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BOARD OF TRUSTEES

Meeting Notice

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a regular meeting of the Board of Trustees of the Nebraska State Colleges will convene at the Hillcrest Country Club in Lincoln, Nebraska on June 25, 2013.

Executive Session	June 25	9:30 a.m.
Strategic Planning Session	June 25	11:00 a.m.
Committee Meetings	June 25	1:15 p.m.
Business Meeting	June 25	2:45 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

JUNE 25, 2013
HILLCREST COUNTRY CLUB

Monday, June 24

3:00 – 7:30 p.m. Marketing & Enrollment Officers Retreat Part II

1:00 – 5:00 p.m. Council of Business Officers

Tuesday, June 25

9:30 – 11:00	BOARD OF TRUSTEES Executive Session To discuss personnel and litigation	Ballroom Section A
10:30 – 11:00	New Student Trustee Orientation	Ballroom Section B
11:00 – 12:00	BOARD OF TRUSTEES Discussions about new strategic plan	Ballroom Section A
10:30 – 12:00	Council of Academic Officers	Coffee Shop
11:15 – 12:00	Council of Student Affairs Officers	Ballroom Section B
12:00 – 12:45	Lunch	Ballroom Section C-D
12:45 – 1:15	Delzell Renovation Program Statement Presentation	Ballroom Section A
1:15 – 2:45	BOARD COMMITTEE MEETINGS Academic & Personnel Committee Fiscal, Facilities & Audit Committee Student Affairs, Marketing & Enrollment Committee	Ballroom Section A Ballroom Section B Coffee Shop
2:45	BOARD OF TRUSTEES BUSINESS MEETING	Ballroom Section A

**June 25, 2013
1:15 – 2:45 PM
Ballroom Section A**

ACADEMIC & PERSONNEL COMMITTEE MEETING

Consent agenda items:

Items for discussion and action:

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 First and Final Round Approval of the Deletion of Board Policy 5012; Employment Contract; Faculty
- 2.3 First and Final Round Approval of the Deletion of Board Policy 5013; Employment Contract; Professional Staff
- 2.4 First and Final Round Approval of Revisions to Board Policy 5014; Types of Appointments; Notice Requirements; Faculty and Professional Staff
- 2.5 Approve Bridge Agreement and Authorize the Chancellor to Sign the Agreement – CSC
- 2.6 Approve Agreement Between WSC and City of Wayne Police Department for Sharing Services
- 2.7 Approve Lumen Agreement and Authorize the Chancellor to Sign the Agreement – PSC
- 2.8 Approve Learner's Edge Agreement and Authorize Chancellor to Sign the Agreement - PSC
- 2.9 Approve Lumen Agreement and Authorize the Chancellor to Sign the Agreement – WSC
- 2.10 Authorize the Chancellor to Sign the Campus Resource Officer (CRO) Agreement with the City of Chadron – CSC
- 2.11 Authorize the Chancellor and President Hanson to Approve and Sign Agreement Between UNMC College of Nursing and Peru State College
- 2.12 Authorize the Chancellor to Take Necessary Steps to Operationalize Background Screening Protocols in Accordance with Changes Required by the Nebraska State College System's Liability Insurance Provider

Items for information and discussion:

- 5.1 Employee Salary Report
- 5.2 Reports of Personnel Actions
- 5.3 Foundation Employee Compensation Report

**June 25, 2013
1:15 - 2:45 PM
Coffee Shop**

STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE MEETING

Consent agenda items:

No consent agenda items

Items for discussion and action:

No action items

Items for information and discussion:

- 6.1 Annual Retreat Report
- 6.2 Scholarship Luncheon Report
- 6.3 State of the System Address
- 6.4 Key Dates
- 6.5 Intercollegiate Athletics Report of Institutional Commitment to NCAA Principles for Conduct to Enhance Integrity in Intercollegiate Athletics

**June 25, 2013
1:15 – 2:45 PM
Ballroom Section B**

FISCAL, FACILITIES & AUDIT COMMITTEE MEETING

Consent agenda items:

