side only) \$256,840 (Chancellor signed May 4, 2011 to facilitate aggressive schedule) Revenue Bond (Contingency Maintenance) McKinnis Roofing

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

Chadron State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	High Rise Residence Hall (Approved March 25, 2011) #1—Replace 110 windows on south and east sides \$171,964 Contingency Maintenance Fuller Construction

7.6.-4

Peru State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Eliza Morgan Hall #1 Additional floor tile, mastic basement \$2,675 Surplus Funds Great Plains Asbestos Control, Inc.
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Eliza Morgan Hall #2 Additional floor tile and mastic, 2 pipe fittings \$730 Surplus Funds Great Plains Asbestos Control, Inc.

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rec Center Racquetball Court #1 Salvage and reinstall wood panels to match existing \$2,047 Revenue Bond (Contingency Maintenance) Otte Construction, Wayne, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rec Center Racquetball Court #2 Credit for materials and labor to paint wall panels (\$1,400) Revenue Bond (Contingency Maintenance) Otte Construction, Wayne, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Brandenburg Education #1 Furnish and install pre-action dry pipe sprinkler system \$35,900 LB 309 DeMaranville Installations, Inc., LaVista, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Brandenburg Education #2 Add an intelligent monitor module for pre-action sprinkler system \$490 LB 309 Electronic Systems, Inc., Hastings, NE

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Riley Machal

June 2, 2011

2010 Optimal Enrollment Model Report
(For Information Only)

Core Values: Provide a Stimulating, Caring, and Enriching Learning Experience

Maintain Affordable Tuition and Fees

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

Strategy: a. Develop and implement a plan for optimal enrollment

In April 2007, the Board approved the NSCS Optimal Enrollment Model. The model was developed by System Office and college representatives as a means to measure enrollment capacities for each of the colleges.

The attached document provides data for four years. The information will assist in determining enrollment potential and capacity in seven defined areas including:

- Resident Hall Capacity
- Resident Parking Capacity
- Commuter Parking Capacity
- Cafeteria Capacity
- Classroom Space Utilization
- Lab Space Utilization
- Faculty to Student Ratio

The complete report can be found under Item 6.6 in the Enrollment and Marketing Section.

Fiscal, Facilities & Audit Committee

Cap Peterson, Chair
Bill Roskens
Rachel Machal

June 2, 2011

Continuation of Nebraska State College System Advantage – NSCS Advantage at Chadron, Peru and Wayne State Colleges

Priority: Educational Excellence Throughout the System

Goals: 1. Promote educational excellence through academic achievement
 2. Create a college experience that enriches the lives of our students and prepares them for their chosen careers

Strategy: a. Assess student learning outcomes

The pilot NSCS Advantage program was approved February 27, 2009 and has been successful at each of the colleges. Therefore, the Board will be asked by the Enrollment and Marketing Committee to approve the continuation of the Nebraska State College System Advantage – NSCS Advantage at Chadron, Peru and Wayne State Colleges' tuition remission program.

The program is a system effort designed for entering first-time freshmen students who receive a federal Pell Grant. This program assures that these students will not have to pay tuition at any of the Nebraska State Colleges. The participants in this program must be:

- A Nebraska Resident
- A federal Pell Grant recipient
- A new first-time freshman
- Enrolled in at least 12 **on-campus** credit hours

The award is limited to a maximum of 16 credit hours per semester. Additional limitations are in place for the award of any remissions for online courses taken in addition to the 12 on-campus credit hours. The award is not available for transfer students.

For eligible participants, the program provides the difference between the cost of tuition and the amount of all other awards. Other awards include Pell, Supplemental Educational Opportunity Grant (SEOG), Nebraska Scholarship Grant (NSG), Academic Competitiveness Grant (ACG), institutional waivers, foundation scholarship assistance, and other awards.

Continuation in the program requires the recipient to receive a federal Pell Grant every semester and to remain enrolled in one of the Nebraska State Colleges.

As a part of this program, the Colleges have the authority to exceed remission limits established in Board Policy #3400, if necessary to accommodate this program.

