

Three colleges.
Thousands of opportunities.



BOARD OF TRUSTEES

Meeting Notice

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at Hillcrest Country Club, 9401 East 'O' Street, Lincoln, NE on January 18, 2012.

Executive Session	January 18 –	11:00 a.m.
Committee Meetings	January 18 –	12:30 p.m.
Business Meeting	January 18 –	2:00 p.m.

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

-- NOT A PAID NOTICE --

BOARD OF TRUSTEES MEETING

JANUARY 18, 2012
HILLCREST COUNTRY CLUB – 8901 “O” STREET
LINCOLN, NEBRASKA

TUESDAY, JANUARY 17

3:00 – 7:00 Business Officers Council Meeting NSCS Office
Conference Room

WEDNESDAY, JANUARY 18

10:30 – 12:30 Academic and Personnel Officers Ballroom Section B

9:30 – 12:30 Student Affairs Officers Coffee Shop

11:30 – 12:30 Board of Trustees
Executive Session Ballroom Section A
Litigation, Bargaining and Personnel Issues

12:30 – 1:45 BOARD COMMITTEE MEETINGS & LUNCH
Academic and Personnel Committee Ballroom Section A
Student Affairs, Marketing & Enrollment
Committee Coffee Shop
Fiscal, Facilities & Audit Committee Ballroom Section B

2:00 – 3:30 BOARD OF TRUSTEES BUSINESS MEETING Ballroom Section A

4:00 – 7:00 SENATORS' RECEPTION Ferguson Center

**January 18, 2011
12:30 – 1:45 PM
Ballroom Section A**

ACADEMIC and PERSONNEL COMMITTEE MEETING

Consent agenda items:

No consent agenda items

Items for discussion and action:

- 2.1 First and Final Round Approval of Deletion of Board Policy 2070; Records of the System
- 2.2 First and Final Round Approval of Revisions to Board Policy 5017; Emeritus Status
- 2.3 First and Final Round Approval of Revisions to Board Policy 5018; Personnel Records
- 2.4 First and Final Round Approval of Revisions to Board Policy 5404; Disability Retirement; State College Employees

Items for information and discussion:

- 5.1 Personnel Actions Report
- 5.2 Revised Summer 2011 Instructional Load Report
- 5.3 Quantitative Academic Record
- 5.4 Off Campus Course Offerings
- 5.5 Assessment Report

**January 18, 2011
12:30 – 1:45 PM
Coffee Shop**

STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE MEETING

Consent agenda items:

No consent agenda items

Items for discussion and action:

- 3.1 First and Final Round Approval of Revisions to Board Policy 3100; Conduct and Discipline; Student
- 3.2 First and Final Round Approval of Revisions to Board Policy 3650; Student Records

Items for information and discussion:

- 6.1 Board of Trustees Scholarship Application Report
- 6.2 Governor's Opportunity Award Report
- 6.3 Davis-Chambers Freshman Scholarship Report
- 6.4 Davis-Chambers Transfer Student Award Report
- 6.5 Fall Enrollment Report
- 6.6 Scholarship Luncheon
- 6.7 Student Trustees' Selection

**JANUARY 18, 2011
12:30 – 1:45 PM
Ballroom Section B**

FISCAL, FACILITIES & AUDIT COMMITTEE MEETING

Consent agenda items:

- 1.1 Approve LB 309 Allocations and Retrievals

Items for discussion and action:

- 4.1 Authorize the Chancellor to Accept the Nebraska State College System Audit Report for the Year Ended June 30, 2011 and Provide Distribution as Necessary in Order to Meet Required Deadlines
- 4.2 Approve Board Budget Request Guidelines and Preliminary Capital Construction Project List
- 4.3 Approve Capital Construction Board Initiatives
- 4.4 Approve Continuation of PSC Early Entry Tuition Rate Program
- 4.5 Appoint Revenue Bond Trustee
- 4.6 Appoint Substantial Completion Committee for Morgan Hall Renovation Project – PSC
- 4.7 Appoint Architect Selection Committee for Delzell and Student Center and Authorize the Chancellor to Sign the Contract – PSC
- 4.8 Accept Pile Hall Substantial Completion – WSC
- 4.9 Approve One Tuition Rate Pilot Program for College Center at South Sioux City – WSC
- 4.10 Authorize Chancellor to Approve Guaranteed Max Price for Carhart Science Renovation Project Phases III and IV Not to Exceed \$5.2 Million
- 4.11 Authorize Chancellor to Approve and Sign a Construction Contract for the Recreation Center Roof Replacement – WSC
- 4.12 Authorize Chancellor to Approve Memorandum of Understanding with the City of Wayne and Wayne State College
- 4.13 Authorize Chancellor to Approve Change Order for Student Center – PSC
- 4.14 Authorize Chancellor to Contract with Auditing Firm for FY 2010-11 Audit, if Necessary

Items for information and discussion:

- 7.1 Grant Applications and Awards
- 7.2 Contracts and Change Orders
- 7.3 Report on Early Entry Pilot Project – PSC
- 7.4 Report on One Rate Any State Program – PSC

BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the November 3-4 and December 14 meetings

PUBLIC COMMENT

ITEMS FOR CONSENT AGENDA

- 1.1 Approve LB 309 Allocations and Retrievals

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC & PERSONNEL COMMITTEE

- 2.1 First and Final Round Approval of Deletion of Board Policy 2070; Records of the System
- 2.2 First and Final Round Approval of Revisions to Board Policy 5017; Emeritus Status
- 2.3 First and Final Round Approval of Revisions to Board Policy 5018; Personnel Records
- 2.4 First and Final Round Approval of Revisions to Board Policy 5404; Disability Retirement; State College Employees

3. STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE

- 3.1 First and Final Round Approval of Revisions to Board Policy 3100; Conduct and Discipline; Student
- 3.2 First and Final Round Approval of Revisions to Board Policy 3650; Student Records

4. FISCAL, FACILITIES & AUDIT COMMITTEE

- 4.1 Authorize the Chancellor to Accept the Nebraska State College System Audit Report for the Year Ended June 30, 2011 and Provide Distribution as Necessary in Order to Meet Required Deadlines
- 4.2 Approve Board Budget Request Guidelines and Preliminary Capital Construction Project List
- 4.3 Approve Capital Construction Board Initiatives
- 4.4 Approve Continuation of PSC Early Entry Tuition Rate Program
- 4.5 Appoint Revenue Bond Trustee

- 4.6 Appoint Substantial Completion Committee for Morgan Hall Renovation Project – PSC
- 4.7 Appoint Architect Selection Committee for Delzell and Student Center and Authorize the Chancellor to Sign the Contract – PSC
- 4.8 Accept Pile Hall Substantial Completion – WSC
- 4.9 Approve One Tuition Rate Pilot Program for College Center at South Sioux City – WSC
- 4.10 Authorize Chancellor to Approve Guaranteed Max Price for Carhart Science Renovation Project Phases III and IV Not to Exceed \$5.2 Million
- 4.11 Authorize Chancellor to Approve and Sign a Construction Contract for the Recreation Center Roof Replacement – WSC
- 4.12 Authorize Chancellor to Approve Memorandum of Understanding with the City of Wayne and Wayne State College
- 4.13 Authorize Chancellor to Approve Change Order for Student Center - PSC
- 4.14 Authorize Chancellor to Contract with Auditing Firm for FY 2010-11 Audit, if Necessary

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC & PERSONNEL COMMITTEE

- 5.1 Personnel Actions Report
- 5.2 Revised Summer 2011 Instructional Load Report
- 5.3 Quantitative Academic Record
- 5.4 Off Campus Course Offerings
- 5.5 Assessment Report

6. STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE

- 6.1 Board of Trustees Scholarship Application Report
- 6.2 Governor's Opportunity Award Report
- 6.3 Davis-Chambers Freshman Scholarship Report
- 6.4 Davis-Chambers Transfer Student Award Report
- 6.5 Fall Enrollment Report
- 6.6 Scholarship Luncheon

6.7 Student Trustees' Selection

7. FISCAL, FACILITIES & AUDIT

7.1 Grant Applications and Awards

7.2 Contracts and Change Orders

7.3 Report on Early Entry Pilot Project – PSC

7.4 Report on One Rate Any State Program – PSC

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

8.1 Chancellor's Report

8.1.1 Identify Board Representatives for May 2012 Commencement (May 5)

8.1.2 National Conference on Trusteeship – April 22-24, 2012 –
Washington, DC

8.2 Presidents' Reports – Diverse Cultural Activities

8.3 Student Trustees' Reports

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges will be held April 19-20, 2012 at Chadron.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF NOVEMBER 3-4, 2011 MEETING

A meeting of the Board of Trustees of the Nebraska State College System was held at the South Sioux City College Center in South Sioux City, NE on Thursday and Friday, November 3-4, 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:

Cap Peterson, Wayne
Gary Bieganski, Chadron
Larry Teahon, Chadron
Bob Engles, Auburn
Roger Breed, Lincoln

Student Board Members present:

Riley Machal, Chadron State College
Will Jackson, Peru State College
Katelyn Olenich, Wayne State College

NSCS 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
Becky Kohrs, Network Specialist/Accountant

CSC Staff present:

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

PSC Staff present:

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

WSC Staff present:

Curt Frye, President
Jean Dale, Vice President for Administration and Finance
Bob McCue, Vice President for Academic Affairs
Jeff Carstens, Vice President and Dean of Students
Jay Collier, Director of College Relations
Tricia Moyer, Marketing Coordinator
Kevin Halle, Director of Admissions

Thursday, November 3, 2011

CALL TO ORDER

EXECUTIVE SESSION

Board Chair Peterson called the meeting to order at 11:00 a.m.

Motion was made by Trustee Teahon and seconded by Trustee Engles to move into executive session to discuss personnel issues. No action was taken. Motion was made by Trustee Bieganski and seconded by Trustee Breed to move out of executive session at 2:10 p.m.

Board Chair Peterson reconvened the meeting at 2:11 p.m.

The Academic and Personnel Committee, the Student Affairs, Marketing and Enrollment Committee and the Fiscal, Facilities and Audit Committee met separately starting at 2:00 p.m. to discuss agenda items. No action was taken. The committee meetings adjourned at 3:00 p.m.

At 3:30 the Board of Trustees and the Chancellor were given a tour of the College Center at South Sioux City.

Friday, November 4, 2011

CALL TO ORDER—BUSINESS MEETING

Board Chair Peterson called the business meeting to order at 8:38 a.m.

APPROVAL OF MEETING AGENDA

The meeting agenda for November 3-4, 2011 was approved.

APPROVAL OF MINUTES

Minutes of the August 24 and September 8-9, 2010 meetings were unanimously approved.

CONSENT AGENDA ITEMS

There were not consent agenda items.

ITEMS FOR DISCUSSION AND ACTION

Academic and Personnel Committee

First & Final Round Approval of Revisions to Board Policy 4350; Public Service

A motion to approve the revisions to Board Policy 4350; Public Service was recommended by the committee to the full Board; which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Attached to official minutes.)

First & Final Round Approval of Revisions to Board Policy 4420; Academic Transfer College Courses Delivered to High School Students

A motion to approve the revisions to Board Policy 4420; Academic Transfer College Courses Delivered to High School Students was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Attached to official minutes.)

First & Final Round Approval of Revisions to Board Policy 4800; Nebraska Coordinating Commission for Postsecondary Education

A motion to approve the revisions to Board Policy 4800; 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, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Information attached to official minutes.)

Awarding of Emeritus Status

A motion to name Jean Karlen, Professor Emeritus of Sociology from WSC, not Professor Emeritus of History as indicated in the board materials, was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. The board materials

Student Affairs, Marketing and Enrollment Committee

A motion was made by Trustee Engles and seconded by Trustee Breed to move the Approval of the KnowHow2Go Ambassador Program item for Peru to the committee's Information Items Section. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. This item was discussed but no action was taken.

Fiscal, Facilities and Audit Committee

Accept Revenue Bond Audit Report

A motion to accept the 2010-2011 revenue bond audit report as submitted for the Colleges by KPMG was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich.

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

A motion to approve the revisions to Board Policy 3400; Tuition Remission was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Copy attached to official minutes.)

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

A motion to approve the revisions to Board Policy 6022; Income; System-Wide Fees; Individual Campus Fees was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Copy attached to official minutes.)

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

A motion to approve the revisions to Board Policy 7010; Purchases; Bids; Public Lettings was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Copy attached to official minutes.)

First & Final Round Approval of Revisions to Board Policy 7015; Contracts; Limitations, Exemptions

A motion to approve the revisions to Board Policy 7015; Contracts; Limitations, Exemptions was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Copy attached to official minutes.)

First & Final Round Approval of Revisions to Board Policy 8028; Facilities; Leasing or Renting On-Campus Space

A motion to approve the revisions to Board Policy 8-28; Facilities; Leasing or Renting On-Campus Space was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich. (Copy attached to official minutes.)

Authorize Chancellor to Sign an Addendum to Construction Manager at Risk Contract with Sampson Construction Company with a Guaranteed Maximum Price for Rangeland Agriculture Center Project - CSC

A motion to authorize the Chancellor to sign an addendum to the construction manager at risk contract with Sampson Construction with a guaranteed maximum price for the Rangeland Agriculture Center project at Chadron State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich.

Authorize Chancellor to Sign Student Center HVAC and College Theatre HVAC Improvements - PSC

A motion to authorize the Chancellor to sign the Student Center HVAC and College Theatre HVAC improvement contracts for Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich.

Accept & Approve Wayne State President's Recommendation to Name Chemistry Lab in Carhart Science Building

A motion to accept and approve Wayne State President's recommendation to name a chemistry lab in the Carhart Science Building in recognition of individuals who have provided substantial financial gifts for the Phase II renovation was recommended by the committee to the full Board, which unanimously approved the motion. Details of the request will be announced at a later date. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich.

Accept & Approve Wayne State President's Recommendation to Name Department of Business and Economics

A motion to accept and approve Wayne State President's recommendation to name the Department of Business and Economics in recognition of an individual who has provided substantial financial gifts was recommended by the committee to the full Board, which unanimously approved the motion. Details of the request will be announced at a later date. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich.

Authorize Chancellor to Sign Extension of Contract with The Clark Enersen Partners for Design of Carhart Science Building Renovation Phases III & IV – WSC

A motion to authorize the Chancellor to sign an extension of the contract with The Clark Enersen Partners for design of Carhart Science Building renovation phases III and IV at Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Engles, Peterson, and Teahon. Voting nay: None. Student Opinion aye: Jackson, Machal and Olenich.

Approve Return of Remaining Cash Funds – PSC

A motion to approve the return of the remaining Al Wheeler Activity Center project cash funds at Peru State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens and Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to the official minutes.)

Approve Contract – WSC

A motion to approve the following contract as submitted by Wayne State was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens and Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to the official minutes.)

Wayne State

- Memorial Stadium (installation of scoreboard) -- \$231,812

Authorize Cash Fund Appropriation of \$886,806 in the System Office for NeSIS Ongoing Operating Costs

A motion to authorize a cash fund appropriation of \$886,806 in the System Office for NeSIS ongoing operating costs was recommended by the committee to the full Board, which unanimously approved the motion. Voting aye: Bieganski, Breed, Peterson, Roskens and Teahon. Voting nay: None. Student Opinion aye: Dietrich, French and Keenan. (Copy attached to the official minutes.)

ITEMS FOR INFORMATION AND DISCUSSION

Academic and Personnel

Online Program Offerings Report

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

Summer Instructional Load Reports

Summer 2011 instructional load reports from each college were reported to the Board for information only. This report will be updated with the revised CSC report information and reported again at the January 18, 2012 meeting. (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.)

Updates to Policy 4180

Board Policy 4180 Degree Programs; Wayne State was updated to reflect Board action relating to academic programs. (Copy is attached to official minutes.)

Student Affairs, Marketing and Enrollment

KnowHow2Go Ambassador Program

Information regarding Peru State seeking to form a partnership with EducationQuest Foundation for the KnowHow2Go campaign was provided to the Board. (Information attached to official minutes.)

Report on Recruiting Efforts

Each college admissions director shared some of the recruiting activities at each of their respective colleges.

Chancellor's Summary Report

The Chancellor's summary report was provided to the Board for information only. (Copy attached to official minutes.)

Summer Enrollment Reports

Summer 2011 enrollment reports from each college were reported to the Board for information only. (Copies are attached to the official minutes.)

Preliminary Fall Enrollment

The preliminary fall enrollments were discussed by the Student Affairs, Marketing and Enrollment Committee in order to help determine marketing goals and objectives for the spring semester. As of the October 15 IPEDS reporting date, the NSCS Fall enrollment was holding steady.

Board of Trustees Scholarship Acceptance Report

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

NSCS Month

For the seventh year in a row, Governor Heineman proclaimed the month of October as NSCS month. The colleges awarded \$800 bookstore certificates to three students, one from each college, who visited during the month of October. Radio commercials were aired October 6-27 statewide to encourage high school seniors to visit the colleges during the month. Each college is also providing an iPad2 to one student who visits, takes a full campus tour and applies to the college they visited.

Counseling Conference

The NSCS had a booth and exhibit at the annual Nebraska Counseling Association Conference held at Union College in Lincoln on October 13 and 14. Vice Chancellor Tande, Lori Glass and admissions representatives from each college staffed the booth. Handouts about the colleges, the NSCS Guide, post-it notes, small zipper pouches and NSCS Advantage brochures were provided to those visiting the booth.

Fiscal, Facilities & Audit

Remission Fund Awards Report

A summary of the remission funds awarded by category was presented to the Board for information only. (Copies attached to official minutes.)

Expenditures per FTE Student Reports

A report showing a six-year history of each college's general operations expenditures per full-time equivalent student was provided to the Board for information only. (Copy is attached to the official minutes.)

Physical Plant Status Reports

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

Capital Construction Progress Reports

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

Peru State

- Eliza Morgan Hall Renovation Phases II, III, IV – Interim report

Wayne State

- Carhart Science Building Phase II – Interim report
- College Center at South Sioux City – Interim report
- Hahn Administration Building Upgrade – Interim report
- Pile Hall Renovation – Interim report
- Willow Bowl Restoration – Interim report

Contract and Change Orders

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

System Office Contracts

- Office Space and Storage Space Lease – \$3,219.75/month office space + \$85/month for storage space (\$3,304.75)
- Audit Services – TBD-hourly rate basis
- Radio Commercials for NSCS Month October 6-27, 2011 - \$22,669.61
- Public Relations and Communication Services – TBD-hourly rate basis
- Legal Services – TBD-hourly rate basis

Chadron Contracts

- Memorial Hall – (message board) - \$22,545
- Sandoz Center – (window coverings) - \$29,600
- King Library – (professional services-interior renovation design) - \$11,885

Peru Contracts

- Boiler Building – (re-roof) - \$98,000
- Student Center – (design and oversee HVAC improvements) - \$24,950
- College Theatre – (design and oversee HVAC improvements) - \$19,500

Wayne Contracts

- Bebee Plaza – (labor, material & equipment for south sidewalk replacement) - \$7,250
- Student Center – (install two flat screen TVs and two bulletin boards) - \$334
- Student Center Dish Room – (furnish and install WS 80 softener on dishwasher) - \$3,000
- Student Center – (install floor sink in food service kitchen) - \$1,400
- Energy Plant – (install impressed current cathodic protection system on underground storage tank) - \$5,500
- College Center – (repairs to irrigation system) - \$1,622.80
- Hahn Administration Building – (asbestos abatement) - \$89,000
- Brandenburg Education Building Ley Theatre – (study of cracks in proscenium arch and structural support) - \$7,800
- Peterson Fine Arts Building – (provide indoor air quality assessment and testing services) - \$3,350

Peru Change Order

- Al Wheeler Activity Center – (#001 floor leveling, mechanical room access) - \$8,124.02

Wayne Change Orders

- Memorial Stadium Scoreboard – (#1 add one camera platform to rear of steel football structure) - \$5,025
- Student Center – (#1 deduction for water damage) – (\$2,563.62)

Wayne Adjustments to Guaranteed Maximum Price (GMP) Agreements

- Pile Hall – (#5 eliminate wood base under FCU's, omit patio receptacles, additional concrete and rebar, revised doors for electric rooms, lock cores, soffit addition, add panic devise, slab extension at elevator openings) – \$0 (\$18,523)
- Carhart Science Phase II – (#1 contingency change) - \$0 (\$19,232 deduct)

Grant Applications and Awards

The following grant applications and awards were presented to the Board for information only. (Copies attached to official minutes.)

Chadron Awards

- CSC Geoscience Research Cohort 2011-2012 (NASA Nebraska Space Grant Consortium) -- \$6,300
- The Isolation and Identification of Alkaline Lake Bacteria (NASA Nebraska) -- \$2,500

Wayne Awards

- Environmental Monitoring (Learn and Serve America Program through the Nebraska Department of Education) -- \$7,756
- Geographic Educators of Nebraska 2011-12 Alliance Grant (National Geographic Education Foundation) -- \$22,000
- HHEF Holocaust Education (Omaha Community Foundation Heartland Holocaust Education Fund) -- \$4,000
- Region 4 Mini Grant – Spring Break (Health & Human Services through Region 4 Behavioral Health System) -- \$219

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Chancellor's Report

Chancellor Carpenter thanked President Curt Frye and Pam Miller, Dean of the College Center, for the tour and hosting the Board meeting. Chancellor Carpenter reported he and Vice Chancellor Hoffman had traveled to Chadron with Senator Tom Hansen and Senator John Harms October 10 to visit the site for the proposed Rangeland Center and Armstrong Gymnasium. He further noted he would be at CSC to give the Annual State of System Address Thursday, November 10.

The following will provide greetings from the Board of Trustees at the December 16, 2011 NSCS commencement ceremonies at Chadron and Wayne:

Larry Teahon – Chadron
Cap Peterson – Wayne

Presidents' Reports

WSC President Frye reported on the Campus Master Plan development process at Wayne State and how it will serve as the blueprint for the improvement and expansion of campus facilities for the next 10 years.

CSC President Park reported on the improvements made in the Reta King Library. She also reported that Student Trustee Riley Machal had been accepted into the early entry medical school program at UNMC.