- 1.1 Approve LB 309 Allocations and Retrievals
- 1.2 Recommended Depositories

Items for discussion and action:

- 4.1 Approve 2013-2014 Tuition Rates
- 4.2 Approve 2013-2014 Fee Recommendations
- 4.3 Approve 2013-2014 Room and Board Rates
- 4.4 Approve Revised Operating Budgets for 2012-13
- 4.5 Approve Revised Revenue Bond Operating Budgets for 2012-13
- 4.6 Approve Distribution of Funds for FY 2013-2014
- 4.7 Approve Preliminary Operating Budgets for 2013-14
- 4.8 Approve Preliminary Revenue Bond Operating Budgets for 2013-14
- 4.9 Authorize Chancellor to Sign the Renewal of the Interlocal Agreement for the Multijurisdictional Hazard Mitigation Plan – CSC
- 4.10 Approve Disposal of Quonset – CSC
- 4.11 Approve Construction of Quonset Replacement - CSC
- 4.12 Appoint Architect Selection Committee for Math/Science Building Renovation – CSC
- 4.13 Authorize Chancellor to Sign Professional Services Contract for Math/Science Building Renovation – CSC
- 4.14 Appoint Substantial Completion Committee for Rangeland Center Phase I – CSC
- 4.15 Approve Reallocation of Contingency Maintenance Funds – CSC
- 4.16 Accept and Approve Program Statement for Delzell Hall Renovation at Peru State
- 4.17 Authorize the Chancellor to Sign Contract and Change Orders for Summer Construction Projects – WSC
- 4.18 Approve Reallocation of Contingency Maintenance Funds – WSC

- 4.19 Approve Transfer of Appropriated Cash Funds and Reallocation of Cash Distribution for Athletic Fields Projects – WSC
- 4.20 First and Final Round Approval of Revisions to Board Policy 6021; Income; Tuition, Online Rate and Dual Enrollment Rate
- 4.21 First and Final Round Approval of Revisions to Board Policy 9006; Revenue Bonds; Use of Surplus Funds
- 4.22 Approve Contracts and Change Orders
- 4.23 Approve Use of Capital Improvement Fee Funds for New College Entry at Peru State College Pending City of Peru Receiving Grant Funds
- 4.24 Appoint Substantial Completion Committee for Oak Bowl Renovation – PSC

Items for information and discussion:

- 7.1 Spring Occupancy and Income Reports
- 7.2 Physical Plant Status Reports (January 1 – March 31, 2013)
- 7.3 Capital Construction Quarterly Reports (as of March 31, 2013)
- 7.4 Grant Applications and Awards
- 7.5 Contracts and Change Orders
- 7.6 Optimal Enrollment Reports
- 7.7 Operationalize Background Screening Protocols

BOARD OF TRUSTEES MEETING

CALL TO ORDER

1. APPROVAL OF MEETING AGENDA

APPROVAL OF MINUTES from the March 14-15, 2013 meeting

PUBLIC COMMENT

ITEMS FOR CONSENT AGENDA

- 1.1 Approve LB 309 Allocations and Retrievals
- 1.2 Recommended Depositories

ITEMS FOR DISCUSSION AND ACTION

2. ACADEMIC & PERSONNEL COMMITTEE

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 First and Final Round Approval of the Deletion of Board Policy 5012; Employment Contract; Faculty
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3. STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE

No agenda action items

4. FISCAL, FACILITIES & AUDIT COMMITTEE

- 4.1 Approve 2013-2014 Tuition Rates
- 4.2 Approve 2013-2014 Fee Recommendations
- 4.3 Approve 2013-2014 Room and Board Rates
- 4.4 Approve Revised Operating Budgets for 2012-13
- 4.5 Approve Revised Revenue Bond Operating Budgets for 2012-13
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- 4.23 Approve Use of Capital Improvement Fee Funds for New College Entry at Peru State College Pending City of Peru Receiving Grant Funds
- 4.24 Appoint Substantial Completion Committee for Oak Bowl Renovation – PSC