Chancellor's Report

1. Legislative Update

The two legislative issues we have focused most of our time on this session are the Appropriation (Budget) Bills and the proposed CIR changes. Both of these are addressed below. Outside of these two issues, there has been little of major significance to the NSCS that has moved out of legislative committees.

2. Budget

As I reported to the Board earlier, the Legislature has approved, and the Governor signed the budget bills for the 2011-13 biennium. Outside of the elimination of the 1% depreciation assessment requirement and the related funding for that assessment, the NSCS funding for FY 2011-12 remains relatively stable. A small increase is included for FY 2012-13 general fund appropriation.

3. CIR

On May 20, the Unicameral moved the CIR bill from select file (second reading) to final reading. The bill meets our stated needs for consistency, predictability, and process. We believe the bill will serve us well in the future, if we ever have to turn to the CIR to resolve our labor negotiations.

4. Legislative Interim Study – Governance and Coordination of Postsecondary Education

Legislative Resolution 198, introduced by Senator Adams, calls for an interim study of postsecondary education governance and coordination in Nebraska. The study is to be conducted by the Education Committee of the Legislature. We do not have any further information regarding the direction the study will take at this time, but will keep you informed as we learn more.

5. Meeting with Secretary of Education Duncan

On April 29, I met with Secretary Duncan, Governor Heineman and several of Nebraska's education leaders representing both K-12 education and higher education, including Commissioner Breed. We were able to share our concerns in an open and frank discussion. For the higher education representatives, the focus of the discussion centered on the issue of State Authority. As you may recall, the State Authority requirement is part of the reauthorization of the higher education, act and it requires that institutions be granted "authority" from all states in which it conducts business. The legislation expanded the scope of authority to include all distance learning opportunities, including online courses and programs. There has been serious debate over the requirements, and institutions are now finding themselves facing financial and workforce burdens associated with meeting the requirements. As a result of concerns raised across the country, the Department of Education, has delayed required compliance until July 2014.

8.1.-2

We were also able to share with Secretary Duncan our view of the world of higher education, especially as it pertains to Nebraska. We know that higher education is not the same as it was 20 or 30 years ago. The nature of students attending the State Colleges is different from those attending the University of Nebraska and others like it. Our students are typically from small high schools in rural Nebraska, often older, with many juggling family demands and full-time jobs while attending school. This often results in periods when students “stop out” or take a lighter class load. We also know that students at the State Colleges change their majors two or three times before deciding on a career path. Even though we all want students to graduate in a timely manner, the push to have students graduate in 4 to 6 years is sometimes not realistic for many of our students. As you know, we support the need to be accountable and good stewards of the public trust and monies; as a result, we have implemented policies and procedures to meet the national goals as well as the demands and expectations of our students, their parents and Nebraska state government. However, national goals often do not reflect an understanding of the NSCS mission and needs of the students we serve.

While at the meeting, I also had a chance to visit with John White, Deputy Assistant Secretary for Rural Outreach. I first met Mr. White during a trip to D.C. to meet with our delegation and several agency heads. We discussed the College Center in South Sioux City, and as a follow-up to our meeting, I sent him several news articles and brochures for his reading pleasure.

6. College Access Summit: Building a Culture of College Access and Success in Nebraska

On May 12, Vice Chancellor Tande and I attended an all day summit, “Building a Culture of College Access and Success in Nebraska,” which was sponsored by Nebraska’s P-16 Initiative and the EducationQuest Foundation. Representatives in attendance from the Colleges included President Frye, President Hanson and Vice President Carstens. In the afternoon, I was one of six panel members that discussed the challenges in college access, graduation, and finding and retaining a college-educated workforce. The master of ceremonies (MC) for the panel was Commissioner Breed. The audience and panel represented various education, business and industry sectors from across Nebraska.

During his opening, Governor Heineman discussed his commitment to education and the need to increase the number of qualified graduates into the workforce. He emphasized the P-16 goals, especially in terms of raising the high school graduation rate, the college-going rate and improving the time to graduation. The Governor identified the NeSIS Project and College Center in South Sioux City as examples of what can be accomplished through collaboration resulting in efficiencies and cost savings.