PSC President Hanson reported on the new Inside-Out Prison Exchange Program initiated by Professor Kelly Asmussen for the Spring 2011 semester. The students studied and interacted with inmates to study crime, justice and related social issues. The program will be held again during the Spring 2012 semester.

Student Trustees' Reports

WSC Student Trustee Olenich reported on the Fall activities at Wayne State, including the inauguration of President Frye.

CSC Student Trustee Machal reported on the CSC 100 year Celebration and other activities being held at Chadron State.

PSC Student Trustee Jackson reported on various campus activities being held at Peru State.

Next Meeting

The next regularly scheduled meeting of the NSC Board of Trustees will be held in Lincoln, Nebraska on January 18, 2012.

ADJOURNMENT -- The meeting was adjourned at 10:06 a.m.

Respectfully submitted,

Stan Carpenter
Chancellor

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

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES**

MINUTES OF DECEMBER 14, 2011 SPECIAL MEETING

A special meeting of the Board of Trustees of the Nebraska State College System was held via LifeSize Videoconference on Wednesday, December 14, 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:

Cap Peterson, Wayne
Michelle Suarez, Lincoln
Gary Bieganski, Chadron
Roger Breed, Lincoln
Bob Engles, Auburn
Bill Roskens, Omaha
Larry Teahon, Chadron

Student Board Members present:

Riley Machal, Chadron State College
Katelyn Olenich, Wayne State College

NSCS Office Staff, present:

Stan Carpenter, Chancellor
Carolyn Murphy, Vice Chancellor for Finance and Administration
Ed Hoffman, Vice Chancellor for Facilities, Planning and Information Management
Lynne Olson, Administrative Assistant to the Chancellor

CSC Staff present:

Janie Park, President
Randy Rhine, Vice President for Enrollment Management & Student Services
Dale Grant, Vice President for Administration & Finance
Lois Veath Podobnik, Vice President for Academic Affairs
Charles Snare, Dean of Teaching & Learning & Liberal Arts

PSC Staff present:

Dan Hanson, President

WSC Staff present:

Curt Frye, President
Jean Dale, Vice President for Administration and Finance

Others:

Trent Nowka, Trent Nowka Company
Ashley Swanson, CSC Student Newspaper
T.J. Thomson, CSC Student Newspaper

CALL TO ORDER—BUSINESS MEETING

Board Chair Peterson called the business meeting to order at 2:30 p.m.

APPROVAL OF MEETING AGENDA

The meeting agenda for December 14, 2011 was approved.

ITEMS FOR INFORMATION AND DISCUSSION

Fiscal, Facilities and Audit Committee

Review of Capital Construction Priorities for Upcoming Legislative Session

The Board discussed the capital construction priorities that it had approved at the January 12, 2010 meeting. A discussion was held regarding that list of priorities. No action was taken.

Next Meeting

The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Chadron, Nebraska on April 19-20, 2012.

ADJOURNMENT -- The meeting was adjourned at 3:12 p.m.

Respectfully submitted,

Stan Carpenter
Chancellor

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

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

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. | Acceptance of an additional \$25,000 for the Boiler House roof repair | | |
| | Allocation Date/Amount | 11/28/11 | \$25,000.00 |
| | College Contributed Amount | | <u>00.00</u> |
| | Estimated Project Cost | | \$25,000.00 |

Wayne

- | | | | |
|----|---|----------|------------------|
| 1. | Retrieval of \$5,166.67 for design work for fire alarm/sprinkler upgrades in Brandenburg Education building | | |
| | Allocation Date/Amount | 2/15/10 | \$15,000.00 |
| | Retrieval Date/Amount | 10/18/11 | <u>5,166.67</u> |
| | Estimated Project Cost | | \$9,833.33 |
| 4. | Retrieval of \$12,751 for fire alarm/sprinkler upgrades in Brandenburg Education building | | |
| | Allocation Date/Amount | 3/8/11 | \$215,000.00 |
| | Retrieval Date/Amount | | <u>12,751.00</u> |
| | Estimated Project Cost | | \$202,249.00 |

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

ACTION: First & Final Round Approval of Deletion to Board Policy 2070; Records of the System

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

Board Policy 2070 is proposed to be deleted as the information is included within Board Policies 3650 and 5018. The System Office recommends approval of the deletion to this policy. Attached is a copy of Board Policy 2070.

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

~~POLICY: 2070 Records of the System Page 1 of 1~~

~~BOARD POLICY~~

~~Records and documents of the System are available for inspection in the Office of the Chancellor. Records and documents of each State College are available for inspection at each campus site.~~

~~The following types of records and documents are deemed to be confidential records, and will not be made available, except upon written authorization signed by the individual or individuals to whom the records pertain:~~

- ~~a) student academic records;~~
- ~~b) student, faculty, and employee personnel records;~~
- ~~c) communications between attorney and client; and~~
- ~~d) any other records declared to be confidential under the laws of the State of Nebraska and the federal government, provided such records with names deleted and kept confidential may be made available for governmental research and analysis.~~

~~Records and documents that are not confidential shall be available by written request to the Chancellor or President, as appropriate, and by paying the reasonable cost and expense of making said records available.~~

~~Subject to state law, the records of the Board and its State Colleges, with the exceptions noted above, are public and open to public inspection during regular office hours and following such procedures as may be prescribed by the Chancellor or President, as appropriate.~~

~~Information concerning a students' name, mailing and email address on file with Registrar, permanent address, telephone listing, date and place of birth, major field of study, enrollment status (undergraduate/graduate part time or full), year in school, a photograph, participation in official College activities and sports, including weight and height and photos of members of athletic teams, dates of attendance, degrees and awards received, and most recent previous educational agency or institutions attended shall be considered public information. Information concerning an employee's or former employee's name, position, gross salary, date of hire, date of separation and College or System Office where employed shall also be considered public information.~~

~~Non-public information may be released to the employee, the employee's supervisory chain of command, administrative personnel, and to other state agencies performing a civil or criminal law enforcement investigation authorized by law. The Director of the requesting agency shall identify in writing what is sought and the purpose for the request. In addition, non-public information shall be released to any requesting party provided the student or employee, as appropriate, has signed a release authorization or a legal warrant is served requesting such information.~~

~~Policy Adopted: 6/5/93~~

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

~~Policy Deleted:~~

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

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

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

Board Policy 5017 was revised to indicate that emeritus status may be granted no sooner than one year after retirement. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5017.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5017

Emeritus Status

Page 1 of 1

BOARD POLICY

Emeritus status may be granted by the Board at its pleasure, to tenured faculty members or professional staff members employed as Deans or Vice Presidents upon retirement. Emeritus status is awarded by the Board to employees who plan to continue to professionally contribute to the eCollege after retirement.

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

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

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

Privileges of Emeritus Status

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

Responsibilities of Emeritus Status

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

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

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

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

**ACTION: First & Final Round Approval of Revisions to Board Policy 5018;
Personnel Records**

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

Board Policy 5018 was updated to bring the policy in line with current laws regarding access and maintenance of personnel information. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5018.

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5018

Personnel ~~Records~~Information

Page 1 of 2

BOARD POLICY

The following shall constitute Board policy concerning personnel ~~records~~information:

a. ~~Accessibility of Records~~

It is the policy of the Board that personnel ~~records~~information of ~~State~~ College employees shall not be made public.

All personnel data and records maintained by the ~~State~~ Colleges ~~and their personnel offices~~ in computer data bases, microfilm files and personnel folders shall be secured in strict conformance with state, and federal laws governing the confidentiality of information.

Directory information concerning a ~~State~~ College employee's or former employee's name, position, gross salary, date of hire, date of separation and College where employed shall be considered public information.

Non-public information may be released to the employee, the employee's supervisor~~y chain of command~~, ~~State~~ College administrative personnel and to other state agencies performing a civil or criminal law enforcement investigation authorized by law. The ~~Director of a~~ requesting state agency shall identify in writing what is sought and the purpose for the request. In addition, non-public information shall be released to any requesting party provided the employee has signed a release authorization, or a legal subpoena or judicial order warrant is served requesting such information.

b. Maintenance of Records

Each ~~State~~ College shall maintain ~~certain~~ personnel records in accordance with Neb. State Record Retention Schedule 124. ~~These records may be retained at any organizational level determined appropriate by the campus Presidents. Campus Presidents may prescribe the maintenance of additional records. The~~ Required records are~~include~~:

1. Individual vacation and sick leave records. NEIS-SAP leave records are adequate for purposes of meeting this requirement.
2. Copies of employee's performance ~~report~~evaluation(s).
3. Copies of all personnel transaction forms pertaining to individual employees.
4. Copies of documents initiated by the employee that affect pay (W-4's, authorized deductions, supplementary employee benefits elected, etc.).
5. Records of disciplinary action. ~~Former employee's personnel files may be destroyed five years after the employee's separation date (in accordance with State Records Management records retention and disposal schedule). A brief file or information card shall be retained by the College containing employee's dates of employment and rates of pay.~~

PERSONNEL, NEBRASKA STATE COLLEGES

POLICY: 5018

Personnel ~~Records~~Information

Page 2 of 2

c. Rights to Review

Employees shall have the right to review their personnel file maintained at the College during regular office hours. Review is to be done in the ~~personnel~~Human Resources office in the presence of a supervisor or ~~the personnel office~~Human Resources staff.

~~Confidential information such as recommendations solicited by the College during the hiring process or communications with references supplied by the employee in connection with the employee's initial employment are deemed confidential and shall not be made available to an employee. An initial hiring file should be kept separate from the personnel file. Such separate file should be designated as an initial hiring or application file.~~

d. Negative Documentation

Documentation, including performance reports, which reflects unfavorably on an employee or former ~~employee~~employee, shall not be placed in their personnel file without their knowledge.

- ~~1. Employees or former employees have the right to file a written rebuttal within 30 calendar days from date of notice to any item placed in their personnel file with the exception of grievances settled in accordance with Board and campus policies. This written rebuttal shall be placed in their personnel file.~~
- ~~2. No negative documentation shall be placed in an employee's file after the dismissal, resignation or retirement of the employee unless the former employee is notified. Exceptions are reports, letters or documents originated and signed by the employee.~~
- ~~3. Records of disciplinary action shall be maintained in the employee's personnel file.~~

Legal Reference: Neb. Rev. Stat 84-712.05 Records which may be withheld from the public; enumerated

Policy Adopted: 3/11/94

Policy Revised:

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

ACTION: First & Final Round Approval of Revisions to Board Policy 5404; Disability Retirement; State College Employees

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

Board Policy 5404 was revised to identify specific requirements for employee retirement, disability retirement and access to TIAA/CREF funds and restate the age and service requirements for retirement that were previously slated in Policy 5400. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 5404.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5404 ~~Disability Retirement;~~
~~State College Employees~~

Page 1 of 1

BOARD POLICY

Employees are eligible to retire from the Nebraska State College System upon reaching the age of fifty-five (55) years and having completed ten (10) years of employment in the System.

~~An employee who is retired before reaching the normal or mandatory retirement age because of physical or mental disability that prevents such employee from satisfactorily performing work, shall receive earned retirement benefits with the necessary actuarial reduction in annual benefits. Disability shall be determined by appropriate campus administrators.~~

~~When the employee is disabled because of physical or mental disability, and qualifies for long term disability benefits in accordance with the State College group plan definition, the employee may request a disability leave in lieu of a disability retirement.~~

An employee is eligible to access funds from his/her primary TIAA/CREF retirement account (403(b) plan) upon separation from employment, upon incurring a disability, or upon reaching seventy and one half (70 ½) years of age. Primary and secondary TIAA/CREF retirement accounts are further described in Board Policy 5405. Employees can also obtain details regarding such “distribution events” by contacting TIAA/CREF.

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

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Riley Machal
Will Jackson
Katelyn Olenich

January 18, 2012

**ACTION: First & Final Round Approval of Revisions to Board Policy 3100;
Conduct and Discipline; Student**

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

Board Policy 3100 was revised to provide guidance for dealing with a student(s) who exhibit dangerous or threatening conduct towards themselves. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 3100.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3100

Conduct & Discipline; Students

Page 1 of 4

BOARD POLICY

The Board grants authority to the Presidents to designate appropriate officers, establish representative college committees, render initial decisions and provide appeal procedures in regard to allegations of academic dishonesty; grade appeals; failure to pay a financial obligation; or academic performance, achievement, probation and suspension. All disciplinary sanctions imposed for misconduct identified in this policy are to be governed by terms of this policy and the due process requirements set forth in [Board](#) Policy #3200. Acceptance of this policy by the student is implied as a condition of his or her enrollment.

PROCEDURE

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

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

Student misconduct as identified under this policy or a violation of College regulations or policy, whether occurring on or off College property, may result in disciplinary action being taken against the student.

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

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

Misconduct

The following acts shall be considered to constitute misconduct for which an offending student or student organization may be subject to disciplinary sanctions.

1. Participation in a demonstration on College property which materially and substantially disrupts or obstructs the normal operations, activities or functions of the College, including unauthorized occupation of College premises;
2. Failure to evacuate College facilities or willfully ignoring any emergency or alarm signal or request to evacuate by appropriate emergency personnel;
3. Falsification or willful suppression of any information for or on an application for admission, or falsification or misuse of College identification and other documents;

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3100

Conduct & Discipline; Students

Page 2 of 4

4. Misuse of computers or computing resources, including, but not limited to, violating the following federal regulations: the Copyright Act of 1976 and the Fair Use Guidelines, the Digital Millennium Copyright Act of 1998, and the Technology, Education and Copyright Harmonization Act of 2002;
5. Unlawful or unauthorized possession, use, distribution, dispensing, delivery, sale or consumption, manufacture, or being in the presence of any alcoholic beverage, including empty bottles/cans or any alcohol container on any part of College property including outdoor areas and parking lots;
6. Alcohol consumption that endangers the health, safety, or property of oneself or another, or requires medical treatment or College staff intervention;
7. Unlawful or unauthorized possession, use, distribution, delivery, dispensing, manufacture or sale, or being in the presence of any drug; being in possession of paraphernalia for drug use, except as expressly permitted by law, or being unlawfully under the influence of any drug unless directed by a licensed physician;
8. Inflicting unwanted physical contact on another person; conduct that intimidates, harasses, or threatens the safety, health, property, or life of others or oneself; participating or contributing to an incident of abuse or assault; causing, provoking or engaging in any fight, brawl or riotous behavior; or inflicting willful and repeated harm through the use of computers, cell phones, and other electronic devices;
9. Any act occurring on College property or on the premises of a student housing unit which intentionally disturbs the peace and quiet of any person or group of persons;
10. Sexual harassment, assault or any other uninvited behavior of a sexually explicit nature;
11. Conduct which is unreasonably dangerous to the health or safety of other persons or oneself;
12. Theft or attempted theft of any property or receipt of stolen property;
13. Damaging or attempting to damage property of the College or of another individual;
14. Using or possessing bombs, explosives, incendiary devices, or fireworks;
15. Setting or attempting to set any fire on the campus or on the premises of any student housing unit, except in fireplaces or other facilities designated for fires;
16. Failing to report a fire or any other extremely dangerous condition when known or recognized on College property or on the premises of any student housing unit;
17. Possessing or selling firearms, ammunition, weapons, explosives, or dangerous chemicals on College property or on the premises of any student housing unit;
18. Obstructing or failing to comply with the directions of a law enforcement officer, firefighter, or College official in the performance of his or her duty on College property, on the premises of any student housing unit or at any activity or event sponsored by the College or an organization;

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3100

Conduct & Discipline; Students

Page 3 of 4

-
19. Hazing any person. Consent of the victim of the hazing will not constitute a defense to an allegation of misconduct for hazing. Hazing shall mean any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization;
 20. Committing any unlawful act of indecent exposure or public indecency;
 21. Participating in any gambling activity in violation of the laws of the State of Nebraska or of the United States;
 22. Unauthorized use of any College property, facilities, equipment or materials;
 23. Possessing, producing, manufacturing, or having manufactured without proper authorization, any key or unlocking device for use on any College facility or lock;
 24. Serious traffic violations on the campus, including, but not limited to, operating any vehicle while intoxicated, speeding, reckless endangerment, or reckless driving;
 25. Violation of any student housing unit policy, rule or regulation;
 26. Failure to redeem or make arrangements to redeem, within one week after receipt of written notice, an insufficient funds or no account check submitted to the College for cash or for payment of College goods or services;
 27. Abuse of College disciplinary proceedings which includes, but is not limited to, failure to obey a request to appear before a disciplinary officer or committee, falsification of testimony, disruption or interference with the orderly conduct of any hearing, attempting to discourage any person from using College disciplinary procedures or participating in such procedures, attempting to influence the impartiality of a member of a disciplinary committee prior to any proceeding, filing a malicious or frivolous complaint, verbal or physical harassment or intimidation of a member of a disciplinary committee prior to, during, or after a proceeding, failure to comply with any sanction imposed, influencing or attempting to influence another person to commit an abuse of disciplinary proceedings, and a violation of the privacy rights of any student or College employee in regard to a disciplinary proceeding;
 28. Any act by a student which occurs on the campus, while studying abroad, on the premises of any student housing unit or at any activity or event sponsored by the College or an organization which is in violation of any ordinance of the municipality in which the College resides, shall constitute misconduct;
 29. Falsely setting off or otherwise tampering with any emergency safety equipment, fire alarm, or other device established for the safety of individuals and/or college facilities;
 30. Discriminating against any student, faculty or staff member on the basis of race, color, national origin, sex, disability, religion or age; and
 31. Any other activity or conduct prohibited by the College in published policies.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3100

Conduct & Discipline; Students

Page 4 of 4

Unreasonably Dangerous or Threatening Conduct Toward Self

Student behaviors and actions that are unreasonably dangerous to self or which threaten the student's own safety or health may constitute misconduct under this Policy and may be addressed by the College administration through the disciplinary process. When practicable and appropriate, efforts will be made to advise students regarding voluntary withdrawal options in lieu of initiating disciplinary due process as set forth in Board Policy #3200.

At the discretion of the Vice President responsible for student affairs/services, a student may be allowed to voluntarily withdraw when continued enrollment no longer appears to be in the best interests of the student and/or College in conjunction with mutually agreed upon conditions that will be required for the student to reapply for admission.

Disciplinary Sanctions

Disciplinary sanctions may include warnings, demands for restitution or reimbursement, fines, a period of probation, remedial behavioral requirements, remedial educational requirements, suspension, or expulsion.

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

Legal Reference:	RRS 85-312	State colleges; morals of the pupils; faculty; religious test forbidden
	RRS 85-601	Interference with operation; faculty, administrative staff, student; dismissal or expulsion
	RRS 85-301	State college; official names; Board of Education; appointment; no compensation; travel expenses
	RRS 53-186	Consumption of liquor on public property, public roads, streets, alleys; prohibition; exceptions

Policy Adopted: 1/28/77
Policy Revised: 4/3/81
Policy Revised: 6/5/93
Policy Revised: 3/11/94
Policy Revised: 8/29/97
Policy Revised: 3/28/08
Policy Revised: 3/25/11

Policy Revised:

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Riley Machal
Will Jackson
Katelyn Olenich

January 18, 2012

**ACTION: First & Final Round Approval of Revisions to Board Policy 3650;
Student Records**

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

Board Policy 3650 was revised to allow access to education records of students who apply for admission and/or transfer within the Nebraska State College System whenever requested by another NSCS College without obtaining student consent. The change to this policy will take effect July 1, 2012. The System Office recommends approval of the revisions to this policy. Attached is a copy of Board Policy 3650.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 3650 Student Records****Page 1 of 2**

BOARD POLICY

The Family Educational Rights and Privacy Act (FERPA) protects the privacy of student records. The Act provides for a student's right to review education records, the right to seek to amend those records, and to limit disclosure of information from the records.

Colleges may disclose directory information on a student without violating FERPA, unless a student has restricted the disclosure of his/her directory information in the Student Information System. Directory information consists of:

- *Student's name*
- *Permanent Address: limited to the identification of city, state and country*
- *Participation in officially recognized activities and sports*
- *Weight, height and photographs of athletic team members*
- *Degrees, honors, and awards received*
- *Major field of study*
- *Dates of attendance (only beginning and end dates of semesters)*
- *Year in School*
- *Enrollment status (full/part-time)*
- *The most recent previous educational agency or institution attended*

Right to Review Records

With certain exceptions, a student has a right to review records which are directly related to him/her and are maintained by the College. A student request to see his/her file is to be sent to the office which maintains the file and will be honored within forty-five (45) days. Students must pay for the cost to make copies of any records. Parents of dependent students have the right to review information about their children, such as grades, bills, and other information without having to gain students' consent as long as dependency is documented to the College.

Right to Seek to Amend Records

If a student believes that any of the education records relating to her or him contain information that is inaccurate, misleading, or in violation of her or his rights of privacy, she or he may ask the College to correct or delete such information by submitting the request to the Vice President for Student Affairs. A student may also ask that additional explanatory material be inserted in the record. The request must clearly identify the part of the record that the student wants changed. It must specify why the record is inaccurate or misleading. There is no obligation on the part of the College to grant such a request. If the College declines to amend the records as requested by the student, it will so inform the student, and the student may request a hearing. The right to challenge the contents of an education record may not be used to question substantive educational judgments that have been correctly recorded. For example, a hearing may not be requested to contest the assignment of a grade.

Releasing Information Pursuant to Student Consent

Official transcripts of academic records are released only upon the written request of the student.

When information is released from a student's file, the student's written consent, the reason(s) for the release, and the name of the recipient of the release must be attached to the copy of the data released, which is kept in the file. The recommendation or data released must include a statement that the information is not to be released to anyone else without the student's written consent.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3650 Student Records

Page 2 of 2

Releasing Information Without Student Consent

College employees, representatives and officials who have a legitimate educational interest, may look at a student file in any office (except the Health Center) in order to advise and assist students. Information concerning students obtained through counseling activities will not be made available to unauthorized persons without the expressed written consent of the student involved, except under legal compulsion or where the safety of others is involved or as otherwise addressed in FERPA.