ITEMS FOR INFORMATION AND DISCUSSION

5. ACADEMIC & PERSONNEL COMMITTEE

- 5.1 Employee Salary Report
- 5.2 Reports of Personnel Actions
- 5.3 Foundation Employee Compensation Report

6. STUDENT AFFAIRS, MARKETING & ENROLLMENT COMMITTEE

- 6.1 Annual Retreat Report
- 6.2 Scholarship Luncheon Report
- 6.3 State of the System Address
- 6.4 Key Dates
- 6.5 Intercollegiate Athletics Report of Institutional Commitment to NCAA Principles for Conduct to Enhance Integrity in Intercollegiate Athletics

7. FISCAL, FACILITIES & AUDIT COMMITTEE

- 7.1 Spring Occupancy and Income Reports
- 7.2 Physical Plant Status Reports (January 1 – March 31, 2013)
- 7.3 Capital Construction Quarterly Reports (as of March 31, 2013)
- 7.4 Grant Applications and Awards
- 7.5 Contracts and Change Orders
- 7.6 Optimal Enrollment Reports

7.7 Operationalize Background Screening Protocols

8. MISCELLANEOUS ACTION AND INFORMATION ITEMS

8.1 Chancellor's Report

8.1.1 Election of Board Officers and Facilities Corp Officers

8.1.2 Approve Proposed Board Meeting Schedule 2013-2014

8.2 Presidents' Reports

8.3 Student Trustees' Reports

ADJOURNMENT

The next regularly scheduled meeting of the Board of Trustees of the Nebraska State Colleges is TBD.

**NEBRASKA STATE COLLEGE SYSTEM
BOARD OF TRUSTEES
MINUTES OF MARCH 14-15, 2013 MEETING**

A meeting of the Board of Trustees of the Nebraska State College System was held at Peru State College, Peru, Nebraska on Thursday and Friday, March 14-15, 2013.

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:

Michelle Suarez, Lincoln
Bob Engles, Auburn
John Chaney, Auburn
Roger Breed, Lincoln

Student Board Members present:

Morgan Nelson, Chadron State
Joseph Fauver, Peru State
Madison Becker, Wayne State

System Office Staff present:

Stan Carpenter, Chancellor
Kristin Petersen, General Counsel & Vice Chancellor for Employee Relations
Carolyn Murphy, Vice Chancellor for Finance & Administration
Korinne Tande, Vice Chancellor for Student Affairs, Marketing, Enrollment & Public Information
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology
Lois Podobnik, Associate Vice Chancellor for Academic Planning & Partnerships
Becky Kohrs, Network Specialist/Accountant
Amy Hock, Director of Systemwide Accounting
Lori Glass, Staff Assistant
Lynne Olson, Administrative Assistant to the Chancellor

CSC Staff present:

Randy Rhine, President
Dale Grant, Vice President for Administration
Charles Snare, Vice President for Academic Affairs
Lisa Stein, Interim Director of Admissions
Daniel Binkard, Graphic Design Artist

PSC Staff present:

Dan Hanson, President
Todd Drew, Vice President for Academic and Student Affairs
Derby Johnson, Interim Vice President for Administration and Finance
Michaela Willis, Vice President for Enrollment Management & Student Affairs
Regan Anson, Director of Marketing and Public Affairs
Morgan Boyack, Director of Admissions
Julie Taylor-Costello, Director of Institute for Community Engagement

WSC Staff present:

Curt Frye, President
Michael Anderson, Vice President for Academic Affairs
Jean Dale, Vice President for Administration and Finance
Jeff Carstens, Vice President and Dean of Students
Tricia Moyer, Marketing Coordinator
Kevin Halle, Director of Admissions

Others Present

Danny Reynaga, 2013-2014 Chadron State Student Trustee
Jessica Merrill, 2013-2014 Peru State Student Trustee
Joanne Kissel, The Clark Enersen Partners
Dan Worth, BVH Architects
Dan Spiry, BVH Architects
David Swanson, Nemaha County Herald

Thursday, March 14, 2013

CALL TO ORDER

Board Vice Chair Suarez called the meeting to order at 9:07 a.m.