Other matters raised at the Summit included postsecondary education as the “engine for the development of human capital,” student debt, educational policy decisions in D.C., the reduction in Pell Grants, and the ever increasing cost of higher education.

June 2, 2011

ACTION: Nominating Committee Report and Election of Officers

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

At the March 25 Board meeting, Board Chair Teahon reported that Trustees Bieganski, Breed and Suarez would serve on the nominating committee for the 2010-2011 Board officers.

The Committee will report at the June 2 meeting.

June 2, 2011

ACTION: Approve Board Meeting Schedules for 2011-2012 through 2015-2016

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

At the March 25 Board meeting, the Chancellor presented the proposed board meeting schedules for 2011-12 through 2015-2016. There have been a few revisions to that schedule.

Wayne will now host the November 3-4, 2011 meeting and Chadron will host the March 29-30, 2012 meeting. In addition, the June meeting dates have been pushed back to assist in the budget process. The date changes are as follows:

From June 7-8, 2012 to June 14-15, 2012
From June 6-7, 2013 to June 20-21, 2013
From June 5-6, 2014 to June 12-13, 2014
From June 4-5, 2015 to June 18-19, 2015
From June 2-3, 2016 to June 9-10, 2016

8.1.2-2

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

SEPTEMBER	BOARD OF TRUSTEES MEETING--PERU	September 8-9, 2011 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 3-4, 2011 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 18, 2012 Wednesday
MARCH	BOARD OF TRUSTEES MEETING--CHADRON	March 29-30, 2012 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 14, 2012 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 15, 2012 Friday

2012-2013 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 6-7, 2012 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 8-9, 2012 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING—LINCOLN	January 15, 2013 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 14-15, 2013 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 20, 2013 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 21, 2013 Friday

8.1.2-4

2013-2014 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 5-6, 2013 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 7-8, 2013 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 14, 2014 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 20-21, 2014 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 12, 2014 Thursday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 13, 2014 Friday

2014-2015 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 4-5, 2014 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 6-7, 2014 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 13, 2015 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--PERU	March 19-20, 2015 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 18, 2015 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 19, 2015 Friday

8.1.2-6

2015-2016 Proposed Board Meeting Schedule
(Five Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 3-4, 2015 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 5-6, 2015 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING—LINCOLN	January 12, 2016 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 17-18, 2016 Thursday - Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 9, 2016 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 10, 2016 Friday

**Chadron State College
President's Report
June 2011**

**The Next Generation Learning Challenges Program
To Improve Success of At-Risk Students:
The Kaleidoscope Project at Chadron State College**

Chadron State College is a member of a consortium of seven colleges that has been awarded a \$750,000 grant for its Kaleidoscope Project from the Next Generation Learning Challenges (NGLC) competition. Out of 600 applications submitted only 30 were selected for funding. Designed and funded by the Bill & Melinda Gates and William & Flora Hewlett Foundations, NGLC focuses on identifying and scaling technology-enabled approaches to dramatically improve college readiness and completion by addressing a continuum of interrelated issues spanning secondary and postsecondary education from grades 6 through college. NGLC is led by EDUCAUSE in partnership with The League for Innovation in the Community College, the International Association of K-12 Online Learning, and the Council of Chief State School Officers. In addition to funding, NGLC is gathering evidence about effective practices, and working to develop a community dedicated to these persistent challenges. The Bill & Melinda Gates Foundation and the William and Flora Hewlett Foundation helped design the Next Generation Learning Challenges, as well as funding the initiatives.

The Kaleidoscope Project will implement a fully open general education curriculum across seven colleges that serve predominantly at-risk students. The project's use of open educational resources will virtually eliminate textbooks costs as an obstacle to success for low-income students. It will also allow institutions to collaborate to refine and improve course content, closing the loop between course design and student learning outcomes by using premier open educational courseware designed through millions of dollars of grant money by leading universities in the United States.

Our core mission at CSC is to support the academic achievement of our students, many of whom are low-income and/or first-generation college students. Our participation in the Kaleidoscope Project allows us to bring to this critical charge the resources of the Gates and Hewlett Foundations, the expertise of open education resources (OER) from the Massachusetts Institute of Technology and Carnegie Mellon University and our innovative Kaleidoscope Project partners who include five community college systems and two Masters comprehensive institutions that span the US from New York to California. Chadron State is the only public Masters comprehensive institution in the consortium.