Students may voluntarily waive their right to inspect and review three types of confidential recommendations: 1) application for admission to an educational institution, 2) for employment or 3) for honors or awards. The student must indicate or be notified in advance of the names of all persons making recommendations, including all those solicited by the institution or volunteering their comment. This may not be a general permanent waiver; it must be provided for at the appropriate time for each of the three types of confidential statement or recommendation.

The College may, upon written request, release non-directory personally identifiable education records without student consent in accordance with FERPA and federal regulations. A record of such releases must be maintained by the College.

The College may also release, upon written request, and without student consent, to the victim and/or the general public the final result of a campus disciplinary proceeding involving a violent crime or non-forcible sex offense where the accused was found to have violated College rules or policies.

Colleges shall provide access to education of students who apply for admission and/or transfer within the NSCS whenever such records are requested by another NSCS College without obtaining student consent for such a release.

Filing Complaints

Persons wishing to file complaints regarding this policy or its implementation may do so with the U.S. Department of Education. See the Vice President for Student Affairs for further information regarding such matters.

Legal Reference: 20 USC 1232g
 RRS 43-2101 Persons declared minors; marriage, effect
 RRS 84-712.05 (1) Records which may be withheld from public
The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99)

Policy Adopted: 1/28/77
 Policy Revised: 8/9/80
 Policy Revised: 6/5/93
 Policy Revised: 5/21/01
 Policy Revised: 3/31/06
 Policy Revised: 9/10/10
Policy Effective: 7/1/12 Approved:

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2011

ACTION: Authorize the Chancellor to Accept the Nebraska State College System Audit Report for the Year Ended June 30, 2011 and Provide Distribution as Necessary in Order to Meet Required Deadlines

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

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

Historically, we have received the annual audit by sometime in December, at the latest. As of the date of this mailing, we have not received the audit from the Auditor of Public Accounts (APA) nor has an exit conference been scheduled for the audit. The NSCS is required to submit the FY 2010-11 annual audit to the federal audit clearinghouse no later than March 31, 2012. Given the timing and late completion of the audit, the System Office is recommending authorization for the Chancellor to accept the audit and distribute the audit information, as necessary, in order to meet required deadlines. The Board will be asked to ratify this acceptance at the April 19-20, 2012 meeting.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: Approve Budget Request Guidelines and Preliminary Capital Construction Project List for the 2013-2015 Biennium

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

The budget request for the 2013-15 biennium request period, assuming it follows previous biennium schedules, must be submitted to the Coordinating Commission by August 15, 2012 and to the Governor and Legislature by September 15, 2012. Board-approved request guidelines are necessary at this time to allow the NSCS to prepare a preliminary request document for review by the Board at its April 19-20, 2012 meeting. At that meeting, the Board will have an opportunity to consider the preliminary requests and make any revisions to the request guidelines, with a final version provided for Board approval at its June 15, 2012 meeting.

Unless otherwise requested by the Governor and Legislature, we do not include salary request funding as part of the initial biennium request, but rather follow up later in the bargaining process with the estimated impact of any negotiated increases. The Governor and Legislature are attuned to the bargaining time frames.

CORE NEEDS

Meeting core needs remains a high priority. Core needs include those items that allow for continued operation at the same level. The recommended annual increases above the 2010-11 base amounts include the following:

Health insurance rate increase	7.5%
Utilities rate increase	6.0%
DAS rate increases	actual*
Operating increases not covered above	1.5%
New building opening costs	actual

*information not available until July as part of the budget request guidelines distributed by the Department of Administrative Services (DAS) – Budget Division

STRATEGIC INITIATIVES

Beyond the core items noted above, needs exist for new funding. In keeping with the NSCS and College strategic plans, several Areas of Emphasis are included under which strategic initiative requests may be formulated:

- Increase Enrollment and Retention (*NSCS Strategic Plan Goal: Increase enrollment and retention*)
 - *Increase Enrollments*
 - *Improve Student Retention*
- Enhance Educational Opportunities (*NSCS Strategic Plan Priority: Educational Excellence Throughout the System*)
 - *Improve Educational Opportunities*
 - *Strengthen Academic Programs and Student Services Support Systems*
- Improve the Learning Environment (*NSCS Strategic Plan Goal: Strengthen fiscal, environmental, technological and physical resources; NSCS Core Value: Provide a safe.....learning experience*)
 - *Safety & Security*
 - *Technological Support*
 - *Building Maintenance*

LISTING OF CAPITAL CONSTRUCTION REQUESTS

Capital requests being considered generally must be listed for the Coordinating Commission for Postsecondary Education by April 1 (2012). Capital construction projects for the 2013-2015 biennium request include:

CSC Armstrong renovation/addition
Rangeland Center (Ag Classroom/Lab/Arena)
PSC Athletic Complex improvements
Biomass Energy Center
WSC U.S. Conn Library renovation

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: Approve the 2013-2015 Biennium NSCS Capital Construction Initiatives

Priority: Financial Strength of the System

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

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

One of the items upon which the Coordinating Commission judges and prioritizes capital construction requests is how well our requests fit within the Board's stated capital construction initiatives. For the next biennium, the following language is recommended for wording the Board's capital construction priorities:

“To enhance educational opportunities for students and increase the potential for enrollment and retention, the Board of Trustees of the Nebraska State College System will focus its attention during the 2013-15 biennium on capital projects that renovate existing instructional and recreational facilities to the most efficient, productive condition possible.

Where new construction is necessary to replace a deteriorating facility, enhance technology learning and utilization, or accommodate enrollment growth in our service area, the facilities will incorporate the most energy efficient, easily maintained construction components that can be acquired within allowable resources. Technology resources will be designed to facilitate cooperative ventures with educational partners and enhance opportunities for student access and administrative savings.”

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: Approve Continuation of Early Entry Tuition Rate 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 its November 14, 2008 meeting, the Board of Trustees approved a three year pilot project for Peru State that provides a single tuition rate of \$50 per credit hour for early entry courses. As approved, the pilot project became effective for courses in Fall 2009.

The PSC Early Entry Program gives high school students the opportunity to take college classes during their junior and senior years. Students participating in the Early Entry Program are better prepared to be successful in college because of the introduction to college-level coursework. PSC has been very successful in its efforts in providing quality early entry opportunities to high school students and working cooperatively with high school administrations. Under the previous structure, low income students were less likely to participate in the early entry program because of the cost (high school students are not eligible for federal financial aid). A report of the results of the pilot program is included in Item 7.4 of the Fiscal, Facilities and Audit Committee information section.

The System Office and Peru State recommend approval to continue the Early Entry Tuition Rate program as part of the regular and on-going business operation at Peru State. The rate will be established by the Board of Trustees each year when other rates are determined.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: **Appoint Revenue Bond Trustee**

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

3. Strengthen fiscal, environmental, technological and physical resources

4. Improve efficiency of operations

A "Request for Proposal" process has been completed to select a firm to serve as revenue bond trustee. Currently, Wells Fargo serves in that capacity. Four proposals were received and two finalists made presentations to a committee that included Scott Keene from Ameritas, NSCS bond underwriter, Ed Hoffman, Becky Kohrs, and Carolyn Murphy from the System Office, and Beverly Buhrman from Wayne State. Presentations to the selection committee were made on Friday, January 6, 2012 at the System Office in Lincoln. Lauren Wismer from Gilmore and Bell, NSCS bond counsel, is preparing a Resolution for board consideration. The Resolution will be provided to Board members electronically in advance of the Board meeting.

RESOLUTION

WHEREAS pursuant to its Master Resolution dated as of August 15, 2002 (the “**Resolution**”), authorizing the issuance of Revenue Bonds by The Board of Trustees of the Nebraska State Colleges (the “**Board**”), the Board has heretofore issued revenue bonds (the “**Outstanding Bonds**”) payable from the revenues and fees derived from the ownership and operation of the dormitories and other facilities for the housing and boarding of students, student unions, student health facilities and other facilities for the activities of students located on the campuses of all of the Nebraska state colleges, under which a Surplus Fund was created; and

WHEREAS Wells Fargo Bank, National Association was designated as trustee (the “**Trustee**”) for the Bonds issued pursuant to the Resolution; and

WHEREAS Section 4.1 of the Resolution authorizes the Board to remove the Trustee and appoint a successor Trustee at any time; and

WHEREAS it is necessary, desirable, advisable and in the bests interest of the Board to remove Wells Fargo Bank, National Association as Trustee and to appoint BOKF, National Association as successor Trustee in accordance with the provisions of the Resolution.

THEREFORE BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES that the Chancellor and the Vice Chancellor for Finance and Administration are each severally hereby authorized to take all required actions and to execute and deliver for and on behalf of the Board all necessary agreements, certificates, and other documents as may be required to remove Wells Fargo Bank, National Association as Trustee under the Resolution and to appoint BOKF, National Association as successor Trustee under the Resolution.

ADOPTED: January ____, 2012.

**THE BOARD OF TRUSTEES OF THE
NEBRASKA STATE COLLEGES**

(SEAL)

By: _____
Chair

ATTEST:

By: _____
Chancellor

Fiscal, Facilities & Audit Committee*Bill Roskens, Chair**Larry Teahon*

January 18, 2012

ACTION: Appoint Substantial Completion Committee for Morgan Hall Renovation at Peru State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Morgan Hall is nearing completion. The System Office and Peru State recommend the following individuals to participate in the Substantial Completion walk-through anticipated to occur after the June 2012 Board meeting.

Bob Engles, Member Student Affairs, Marketing & Enrollment Committee, Board of Trustees

Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS Office

Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS Office

Bruce Batterson, Vice President for Administration & Finance, PSC

Michaela Willis, Vice President for Enrollment Management & Student Affairs, PSC

Karla Fraser, Dean of Student Life, PSC

Rick Harrison, Director of Campus Services, PSC

Greg Newport, The Clark Enersen Partners

Representative from Lund Ross

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: Appoint Architect Selection Committee for Delzell Hall Project and Student Center Project at Peru State and Authorize the Chancellor to Sign the Professional Services Contracts

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

The following committee is appointed to select an architectural firm or firms to prepare program statements for the renovation of Delzell Hall and the renovation of the Student Center at Peru State College, according to Board Policy 8066.

Committee Members

Bob Engles, Member, Student Affairs, Marketing & Enrollment Committee, Board of Trustees

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

Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS

Bruce Batterson, Vice President for Administration & Finance, PSC

Michaela Willis, Vice President for Enrollment Management & Student Affairs, PSC

Karla Fraser, Dean of Student Life, PSC

Rick Harrison, Director of Campus Services, PSC

John Heacock, Licensed Architect

After the Selection Committee interviews architectural firms for the projects, one or more Professional Services Agreements will be negotiated with the top candidate(s). Peru State requests authorization for the Chancellor to sign the professional services agreements, after his review of the reasonableness of the contract amount.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: Accept Substantial Completion for Pile Hall Renovation Project at Wayne State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

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

Members of the following group inspected Pile Hall at Wayne State on December 13, 2011 and determined that all except first floor was substantially complete pending a few punch list items. The first floor still needed work. The entire facility will be inspected by WSC officials following the holiday break to ensure that all punch list items have been addressed. Pending arrival of furniture on December 14-16, 2011, the Committee agreed to substantial completion approval for all except first floor and designated to WSC officials the authority to determine final completion.

Cap Peterson, Chair, Board of Trustees

Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS Office

Carolyn Murphy, Vice Chancellor for Finance & Administration, NSCS Office

Curt Frye, President, WSC

Jean Dale, Vice President for Administration and Finance, WSC

Jeff Carstens, Vice President & Dean of Students, WSC

Chad Altwine, Director of Facilities Services, WSC

Matt Weekley, Director of Residence Life, WSC

Dan Worth, Bahr Vermeer Haecker, Architect Consultant

Dennis Klawonn, Bahr Vermeer Haecker, Architect Consultant

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: Approve One Tuition Rate Pilot Program for the College Center in South Sioux City, Nebraska for Wayne 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

Wayne State College proposes to do a three-year pilot project that would mirror the One Rate Any State concept at Peru. It would be called the "College Center Rate, a Siouxland Initiative." The tuition rate charged would be equivalent to the in-state tuition rate plus one dollar (\$1) for anyone attending the College Center in South Sioux City who is not otherwise considered a resident for tuition purposes.

This rate would be an incentive for Northwest Iowa and Southeast South Dakota students to enroll at the Center. This pilot project would begin with the Fall, 2012 term. Annual reports on the project will be provided to the Board following each academic year.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: **Authorize Chancellor to Sign an Addendum to Construction Manager at Risk Contract with Beckenhauer Construction With a Guaranteed Maximum Price Not to Exceed \$5,200,000 for Carhart Science Building Renovation Phases III and IV at Wayne State College**

Priority: Financial Strength of the System

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

Strategy j. Maintain facilities and improve physical environment.

After a selection process that included an RFP, Proposal Review and Interview/Presentations by three firms on October 21, 2008, Beckenhauer Construction of Norfolk, Nebraska was selected as Construction Manager at Risk for the Carhart Science Building Renovation at Wayne State. The Board authorized the Chancellor to sign the Construction Manager at Risk contract at its November 13-14, 2008 meeting.

The contract with Beckenhauer Construction authorizes construction management services for the entirety of the Carhart renovation. Design of the final two phases of the Carhart project is currently underway. The Clark Enersen Partners (TCEP) intends to have bid documents ready so that the project can be bid in early spring. To continue services into Phase III and IV, Wayne State requests that the Chancellor be authorized to approve the addendum to the contract which will contain the Guaranteed Maximum Price (GMP). The Chancellor's approval of this step will help keep the project moving forward. The GMP, which includes the fees for the Construction Manager, will not exceed \$5,200,000. Funding for the project includes cash funds designated by the Board, some cash and Wayne State Foundation money left from Phase II, and a probable contribution from the LB 309 Task Force.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

**ACTION: Authorize Chancellor to Approve and Sign a Construction Contract for the
 Recreation Center Roof at Wayne State College**

Priority: Financial Strength of the System

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

Strategy j. Maintain facilities and improve physical environment.

Schemmer and Associates has been engaged to design a new roof for the Recreation Center. In order to secure services of good roofing companies, bids need to be let early in the spring. The project is funded with contingency maintenance funds and is not expected to exceed \$650,000. The System Office and WSC recommend that the Board authorize the Chancellor to approve a construction contract for this project.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

**ACTION: Authorize the Chancellor to Approve a Memorandum of Understanding
 Between the City of Wayne and Wayne State College**

Priority: Financial Strength of the System

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

Strategy j. Maintain facilities and improve physical environment.

WSC is seeking a way to reduce its utility costs and at the same time provide a redundant primary electrical feed for its campus power loop. A proposed agreement with the City of Wayne will allow the College an opportunity to even out its load demand, provide additional capacity to the City, and create a back-up loop that would serve either the College or the City in case of an emergency. The Agreement will provide for the purchase of an existing City-owned transformer by WSC for an amount less than \$10,000. A few details of the Agreement are still being worked out. WSC requests that the Board authorize the Chancellor to sign the Interlocal Agreement with the City of Wayne when all details have been settled and the Agreement has been reviewed by legal counsel.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

**ACTION: Authorize Chancellor to Approve and Sign Change Order, Not to Exceed
 \$44,000, for Replacement of an Existing Air Handler in the Student Center
 at Peru State College**

Priority: Financial Strength of the System

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

Strategy j. Maintain facilities and improve physical environment.

Thermal Services has been engaged to upgrade the existing HVAC System in the Student Center. To keep the project progressing, it would be helpful for the Chancellor to have authority to approve this anticipated change order. The project is funded with contingency maintenance funds and the change will not exceed \$44,000. The System Office and PSC recommend that the Board authorize the Chancellor to approve a change order for this project.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

ACTION: **Authorize Chancellor to Contract with an Auditing Firm of National Reputation to Complete a Comprehensive Audit of the Nebraska State College System for FY 2010-11, if Necessary**

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

In accordance with Board Policy #5023, approval is requested to authorize the Chancellor to contract for a comprehensive audit of the NSCS for FY2010-11, if necessary.

The NSCS has not yet received the annual audit for FY 2010-11. The Auditor of Public Accounts (APA) has indicated his intention to complete the audit by March 31, however, at this time the APA has not provided assurance that the audit will be completed to allow for the March 31 deadline for submission of the audit to the federal government. The fact that we are now mid-January and have not had an exit conference is unprecedented. It is in the best interest of the Board and the System that the Chancellor be authorized to take action, if necessary, to hire a private firm in adequate time to complete an audit of the NSCS to assure timely submission to the federal clearinghouse.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

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: January 18, 2012

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
Badura, Victoria	Business	Assistant Professor	TBD	State	08/17/2012 - 12/14/2012	1.00	Leave of Absence; Fall 2012	Probationary Tenure-Track
Miller, B. Lee	Social & Communication Arts	Associate Professor	TBD	State	08/17/2012 - 12/14/2012	1.00	Sabbatical; Fall 2012	Tenured
Nesheim, David	Social & Communication Arts	Assistant Professor	49,000.00 prorated (24,500.00)	State	01/05/2012 - 05/05/2012	1.00	New appointment; Replaces Joel Hyer	Probationary Tenure-Track
Stewart, Deborah	Counseling, Psychology & Social Work	Associate Professor	58,653.00	State	08/19/2004 - 06/01/2012	1.00	Retirement	NA

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
Gamble, Bradley	Assistant Coach	NA	27,000.00 prorated (18,000.00)	State	11/01/2011 - 06/30/2012	0.83	New Appointment	Special
Kintz, Kayla	Information Technology Support Specialist	NA	33,373.00 prorated 16,560.09	State	01/03/2012-06/30/2012	1.00	New Appointment; Replaces Andrew Schmid	Special
Serres, Bryant	Telecommunications Technician	NA	30,300.00	State	04/18/2011 - 12/31/2011	1.00	Resignation	NA
Serres, Bryant	Distance Learning Coordinator	NA	36,000.00 prorated (18,000.00)	State	01/01/2012 - 06/30/2012	1.00	New Appointment; Replaces Elizabeth Ledbetter	Specific-Term
Giorgi, Starr	Information Technology Support Specialist	NA	37,449.00	State	05/25/2005 - 11/30/2011	1.00	Resignation	NA

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
O'Boyle, William	Head Football Coach	NA	59,129.00	State	01/18/1994 - 06/30/2012	1.00	Non-renewal	NA
Podobnik, M. Lois	Vice President of Academic Affairs	NA	117,924.00	State	09/01/1980 - 06/30/2012	1.00	Retirement	NA
Snare, Charles	Dean	NA	5,000.00	State	01/09/2012 - 06/30/2012	NA	Additional duties assigned by VP during absence	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: January 18, 2012

RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Basnet, Hem	Business	Assistant Professor	811.91	State	10/24/2011 - 12/16/2011	NA	Over 30 in online course; ECON 231-79B1 - 3 students	Special
Basnet, Hem	Business	Assistant Professor	541.27	State	08/22/2011 - 10/14/2011	NA	Over 30 in online course; ECON 232-79A1 - 2 students	Special
Basnet, Hem	Business	Assistant Professor	270.64	State	08/22/2011 - 10/14/2011	NA	Over 30 in online course; ECON 232-79A2 - 1 student	Special
Brown, Linda	Education	Assistant Professor	343.67	State	08/22/2011 - 12/16/2011	NA	Over 30 in online course; EDAD 639-79 - 1 student	Special
Bruehman, August	Business	Associate Professor	343.68	State	10/24/2011 - 12/16/2011	NA	Over 30 in online course; MGMT 610-79B1 - 1 student	Special
Carnot, Mary Jo	Counseling, Psychology & Social Work	Associate Professor	1,353.18	State	08/22/2011 - 12/16/2011	NA	Over 30 in online course; PSYC 433-79 - 5 students	Special
Cary, Philip	Mathematical Sciences	Associate Professor	500.00	State	08/22/2011 - 12/16/2011	NA	Blended course; MATH 151-89 & MATH 410-89	Special
Donahue, Tim	Business	Professor	687.34	State	08/22/2011 - 10/14/2011	NA	Over 30 in online course; MKTG 630-79A1 - 2 students	Special
Donahue, Tim	Business	Professor	1,500.00	State	08/22/2011 - 12/16/2011	NA	Online Course Development; MKTG 338 (3 cr hrs)	Special
Gaudet, Laura	Counseling, Psychology & Social Work	Professor	1,374.70	State	08/22/2011 - 12/16/2011	NA	Over 30 in online course; COUN 535-79 - 4 students	Special
Hoffman, William	Health, Physical Education & Recreation	Instructor	180.42	State	10/24/2011 - 12/16/2011	NA	Over 30 in online course; HPER 124-79B - 1 student	Special
Hunn, Lorie	Education	Associate Professor	180.42	State	08/22/2011 - 12/16/2011	NA	Over 30 in online course; EDUC 320-79 - 1 student	Special
Jackson, Allen	Health, Physical Education & Recreation	Assistant Professor	1,082.54	State	08/22/2011 - 10/14/2011	NA	Over 30 in online course; HPER 234-79A - 4 students	Special
Knight, Robert	Social & Communication Arts	Assistant Professor	500.00	State	08/22/2011 - 12/16/2011	NA	Blended course; HIST 441/541-89 & PS 332-89	Special
Koza, Richard	Business	Professor	250.00	State	08/22/2011 - 10/14/2011	NA	Blended course; MGMT 434-89A1	Special
Koza, Richard	Business	Professor	270.64	State	08/22/2011 - 10/14/2011	NA	Over 30 in online course; MGMT 434-89A1 - 1 student	Special
Madsen, Kim	Applied Sciences	Professor	500.00	State	08/22/2011 - 12/16/2011	NA	Blended course; FCS 239-89 & FCS 423-89	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
McCallum, Henry	Education	Assistant Professor	250.00	State	08/22/2011 - 12/16/2011	NA	Blended course; SPED 232-89	Special
Moeller, Janet	Education	Instructor	500.00	State	08/22/2011 - 12/16/2011	NA	Blended course; SPED 230-89 & SPED 334-89	Special
Moody, Yvonne	Applied Sciences	Associate Professor	500.00	State	08/22/2011 - 12/16/2011	NA	Blended course; FCS 122-89 & FCS 436-89	Special
Nealeigh, Norma	Applied Sciences	Professor	250.00	State	08/22/2011 - 12/16/2011	NA	Blended course; FCS 422-89	Special
Poole, L. Doug	Mathematical Sciences	Assistant Professor	500.00	State	08/22/2011 - 12/16/2011	NA	Blended course; MATH 237-89 & MATH 337-89	Special
Stack, Robert	Mathematical Sciences	Professor	250.00	State	08/22/2011 - 12/16/2011	NA	Blended course; MATH 331-89	Special
Stack, Robert	Mathematical Sciences	Professor	776.37	State	04/12/2011 - 07/29/2011	NA	Independent Study; MATH 400 - 3 students	Special
Vogl, Michael	Mathematical Sciences	Assistant Professor	500.00	State	08/22/2011 - 12/16/2011	NA	Blended course; MATH 336-89 & MATH 434/534-89	Special
Wentworth, Beth	Mathematical Sciences	Associate Professor	517.58	State	04/12/2011 - 07/29/2011	NA	Independent Study; MATH 400 - 2 students	Special
Woods, Kathleen	Counseling, Psychology & Social Work	Assistant Professor	1,031.02	State	08/22/2011 - 12/16/2011	NA	Over 30 in online course; COUN 533-79 - 3 students	Special
Woods, Kathleen	Counseling, Psychology & Social Work	Assistant Professor	811.92	State	08/22/2011 - 12/16/2011	NA	Over 30 in online course; PSYC 334-79 - 3 students	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
Beatty, Margene	Extended Campus Programs	NA	700.00	State	10/14/2011 - 10/15/2011	0.03	EDUC 270-65	Special
Crouse, Kerma	Health, Physical Education & Recreation	NA	2,100.00	State	10/24/2011 - 12/16/2011	0.10	HPER 233-79B	Special
Crouse, Kerma	Health, Physical Education & Recreation	NA	500.00	State	09/01/2011 - 12/12/2011	NA	Online course development; EDUC 270 (1 cr)	Special
Gamble, Bradley	Athletics	NA	6,000.00	State	08/18/2011 - 10/31/2011	0.25	Resignation; Graduate Assistant	NA
Lindsley, Annamae	Applied Sciences	NA	3,000.00	State	01/09/2012 - 05/05/2012	0.25	Graduate Assistant	Special
Nesheim, David	Social & Communication Arts	NA	4,500.00	State	12/01/2011 - 12/31/2011	0.08	Special Appointment.	Special
Pant, Sailesh	TRIO; Project STRIVE	NA	3,000.00	Grant	01/09/2012 - 05/05/2012	0.25	Graduate Assistant	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Chadron State College
MEETING DATE: January 18, 2012