EXECUTIVE SESSION

Motion was made by Trustee Engles and seconded by Trustee Breed to move into executive session to discuss personnel issues and litigation at 9:08 a.m. No action was taken. Motion was made by Trustee Engles and seconded by Trustee Breed to move out of executive session at 11:23 a.m.

Dan Worth and Dan Spiry, Bahr Vermeer Haecker Architects and Joanne Kissel, The Clark Enersen Partners gave a presentation regarding the program statement for the Student Center Renovation project at Peru State.

At 12:00 p.m., Randy Rhine, CSC President and Steve Taylor, CSC Associate Vice President for Market Development presented information to the Board regarding Chadron State's international diversity, enrichment and enrollment plan.

The Academic and Personnel Committee met from 1:00 – 1:30 p.m. to discuss the NSCS Teaching Excellence Award.

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

The Board of Trustees and the Chancellor toured Morgan Hall and Oak Bowl renovation projects.

Friday, March 15, 2013

CALL TO ORDER—BUSINESS MEETING

Board Vice Chair Suarez called the business meeting to order at 8:00 a.m.

APPROVAL OF MEETING AGENDA

The meeting agenda for March 14-15, 2013 was approved.

APPROVAL OF MINUTES

Minutes of the January 15 meeting were unanimously approved.

CONSENT AGENDA ITEM

A motion was made by Trustee Engles and seconded by Trustee Breed to approve the following consent agenda item. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved.

Approve LB 309 Allocations and Retrievals

Copy is attached to the official minutes.

ITEMS FOR DISCUSSION AND ACTION

Academic & Personnel Committee

Teaching Excellence Award Nomination

A motion to approve the recommendation of the Academic & Personnel Committee for the 2013 Teaching Excellence Award recipient, after review of all judge's materials, was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved. (Copy attached to official minutes.)

Program Review

A motion to approve the program review recommendations relating to each degree program was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved. (Copies are attached to the official minutes.)

Chadron State College:
Library Information Management – discontinue the program

Peru State College
Mathematics – continue the program

Wayne State College:
Mass Communication – continue the program

2013-2014 Salary Policy

A motion to approve the 2013-2014 salary policy as follows was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved.

Non-Unionized Professional Staff. On July 1, 2013, each College and the System Office is authorized to provide a 2.0% salary increase to each non-union professional staff employee with satisfactory performance.

Non-Unionized Support Staff. On July 1, 2013, each College and the System Office is authorized to provide a 2.0% salary increase to each non-union support staff employee with satisfactory performance on July 1, 2013. No service date salary adjustments will be provided.

Background Information:

NAPE/AFSCME Support Staff Employees. The NSCS-NAPE/AFSCME Bargaining Agreement was ratified by the NAPE/AFSCME membership on January 3, 2013. The Board approved the terms of the Agreement on January 15, 2013. The Agreement provides a 2.0% salary annual increase on July 1, 2013 and for incremental salary adjustments based on five, ten, fifteen and twenty years of service.

NSCPA Professional Staff Employees. All terms of the NSCS-NSCPA Bargaining Agreement were ratified by the NSCPA membership on January 10, 2013. The Board approved the terms of the Agreement on January 15, 2013. The Agreement provides for an \$835 annual increase on July 1, 2013. That amount was calculated by dividing a 2% salary pool increase among NSCPA members by virtue of FTE status.

SCEA Faculty Employees. All terms of the NSCS-SCEA Bargaining Agreement were ratified by the SCEA membership on January 10, 2013. The Board approved the terms of the Agreement on January 15, 2013. The Agreement provides for a 2.0% salary increase on July 1, 2013.

First and Final Round Approval of Board Policy 4141; Credit Hour Definition and Assignment to Course Modalities

A motion for first and final round approval of Board Policy 4141; Credit Hour Definition and Assignment to Course Modalities was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved. (Copy attached to official minutes.)