Led by Cerritos College, which serves as the fiscal agent for the project, the Kaleidoscope Project includes the following partners: Chadron State, College of the Redwoods, Mercy College, Palo Verde College, Rancho Santiago Community College District and Tompkins Cortland Community College. The seven colleges collectively serve more than 100,000 students annually; 69 percent of these students are at risk of dropping out.

A team of respected, global open education experts will support the college partners including Norman Bier from Carnegie Mellon's Open Learning Initiative, Chris Coppola from rSmart, Cable Green from the Washington State Board for Community and Technical Colleges, Vijay Kumar of MIT, Kim Thanos of Thanos Partners and David Wiley from Brigham Young University. The project will also benefit from use of the Sakai collaboration platform for course delivery, and the use of both Sakai analytics and the Association of American Colleges and Universities VALUE rubrics to assess student learning.

8.2.-2

Chadron State will design three courses in transitional reading, writing, and English composition that utilize OER to reduce costs to students and to serve place-bound learners through distance education. Prior to this time these courses were only offered in the residential setting on campus, thereby shutting out adult learners in our expansive service region who may not possess the basic skills to be successful in their pursuit of a college education. The courses will include individual modules for specific skill sets that enable our instructors to customize the learning environment to the needs of individual learners. These modules will also be used in a summer bridge program to increase the retention and success rate of learners who will attend the bridge program prior to their first semester at CSC in the fall. In addition CSC will pilot courses designed by other Kaleidoscope partners including fundamentals in chemistry and biology, transitional mathematics, and geography. A total of nine courses will be developed, piloted, and refined in this first wave of the NGLC.

**Peru State College
President's Report
June 2011**

Freshman Fusion

College campuses across the country are using a variety of programs to address alcohol use and abuse by students, and Peru State College is no exception. Our most recent approach, however, is unique. We have created a program that utilizes a holistic approach to address early the underlying issues that may impact student drinking.

PSC's Freshman Fusion Experience program is designed for first-year students interested in living in an experience rich, substance-free environment. Our mission is to encourage students to engage in leadership opportunities while also promoting excellence in collegiate achievement. The program utilizes academic and social resources providing a mentor to mentee relationship, focusing on academics, student engagement, social integration, leadership and healthy living.

Participants contractually agree to live in a substance-free environment and to remain substance free for the duration of their participation in the Freshman Fusion Experience. There are currently 45 spots in the program with a modest waiting list of other students who wish to participate in the program. Each freshman is assigned an upperclassman mentor at the beginning of the fall semester. They live in a suite-style environment with other participants and mentors in Mathews residence hall. This arrangement allows participants to build a network of people they can connect with for the rest of their college career.

Mentors receive extensive training on resourcing, personal decision making, academic resourcing and program planning, and facilitate bi-weekly, individual meetings with their mentees. They lead mandatory monthly programming designed around themes like self awareness, personal decision making, working and living with others, and servant leadership. One of the most popular programs is "Daring Discussions." Participants have an opportunity each week to discuss controversial issues like abortion, drug use, dating, career paths, politics and even global warming – all of which are moderated by a staff member.

Additionally, the Freshman Fusion Experience provides participants with the opportunity to take part in separate workshops with speakers from the college's Distinguished Speaker Series. Students in the program also conduct community outreach service projects. Most recently, students volunteered at the Belle Terrace Skilled Nursing Facility and Assisted Living and Ridge View Towers in Tecumseh where they planned and executed a "Remember When" themed prom for residents.

Combatting the *Animal House* expectation of college is no easy task. While we are under no illusion that one program is going to be a cure-all for drinking on college campuses, we will continue to do whatever we can to mitigate students' use of alcohol and to change what they may hold to be true about the college experience.

8.2.-4

Wayne State College President's Report June 2011

It is not often that a construction trailer rises to a level of importance that justifies its inclusion in a president's report. But this report is not about just any construction trailer. In 1985, a construction trailer came to the Wayne State campus, and there has been one on campus ever since. Coincidentally, I came to campus that same year.