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
Phaydavong, Scott	Athletics	NA	6,000.00	State	08/18/2011 - 12/30/2011	0.25	Resignation; Graduate Assistant	NA
Pogue, Laura	Business	NA	2,100.00	State	10/24/2011 - 12/16/2011	0.10	MGMT 430-79B2	Special
Schumacher, Elizabeth	English & Humanities	NA	2,100.00	State	10/24/2011 - 12/16/2011	0.10	READ 125-79B1	Special
Willett, Darren	BEAMSS	NA	6,000.00	State	08/18/2011 - 12/31/2011	0.25	Resignation; Graduate Assistant	NA

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
Buchanan, Jr, Thomas	Custodian	NA	1,526.00	State	5/23/2011	1.00	New Appointment; Replaces John Caswell	NA
Fritzier, Kim	Custodian	NA	1,526.00	Revenue Bond	12/12/2011	1.00	New Appointment; Replaces Aaron McCarthy	NA
Kern, Silas	Maintenance Repair Worker IV	NA	3,835.50	State	9/1/2011	1.00	Reclassification	NA
Mefferd, Sandra	Custodian	NA	18.48	State	11/14/2011 - 11/17/2011	NA	21 hours in OAll classification	NA
Prado, Nicholas	Custodian	NA	1,526.00	State	10/17/2011	1.00	New Appointment; Replaces Cody Young	NA
Schefcik, Karma	Interim Custodial Leader	NA	1,766.00	State	11/8/2011	1.00	Interim appointment due to absence	NA
Scoggan, Alisha	Office Assistant II	NA	1,824.33	State	07/27/2009 - 12/02/2011	1.00	Resignation	NA
Strong, Neil	Electrician Master	NA	38,343.00	60% State / 40% Rev Bond	08/01/2003 - 12/16/2011	1.00	Deceased	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Peru State College****MEETING DATE: January 18, 2012**

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
Baack, Alexis	Head Volleyball Coach	N/A	\$36,232	State	07/01/06-06/30/12	.92 FY	Resignation	N/A
Fattig, Leslie	Human Resources Coordinator	N/A	\$40,000 pro-rated	State	12/01/11-06/30/12	1 FY	Appointment	Special
Kupper, Jodi	Dean, School of Education	N/A	\$2,622	State	10/24/11-12/16/11	.10 AY	EDUC 600 049W	Special

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Barger, Michael	School of Arts and Sciences	Associate Professor	\$2,403	State	08/19/11-05/05/12	.07 AY	HP 101	Special
Clemente, William	School of Arts and Sciences	Professor	\$4,286	State	08/19/11-05/05/12	.10 AY	ENG 202 049Y	Special
Nies, Kristi	School of Arts and Sciences	Instructor	\$2,720	State	08/19/11-05/05/12	.10 AY	ENG 100 000C	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
Denn-Young, Devon	School of Arts and Sciences	N/A	\$2,000	State	08/19/11-12/16/11	N/A	Coordinator of Costumes and Scenery	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: January 18, 2012

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
Albert, Allan	School of Education	N/A	\$2,214	State	10/24/11-12/16/11	.10 AY	EDUC 205-49Y	Special
Albert, Allan	School of Arts and Sciences	N/A	\$5,070	State	08/22/11-12/16/11	.10 AY	PSYC 121-49EE	Special
Anderson, Josh	School of Arts and Sciences	N/A	\$4,356	State	10/24/11-12/16/11	.10 AY	ART 206-049Y	Special
Bair, Amanda	School of Arts and Sciences	N/A	\$2,100	State	10/24/11-12/16/11	.10 AY	MUSC 251-003A	Special
Bennett, Pamela	School of Professional Studies	N/A	\$4,560	State	10/24/11-12/16/11	.10 AY	PSYC 450-049Y	Special
Benscoter, Andrew	School of Arts and Sciences	N/A	\$2,928	State	10/24/11-12/16/11	.10 AY	ENG 101-049Y	Special
Brand, Lesa	Graduate Programs	N/A	\$1,704	State	10/24/11-12/16/11	.10 AY	EDUC 530-049Y	Special
Dunekacke, Susan	School of Arts and Sciences	N/A	\$4,700	State	11/10/11-12/16/11	.20 AY	ENG 201-000B, ENG 330-000A	Special
Dreier, Libby	School of Education	N/A	\$3,540	State	10/24/11-12/16/11	.10 AY	EDUC 255-49Y	Special
Falcon, Lori	Graduate Programs	N/A	\$2,316	State	10/24/11-12/16/11	.10 AY	EDUC 556-049Y	Special
Forsberg, Peggy	School of Arts and Sciences	N/A	\$2,520	State	08/22/11-12/16/11	.10 AY	SOC 201-49EE	Special
Glasshoff, Wanda	School of Education	N/A	\$2,225	State	10/24/11-12/16/11	.10 AY	EDUC 403-03A	Special
Gosch, Robert	School of Arts and Sciences	N/A	\$2,010	State	08/22/11-12/16/11	.10 AY	HIST 114-49EE	Special
Greenwell, Rieta	School of Arts and Sciences	N/A	\$5,070	State	08/22/11-12/16/11	.10 AY	PSYC 121-49EE	Special
Hoehn, Jorja	School of Education	N/A	\$2,224	State	10/24/11-12/16/11	.07 AY	HPER 101-49Y	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Peru State College
MEETING DATE: January 18, 2012

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
Kearney, James	School of Arts and Sciences	N/A	\$4,560	State	10/24/11-12/16/11	.10 AY	HIST 114-049Y	Special
Kuchera, Evan	School of Arts and Sciences	N/A	\$5,808	State	10/24/11-12/16/11	.13 AY	ESCI 240-049Y	Special
Lundholm, Robert	School of Professional Studies	N/A	\$4,254	State	10/24/11-12/16/11	.10 AY	BUS 380-049Y	Special
Lundholm, Robert	School of Professional Studies	N/A	\$3,234	State	10/24/11-12/16/11	.10 AY	BUS 251-049Y	Special
Maddox, Jim	School of Professional Studies	N/A	\$1,350	State	10/24/11-12/16/11	.10 AY	BUS 92-049Y	Special
McGee, Mary Karol	Graduate Programs	N/A	\$1,908	State	11/05/11-12/02/11	.10 AY	EDUC 540-0CGX	Special
Moss, Louise	School of Arts and Sciences	N/A	\$3,540	State	08/22/11-12/16/11	.20 AY	ENG 202-49EE, ENG 101-49EE	Special
Olson, Nicole	School of Education	N/A	\$2,100	State	10/24/11-12/16/11	.10 AY	EDUC 327-03A	Special
Radell, David	School of Arts and Sciences	N/A	\$4,560	State	10/24/11-12/16/11	.10 AY	MATH 340-049Y	Special
Unger, Jill	School of Education	N/A	\$2,100	State	10/24/11-12/16/11	.10 AY	EDUC 328-03A	Special
Warrick, Phil	Graduate Programs	N/A	\$1,908	State	11/05/11-12/02/11	.10 AY	EDUC 540-OGCX	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Peru State College****MEETING DATE: January 18, 2012**

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
Johnson-Guffey, Nicole	Custodian	N/A	\$1,526	State	12/1/2011	1 FY	Appointment	N/A

PERU STATE COLLEGE FOUNDATION STAFF								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
DeBilzan, Promise	Administrative Assistant	N/A	\$10/hour	PSC Foundation	11/01/11	N/A	Appointment	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: January 18, 2012**

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
Hickey, Don	School of Natural and Social Sciences; History, Politics and Geography Department	Professor	\$89,622.00 + negotiated increase for 2012-13	State	1/7/13 – 5/8/13	1.0	Leave of absence for Spring 2013, without pay	N/A
Jensen, Gwen	School of Arts and Humanities; Communication Arts	Associate Professor	\$61,597.00 + negotiated increase for 2012-13	State	1/7/13 – 5/8/13	1.0	Sabbatical for Spring 2013, with pay	N/A
Catherine Rudin	School of Arts and Humanities; Language and Literature	Professor	\$80,775.00 + negotiated increase for 2012-13	State	8/17/12 – 12/18/12	1.0	Leave of absence for Fall 2012, without pay	N/A
Slaymaker, William	School of Arts and Humanities; Language and Literature	Professor	\$80,082.00 + negotiated increase for 2012-13	State	1/7/13 – 5/8/13	1.0	Sabbatical for Spring 2013, with pay	N/A
Young, Todd	School of Natural and Social Sciences; Physical Sciences and Mathematics	Professor	\$65,341.00 + negotiated increase for 2012-13	State	1/7/13 – 5/8/13	1.0	Sabbatical for Spring 2013, with pay	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 18, 2012

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
Derechailo, Melissa	Theatre Technician	N/A	\$855.00	State	8/19/11 – 12/20/11	.10	MUS 304-0060	Special
Eckmann, Brandon	Information Technology Support Specialist	N/A	\$43,611.00	State	8/6/01 – 11/9/11	1.0	Resignation	N/A
Eckmann, Brandon	IT System Administrator/Security Analyst Senior	N/A	\$54,333.00; prorated \$34,781.35	State	11/10/11 – 6/30/12	1.0	New hire/new title; replaces Josh Samuelson	Special
Johnson, Debbie	Programmer Analyst	N/A	\$37,740.00	State	10/25/04 – 11/30/11	1.0	Resignation	N//A
Knight, Valerie	Librarian – Reference	N/A	\$1,000.00	State	8/22/11 – 12/16/11	.067	IDS 368-00W0	Special
Muir, Nick	Help Desk Director	N/A	\$40,623.00	Revenue Bond	8/6/03 - 10/16/11	1.0	Resignation	N/A
Nelson, Lisa	Service Learning Coordinator	N/A	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Pfaltzgraff, Philip	Accompanist	N/A	\$100.00	State	10/6/11	n/a	Provide music for President Curt Frye's Inauguration Dinner	Special
Quance, Marilyn	Librarian – Technical Services	N/A	\$1,000.00	State	8/22/11 – 12/16/11	.067	IDS 196-00W0	Special
Quance, Marilyn	Librarian – Technical Services	N/A	\$730.00	State	8/11/11 – 12/16/11	.033	IDS 196-00W1	Special
Smith, Ruth	Coordinator, Construction Projects	N/A	\$2,409.00	State	1/9/12 – 5/9/12	.10	ITE 109-01	Special
Vick, Sr., Ron	Counselor	N/A	\$730.00	State	1/9/12 – 5/4/12	.033	IDS 196-00W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 18, 2012

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
DeBoer, Mitch	Assistant Athletic Director, Business Management	N/A	\$4,000.00	State	1/3/12 – 2/29/12	1.0	Additional duties (temporary)	N/A
Hochstein, Roger	Security Manager	N/A	\$48,852.00	Revenue Bond	2/1/96 – 11/7/11	1.0	Retirement	N/A
Johnson, Ryan	Assistant Director of Residence Life, Interim	N/A	\$26,642.00; prorated \$11,000.94	Revenue Bond	1/3/12 – 5/31/12	.875	Interim position	Special
Mrsny, Jason	Interim Manager, Campus Security	N/A	\$44,000.00; prorated \$28,500.03	Revenue Bond	11/7/11 – 6/30/12	1.0	Interim position	Special
Muir, Nick	Director of IT User Support	N/A	\$52,000.00; prorated, \$36,936.48	State	10/17/11 – 6/30/12	1.0	New hire, new title; replaces John Dunning	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Adams, Frank	Counseling and Special Education	Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Directed Study; SPD 667-0060	Special
Alexander, W. Andrew	Language and Literature	Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Directed Study; ENG 632-0060	Special
Arneson, Patricia	Business and Economics	Professor	\$963.00	State	8/19/11 – 12/20/11	.30	Directed Study; BUS 367-0060, BUS 630-0060, BUS 640-0060	Special
Barnes, Johanna	Educational Foundations and Leadership	Instructor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; EDU 395-0030	Special
Bauer, Jeffrey	Physical Sciences and Mathematics	Professor	\$544.00	State	8/19/11 – 12/20/11	.10	Directed Study; MAT 465-60	Special
Bertolas, Randy	History, Politics and Geography	Professor	\$1,705.00	State	8/19/11 – 12/20/11	.50	Independent and Directed Study; GEO 300-60, GEO 395-30, GEO 410-60, GEO 590-60, HIS 499-30	Special
Bertolas, Randy	School of Natural and Social Sciences	Professor	\$100.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Blankenau, Joseph	History, Politics and Geography	Professor	\$816.00	State	8/19/11 – 12/20/11	.30	Directed Study; SSC 300-60, SSC 300-61, SSC 300-62	Special
Blankenau, Joseph	School of Natural and Social Sciences	Professor	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Bondhus, JoAnn	Continuing Education	Professor	\$5,528.00	State	1/10/12 – 4/24/12	.10	BUS 418-0080	Special
Bruflat, Alan	Educational Foundations and Leadership	Professor	\$182.00	State	8/19/11 – 12/20/11	.067	Directed Study; EDU 409-0062	Special
Brummels, J. V.	Language and Literature	Associate Professor	\$889.00	State	8/19/11 – 12/20/11	.20	Directed Study; ENG 421-0060, ENG 644-0060	Special
Buryanek, Donald	Technology and Applied Sciences	Assistant Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Directed Study; ITE 314-0060	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Buryanek, Donald	Technology and Applied Sciences	Assistant Professor	\$5,422.00	State	1/9/12 – 5/9/12	.14	CIS 171-01, ITE 214-01, ITE 307-01, ITE 314-01, ITE 412-01	Special
Butler, Katherine	Language and Literature	Professor	\$1,727.00	State	8/19/11 – 12/20/11	.10	Directed Study; ENG 632-0061	Special
Calkin, Josh	Music	Instructor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; MUS 395-0030	Special
Campbell, Paul	Continuing Education	Professor	\$5,345.00	State	1/10/12 – 4/24/12	.10	CJA 405/505-0080	Special
Christensen, Douglas	Life Sciences	Professor	\$544.00	State	8/19/11 – 12/20/11	.20	Independent Study; BIO 395-30, BIO 499-30	Special
Conley, Donovan	Health, Human Performance and Sport	Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Independent Study; PED 695-32	Special
Conway, Gerald	Business and Economics	Associate Professor	\$5,061.00	State	1/9/12 – 5/9/12	.10	BUS 362-H0	Special
Curnyn, Molly	Computer Technology and Information Systems	Instructor	\$2,575.00	State	1/9/12 – 5/9/12	.10	CIS 130-01	Special
Dalal, Meenakshi	School of Natural and Social Sciences	Professor	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Dalal, Meenakshi	Continuing Education	Professor	\$6,524.00	State	1/9/12 – 5/4/12	.10	ECO 650-00W0	Special
Davis, Adam	Physical Sciences and Mathematics	Assistant Professor	\$544.00	State	8/19/11 – 12/20/11	.10	Directed Study; PHY 336-0060	Special
Dendinger, Laura	Business and Economics	Professor	\$889.00	State	8/19/11 – 12/20/11	.20	Directed Study; BUS 357-0060, BUS 627-0060	Special
Dendinger, Laura	Continuing Education	Professor	\$5,097.00	State	1/9/12 – 5/4/12	.10	BUS 620-00W0	Special
Dilliard, Kelly	School of Natural and Social Sciences	Assistant Professor	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Dilliard, Kelly	Continuing Education	Assistant Professor	\$3,073.00	State	1/9/12 – 5/4/12	.111	PHS 102-00W0/W1	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Dorman, Sherry	Educational Foundations and Leadership	Interim Instructor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; EDU 499-0031	Special
Ebmeier, Sally	Educational Foundations and Leadership	Instructor	\$182.00	State	8/19/11 – 12/20/11	.067	Directed Study; EDU 409-0061	Special
Ebmeier, Sally	Technology and Applied Sciences	Instructor	\$816.00	State	8/19/11 – 12/20/11	.10	Directed Study; FCS 407-0061	Special
Ebmeier, Sally	Continuing Education	Instructor	\$2,817.00	State	1/9/12 – 5/4/12	.10	FCS 306-00W0	Special
Elliott, Steven	Art and Design	Associate Professor	\$544.00	State	8/19/11 – 12/20/11	.20	Independent Study; ART 395-0030, ART 395-0031	Special
Elliott, Steven	Continuing Education	Associate Professor	\$3,284.00	State	1/9/12 – 5/4/12	.10	ART 102-00W1	Special
Ellis, Susan	School of Natural and Social Sciences	Professor	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Engbretsen, Barbara	Health, Human Performance and Sport	Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Independent Study; PED 695-30	Special
Engbretsen, Barbara	Continuing Education	Professor	\$4,110.00	State	1/12/12 – 4/26/12	.10	EPS 300-0080	Special
Everett, Pamela	Sociology, Psychology and Criminal Justice	Assistant Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; CJA 395-30	Special
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Independent Study; PED 699-30	Special
Garvin, Tim	Continuing Education	Professor	\$5,656.00	State	1/9/12 – 5/4/12	.10	BUS 652-00W0	Special
Greene, Todd	Sociology, Psychology and Criminal Justice	Assistant Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Independent Study; SOC 695-0030	Special
Hanson, Cynthia	Business and Economics	Instructor	\$1,088.00	State	8/19/11 – 12/20/11	.10	Directed Study; BUS 471-0060	Special
Hanson, Cynthia	Continuing Education	Instructor	\$2,648.00	State	1/9/12 – 5/4/12	.10	BUS 408-00W0	Special
Hepworth, Elise	Music	Assistant Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; MUS 499-0030	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hinnerichs, Kristi	Health, Human Performance and Sport	Assistant Professor	\$576.00	State	8/19/11 – 12/20/11	.167	Independent and Directed Study; PED 593-60, PED 695-31	Special
Irlmeier, Joni	Educational Foundations and Leadership	Instructor	\$272.00	State	8/19/11 – 12/20/11	.10	Directed Study; EDU 318-0060	Special
Irlmeier, Joni	Continuing Education	Instructor	\$250.00	State	1/9/12 – 5/4/12	n/a	EDU 341-00T1 ; one receive site	Special
Jensen, Gwen	Communication Arts	Associate Professor	\$3,696.00	State	8/19/11 – 12/20/11	.10	Overload; CNA 101	Special
Jensen, Gwen	Communication Arts	Associate Professor	\$318.00	State	8/19/11 – 12/20/11	.117	Independent and Directed Study; CNA 499-0030, CNA T320-0060	Special
Jensen, Gwen	Educational Foundations and Leadership	Associate Professor	\$182.00	State	8/19/11 – 12/20/11	.067	Directed Study; EDU 409-0060	Special
Karsky, Jason	Continuing Education	Professor	\$4,031.00	State	1/9/12 – 4/30/12	.10	CJA 320-0080	Special
Kietzmann, Glenn	Life Sciences	Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; BIO 395-32	Special
Langlie-Willers, Pamela	Educational Foundations and Leadership	Associate Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Directed Study; EDU 632-0060	Special
Lawrence, Gloria	Continuing Education	Professor	\$4,726.00	State	1/10/12 – 4/24/12	.10	PSY 408/508-0080	Special
Leeper, Mark	History, Politics and Geography	Professor	\$259.00	State	1/10/11 – 5/11/11	.10	Independent Study; POS 499-30	Special
Leeper, Mark	History, Politics and Geography	Professor	\$544.00	State	8/19/11 – 12/20/11	.20	Directed Study; POS 444-61, POS 490-60	Special
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; EDU 499-0030	Special
Lindberg, Judith	Technology and Applied Sciences	Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Directed Study; FCS 110-0060	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Lindberg, Judith	Technology and Applied Sciences	Professor	\$5,122.00	State	1/9/12 – 5/9/12	.11	FCS 303-01, FCS 403-01	Special
Lofgren, Ronald	Music	Associate Professor	\$363.00	State	8/19/11 – 12/20/11	.067	Directed Study; MUS 306-0060	Special
Maas, Chad	Health, Human Performance and Sport	Instructor	\$182.00	State	8/19/11 – 12/20/11	.067	Directed Study; PED 241-60	Special
Marek, Michael	Communication Arts	Associate Professor	\$816.00	State	8/19/11 – 12/20/11	.30	Directed Study; CNA 457-0062, CNA 457-0063, CNA 463-0060	Special
McElwain, David	Communication Arts	Associate Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Directed Study; CNA 471-0060	Special
Meyer, Jeffrey	Health, Human Performance and Sport	Instructor	\$1,904.00	State	8/19/11 – 12/20/11	.50	Independent and Directed Study; PED 395-30, PED 395-31, PED 405-60, PED 450-61, PED 499-30	Special
Miller, Kevin	Technology and Applied Sciences	Associate Professor	\$2,991.00	State	8/19/11 – 12/20/11	.20	Directed Study; ITE 301-0060, ITE 390-0060	Special
Miller, Kevin	Technology and Applied Sciences	Associate Professor	\$3,071.00	State	1/9/12 – 5/9/12	.08	ITE 202-01, ITE 308-01, ITE 428-01	Special
Mudge, Marilyn	Educational Foundations and Leadership	Professor	\$1,200.00	State	8/19/11 – 12/20/11	n/a	Development of online syllabi and material for EDU 430/530-W0	Special
Nelson, Jeryl	Business and Economics	Professor	\$889.00	State	8/19/11 – 12/20/11	.30	Independent and Directed Study; BUS 423-0060, BUS 423-0061, BUS 695-0030	Special
Nelson, Jeryl	Continuing Education	Professor	\$5,514.00	State	1/9/12 – 5/4/12	.10	BUS 690-00W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Nicholson, Lori	Computer Technology and Information Systems	Assistant Professor	\$1,632.00	State	8/19/11 – 12/20/11	.50	Independent and Directed Study; CIS 466-0061, CIS 466-0062, CIS 466-0063, CSC 365-0060, CSC 499-0030	Special
Nicholson, Lori	Computer Technology and Information Systems	Assistant Professor	\$2,907.00	State	1/9/12 – 5/9/12	.10	CIS 366-01	Special
Ossian, James	Educational Foundations and Leadership	Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Directed Study; EDU 750-0060	Special
Parker, Charles	Business and Economics	Professor	\$4,221.00	State	1/9/12 – 5/9/12	.10	BUS 226-01	Special
Paxton, John	Continuing Education	Professor	\$6,892.00	State	1/9/12 – 5/4/12	.10	BUS 625-00W0	Special
Piersanti, Joshua	Art and Design	Assistant Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Independent Study; ART 395-0032	Special
Rawlings, Lesli	School of Natural and Social Sciences	Assistant Professor	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Renzelman, John	Technology and Applied Sciences	Professor	\$963.00	State	8/19/11 – 12/20/11	.30	Independent and Directed Study; ITE 402-0060, ITE 695-0030, ITE 695-0031	Special
Renzelman, John	Continuing Education	Professor	\$5,013.00	State	1/9/12 – 5/4/12	.10	EPS 300-00W0	Special
Ronnow, Gretchen	Language and Literature	Professor	\$272.00	State	8/19/11 – 12/20/11	.10	Directed Study; ENG 365-0060	Special
Snowden, Monica	Sociology, Psychology and Criminal Justice	Professor	\$259.00	State	8/20/10 – 12/21/10	.10	Independent Study; SOC 499-30	Special
Strate, Shane	History, Politics and Geography	Assistant Professor	\$618.00	State	8/19/11 – 12/20/11	.20	Independent and Directed Study; HIS 395-30, HIS 605-60	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 18, 2012