First and Final Round Approval of Revisions to Board Policy 5032; Overtime; Overload Assignment; State College Employees

A motion for first and final round approval of revisions to Board Policy 5032; Overtime; Overload Assignment; State College Employees was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved. (Copy attached to official minutes.)

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

A motion for first and final round approval of revisions to Board Policy 5102; Faculty Employees Excluded from the SCEA Bargaining Unit was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved. (Copy attached to official minutes.)

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

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

A motion for first and final round approval of revisions to Board Policy 5103; Professional Staff Employees Excluded from the NSCPA Bargaining Unit and first and final round approval of revisions to Board Policy 5104; Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. Motion was unanimously approved. (Copy attached to official minutes.)

Student Affairs, Marketing & Enrollment Committee

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

A motion to approve the first and final round approval of revisions to Board Policy 3050; Residency was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Fiscal, Facilities & Audit Committee

Ratify Acceptance of NSCS A-133 System Audit Report for Year Ended June 30, 2012

A motion to ratify the acceptance of the Nebraska State College System A-133 system audit report for the year ending June 30, 2012 was recommended by the committee to the full Board. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson.

Insurance Renewal

A motion authorizing the chancellor to secure insurance coverages in the most cost-effective manner was recommended by the committee to the full Board. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson.

Following is a listing of major coverages to be renewed.

- Comprehensive General Liability
- Umbrella Liability
- Property/Casualty
- Directors and Officers/Employers Liability
- Athletic Injury

Contingency Maintenance Requests

A motion to approve the resolutions authorizing each of the Colleges to spend revenue bond surplus funds for contingency maintenance projects was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

- Chadron-\$650,000
- Peru-\$125,000
- Wayne-\$775,000

Audit Contracts

A motion to approve a contract with BKD to conduct the revenue bond audit at a cost of \$28,500; the facilities corporation audit at a cost of \$8,150; the Federal A-133 audit at a cost of \$16,850; and the TRiO program was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson.

Approve Food Service Contracts

A motion to approve the 2013-2014 food service contract extensions submitted by the Colleges, below, was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Chadron – Creative Dining Service
Peru – Creative Dining Service
Wayne - Chartwells

Bookstore Contracts

A motion to approve the 2012-2013 bookstore contract renewals submitted by the Colleges, below, was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

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

First and Final Round Approval of Board Policy Revisions and Deletion

A motion for first and final round approval of revisions to the following Board Policies was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copies attached to official minutes.)

Board Policy 3300; Student Organizations

Board Policy 7012; Lease Purchase Agreements

Board Policy 7014; Inventories and Disposal of Surplus Personal Property

Board Policy 7016; Contracts; Consulting Services

Board Policy 8006; Vacating Streets

Board Policy 8027; Facilities; Leasing or Renting Off- Campus Space

Deletion of Board Policy 8028; Facilities; Leasing or Renting On-Campus Space

Board Policy 8065; Capital Construction; Contracts; Approval

Board Policy 8066; Capital Construction; Contracts; Professional Consulting Services

Board Policy 8068; Capital Construction; Contracts; Forms, Payments

Board Policy 8070; Capital Construction; Gifts and Bequests for Facilities

Board Policy 9002; Revenue Bonds; Leases, Rental of Property, Pledge of Fees and Revenue

Board Policy 9015; Food Service; Operations; Contracts, Vendors

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

A motion for first and final round approval of revisions to Board Policy 7010; Purchases; Bids; Public Lettings with the addition of “other than consulting services” to the 7th paragraph immediately following the revision “as well as securing services” was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

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

A motion for first and final round approval of revisions to Board Policy 7015; Contracts; Limitations, Exemptions was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

First and Final Round Approval of Revisions to Board Policy 9020; Services; Bookstore, Student Center

A motion for first and final round approval of revisions to Board Policy 9020; Services; Bookstore, Student Center was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Authorize Chancellor to Sign Contracts for Chadron State

A motion authorizing the Chancellor to sign roof replacement contracts and a single card ID system contract for Chadron State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Accept and Approve Program Statement for Student Center Renovation – PSC

A motion to accept and approve the program statement for the Student Center renovation project at Peru State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

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

A motion to appoint the following substantial completion committee for the Carhart Science Phase III renovation project at Wayne State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson.