The Recreation Center addition to Rice Auditorium marked the first of more than 25 straight years of construction at the college and created a physical education complex sorely needed at the college. The project was the first significant construction at Wayne State in more than a decade.

The tunnel infrastructure project followed close on the heels of the Rice improvements. The project involved putting in new tunnels and piping to buildings across campus.

The tunnel project was the first of many that came out of an ambitious campus master plan that called for utilities infrastructure renovation, completion of Gardner Hall, renovation and enhancement of the outdoor recreation sports complex, renovation and expansion of the Student Center, the construction of Heritage Plaza, renovation of the former power plant into the Studio Arts Teaching Facility, an additional 600 parking spaces, and complete renovation of Connell Hall.

Included in Gardner Hall's 40,000 square feet are a 200-seat auditorium, four 55-seat lecture halls, two networked computer labs, two 48-seat table-style classrooms, a 35-seat seminar room, a 42-seat arm chair-style classroom, student study area, 20 faculty offices, offices for the Dean of the School of Business and Technology, the Nebraska Business Development Center, and offices and computer labs for the Computer Technology and Information Systems Department. Gardner Hall was the first new academic building built at the college in more than 20 years.

The Student Center addition and renovation provided much needed meeting space, offices and enhanced facilities for our students. The atrium has become a campus landmark over time and serves as an impressive welcoming area for prospective students and other college constituents.

The ubiquitous construction trailer also marked the spot for several residence hall renovations. Terrace, Neihardt, and now Pile hall were modernized, yet still retain the historical look and feel of the original construction. The residence hall projects are at least partially responsible for the high occupancy rate on campus.

Private donors contributed more than \$100,000 to the Wayne State Foundation to cover the entire cost of the Dr. Lyle E. Seymour Heritage Plaza project. The Mignery sculpture, which sits at the heart of Heritage Plaza, was begun by alumnus Herb Mignery at the time of construction on the plaza. Mignery created the clay cast for the statue in the obsolete power plant to garner funds for renovating the building into a state-of-the-art teaching facility. By 1997, the Foundation announced that the fund-raising goal of \$1.35 million had been reached and would be used to turn the former power plant into the 14,700-square-foot Studio Arts Teaching Facility.

The stadium and track project included the track, restrooms, stadium plaza and ticket booth. The renovation allowed WSC to resume hosting track meets.

In addition to the stadium and track renovation project, the Recreation Center indoor track and floor were replaced along with the Rice floor and seating. Both of these areas serve our students and fans well for intramurals, recreational activities and the always exciting Wildcats NSIC athletic programs. The Pete Chapman baseball and softball complex was also renovated during this quarter century construction period.

Other athletics projects include the stadium weight room and locker room renovations. Those with long memories will recall that the area under the stadium was marked by a dirt floor and unimproved areas mainly used as a workshop and storage. The area now provides a top-notch fitness area for our athletic teams and modern locker rooms.

Ramsey Theatre was renovated during this period as well, updating this central performance facility and expanding the college's ability to serve as a cultural hub for Northeast Nebraska. Visitors, students and prospective students are often pleasantly surprised by the excellence of our performance arts facilities.

Other more recent projects include the renovation of Rice to expand classroom and office space, construction of new facilities for Network and Technology Services and Facility Services, Phase I of Carhart Science, which provided the college with undergraduate research laboratories unequalled by any in the state, the construction of the Campus Commons area and another renovation of the Dr. Lyle E. Seymour Heritage Plaza that served to integrate the design of that area with the new commons.

The state's One Percent for Art program has also kept the trailer on campus. The Rocks and the Prairie Winds Sculpture were funded by the program and serve as campus landmarks.

New campus projects ensure the trailer will be here for a few more years to come. The Hahn Administration Building is being evacuated, as I write, by many offices to make room for vital fire and life safety updates, Phase II of Carhart, renovation of Pile Hall, which will vastly improve a quite aged residence hall, and the planned restoration of the Willow Bowl, are all in keeping with Wayne State's excellence stewardship of state funds and a testament to the fundraising abilities of the Wayne State Foundation.