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Taber, Douglass	School of Natural and Social Sciences	Professor	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Vander Weil, Greg	Technology and Applied Sciences	Assistant Professor	\$1,088.00	State	8/19/11 – 12/20/11	.20	Directed Study; ITE 326-0060, ITE 418-0060	Special
Whit, Deborah	Communication Arts	Professor	\$346.00	State	8/19/11 – 12/20/11	.10	Directed Study; CNA 675-0061	Special
Whitt, Ronald	Communication Arts	Professor	\$600.00	State	8/19/11 – 10/10/11	n/a	Shapers of Modern Mind – Fall 2011	Special
Wilcox, Daryl	Counseling and Special Education	Professor	\$1,308.00	State	8/19/11 – 12/20/11	.30	Directed Study; SPD 404-0060, SPD 610-0060, SPD 663-0060	Special
Wilcox, Daryl	Educational Foundations and Leadership	Professor	\$806.00	State	8/19/11 – 12/20/11	.167	Independent and Directed Study; EDU 629-0060, EDU 699-0030	Special
Worner, Tamara	School of Natural and Social Sciences	Professor	\$50.00	State	11/13-15/11	n/a	Speaker for LEAD Meeting	Special
Young, Todd	Physical Sciences and Mathematics	Professor	\$1,088.00	State	8/19/11 – 12/20/11	.10	Directed Study; PHY 410-0060	Special
Zardenata, Gustavo	Physical Sciences and Mathematics	Assistant Professor	\$363.00	State	8/19/11 – 12/20/11	.133	Independent and Directed Study; BIO 395-31, BIO 465-60	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 18, 2012

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
Arlt, Darron	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	EDU 367/567-00W2	Special
Baumert, Mary	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 4/30/12	.10	SPD 151-0080	Special
Beach, Gerald	Educational Foundations and Leadership	N/A	\$2,340.00	State	1/9/12 – 5/9/12	.10	EDU 786-01	Special
Beair, Misty	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	SPD 151-00W0	Special
Beair, Terry	Health, Human Performance and Sport	N/A	\$570.00	State	8/19/11 – 12/20/11	.10	PED 407-0060	Special
Beair, Terry	Health, Human Performance and Sport	N/A	\$2,190.00	State	1/9/12 – 5/9/12	.10	PED 407/507-0001	Special
Bengechev, Mike	Computer Technology and Information Systems	N/A	\$1,460.00	State	1/9/12 – 5/9/12	.067	CIS 231-02, CIS 232-02	Special
Blomenkamp, Jean	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	EDU 217-00W0	Special
Blomenkamp, Jean	Continuing Education	N/A	\$2,340.00	State	1/9/12 – 5/4/12	.10	EDU 610-00W0	Special
Bode, Liane	Counseling and Special Education	N/A	\$1,460.00	State	1/9/12 – 5/9/12	.067	CSL 324-01	Special
Boyer, Chad	Continuing Education	N/A	\$5,356.00	State	1/9/12 – 5/4/12	n/a	Administration #3 Community of Learning	Special
Consoli, Wendy	Communication Arts	N/A	\$855.00	State	8/19/11 – 12/20/11	.10	CNA 451-0061	Special
Curtiss, James	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	EDU 321-00W0	Special
Curtiss, James	Educational Foundations and Leadership	N/A	\$2,920.00	State	1/9/12 – 5/9/12	.133	EDU 201-H0	Special
Deuel, Nancy	Educational Foundations and Leadership	N/A	\$365.00	State	11/7/11	.017	Contract voided, (partial payment earned and received)	Special
Dinslage, Chris	Counseling and Special Education	N/A	\$4,380.00	State	1/9/12 – 5/9/12	.20	CSL 490-01, CSL 490-02	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

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
Dion, Lora	Counseling Center	N/A	\$2,920.00	State	1/9/12 – 5/9/12	.133	Writing Help Desk	Special
Emenhiser-Harris, Karen	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	ART 102-00W0	Special
Fleming, Angela	Technology and Applied Sciences	N/A	\$3,723.00	State	1/9/12 – 5/9/12	.17	ITE 211-01, FCS 408-01	Special
Fillipi, Sheri	Continuing Education	N/A	\$5,356.00	State	1/9/12 – 5/4/12	n/a	Administration #3 Community of Learning	Special
Finney, Patricia	Continuing Education	N/A	\$730.00	State	1/9/12 – 3/2/12	.033	EDU 396-00W0	Special
Franken, James	Health, Human Performance and Sport	N/A	\$2,500.00 + 9 hours tuition waiver	State	1/9/12 – 5/9/12	.125	Graduate Assistant	Special
Gray, Tricia	Continuing Education	N/A	\$5,356.00	State	1/9/12 – 5/4/12	n/a	South Sioux City #9 Community of Learning	Special
Hansen, Dale	Business and Economics	N/A	\$4,380.00	State	1/9/12 – 5/9/12	.20	BUS 122-01, BUS 241-01	Special
Hansen, James	Computer Technology and Information Systems	N/A	\$2,190.00	State	1/9/12 – 5/9/12	.10	CIS 353-01	Special
Hansen, Mary	Educational Foundations and Leadership	N/A	\$5,110.00	State	1/9/12 – 5/9/12	.233	EDU 110-01, EDU 275-02, EDU 355-01, EDU 400H0-H3	Special
Heikes, Tanya	Educational Foundations and Leadership	N/A	\$2,190.00	State	1/9/12 – 5/9/12	.10	EDU 303-01	Special
Henning, Mark	Technology and Applied Sciences	N/A	\$2,190.00	State	1/9/12 – 5/9/12	.10	ITE 408-01	Special
Hepworth, Matthew	Technology and Applied Sciences	N/A	\$2,190.00	State	1/9/12 – 5/9/12	.10	ITE 363-01	Special
Hill, Amy	Educational Foundations and Leadership	N/A	\$730.00	State	1/9/12 – 5/9/12	.033	EDU 323-01	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 18, 2012

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
Hix, Dave	Continuing Education	N/A	\$730.00	State	1/11/12 – 2/8/12	.033	HSC 345-0080	Special
Hochstein, Dale	Educational Foundations and Leadership	N/A	\$2,920.00	State	1/9/12 – 5/9/12	.133	EDU 400H0-H2, EDU 400H1-H3	Special
Hovland, Mary Anne	Continuing Education	N/A	\$5,356.00	State	1/9/12 – 5/4/12	n/a	Fremont #6 Community of Learning	Special
Janssen, Marci	Counseling and Special Education	N/A	\$4,380.00	State	1/9/12 – 5/9/12	.20	SPD 151-02, SPD 151-03	Special
Johnson, Brian	Continuing Education	N/A	\$5,356.00	State	1/9/12 – 5/4/12	n/a	South Sioux City #9 Community of Learning	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	N/A	\$570.00	State	8/19/11 – 12/20/11	.20	SOC 415-61, SOC 415-62	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	N/A	\$4,380.00	State	1/9/12 – 5/9/12	.20	SOC 415/515-0001, SOC 414/515-0002	Special
Kaufman, Jena	Educational Foundations and Leadership	N/A	\$365.00	State	8/19/11 – 12/20/11	.017	EDU 435	Special
Kleve, Nicholas	Continuing Education	N/A	\$2,190.00	State	1/12/12 – 4/26/12	.10	EDU 423-0080	Special
Knezevic, Branislava	Counseling and Special Education	N/A	\$2,340.00	State	1/9/12 – 5/9/12	.10	CSL 665-01	Special
Larmore, Cheryl	Continuing Education	N/A	\$5,356.00	State	1/9/12 – 5/4/12	n/a	Fremont #6 Community of Learning	Special
Machacek, Darlene	Physical Sciences and Mathematics	N/A	\$4,380.00	State	1/9/12 – 5/9/12	.20	MAT 121 -0001, MAT 121-0002	Special
Magnuson, Grant	Continuing Education	N/A	\$945.00	State	10/19/11 – 12/16/11	.10	ITE 510-00W0	Special
Maryott, Elizabeth	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	EDU 211-00W0	Special
McCorkindale, Mark	Sociology, Psychology and Criminal Justice	N/A	\$2,190.00	State	1/9/12 – 5/9/12	.10	PSY 450-0001	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

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
McKenna, Timothy	Continuing Education	N/A	\$2,190.00	State	1/9/12 - 5/4/12	.10	CNA 252-00W0	Special
Niemann, Jill	Continuing Education	N/A	\$5,356.00	State	1/9/12 - 5/4/12	n/a	South Sioux City #9 Community of Learning	Special
O'Leary, James (Jed)	Continuing Education	N/A	\$2,190.00	State	1/9/12 - 5/4/12	.10	MUS 110-00W0	Special
O'Leary, Jane	Continuing Education	N/A	\$2,190.00	State	1/9/12 - 5/4/12	.10	EDU 302-00W0	Special
O'Leary, Jane	Continuing Education	N/A	\$2,190.00	State	1/9/12 - 5/4/12	.10	EDU 302-00W1	Special
O'Leary, Jane	Educational Foundations and Leadership	N/A	\$2,190.00	State	1/9/12 - 5/9/12	.10	EDU 302-01	Special
Owens, Richard	Counseling and Special Education	N/A	\$2,920.00	State	1/9/12 - 5/9/12	.133	SPD 361-01	Special
Parker, Karen	Computer Technology and Information Systems	N/A	\$2,190.00	State	1/9/12 - 5/9/12	.10	CIS 231-01, CIS 231-03, CIS 232-01	Special
Rahn, Kelli	Continuing Education	N/A	\$1,460.00	State	1/9/12 - 4/30/12	.067	EDU 335-0080	Special
Roff, Marcy	Continuing Education	N/A	\$5,356.00	State	1/9/12 - 5/4/12	n/a	Fremont #6 Community of Learning	Special
Rudloff, Beata	Continuing Education	N/A	\$5,356.00	State	1/9/12 - 5/4/12	n/a	South Sioux City #8 Community of Learning	Special
Ruskamp, Lori	Educational Foundations and Leadership	N/A	\$2,920.00	State	1/9/12 - 5/9/12	.133	EDU 335-02, EDU 335-03	Special
Schmitz, Dennis	Continuing Education	N/A	\$5,356.00	State	1/9/12 - 5/4/12	n/a	Administration #3 Community of Learning	Special
Small, II, Norman B.	History, Politics and Geography	N/A	\$2,190.00	State	1/9/12 - 5/9/12	.10	GEO 120-0004	Special
Stark, Carmen	Continuing Education	N/A	\$2,190.00	State	1/9/12 - 4/30/12	.10	EDU 415/515-0080	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: January 18, 2012

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
Tucker, Anne	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	EDU 367/567-00W0	Special
Tucker, Anne	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	EDU 367/567-00W1	Special
Weixelman, Chris Tee	Educational Foundations and Leadership	N/A	\$2,190.00	State	1/9/12 – 5/9/12	.10	EDU 275-04	Special
Werner, Melissa	Educational Foundations and Leadership	N/A	\$365.00	State	8/19/11 – 12/20/11	.017	EDU 435	Special
Widner, Jennifer	Continuing Education	N/A	\$2,340.00	State	1/9/12 – 5/4/12	.10	EDU 626-00W0	Special
Worner, Greg	Technology and Applied Sciences	N/A	\$4,380.00	State	1/9/12 – 5/9/12	.20	EPS 300-07, FCS 110-01	Special
Wrice, Tyrone	Sociology, Psychology and Criminal Justice	NA	\$6,570.00	State	1/9/12 – 5/9/12	.30	SOC 101-0002, SOC 101-0003, SOC 101-0004	Special
Wulf, Jerad	Continuing Education	N/A	\$5,356.00	State	1/9/12 – 5/4/12	n/a	South Sioux City #8 Community of Learning	Special
Wulf, Jerad	Continuing Education	N/A	\$2,190.00	State	1/11/12 – 4/25/12	.10	SPD 151-0081	Special
Zavada, Maria	Continuing Education	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	PHI 300-00W0	Special
Zavadil, Dennis	Physical Sciences and Mathematics	N/A	\$4,380.00	State	1/9/12 – 5/9/12	.20	MAT 110-0002, MAT 110-0003	Special
Zeiss, Donald	Educational Foundations and Leadership	N/A	\$1,825.00	State	1/9/12 – 5/9/12	.083	EDU 322-01, EDU 322-02, EDU 400H0-H3	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
Koch, Alex	Baseball Assistant	N/A	\$13,000.00	Camp Funds	9/10/11 – 10/30/11	.375	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: January 18, 2012

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
Alai, Michelle	Office Assistant III	N/A	\$2,583.33/mo.	State	11/28/11	1.0	New hire; replaces Dawn Hirschman	N/A
Elsberry, Ron	Custodian	N/A	\$2,239.50/mo.	Revenue Bond	2/15/93 – 6/30/12	1.0	Retirement: Voluntary Retirement Settlement Program	N/A
Hurlbert, Glenda	Custodian	N/A	\$1,964.17/mo.	Revenue Bond	2/1/01 – 6/30/12	1.0	Retirement; Voluntary Retirement Settlement Program	N/A
Kenny, Kelly	Office Assistant II	N/A	\$2,190.00	State	1/9/12 – 5/4/12	.10	EDU 321-00W1	N/A
Koch, Alex	Maintenance Repair Worker II	N/A	\$1,896.00/mo.	State	10/31/11	1.0	New hire; replaces Gerald Echtenkamp	N/A
Maly, James	AV Services Technician	N/A	\$3,059.00/mo.	State	1/21/85 – 6/30/12	1.0	Retirement: Voluntary Retirement Settlement Program	N/A
Mrsny, Jason	Security Officer II	N/A	\$3,257.50/mo.	Revenue Bond	4/1/99 – 11/7/11	1.0	Move to Interim professional staff status (Interim Manager, Campus Security)	N/A
Nelson, Duane	Maintenance Repair Worker III (Energy Plant)	N/A	\$2,192.00/mo.	State	11/28/11	1.0	New Hire; replaces Scott Wedel	N/A
Craig, Pat	Maintenance Repair Worker I	N/A	\$1,231.50/mo.	State	12/5/11	.75	New hire; new position	N/A
Riley, Delpha	Office Assistant IV	N/A	\$3,616.50/mo.	State	7/23/90 – 6/30/12	1.0	Retirement; Voluntary Retirement Settlement Program	N/A
Schutte, Ray	Maintenance Repair Worker III (Engineering)	N/A	\$2,502.00/mo.	State	12/12/11	1.0	New Hire; replaces Wyatt McGhee	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE: Wayne State College****MEETING DATE: January 18, 2012**

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
Sindelar, Emily	Library Assistant	N/A	\$1,712.50/mo.	State	6/21/10 – 11/9/11	1.0	Resignation	N/A
Soden, Dustin	Storekeeper	N/A	\$2,113.42/mo.	State	11/28/07 – 12/11/11	1.0	Resignation	N/A
Soden, Dustin	Facility Services Manager	N/A	\$2,812.92/mo.	State/ Revenue Bond	12/12/11	1.0	New hire; new position	N/A
Woehler, Mary	Library Assistant	N/A	\$2,347.17/mo.	State	4/11/01 – 5/31/12	1.0	Retirement; Early Retirement Incentive Program	N/A

NON-UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Rhods, Dan	Security Officer II (Interim)	N/A	\$2,083.33/mo.	Revenue Bond	12/12/11	1.0	Interim position	N/A

Academic and Personnel Committee

Gary Bieganski, Chair
Roger Breed

November 4, 2011

Updated Summer 2011 Instructional Load Reports with Revised Chadron State College Data for Information Only

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 career

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

Strategies: a. Assess student learning outcomes

b. Provide students with access to effective academic advising

The Summer 2011 Instructional Load Reports have been submitted by the colleges and are attached. The following table summarizes the information regarding student credit hour production and FTE faculty. As you will note, the number of student credit hours has decreased 2.11%, FTE faculty has increased 0.31% and student credit hour/FTE faculty has decreased 2.77%.