- 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 & Finance, WSC
- Phyllis Conner, Vice President of Development/Executive Director of the WS Foundation
- Chad Altwine, Director of Facilities Services, WSC
- Representative from Beckenhauer Construction
- Steve Hotovy, Architect, Administrator of Task Force for Building Renewal

Approve the Following Reallocation of Contingency Maintenance Funds – WSC

A motion to approve the following reallocation of contingency maintenance funds for Wayne State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

From Resolution 3/25/11	\$28,000.00	#5 Residence Hall Furniture Replacement
To Resolution 4/20/12	\$28,000.00	#7 Residence Hall Repairs/Equipment/Furniture/Carpet
From Resolution 4/20/12	\$58,607.00	#5 Rec Center Roof Replacement
To Resolution 4/20/12	\$58,607.00	#6 Anderson Hall Roof Replacement

Authorize Chancellor to Sign Project Contracts – CSC

A motion authorizing the Chancellor to sign the following project contracts for Chadron State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson.

Kent Hall Residence Hall Fire Alarm System Upgrade
High Rise Residence Hall Show Stall Renovations
High Rise Elevator Main Mechanical & Electronics Upgrade
Math/Science Building Restroom Renovation
Energy Monitoring
King Library Switchgear

Authorize Chancellor to Sign Construction Contracts for Summer Projects – WSC

A motion to authorize the Chancellor to sign construction contracts for the following summer projects was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Water Line Repairs
Football Field and Track Improvements
Soccer Field Expansion

Approve Contract

A motion to approve the following contract for Wayne State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Wayne Contract

- Carlson Natatorium and Recreation Center (construction services – chilled water project) -- \$333,785

Approve Temporary Easement – WSC

A motion to approve a temporary easement for the City of Wayne for the 10th Street paving project was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Approve a Special Tuition Rate for Chadron State

A motion to approve a special tuition rate for Chadron State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

Authorize Chancellor to Approve Use of Capital Improvement Fee Funds up to \$200,000 – WSC

A motion to authorize the Chancellor to approve the use of capital improvement fee funds up to \$200,000 for construction manager pre-bid services for the Conn Library renovation project at Wayne State was recommended by the committee to the full Board. The motion was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson. (Copy attached to official minutes.)

ITEMS FOR INFORMATION AND DISCUSSION

Academic & Personnel Committee

Promotion and Tenure Report

Promotion and tenure reports from the Colleges not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Fall Graduation Summaries

Board members reviewed the Fall 2012 graduate summary reports submitted by the Colleges. (Copies are attached to the official minutes.)

Fall Instructional Load Reports

Fall 2012 instructional load reports from each College not requiring Board approval were reported for information. (Copies are attached to the official minutes.)

Five-year Academic Calendar

Board members received a copy of the system-wide academic calendars set for 2013-2014 through 2017-2018. (Copy is attached to the official minutes.)

Funding Request to CSC Foundation

The following funding request to the CSC Foundation was provided to the Board for information.

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

Personnel Actions Reports

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

Quantitative Academic Reports

A summary of the number of graduates and fall enrollments on average for the past five years from each college was provided to the Board for information only. (Copies attached to official minutes.)

Open Educational Resources (OER) Summit Report

A report of the Open Educational Resources (OER) Summit that was held February 10-12, 2013 at WSC was provided to the Board. (Copy attached to official minutes.)

Enrollment and Marketing Committee

Enrollment Reports

The Fall 2012 enrollment reports from each College were provided to the Board for information only. (Copies attached to official minutes.)

Senators' Reception Update

Twenty seven state senators attended the 2013 Senators' Reception which was held following the NSCS Board meeting Tuesday, January 15 from 4-7 p.m. at The Ferguson Center. The three College foundations sponsored the event jointly. The date for next year's reception is Tuesday, January 14, 2014. The reception was again held in The Ferguson Center.