		Summer 2011				Summer 2010
		Undergraduate Level	Graduate Level	Total	System Total	System Total
Student Credit Hour	Chadron	3,821	2,312	6,133	17,377	17,752
	Peru	2,786	1,506	4,292		
	Wayne	3,919	3,033	6,952		
Total FTE Faculty	Chadron	17.8	16.4	34.3	98.4	98.1
	Peru	9.8	9.2	19.1		
	Wayne	18.75	26.33	45.08		
Student Credit Hour/FTE Faculty	Chadron	214	141	179	UG Avg: 235 Grad Avg: 140 Avg: 186	UG Avg: 242 Grad Avg: 148 Avg: 191.3
	Peru	283	163	225		
	Wayne	209	115	154		
FTE Students/ FTE Faculty	Chadron	14	12			
	Peru	19	14			
	Wayne	14	10			

**CHADRON STATE COLLEGE
INSTRUCTIONAL LOAD REPORT**

Term: Summer 2011

STUDENT CREDIT HOUR PRODUCTION BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH Production (Ranked Faculty)	1,478	1,347	2,825	1,956	4,781
SCH Production (Adjunct/Part-Time)	500	492	992	356	1,348
SCH Production (Graduate Assistant)	4	0	4	0	4
Total SCH Production	1,982	1,839	3,821	2,312	6,133

DISTRIBUTION OF FTE FACULTY BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
Professor	1.9	3.3	5.3	5.3	10.6
Associate Professor	1.4	2.7	4.1	5.3	9.4
Assistant Professor	2.0	2.3	4.3	2.6	6.9
Instructor	0.5	0.0	0.5	0.0	0.5
Lecturer	0.3	0.3	0.6	0.0	0.6
Adjunct/Part-Time	1.3	1.0	2.3	0.9	3.1
Professional Staff	0.0	0.5	0.5	2.3	2.8
Graduate Assistant	0.3	0.0	0.3	0.0	0.3
Total FTE Faculty	7.7	10.2	17.8	16.4	34.3
Total Headcount Faculty					68
FTE Students	132	123	255	193	447

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY TRADITIONAL DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty -- On-Campus*	0.3	2.1	2.3	1.9	4.2
FTE Adjunct/Part-Time -- On-Campus*	0.0	0.3	0.3	0.0	0.3
FTE Graduate Assistant -- On-Campus*	0.3	0.0	0.3	0.0	0.3
SCH Production -- On-Campus*	22	332	354	200	554
FTE Ranked Faculty -- Off-Campus**	0.0	0.8	0.8	0.0	0.8
FTE Adjunct/Part-Time -- Off-Campus**	0.0	0.0	0.0	2.2	2.2
FTE Graduate Assistant -- Off-Campus**	0.0	0.0	0.0	0.0	0.0
SCH Production -- Off-Campus**	0	35	35	207	242

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY ON-LINE AND ASYNCHRONOUS DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty-OnLine/Hybrid***	5.8	5.8	11.6	11.3	22.9
FTE Adjunct/Part-Time-OnLine/Hybrid***	1.3	1.3	2.5	1.0	3.5
FTE Graduate Assistant-OnLine/Hybrid***	0.0	0.0	0.0	0.0	0.0
SCH Production - OnLine/Hybrid***	1,828	1,367	3,195	1,840	5,035
FTE Ranked Faculty-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Adjunct/Part-Time-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant-Other Asynch****	0.0	0.0	0.0	0.0	0.0
SCH Production-Other Asynch****	132	105	237	65	302

PRODUCTION RATIOS BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH/FTE Ranked Faculty	243	156	192	148	171
SCH/FTE Adjunct/Part-Time	92	78	84	400	429
SCH/FTE Graduate Assistant	12	0	12	0	12
Total SCH/FTE Faculty	258	181	214	141	179
FTE Student/FTE Ranked Faculty	16	10	13	12	13
FTE Student/FTE Adjunct/Part-Time	6	5	6	3	4
FTE Student/FTE Graduate Assistant	1	0	1	0	1
Total FTE Student/FTE Faculty	17.23	12.07	14.29	11.72	13.06

*Face-to-face at each of the respective institutions

**Remote campus locations, traditional format, interactive distance learning originating from off-campus location

***At least 50% or more of delivery is by internet

****CD, video

**PERU STATE COLLEGE
INSTRUCTIONAL LOAD REPORT**

Term: Summer 2011

STUDENT CREDIT HOUR PRODUCTION BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH Production (Ranked Faculty)	522	1,244	1,766	1,190	2,956
SCH Production (Adjunct/Part-Time)	453	567	1,020	316	1,336
SCH Production (Graduate Assistant)	0	0	0	0	0
Total SCH Production	975	1,811	2,786	1,506	4,292
DISTRIBUTION OF FTE FACULTY BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
Professor	0.8	1.6	2.3	1.4	3.8
Associate Professor	0.5	0.8	1.3	0.7	1.9
Assistant Professor	0.0	1.5	1.5	4.0	5.5
Instructor	0.8	1.2	1.9	0.7	2.6
Lecturer	0.0	0.0	0.0	0.0	0.0
Adjunct/Part-Time	1.5	1.3	2.8	2.4	5.3
Graduate Assistant	0.0	0.0	0.0	0.0	0.0
Total FTE Faculty	3.5	6.3	9.8	9.2	19.1
Total Headcount Faculty					48
FTE Students	65	121	186	126	311
DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY TRADITIONAL DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty -- On-Campus*	0.5	0.6	1.1	0.0	1.1
FTE Adjunct/Part-Time -- On-Campus*	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant -- On-Campus*	0.0	0.0	0.0	0.0	0.0
SCH Production -- On-Campus*	54	66	120	0	120
FTE Ranked Faculty -- Off-Campus**	0.0	1.0	1.0	0.0	1.0
FTE Adjunct/Part-Time -- Off-Campus**	0.0	0.5	0.5	0.0	0.5
FTE Graduate Assistant -- Off-Campus**	0.0	0.0	0.0	0.0	0.0
SCH Production -- Off-Campus**	0	536	536	30	566
DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY ON-LINE AND ASYNCHRONOUS DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty-OnLine/Hybrid***	1.5	3.4	4.9	6.7	11.6
FTE Adjunct/Part-Time-OnLine/Hybrid***	1.5	0.8	2.3	2.1	4.4
FTE Graduate Assistant-OnLine/Hybrid***	0.0	0.0	0.0	0.0	0.0
SCH Production - OnLine/Hybrid***	921	1,209	2,130	1,476	3,606
FTE Ranked Faculty-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Adjunct/Part-Time-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant-Other Asynch****	0.0	0.0	0.0	0.0	0.0
SCH Production-Other Asynch****	0	0	0	0	0
PRODUCTION RATIOS BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH/FTE Ranked Faculty	261	249	252	176	215
SCH/FTE Adjunct/Part-Time	302	425	360	129	253
SCH/FTE Graduate Assistant	0	0	0	0	0
Total SCH/FTE Faculty	279	286	283	163	225
FTE Student/FTE Ranked Faculty	17	17	17	15	16
FTE Student/FTE Adjunct/Part-Time	20	28	24	11	18
FTE Student/FTE Graduate Assistant	0	0	0	0	0
Total FTE Student/FTE Faculty	19	19	19	14	16

*Face-to-face at each of the respective institutions

**Remote campus locations, traditional format, interactive distance learning originating from off-campus location

***At least 50% or more of delivery is by internet

****CD, video

**WAYNE STATE COLLEGE
INSTRUCTIONAL LOAD REPORT**

Term: Summer 2011

STUDENT CREDIT HOUR PRODUCTION BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH Production (Ranked Faculty)	1,454	1,964	3,418	1,775	5,193
SCH Production (Adjunct/Part-Time)	151	350	501	1,258	1,759
SCH Production (Graduate Assistant)	0	0	0	0	0
Total SCH Production	1,605	2,314	3,919	3,033	6,952
DISTRIBUTION OF FTE FACULTY BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
Professor	3.67	3.25	6.92	9.89	16.81
Associate Professor	1.58	1.58	3.16	2.00	5.16
Assistant Professor	2.08	1.21	3.29	0.78	4.07
Instructor	1.67	0.75	2.42	1.11	3.53
Lecturer	0.00	0.00	0.00	0.00	0.00
Adjunct/Part-Time	0.92	2.04	2.96	12.55	15.51
Graduate Assistant	0.00	0.00	0.00	0.00	0.00
Total FTE Faculty	9.92	8.83	18.75	26.33	45.08
Total Headcount Faculty					106
FTE Students	107	154	261	253	514
DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY TRADITIONAL DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty -- On-Campus*	4.17	3.08	7.25	1.56	8.81
FTE Adjunct/Part-Time -- On-Campus*	0.25	0.42	0.67	0.11	0.78
FTE Graduate Assistant -- On-Campus*	0.00	0.00	0.00	0.00	0.00
SCH Production -- On-Campus*	605	1,342	1,947	208	2,155
FTE Ranked Faculty -- Off-Campus**	0.00	0.08	0.08	1.33	1.41
FTE Adjunct/Part-Time -- Off-Campus**	0.00	0.25	0.25	6.55	6.80
FTE Graduate Assistant -- Off-Campus**	0.00	0.00	0.00	0.00	0.00
SCH Production -- Off-Campus**	0	29	29	617	646
DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY ON-LINE AND ASYNCHRONOUS DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty-OnLine/Hybrid***	4.83	3.63	8.46	10.89	19.35
FTE Adjunct/Part-Time-OnLine/Hybrid***	0.67	1.37	2.04	3.33	5.37
FTE Graduate Assistant-OnLine/Hybrid***	0.00	0.00	0.00	0.00	0.00
SCH Production - OnLine/Hybrid***	1,000	943	1,943	1,878	3,821
FTE Ranked Faculty-Other Asynch****	0.00	0.00	0.00	0.00	0.00
FTE Adjunct/Part-Time-Other Asynch****	0.00	0.00	0.00	2.56	2.56
FTE Graduate Assistant-Other Asynch****	0.00	0.00	0.00	0.00	0.00
SCH Production-Other Asynch****	0	0	0	330	330
PRODUCTION RATIOS BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH/FTE Ranked Faculty	162	289	216	129	176
SCH/FTE Adjunct/Part-Time	164	172	169	100	113
SCH/FTE Graduate Assistant	0	0	0	0	0
Total SCH/FTE Faculty	162	262	209	115	154
FTE Student/FTE Ranked Faculty	11	19	14	11	13
FTE Student/FTE Adjunct/Part-Time	11	11	11	8	9
FTE Student/FTE Graduate Assistant	0	0	0	0	0
Total FTE Student/FTE Faculty	11	17	14	10	11

*Face-to-face at each of the respective institutions

**Remote campus locations, traditional format, interactive distance learning originating from off-campus location

***At least 50% or more of delivery is by internet

****CD, video

Academic and Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

Quantitative Academic Reports
(For Information Only)

Priority: Educational Excellence Throughout the System

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

Strategy: i. Develop and implement a clear policy that defines success

The following charts represent the annual quantitative academic report that identifies the number of graduates and fall enrollments on average for the past five years by major and the 5-year average for the number of student credit hours produced by full-time equivalent faculty assigned by department.

The vast majority of departmental thresholds meet or exceed the requirements established by the Nebraska Coordinating Commission for Postsecondary Education. Programs that struggle to meet the graduation thresholds normally meet the student credit hour requirement. These programs include math, special education, secondary foreign language, and various science areas. This trend is also seen at the national level.

Please note that our shared master's program in organizational management continues to grow. System wide there are 138 students enrolled in the program. An average of 13 students are graduating per year. Individual college information can be found in the report.

**Chadron Quantitative Academic Report Summary
2006-2007 through 2010-2011**

	Majors Enrolled in Fall Semester	Graduates	Student Credit Hour Production/FTE
	Five-year Average	Five-year Average	Five-year Average
CCPE Undergraduate Threshold:	N/A	7	300.00
CCPE Graduate Threshold:	N/A	5	300.00

UNDERGRADUATE DEGREE PROGRAMS

SCHOOL OF ARTS & SCIENCES

Visual & Performing Arts Department			393.42
Art	58	9	
Theatre	28	5	
Music Department	59	7	305.64
English & Humanities Department			540.99
English	33	5	
Language Arts	8	1	
Spanish	2	1	
Social & Communication Arts Department			647.81
Communication Arts	31	7	
History	56	12	
Social Science	35	7	
Justice Studies Department			430.60
Criminal Justice	115	27	
Legal Studies	25	7	
Physical & Life Sciences Department			611.66
Biology	193	45	
Physical Sciences	37	7	

SCHOOL OF BUSINESS, ECONOMICS, APPLIED & MATHEMATICAL SCIENCES

Business Department	374	78	592.25
Applied Sciences Department			619.16
Family & Consumer Sciences	49	13	
Industrial Management	22	4	
Range Management	92	18	
Mathematical Sciences Department			799.19
Information Science Technology	27	6	
Mathematics	68	15	

SCHOOL OF EDUCATION, HUMAN PERFORMANCE, COUNSELING, PSYCHOLOGY & SOCIAL WORK

Counseling, Psychology & Social Work Department			578.26
Psychology & Social Work	137	24	

Education Department			510.54
Educational Library Media	15	3	
Elementary Education	273	54	
Secondary Education	2	0	
Special Education	48	7	

SCHOOL OF EDUCATION, HUMAN PERFORMANCE, COUNSELING, PSYCHOLOGY & SOCIAL WORK (cont.)

Health, Physical Education & Recreation Department			586.98
Health & Physical Education	92	11	
Recreation	33	8	

Interdisciplinary Studies			239.88
Interdisciplinary Studies	21	12	
Pre-Professional Programs	136	0	
Technical Occupations	18	4	

GRADUATE DEGREE PROGRAMS

Business Administration (MBA)	61	16	508.55
-------------------------------	----	----	---------------

Education			422.28
Masters of Education (MEd)			
Curriculum & Instruction			
Elementary	28	8	
Secondary	24	7	
Educational Administration	51	16	
School Counseling	37	9	
School & Library Media	2	1	
Special Education	1	0	

Master of Arts in Education (MAE)			
Community Counseling	49	11	
Elementary Teaching/Science	0	1	
History	3	1	
Language Arts/Humanities/Fine Arts	0	0	
Science/Mathematics	14	3	

Educational Administration Specialist (Ed.S)			
Superintendent of Schools	7	2	

Organizational Management Department	60	15	0.00
--------------------------------------	----	----	-------------

**Peru Quantitative Academic Report Summary
2006-2007 through 2010-2011**

	Majors Enrolled in Fall Semester	Graduates	Student Credit Hour Production/FTE
	Five-year Average	Five-year Average	Five-year Average
CCPE Undergraduate Threshold:	N/A	7	300.00
CCPE Graduate Threshold:	N/A	5	300.00

UNDERGRADUATE DEGREE PROGRAMS

SCHOOL OF PROFESSIONAL STUDIES

Business Department			577.71
Business Administration	349	64	
Bachelor of Applied Science	196	78	
Business Administration Technology*	3	1	
Psychology Department	126	20	660.14
Criminal Justice Department	139	19	639.79

SCHOOL OF EDUCATION

Education Department			640.99
Teacher Education	491	111	
Physical Education	220	16	

SCHOOL OF ARTS AND SCIENCES

English Department	46	6	483.01
Performing and Fine Arts Department			501.12
Art	55	6	
Music	30	4	
Speech and Drama	0	0	
Social Science Department	80	16	488.01
Mathematics Department	22	3	452.78
Natural Science Department	124	11	446.39
Liberal Arts Department	24	4	851.55

GRADUATE DEGREE PROGRAMS

Curriculum and Instruction	260	143	384.35
Organizational Management	55	15	510.51

*Program became a part of Bachelor of Applied Science (BAS) in 2008-2009

**Wayne Quantitative Academic Report Summary
2006-2007 through 2010-2011**

	Majors Enrolled in Fall Semester	Graduates	Student Credit Hour Production/FTE
	Five-year Average	Five-year Average	Five-year Average
CCPE Undergraduate Threshold:	N/A	7	300.00
CCPE Graduate Threshold:	N/A	5	300.00

UNDERGRADUATE DEGREE PROGRAMS

SCHOOL OF ARTS & HUMANITIES

Art & Design Department			439.43
Art	99	15	
Communication Arts Department			392.59
Mass Communication	46	10	
Speech Communication	46	15	
Theatre	16	3	
Language & Literature Department			475.16
English	78	16	
Modern Language & Culture	35	7	
Music Department	71	9	313.09

SCHOOL OF BUSINESS & TECHNOLOGY

Business & Economics Department			542.63
Business Administration	469	118	
Business	17	2	
Computer Technology & Information Systems Dept.			366.80
Computer Information Systems	70	14	
Computer Science	30	5	
Technology & Applied Sciences Department			487.18
Family & Consumer Science	85	20	
Industrial Technology	131	26	

SCHOOL OF EDUCATION & COUNSELING

Counseling & Special Education Department			418.46
Human Service Counseling	90	27	
Special Education	67	7	
Educational Foundations & Leadership Department			410.60
Education	466	78	

SCHOOL OF NATURAL & SOCIAL SCIENCES

Health, Human Performance & Sport Department			623.36
--	--	--	---------------

Exercise Science/Wellness	73	14	
Health & Physical Education	82	10	
Sport Management	112	23	
History, Politics & Geography Department			721.88
Geography	29	7	
History	62	8	
Political Science	31	6	
Social Sciences	41	5	
Life Sciences Department	113	30	405.81
Physical Sciences & Math Department			420.78
Chemistry	59	20	
Mathematics	32	6	
Natural Science	8	2	
Physical Science	4	0	
Sociology, Psychology & Criminal Justice Dept			634.32
Criminal Justice	173	38	
Psychology	73	14	
Social Sciences	11	5	
Sociology	17	6	
Interdisciplinary Studies			357.48
Interdisciplinary Studies	4	4	
Pre-Professional Programs	223	0	
GRADUATE DEGREE PROGRAMS			
Organizational Management	23	9	368.81
SCHOOL OF BUSINESS & TECHNOLOGY			373.74
Business Administration	69	20	
SCHOOL OF EDUCATION & COUNSELING			306.78
Communication Arts	1	0	
Counseling	59	18	
Curriculum and Instruction	285	143	
English	0	1	
Sport Management/Exercise Science	7	4	
School Administration (MSE)	85	22	
School Administration (EdS)	30	13	
History	0	0	
Social Sciences	1	0	
Special Education	4	1	

Academic and Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

Off-Campus and Early Entry Course Offerings Report for Information Only

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

Strategy: I. Enhance coordinated outreach through distance delivery of classes, services, programs, and degrees

Board Policy #4710 provides guidelines for the delivery of courses to locations away from a college campus. Included is a definition of the service regions of the colleges and a description of how delivery of courses will be made in an off-campus setting.

During the 2010-11 academic year, the colleges delivered 1,789 class sections to 25,786 students at off-campus locations, compared to 1,451 class sections and 23,110 students in 2009-10. Average off-campus class size for the System was 14.

2010-11 System Summary	Locations (unduplicated)	Sections	Enrollment	Ave. Class Size
Off-Campus Courses				
Traditional Classroom Delivery	27*	306	3,680	12
Synchronous (interactive distance learning)	10	119	728	6
Non-synchronous (Internet, CD ROM)	3	1,175	19,660	17
Early Entry Courses	38	189	1,718	9
FY 2010-11 Total	78	1,789	25,786	14

Source: Supplemental Budget Documents

FY 2009-10 Total	76	1,451	23,110	16
FY 2008-09 Total	71	1,616	24,671	15
FY 2007-08 Total	74	1,329	23,339	18
AY 2006-07 Total	71	1,333	21,186	14
AY 2005-06 Total	78	1,235	18,212	15
AY 2004-05 Total	77	1,019	15,541	15
AY 2003-04 Total	76	906	12,485	14
AY 2002-03 Total	78	942	10,748	11
AY 2001-02 Total	82	978	11,757	12
AY 2000-01 Total	108	961	10,172	11

*Several locations for internships and practicums were not specified

5.4.-2

Following is a breakdown of delivery per college.

Off-Campus Courses (Traditional, Synch. and Non-synchronous)	Locations	Sections	Enrollment	Ave. Class Size	
Chadron	Summer 2010	1	22	456	21
	Fall Semester 2010	8	270	3,999	15
	Spring Semester 2011	6	261	3,697	14
	Summer 2011	6	140	1,621	12
Total	6 Unduplicated	671	9,773	15	
Peru	Fall Semester 2010	3*	206	3,800	18
	Spring Semester 2011	3*	201	3,527	18
	Summer 2011	6*	87	1,226	14
Total	5* Unduplicated	494	8,553	17	
Wayne	July 2010	10	47	547	12
	Fall Semester 2010	13	127	2,070	16
	Spring Semester 2011	13	132	1,972	15
	May-June 2011	13	107	1,153	11
Total	23 Unduplicated	413	5,742	14	

Early Entry Courses	Locations	Sections	Enrollment	Ave. Class Size	
Chadron	Summer 2010	0	0	0	0
	Fall Semester 2010	2	3	19	6
	Spring Semester 2011	0	0	0	0
	May-June 2011	0	0	0	0
Total	2 Unduplicated	3	19	6	
Peru	Fall Semester 2010	23	52	644	12
	Spring Semester 2011	38	134	1,055	8
	Summer 2011	0	0	0	0
Total	36 Unduplicated	186	1,699	9	
Wayne	July 2010	0	0	0	0
	Fall Semester 2010	0	0	0	0
	Spring Semester 2011	0	0	0	0
	May-June 2011	0	0	0	0
Total	0 Unduplicated	0	0	0	

*Several locations for internships and practicums were not specified

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

January 18, 2012

Assessment Report

Priority: Educational Excellence Throughout the System

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

As part of on-going assessment programs at the Colleges, the National Survey of Student Engagement (NSSE) enables the Colleges to examine the student experience through a survey administered to freshman and senior level students.

For the components of the report presented here, the Colleges are able to select 3 comparison groups. This is designed to provide information relative to what the Colleges consider peer groups, those with similar student bodies, admission standards, enrollments and goals. The Colleges can use this information to determine areas which may need greater emphasis in order to achieve better scores.

The NSSE is administered every 3 years and is designed to guide colleges with trend data. The colleges get scores from freshmen and seniors, knowing that freshmen and seniors often view college very differently.

This is one piece of assessment data utilized by the Colleges to guide their practices.

The following represents a brief summary of the benchmark results as compared to one peer group. The pages provided by the Colleges contain information regarding 3 peer groups.

5.5.-2

Institutional Assessment

Assessment is a complex and multi-faceted process that is a moving target. Not only do the types of assessments administered change on a regular basis, the methods for administering the various assessments also change. The following information provides a snapshot of one of the assessment measures that is administered at Chadron, Peru and Wayne State: the National Survey of Student Engagement (NSSE).

NSSE is designed to determine how and where the Colleges can improve the undergraduate experience. NSSE begins with a survey that is sent to randomly selected first-year and senior students. The questions are related to desired outcomes of college and address 5 (five) types of experiences that research suggests lead to student satisfaction, resulting in persistence and graduation. The 5 (five) benchmark areas are (1) level of academic challenge, (2) active and collaborative learning, (3) student faculty interaction, (4) enriching educational experiences, and (5) supportive campus involvement.

An in-depth report is provided to the Colleges. The results are provided in summary form as well as in an item-by-item analysis. NSSE also provides comparative data designed to enable an examination of the data with comparison groups.

The following table illustrates a comparison of the benchmarks to one peer group chosen by the Colleges. This is one small piece of data provided to the Colleges following the administration of NSSE.

Benchmark	Plains Public Institutions			
		Chadron	Peru	Wayne
Level of Academic Challenge	1 st - year	+		
	Senior	+	+	
Active and Collaborative Learning	1 st - year	+		+
	Senior			+
Student Faculty Interaction	1 st - year	+	+	
	Senior	+		+
Enriching Educational Experiences	1 st - year			
	Senior		-	+
Supportive Campus Environment	1 st - year		+	
	Senior		+	+

(+) Indicates the College's score is higher than that of the comparison group

(-) Indicates the College's score is lower than that of the comparison group

A blank space indicates no significant difference

As student expectations continue to evolve, the State Colleges continue to research and implement numerous opportunities for students to engage in the learning process.

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Riley Machal
Will Jackson
Katelyn Olenich

January 18, 2012

2012 Board of Trustees' Scholarship Report

Priorities: Educational Excellence
Financial Strength of the System
Goal: 2. Increase enrollment and retention
Strategy: o. Award additional scholarships
Priority: Greater Prominence

As of January 5, fifty-nine (59) applications for the NSCS Board of Trustees' Scholarship were received in the System Office. Of that number, 13 were for Chadron, 4 for Peru and 42 for Wayne. An update will be provided at the board meeting. The scholarship application deadline is January 15. The number of scholarships awarded by each college is determined through a formula based on the FTE of the previous fall semester.

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

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

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Riley Machal
Will Jackson
Katelyn Olenich

January 18, 2012

2012 Governor's Opportunity Award Report

Priorities: Educational Excellence
Financial Strength of the System
Goal: 2. Increase enrollment and retention
Strategy: o. Award additional scholarships
Priority: Greater Prominence

The System Office received 175 applications for the NSCS Governor's Opportunity Award. Of that number, 37 were for Chadron, 10 for Peru and 128 for Wayne.

This is the fourth year for this award, which reflects a partnership between the NSCS and Governor Dave Heineman. One incoming freshman at each college will receive a scholarship for the 2012-13 academic year. The colleges will select a recipient and an alternative by January 15 and the System Office will notify the Governor's Office.

All Nebraska students who received ACT scores between a 21 and 24 were mailed postcards about the Governor's Opportunity Award and directed to a specific web page that listed requirements and the application. Posters, high school newspaper press releases and applications were mailed to high school guidance counselors in Nebraska in October. Press releases were also sent to Nebraska newspapers.

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

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair

Bob Engles

Riley Machal

Will Jackson

Katelyn Olenich

January 18, 2012

2011-12 Davis-Chambers Freshman Scholarship

Priorities: Educational Excellence
Financial Strength of the System
Goal: 2. Increase enrollment and retention
Strategy: o. Award additional scholarships
Priority: Greater Prominence

This is the third year the Nebraska State College System is offering the Davis-Chambers Freshmen Scholarship. Like the Davis-Chambers Transfer Student Scholarship, which the system has offered since 2004, the Davis-Chambers Freshman Scholarship was created to recognize academically promising students who often find that financial requirements of postsecondary education are a major obstacle to a college education. The freshman scholarship provides \$2,000 financial assistance annually.

Application forms were mailed to high school guidance counselors in October and were also available on the NSCS website. The deadline for applications is February 1.

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

1. Be a graduate of an accredited high school located in the State of Nebraska
2. Enroll as a full-time undergraduate student at Chadron, Peru or Wayne State College in the fall of 2012
3. Have a 3.0 high school cumulative grade point average
4. Be a resident of the State of Nebraska
5. Complete an admissions application form for Chadron, Peru or Wayne State College
6. Complete and submit an estimated Free Application for Federal Student Aid (FAFSA)
7. Include a letter of recommendation from a community college professor or official

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

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Riley Machal
Will Jackson
Katelyn Olenich

January 18, 2012

2012-13 Davis-Chambers Transfer Student Scholarship

Priorities: Educational Excellence
 Financial Strength of the System
 Goal: 2. Increase enrollment and retention
 Strategy: o. Award additional scholarships
 Priority: Greater Prominence

The Davis-Chambers Transfer Student Scholarship was first offered by the NSCS in 2004. The scholarship was created to recognize academically promising students who often find that financial requirements of postsecondary education are a major obstacle to a college education. The renewable scholarship is provided through the Nebraska State College System for transfer students from Nebraska Community Colleges. The scholarship provides \$2,000 financial assistance annually.

Application forms were sent to the Nebraska Community Colleges and letters were sent to students identified by community college contacts. The application is available on the NSCS website and each community college website. The deadline for applications is March 1, but the community colleges representatives on the Davis-Chambers Committee have requested that we extend this deadline to March 15.

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

1. Be a graduate of an accredited high school located in the State of Nebraska
2. Be a transfer student from a Nebraska Community College and enrolled or planning to enroll as a full-time undergraduate student at Chadron, Peru or Wayne State College in the fall of 2012
3. Have a 3.0 Nebraska Community College cumulative grade point average
4. Be a resident of the State of Nebraska
5. Complete an application form for Chadron, Peru or Wayne State College
6. Complete and submit an estimated Free Application for Federal Student Aid (FAFSA)
7. Include a letter of recommendation from a community college professor or official

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

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair

Bob Engles

Riley Machal

Will Jackson

Katelyn Olenich

January 18, 2012

Enrollment Reports for Fall 2011 (For Information Only)

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

The enrollment reports that follow summarize end-of-semester enrollment at the Colleges for Fall 2011. System-wide enrollment decreased for the 2011 fall semester by 48 FTE or approximately 0.71% below the 2010 fall session. Listed below is a breakdown by college of the enrollment changes:

	2010 FTE Enrollment	2011 FTE Enrollment	% Change	2010 Head Count	2011 Head Count	% Change
Chadron	2,087	2,176	4.25%	2,841	2,931	3.16%
Peru	1,656	1,561	-5.75%	2,512	2,368	-5.73%
Wayne	3,022	2,981	-1.36%	3,571	3,519	-1.46%
System Total	6,766	6,718	-0.71%	8,926	8,818	-1.21%

Listed below is an analysis of full-time students, undergraduate students, on-campus students, and resident students:

	% of Full-Time Students (Headcount)	% of Undergraduate Students (Headcount)	% of On-Campus Students (Headcount)	% of Resident Students (Headcount)
Chadron	64%	79%	58%	61%
Peru	52%	89%	41%	76%
Wayne	79%	82%	85%	85%
2011 System Total	67%	83%	64%	75%
2010 System Total	66%	82%	63%	77%

*Please note, with the incorporation of the SIS system, enrollment numbers will be reported differently.

END OF TERM ENROLLMENT REPORT*
CHADRON STATE COLLEGE
 TERM: Fall 2011

Type of Instruction	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
Lower Division	1219	1208	-1%	927	302	976	992
Upper Division	1058	1119	6%	816	319	869	919
Graduate Division	564	604	7%	131	436	242	265
TOTALS	2,841	2,931	3%	1,874	1,057	2,087	2,176
						Change in FTE	Percent Change
						89	4.25%
Class Location	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
On-Campus Students							
Undergrads	1,639	1,624	-1%	1,483	141	1,518	1,523
Graduates	69	62	-10%	38	24	41	40
TOTALS	1,708	1,686	-1%	1,521	165	1,559	1,563
Off-Campus Students							
Undergrads	638	740	16%	260	480	328	212
Graduates	495	505	2%	93	412	200	401
TOTALS	1,133	1,245	10%	353	892	528	613
Resident Status	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
Resident Students							
Undergrads	1,543	1,492	-3%	1,062	430	1,219	1,176
Graduates	356	307	-14%	67	240	142	126
TOTALS	1,899	1,799	-5%	1,129	670	1,361	1,302
Non-Resident Students							
Undergrads	734	872	19%	681	191	627	749
Graduates	208	260	25%	64	196	99	125
TOTALS	942	1,132	20%	745	387	726	874

*with Ws

END OF TERM ENROLLMENT REPORT (UNDUPLICATED HEADCOUNT)
PERU STATE COLLEGE
 TERM: 2011 FALL

Type of Instruction	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
Lower Division	1,029	983	-4%	336	647	542	493
Upper Division	1,177	1,118	-5%	827	291	961	930
Graduate Division	306	267	-13%	65	202	153	138
TOTALS	2,512	2,368	-6%	1,228	1,140	1,656	1,561
						Change in FTE	Percent Change
						-95	-5.75%
Class Location	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
On-Campus Students							
Undergrads	952	943	-1%	874	69	897	884
Graduates	0	21	NA	1	20	0	11
TOTALS	952	964	1%	875	89	897	895
Off-Campus Students							
Undergrads	1,254	1,158	-8%	289	869	606	539
Graduates	306	246	-20%	64	182	153	127
TOTALS	1,560	1,404	-10%	353	1,051	759	666
Resident Status	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
Resident Students							
Undergrads	1,720	1,618	-6%	851	767	1,146	1,062
Graduates	228	173	-24%	40	133	116	88
TOTALS	1,948	1,791	-8%	891	900	1,263	1,150
Non-Resident Students							
Undergrads	486	483	-1%	312	171	357	361
Graduates	78	94	21%	25	69	36	50
TOTALS	564	577	2%	337	240	394	411

*Totaling errors may occur as a result of rounding

END OF TERM ENROLLMENT REPORT
WAYNE STATE COLLEGE
 TERM: 2011 FALL

Type of Instruction	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
Lower Division	1,555	1,555	0%	1,485	70	1,471	1,460
Upper Division	1,301	1,327	2%	1,210	117	1,218	1,231
Graduate Division	715	637	-11%	69	568	333	290
TOTALS	3,571	3,519	-1%	2,764	755	3,022	2,981
						Change in FTE	Percent Change
						-41	-1.36%
Class Location	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
On-Campus Students							
Undergrads	2,815	2,822	0%	2,680	142	2,677	2,665
Graduates	177	184	4%	48	136	93	102
TOTALS	2,992	3,006	0%	2,728	278	2,770	2,767
Off-Campus Students							
Undergrads	41	60	46%	15	45	12	26
Graduates	538	453	-16%	21	432	240	188
TOTALS	579	513	-11%	36	477	252	214
Resident Status	Headcount		Percent Change	Full Time	Part Time	FTE 2010	FTE 2011
	2010	2011					
Resident Students							
Undergrads	2,468	2,494	1%	2,332	162	2,317	2,329
Graduates	579	487	-16%	44	443	262	213
TOTALS	3,047	2,981	-2%	2,376	605	2,579	2,542
Non-Resident Students							
Undergrads	388	388	0%	363	25	372	362
Graduates	136	150	10%	25	125	71	77
TOTALS	524	538	3%	388	150	443	439

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Riley Machal
Will Jackson
Katelyn Olenich

January 18, 2012

2012 Scholarship Luncheon

Priorities: Educational Excellence and Greater Prominence

The third annual NSCS Scholarship Luncheon will be held Friday, April 13 from noon-1:30 p.m. at Hillcrest Country Club in Lincoln.

Those invited will include the 2012-13 Board of Trustees scholars, Governor's Award recipients and Davis-Chambers scholars, as well as the state senators, NSCS Board of Trustees, college presidents, admissions directors and System Office staff.

Student Affairs, Marketing & Enrollment Committee

Michelle Suarez, Chair

Bob Engles

Riley Machal

Will Jackson

Katelyn Olenich

January 18, 2012

Student Trustees' Selection

Priority: Educational Excellence

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

Priority: System Prominence

Randy Rhine, CSC; Michaela Willis, PSC and Jeff Carstens, WSC, will coordinate the 2012-13 Student Trustees' nomination process at their respective colleges. They will forward three nominations to the NSCS Office by March 1. Governor Heineman will receive a booklet of all nominations from the System Office, so he can select the new student trustees this spring.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair

Larry Teahon

January 12, 2012

Grant Awards for Information Only

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.

Peru Applications

- AmeriCorps Nebraska (ServeNebraska [Nebraska Volunteer Service Commission]) -- \$75,000
- PDGA Innovation Grant (Professional Disc Golf Association) -- \$500

Peru Awards

- Public Water System Security Subgrant (Nebraska Department of Health & Human Services) -- \$4,950
- United Health HEROES Service-Learning Grant Program (Youth Service America) -- \$919

Wayne Applications

- Geography Education Professional Development Workshops (Coordination Commission for Postsecondary Education Improving Teacher Quality: State Grant Program) -- \$67,400
- Undergraduate Participation in Spring 2012 NAS Meeting (The Nebraska Academy of Sciences) -- \$1,970
- WSC Clickers Audience Response System (ARS) Social Norms Project (Nebraska Collegiate Consortium (NCC) -- \$3,070

Wayne Awards

- Language Arts Festival 2012 (Nebraska Humanities Council) -- \$1,500

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

7.1.-2

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

College: Peru State College		Date: January 18, 2012
Notice of Intent:	Application: X	Accept Award:
Name of Program: AmeriCorps Nebraska		
Funding Source: ServeNebraska (Nebraska Volunteer Service Commission)		
Amount Requested: \$75,000	Amount Awarded:	Funding Period: 8/2012-7/2013
Closing Date for Application Submission: February, 2012		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: X No:
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?		Yes: X No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): Support personnel and use of office space and facilities		
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: 0.1
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: PSC students assist Auburn Public Schools with educational needs and Healthy Kids program, and assist City of Peru with service projects.		
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. Stacy Bliss Fudge		
Administrator responsible for approving the application: Dr. Dan Hanson		

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

College: Peru State College		Date: January 18, 2012
Notice of Intent:	Application: X	Accept Award:
Name of Program: PDGA Innovation Grant		
Funding Source: Professional Disc Golf Association		
Amount Requested: \$500	Amount Awarded:	Funding Period: Spring 2012
Closing Date for Application Submission: December 1, 2011		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: X
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
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:
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: Establishment of a disc golf course at Peru State College		
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: Levi Krakow, Student		
Administrator responsible for approving the application: Michaela Willis		

7.1.-4

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

College: Peru State College		Date: January 18, 2012
Notice of Intent:	Application:	Accept Award: X
Name of Program: Public Water System Security Subgrant		
Funding Source: Nebraska Department of Health & Human Services		
Amount Requested: \$4,950.00	Amount Awarded: \$4,950.00	Funding Period: FY12
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
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: Install video surveillance of PSC water treatment facility.		
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: Rick Harrison		
Administrator responsible for approving the application: Bruce Batterson		

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

College: Peru State College		Date: January 18, 2012
Notice of Intent	Application:	Accept Award: X
Name of Program: United Health HEROES Service-Learning Grant Program		
Funding Source: Youth Service America		
Amount Requested: \$919.00	Amount Awarded: \$919.00	Funding Period: January, 2012
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
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: Community-based participatory research in pediatric obesity.		
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: X No:
If yes, please state the reason: Objectives not clearly stated		
Person responsible for the preparation of the application: Dr. Kyle Ryan		
Administrator responsible for approving the application: Dr. Dan Hanson		

7.1.-6

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

College: Wayne State College		Date: January 18, 2012
Notice of Intent	Application: X	Accept Award:
Name of Program: Geography Education Professional Development Workshops		
Funding Source: Coordinating Commission for Post Secondary Education Improving Teacher Quality: State Grant Program		
Amount Requested: \$67,400.00	Amount Awarded:	Funding Period: 02/15/12-08/15/13
Closing Date for Application Submission: Nov 9, 2011		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: X
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?		Yes: X No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-kind support includes the time commitment of several faculty and staff members.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: No: X
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0.0
How many of these are new positions?		New FTE: 0.0
Briefly describe the purpose(s) of this application/award: This proposal will provide funding for two week-long summer workshops offering professional development in geography education. The emphasis will be on geography content and teaching techniques. One workshop will be in a mostly rural setting in Northwest Nebraska, the other in an urban setting-Omaha. The workshops would then be repeated in 2013.		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: While technically not a continuation, this grant is similar to one funded in 2009-2011.		
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. Randy Bertolas, Professor - History, Politics and Geography Department		
Administrator responsible for approving the application: Ms. Jean Dale, 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: January 18, 2012
Notice of Intent	Application: X	Accept Award:
Name of Program: Undergraduate Participation in Spring 2012 NAS Meeting		
Funding Source: The Nebraska Academy of Sciences		
Amount Requested: \$1,970	Amount Awarded:	Funding Period: 11/11-05/12
Closing Date for Application Submission: 11/01/11		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
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	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award: This proposal requests funding for attendance at the spring NAS meeting by students and faculty. It is to assist with travel expenses.		
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. David Peitz, Professor, Physical Science and Mathematics Department		
Administrator responsible for approving the application: Ms. Jean Dale, Vice President, Administration and Finance		

7.1.-8

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

College: Wayne State College		Date: January 18, 2012	
Notice of Intent	Application: X	Accept Award:	
Name of Program: WSC Clickers Audience Response System (ARS) Social Norms Project			
Funding Source: Nebraska Collegiate Consortium (NCC)			
Amount Requested: \$3,070	Amount Awarded:	Funding Period: 02/29/12-04/01/12	
Closing Date for Application Submission: 11/30/11			
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:	
Does this grant include Indirect Cost Funds for the College's use?		Yes:	No: X
Will this grant require State Matching Funds ?		Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):			
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 proposal will provide funding for the Counseling Center to purchase clickers (an interactive audience polling system). They transmit wireless feedback from audience members with a simple press of a button. The clickers can be used in the classroom or community to teach students and community leaders about drinking and drug related norms among WSC students.			
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, 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: January 18, 2012
Notice of Intent	Application:	Accept Award: X
Name of Program: Language Arts Festival 2012		
Funding Source: Nebraska Humanities Council		
Amount Requested: \$1,500	Amount Awarded: \$1,500	Funding Period: 11/30/11-05/14/12
Closing Date for Application Submission: November 1, 2011		
When reporting Grant Award-- Has Grant Application been approved by the Board? No		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes: X	No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): State matching funds include artist fees, supplies and communication expenses.		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-kind support includes the time commitment of several faculty and staff.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0	
How many of these are new positions?	New FTE: 0	
Briefly describe the purpose(s) of this application/award: This project will provide an opportunity for Nebraska middle and secondary school students to gather together and celebrate the language arts. Funds are awarded for artist fees, travel and printing expenses.		
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: Lori Newcomb, Instructor, Language and Literature Department		
Administrator responsible for approving the application: Mr. Curt Frye, President		

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

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 Office
Contracted Work:	Office Space and Storage Space Lease
Contract Amount:	\$3,219.75/month office space + \$558/month for south office and storage (\$3,777.75)
Fund Source:	Cash
Contractor:	Nebco, Lincoln, NE

Chadron State College	
Location on Campus:	Reta King Library
Contracted Work:	Library interior renovation professional fees – contract addendum
Contract Amount:	Hourly wage not to exceed \$6,080 based on standard hourly rates
Fund Source:	Cash
Contractor:	Bahr Vermeer and Haecker Architects

7.2.-2

Peru State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Oak Hill Apartments Remodel Q Unit \$43,781 Revenue Bond Contingency Maintenance Lund-Ross Constructors
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center HVAC Improvements (Chancellor authorized to sign 11/14/11 Board mtg) \$247,272 Revenue Bond Contingency Maintenance Thermal Services, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Eliza Morgan Residence Hall Furniture \$73,627.24 Revenue Bond Proceeds and Revenue Bond Surplus Funds Blockhouse
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Various Campus Sidewalks and Driveways Concrete Replacement \$13,650 Cash Pieters Construction, Inc.

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson/Neihardt/Connell/Library/Humanities/Berry/Terrace/Morey Gutter and downspout cleaning \$2,948 Revenue Bond, Cash Paulson Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts Air quality testing \$3,350 Cash AQS Environmental, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	College Center in South Sioux City Removal and replacement of sidewalks and curbs \$3,969 Cash L & L Builders Co., Sioux City, IA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Remove and replace roof flashing \$14,201 Revenue Bond Guarantee Roofing & Sheet Metal, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	College Center in South Sioux City Furnish and install HVAC, plumbing and electrical work \$36,184 Private L & L Builders Co., Sioux City, IA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Building Install banner support frame to include concrete piers and steel frame \$11,483 Cash Otte Construction, Wayne, NE

Wayne State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Multicultural Center Install new carpet in entry and basement stairway; new vinyl in restroom \$500 Revenue Bond Nore's Design Center, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center & Rec Center Elevator repair \$3,623.02 Revenue Bond Eletech, Inc., Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Energy Plant Conduct electro-magnetic eddy current testing on refrigerator tubes in 2 Trane centrifugal chillers \$3,174.19 Cash Trane, Inc., Ralston, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Multicultural Center Provide and install metal blinds \$1,995 Revenue Bond The Final Touch, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Semi-annual fire alarm system inspections \$940 Cash/Revenue Bond Electronic Systems, Hastings, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	College Center in South Sioux City Additional mechanical/electrical design for additional cooling in Data Room 136 and 202A \$2,300 Private L & L Builders Co., Sioux City, IA
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rec Center Design roof replacement on Rec Center and Entry \$18,100 Revenue Bond The Schemmer Associates, Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Alumni House Build deck to include boxing around furnace intake and exhaust, handrail, steps on east, relocate sprinkler system \$14,417 WS Foundation Hattig Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	College Center at South Sioux City Repair turf areas and seed due to flood damage \$2,475 Cash Country Nursery, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Conduct semi-annual fire suppression system inspections \$1,185 Revenue Bond General Fire and Safety Equipment, Omaha, NE

7.2.-4

Wayne State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Degrease hoods, filters, ducts and fans at all food service locations \$1,175 Revenue Bond Hood Pro's of Nebraska, Waverly, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Brandenburg Education Core drill 3 holes \$670 Cash Middleton Electric, Grand Island, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Bi-annual testing of elevators \$3,199 Cash/Revenue Bond Eletech, Inc., Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Berry Hall Install tub surround \$390 Revenue Bond Tiedtke Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Ley Theatre Design of structural and plaster repair \$6,700 Cash Jackson-Jackson Architects, Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Multicultural Center Upgrades (ceiling, kitchen cabinets, basement door, front steps & walk, entry window, reception counter, kitchen work surface \$7,318.19 Revenue Bond L & L Thompson Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Pile Hall Provide and install mini blinds \$11,039 Revenue Bond The Final Touch, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Perform Arc Flash Hazard Analysis, provide and install warning labels, and onsite safety training \$35,738 Cash/Revenue Bond JEO Consulting Group, Inc., Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Hahn Administration Building Building upgrade \$3,679,000 (Chancellor authorized to sign June 2, 2011 Board meeting) LB 309, LB 1100, Cash Hausmann Construction, Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	U.S. Conn Library Prepare program statement for renovation project \$TBD (Chancellor authorized to sign Sept. 9, 2011 Board meeting) Cash Jackson-Jackson & Associates, Omaha, NE

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

Chadron State College	
Location on Campus:	Kline Parking Lot
No. & Description:	#1—deduct for grass seeding
Change Order Amount:	(\$200) deduct
Fund Source:	Cash
Contractor:	Paul Reed Construction

Peru State College	
Location on Campus:	Jindra Fine Arts Building
No. & Description:	005 – Final change order reducing guaranteed maximum price
Change Order Amount:	(\$100,144)
Fund Source:	NA
Contractor:	Lund-Ross Constructors
Location on Campus:	Campus Services Building
No. & Description:	Addendum #2 – Additional work for deck replacement and joist repair
Change Order Amount:	\$4,900
Fund Source:	LB 309
Contractor:	Jackson Jackson & Associates, Inc.
Location on Campus:	Campus Services Building
No. & Description:	001 – Tuckpoint parapets and replace fascia boards
Change Order Amount:	\$11,650
Fund Source:	LB 309
Contractor:	Boone Brothers Roofing
Location on Campus:	Campus Services Building
No. & Description:	002 – Roof support modifications
Change Order Amount:	\$27,280
Fund Source:	LB 309
Contractor:	Boone Brothers Roofing
Location on Campus:	Campus Services Building
No. & Description:	003 – Replace metal decking
Change Order Amount:	\$22,650
Fund Source:	LB 309
Contractor:	Boone Brothers Roofing

7.2.-6

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	College Center at South Sioux City 11 – Various electrical work and compensation for non-conformance of electrical workmanship (\$10,454) Private L & L Builders, Sioux City, IA
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	College Center at South Sioux City 12 – Electrical run relocations/additional receptacles/change stoop and concrete \$4,646 Private L & L Builders, Sioux City, IA
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Hahn Administration Building 1 – Asbestos project design, project oversight and air monitoring services \$7,825 Cash AQS Environmental, Omaha, NE

Adjustments Within Guaranteed Maximum Price (GMP) Agreements. These adjustments are offered for information only and have no effect on the GMP.

Wayne State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Pile Hall 6 – Contingency Change \$19,249 Revenue Bond Beckenhauer Construction, Norfolk, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Carhart Science Building – Phase II 2 – Contingency Change \$17,099 Cash/WS Foundation Beckenhauer Construction, Norfolk, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Pile Hall 7 – Contingency Change \$6,571 Revenue Bond Beckenhauer Construction, Norfolk, NE

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

Report on Early Entry Pilot Project for Peru State College (For Information)

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

At its November 14, 2008 meeting, the Board of Trustees approved a three year pilot project that provides a single tuition rate of \$50 per credit hour for early entry courses, beginning in Fall, 2009. The following report summarizes the results of the pilot project since its inception.

The Peru State Early Entry Program gives high school students the opportunity to take college classes during their junior and senior years. Students who participate in the Early Entry Program are better prepared to be successful in college because of the introduction to college-level coursework. The Spellings Commission Report released in 2006 calls for greater coordination between the K-12 and higher education systems, and the Early Entry Program supports this goal.

Peru's tuition rate pilot program has been very successful in providing quality early entry opportunities to high school students, with increasing participation during the pilot project period. The College offers its early entry courses to students from 66 high schools, up from 28 in 2008.

The following table indicates student enrollment and credit hour production for the Peru State Early Entry Program over the past several years. Although Spring semester enrollments are always much higher than Fall enrollments, each semester shows a significant gain over the corresponding period in the previous year. Fall 2011 credit hour production was 55% higher than Fall 2008 credit hour production, while Spring 2011 credit hour production was 90% higher than Spring 2009 credit hour production.

Term	Students	Credit Hours
Fall 2008	271	1,269
Spring 2009	368	1,723
<i>Fall 2009 – Implementation of \$50 Tuition Rate Pilot Program</i>		
Fall 2009	295	1,459
Spring 2010	700	2,363
Fall 2010	592	1,789
Spring 2011	970	3,272
Fall 2011	657	1,975

Fiscal, Facilities and Audit Committee

Bill Roskens, Chair
Larry Teahon

January 18, 2012

**PSC One Rate Any State Tuition Program Report
For Information Only**

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

In April 2009, the Board of Trustees approved a pilot project that provided a special tuition rate for non-resident onsite freshmen students at Peru State College. The three-year pilot program, that began for freshmen students entering during the Fall of 2009, allowed Peru State to charge a special tuition rate for all on-campus non-resident freshmen, which is \$1 more per credit hour than the resident rate. In June 2009, the project was amended to include all new and returning non-resident onsite undergraduate students. Since this is a three-year pilot program, it was determined that the college would provide an annual report to the Board about the program. This report provides data for the last four years.

Peru State College One Rate Program

	Fall 2008	Fall 2009	Fall 2010	Fall 2011	% +/- 2010 to 2011	% Change from 2008
Total # of Out of State Students	424	469	580	577	-0.52%	36.08%
Freshman Out of State Students	35	41	65	38	-41.54%	8.57%

States of Origin	Fall 2008	Fall 2009	Fall 2010	Fall 2011	% +/-
AK	2	4	2	1	-50.0%
AL	1	2	2	4	100.0%
AR	1	1	1	3	200.0%
AZ	9	8	8	8	0.0%
CA	26	23	25	28	12.0%
CO	6	15	23	20	-13.0%
CT	0	0	1	3	200.0%
DE	0	0	0	1	100.0%
FL	8	14	29	35	20.7%
GA	12	13	12	14	16.7%
HI	1	1	3	2	-33.3%
IA	113	114	130	110	-15.4%
ID	0	2	5	5	0.0%
IL	9	12	7	15	114.3%
IN	4	8	5	4	-20.0%
KS	48	44	53	52	-1.9%
KY	1	2	0	0	100.0%
LA	7	6	7	2	-71.4%
MA	1	1	0	2	200.0%
MD	1	3	5	6	20.0%
MI	4	3	9	8	-11.1%
MN	4	8	9	8	-11.1%
MO	57	67	122	113	-7.4%
MS	1	1	3	4	33.3%
MT	1	2	1	1	0.0%
NC	4	8	6	5	-16.7%
ND	1	0	0	0	0.0%
NH	1	0	1	1	0.0%
NJ	3	5	10	5	-50.0%
NM	0	0	1	1	0.0%
NV	1	1	1	7	600.0%
NY	9	14	10	2	-80.0%
OH	6	3	7	4	-42.9%
OK	3	8	6	9	50.0%
OR	4	1	1	0	-100.0%
PA	9	9	5	7	40.0%
SC	2	4	4	3	-25.0%
SD	1	4	5	8	60.0%
TN	6	7	8	5	-37.5%
TX	20	17	16	17	6.3%
UT	0	1	1	0	-100.0%
VA	13	9	7	5	-28.6%
VT	1	0	0	1	100.0%
WA	2	2	3	5	66.7%
WI	4	3	4	4	0.0%
WV	1	3	4	1	-75.0%
WY	2	3	3	4	33.3%
Other	14	13	15	34	126.7%

Chancellor's Report January 2012

1. Legislative Session

The Legislative session began on January 4, 2012. This is the 60 day session and adjournment is scheduled for April 12, 2012. The Governor will present his preliminary budget to the Legislature on Thursday, January 12. As always, we will monitor bills and other activities and keep the Board informed as the session progresses.

2. Senator's Reception

The 2012 Senator's Reception will be held Wednesday, January 18, 2012 from 4-7 p.m. at The Ferguson Center. The reception will follow the Board of Trustees meeting which will be held at the Hillcrest Country Club. The College Foundations are co-hosting the event. As always, we appreciate their support.

3. National Conference on Trusteeship

The Association of Governing Boards (AGB) will conduct its annual National Conference on Trusteeship on April 22-24, 2012 in Washington, DC. If any of the Board members are interested in attending the conference, please let me know and we will make arrangements for you to attend.

4. Technology Insurance

We have put in place a new special risk insurance policy that provides coverage related to technology. The insurance includes Privacy, Data Breach and Network Security liability. This coverage is system-wide and the cost is shared by all three Colleges. Please let me know if you have any questions or would like more information about this insurance coverage.

5. Flexible Benefits Program

On September 5, 2008, the Board approved the establishment of a trust fund for the NSCS Flexible Benefits Plan. This trust fund was set up with Wells Fargo Bank, N.A. As you know, the Board is being asked to appoint a revenue bond trustee at this meeting, and it is our plan to keep the flexible benefits trust fund with the same company that is selected to serve as the NSCS revenue bond trustee. More information regarding our recommendation for the revenue bond trustee will be provided in advance of the Board meeting.

6. Travel and Accident Insurance

The travel and accident policy that covers Board members has been renewed. As part of the renewal, the limits were increased from \$100,000 per person to \$500,000 and from an aggregate of \$500,000 to \$2,500,000 with a very modest increase in premium. If you have any questions regarding this insurance, please contact me or Vice Chancellor Murphy.

**Chadron State College
President's Report
January 2012**

2010-2011 Cultural Enrichment

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

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

The Student Activities Coordinator provides essential support for multicultural activities at Chadron State. One of the functions of this position is to coordinate efforts and events that emphasize diversity awareness/appreciation.

Diversity Awareness/Appreciation

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

- Annual Chadron State College Pow Wow
- Cancer Knowledge, Resources, and Empowerment Conference
- Closer to Home Soup Kitchen, Homelessness and Poverty Awareness Project
- Dorset Graves Lecture Series
 - “Cultural Experiences Building International Programs,” “Close Encounters of the Third Kind; Adventures in New Guinea,” “Global Scholars Initiative”
- “Dress a Girl Around the World” Project, CSC Art Guild
- Fifth “RELEASE” Performance, CSC student Martin Lastovica
- Galaxy Series included performances by Ukranian-born concert pianist Valentina Lisitsa and the Massenkoff Russian Folk Festival
- International Coffee Hours
- International Education Week
- International Food Tasting Dinner
- “Linedrives and Lipstick” Women’s Baseball Exhibition, Mari Sandoz High Plains Heritage Center
- Martin Luther King, Jr. Freedom Walk and Candlelight Vigil
- Oktoberfest
- Residence Life Programming: Mardi Gras Ball, Chinese New Year, Slum Dog Millionaire, A Night in Cancun, Reggae Splash Foam Party, Salsa Extravaganza, Schindler’s List, Sushi, Wheel Chair Races, Black History Awareness, Christmas Around the World, A Taste of Ecuador, Taste the World in a Few Hours
- “Science Abroad” Presentations:
 - “Life and Death in East Africa,” Dr. Ann Buchmann; “Haiti Relief Mission,” Dr. Twila Fickel; “Malta: Location is Key,” Dr. Joyce Hardy; “Argentina, Projects Abroad,” Ashley Maxon and Jacob Zitterkopf; “Booze, Bogs and Blight: The Microbiology of Ireland,” Dr. Ann Buchmann; “Costa Rica,” Dr. Mike Leite
- “Stop the Hate: Make it Better for Everyone” Campaign

8.2.-2

- TRIO Academic Success Seminars
- Upward Bound Summer Learning Program
- Veterans Day Program
- Wellness for a Lifespan Health Fair
- Monthly Cultural Celebrations ~
 - Hispanic Heritage; Disability Awareness; Gay, Lesbian, Bisexual, Transgender; Native American Heritage; Martin Luther King, Jr.; Black History; Women's History; Asian Pacific Islander

Integrating Diversity into the Curriculum

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

Faculty also include field trips to regional and international locations as a way to incorporate diverse topics into the educational experience. Field trips this year included: Wounded Knee, White Clay, Red Cloud Indian School and Our Lady of Lourdes, Heritage Center of Red Cloud Indian School, Crazy Horse, Oglala Lakota College, Journey Museum, Pine Ridge Indian Reservation, Treaty Tree, Fort Robinson, and Fur Trade Museum. The Study Abroad Program also included student travel to Europe, London, and New Mexico. The CSC Arioso Women's Choir also completed a European Performance Tour including stops in the Czech Republic, Hungary, and Austria.

CSC hosted Daniel Matkasymov of Kyrgyzstan and Batyr Kairov of Turkmenistan as Junior Faculty Fellows through the U.S. Department of State's Junior Faculty Development Program in the spring semester of 2011. CSC also received a grant from the U.S. Department of Education for the Near East and South Asia Undergraduate Exchange Program that allowed us to host 5 students from United Arab Emirates, India, Tunisia, Libya, and Pakistan in the fall semester of 2010.

Other notable achievements include:

- Dr. Shafiq Rahman, CSC Associate Professor, authored a book titled, "The Bangladeshi Diaspora in the United States after 9/11: From Obscurity to High Visibility"
- Dr. Jim O'Rourke, CSC Professor Emeritus, coordinated the International Rangeland Congress held in Argentina

CSC was selected to join a consortium of seven colleges that was awarded a \$750,000 grant for its Kaleidoscope Project from the Next Generation Learning Challenges competition which was designed and funded by the Bill and Melinda Gates Foundation and the William and Flora Hewlett Foundation. The focus of the project is to identify and scale technology-enabled approaches to improve college readiness and completion.

CSC signed an educational Agreement with the President Stanislaw Wojciechowski Higher Vocational State School in Kalisz, Poland so that the institutions may provide a dual Master of Business Administration Degree as well as offer faculty and student exchange programs.

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

**Peru State College
President's Report
January 2012**

Cultural Enrichment

Peru State students continue to benefit from the efforts of faculty and staff to develop and initiate activities focused on diversity. Increasingly, academic programs emphasize multicultural understanding across the curriculum and faculty are engaging in diversity related activities as a regular part of their course content. This report highlights just a few of the ways Peru State challenges students to understand and respect the variety of cultures and perspectives they will engage during their lives.

Guest Speakers

The use of guest speakers is a key means of bringing diverse perspectives to students in an interactive fashion. In addition to Distinguished Speaker Series activities featuring people like Holocaust survivor Elane Geller, civil rights activist and Little Rock Nine member Minnijean Brown-Trickey, Mahatma Ghandi's grandson Arun Ghandi and author Sonia Nazario, the college has also regularly worked with diversity consultant Quay Hanna. Hanna has been a guest of the college a number of times over the past year, providing insight into diversity efforts and needs on campus. He has also led diversity training sessions for faculty and staff and visited Johnson County Central and HTRS High Schools as part of the college's outreach to local communities.

Recruitment Efforts

The Office of Admissions continues to emphasize recruiting in minority communities, especially in the Omaha and Lincoln metro areas. Recruiters have routine interaction with organizations that serve minority groups, including the Boys/Girls Club Fair; Latino Conference; Urban League Fair; Hispanic Career/College Fair; Girls, Inc.; Upward Bound; Early Awareness programs with the Omaha Public Schools; and Native American Conferences. Staff continue to present to all sophomore students attending Lincoln High, Lincoln Southwest and Lincoln Southeast High Schools, which have large minority populations. PSC also hosted Omaha Public Schools' Early Awareness Program for Omaha fourth grade students, supported area Talent Search programs with campus visit experiences, and hosted Omaha and Lincoln Bus Tours to provide a campus visit experience to students from metropolitan areas.

Campus Life

The Office of Residence Life staff places an emphasis on diversity education as part of residence hall programming. The focus of these programs is to help students interact with other students of varying backgrounds in a college setting. Following are brief descriptions of some recent activities.

- Centennial Complex: Hosted a trivia game that inspired diversity discussion.
- Morgan Hall: Held a seminar about stereotyping called "Walking in Someone Else's Shoes."
- Delzell Hall: Developed programming about mutual respect by utilizing different forms of media throughout the building.
- Mathews Hall/Freshman Fusion Program: The program places an emphasis on leadership and diversity through weekly "Daring Discussions" about a variety of thought-

8.2.-4

- provoking issues, including racism, abortion, drug use, dating, career paths, politics and even global warming – all of which are moderated by a staff member.

Student Groups/Organizations

It's important to note that not all diversity related activities are initiated by campus personnel. Students have become increasingly involved in the effort. One example is PSC's People Respecting Individual Differences and Equality (PRIDE) club, an organization that exists to provide support and unity to people of all sexual orientations. The group has held panel discussions on Lesbian, Gay, Bisexual, Transgender, Questioning and Allies (LGBTQA) topics to increase awareness and understanding of differing sexual orientations.

Black Student Union (BSU) has also been active in promoting diversity throughout campus. The group will host a diversity conference for high school and college students this spring titled "Branching Out: Leadership, Diversity and Making a Difference." BSU has also sponsored diversity tables in the cafeteria where a variety of topics are explored along with staff moderators. To commemorate Black History Month last February, BSU sponsored a trip to Malcolm X's birth site in Omaha, a tour of the *Omaha Star* newspaper, and a presentation on the Underground Railroad at the Mayhew Cabin in Nebraska City. Members continue to speak to community organizations regarding diversity and their personal experiences. For their overall efforts, the group received the Governor's Points of Light Award last spring for their commitment to community service.

Current and Future Administrative Efforts

While there are substantial efforts to engage the campus community in discussion about respecting differences, the college is planning broader efforts in the future. This year, the college reinstated a Diversity Committee to help in those endeavors. The committee includes faculty, staff and students from various areas around campus. The group will conduct a survey this spring to assess the college's current diversity efforts and identify additional areas of focus. The results will be used to guide the college's comprehensive diversity plan.

**Wayne State College
President's Report
January 2012**

Cultural Enrichment

Wayne State is a comprehensive institution of higher education dedicated to freedom of inquiry, excellence in teaching and learning, and regional service and development. The College is committed to faculty-staff-student interaction, public service, and diversity within a friendly and collegial campus community. True to our mission, WSC pursues explores and promotes diversity within the College's curriculum and in its service to Northeast Nebraska.

The School of Natural and Social Sciences continues to emphasize diversity through its classes, student and community activities, and faculty research. In EDU 331: Development of Physical Education and Health in the Elementary School and PED 171: Elementary School Health and Physical Education, teachers are taught that there are a number of things they can do to teach diversity in the classroom to include: 1) Help students learn about the similarities and differences among cultures, 2) Encourage students to understand that people from similar cultures share common values, customs, and beliefs, 3) Make children aware of acts of discrimination and teach them ways to deal with inequity and prejudice, 4) Help youngsters find ways to communicate effectively with other cultures and races and with the other gender, 5) Help youngsters develop pride in their family's culture, and 6) Instill respect for all people regardless of race/ethnicity, gender, social class, and ability.

Dr. Joe Blankenau, professor of political science, accompanied 11 students to the American Model United Nations in November 2010. In addition, he is working with Macy Youth and Family Service/Omaha Indian Reservation on its 501c (3) status. Dr. Douglass Taber continues to offer our popular course The Holocaust, exploring the events leading up to, and the horrors resulting from, this tragic chapter in human history.

Dr. Shawn Pearcy's HSC 443: Rural Health Issues class has a lecture from UNMC staff on Cultural Competence in which students discuss the variety of cultural issues that surround health care and how to address these individuals and their differences while providing care. The class discusses topics on language barriers and protecting the patient's right to privacy and, issues with beliefs on western medicine.

Virtually every Criminal Justice class addresses the over-representation of minorities in the Criminal Justice system, including arrest rates, impact of race in incarceration rates, rates of drug use in minority communities, rate of enforcement and differential enforcement policies in minority communities, racism and race gangs in prisons, race profiling in traffic stops, racism in hiring and promotion practices, emergency management, and the role of race in emergency responses to disasters including Hurricane Katrina.

Faculty in the School of Education and Counseling engaged in tripartite collaboration/ discussions with colleagues in the Arts and Sciences, and P-12 educators and administrators in reviewing/renewing the professional education sequence and creating a common core for all education candidates inclusive of all endorsements. Participants examined the most current research, trends, issues from professional literature and organizations in addition to growing diversity in P-12 schools.

WSC students in EDU 430 Literacy Assessment work with individual children at Wakefield Elementary, where nearly half of the children are Hispanic or other minorities. The instructor also discusses rationale and methods to accommodate dialect when assessing individual children.

8.2.-6

During 2010, the school of Arts & Humanities continued its student-and-faculty exchange Agreement with Chienkuo Technology University in Taiwan. It also sponsored a weeklong residency by noted African American painter Frederick Brown, sponsored an exploratory trip to Spain in order to identify a new study abroad site, and began a relationship with Providence University in Taiwan. During the fall semester on sabbatical Dr. Max McElwain taught English at Jishou University in China.

The Multicultural Center continues to provide support for multicultural activities and has implemented a broad range of initiatives to enhance diversity on campus and in surrounding communities. Multicultural Center staff members provide essential individual and group support to students from diverse backgrounds to assist in their transition to, retention at, and graduation from WSC.

The Counseling Center, Learning Center, and Multicultural Center sponsored a peer mentoring training program. Trained peer mentors presented information to encourage students to make good personal decisions to foster student success.

The Multicultural Center, the Admissions Office and the multicultural student organizations worked with regional school districts with significant populations of students of color, to inform high school seniors and parents of higher education opportunities and to help students complete college and scholarship applications. WSC students shared their experiences at WSC.. High schools visited included Santee High School, Winnebago High School, Walthill High School, Umo N Ho Nation High School.

WSC hosted the fifth annual Student Leadership in Diversity Conference this past year. The goal of the conference was to develop advocacy skills among student leaders. The conference was open to students from the three colleges in the Nebraska State College System. Keynote speaker Jaim Foster presented a motivational talk on a social justice approach to enhancing a climate of diversity on our campuses. Mr. Foster and his colleague, Enid, also presented a two-hour training session on social justice.

Finally, in what will be a yearlong outreach effort on diversity, WSC received an invitation from the White House to participate in the President's Interfaith and Community Service Campus Challenge for 2011-2012. The fundamental goal of this challenge is to build understanding amongst groups of diverse perspectives as they reach out to serve together on their campuses and in their communities. WSC was one of 250 institutions nationwide, and the only Nebraska College or university invited to attend a White House briefing on this challenge. Because 'Interfaith' was a term we felt might be perceived as exclusive, we decided to call the WSC response to the President's challenge: Campus and Community Service Collaborations.

The 2011-2012 Campus and Community Service Collaborations has established these desired outcomes:

- 1) Increase and improve campus and community intergenerational conversations regarding diversity by asking the question, "Why do we serve?"
- 2) Use these conversations to bridge and bond relationships between campus and community partners.
- 3) Develop and strengthen campus and community partnerships as we work together to model the process of coordinating resources and generating funding for the support of low income families, and the strengthening of community.

Ultimately, it is desired that these collaborations will promote student leadership and reciprocal respect, as they foster supportive and transformational attitudes among campus and community members moving forward as global citizens.