Student Trustees' Update

The Governor selected the following individuals as the 2013-2014 NSCS Student Trustees.

CSC – Danny Reynaga from Alliance, NE
PSC – Jessica Merrill from Murray, NE
WSC – Madison Becker from Hartington, NE

Update on Marketing Activities

Vice Chancellor for Student Affairs, Marketing, Enrollment and Public Information, Korinne Tande, is currently working with the Council of Admissions and College Relations officers to plan next year's system marketing efforts. The retreat for the Council was held March 13, 2013 and the group focused on new print ads, the theme for the fall counselor tour and strategic planning for the system marketing plan.

2011 NSCS Scholarship Luncheon

The NSCS scholarship luncheon for Board of Trustee scholars and Governor's Opportunity Award recipients will be held Friday April 12 at the Hillcrest Country Club from 12:00 noon to 1:30 p.m. The speakers this year will be the Chancellor and past or current recipients of the Board of Trustees Scholarship or Governor's Opportunity Award.

Fiscal, Facilities & Audit Committee

Capital Construction Progress Reports

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

Chadron State College

- Armstrong Gymnasium Phase I – Interim report
- Eagle Ridge Housing – Initial report
- Rangeland Center Phase I – Interim report

Peru State College

- Eliza Morgan Hall Renovation Phases II, III & IV – Final report
- Oak Bowl Renovation – Initial report

Wayne State College

- Carhart Science Building Phase II – Interim report
- Field Turf/Track Refinishing – Initial report
- Hahn Administration Building Upgrade – Interim report
- Soccer Field Expansion – Initial report
- U.S. Conn Library Renovation – Interim report
- Willow Bowl Restoration – Interim report

Contingency Maintenance Progress Reports

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

Six-Month Financial Reports

July – December 2012 financial reports from each College were reported for information. (Copies attached to official minutes.)

Six-Month Operating Expenditure Reports

July – December 2012 operating expenditure reports from each College and the System Office were reported for information. (Copies attached to official minutes.)

LB 309 Progress Reports

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

Six-Month Revenue Bond Expenditure Reports

July – December 2012 revenue bond operating expenditure reports from each College were reported for information. (Copies attached to official minutes.)

Occupancy and Income Report

The Colleges provided information on occupancy and the income earned on the revenue bond facilities during the fall 2012 semester. (Copies attached to official minutes.)

Potential Occupancy and Income Reports

The Colleges provided potential 2013-2014 occupancy and income projections. (Copies attached to official minutes.)

Physical Plant Status Reports

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

Report of “The Bridge” Tuition Rate at the College Center in South Sioux City – WSC

The first report for “The Bridge” tuition rate pilot program at the College Center was provided to the Board for information only. (Copy attached to official minutes.)

Grant Applications and Awards

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

Chadron Applications

- Enhancing Curriculum, Instruction & Student Learning by Integrating Technology to Address National Food and Agricultural Sciences Workplace Needs (National Institute of Food and Agriculture) -- \$150,000
- ImprovOER (U.S. Department of Education) -- \$900,000 (\$80,000 is Chadron's portion)
- Issue Dimensionality, Agenda Control, and Legislative Coalitions: A Case Study of the Mexican Chamber of Deputies (American Political Science Association) -- \$2,500
- Learning about Place through Inquiry: Transforming Introductory Level Geology Courses Using Inquiry and Anchoring Sense of Place, A Case for the Great Plains (Subgrant in UNL proposal to National Science Foundation, Division of Undergraduate Education) -- \$27,133.33
- MSP Nebraska Science KICKS2 (Nebraska Department of Education) -- \$495,215 (\$3,190 is Chadron's portion)

Wayne Awards

- Nebraska Business Development Center (U.S. Small Business Administration through the University of Nebraska Omaha) -- \$60,000
- Sharing an Afternoon of Cross-Cultural Traditions (Nebraska Humanities Council) -- \$1,200

Contracts and Change Orders

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

Nebraska State College System Contracts

- Nebraska State College System Office (Consulting/training System Office support staff) -- \$5,000 plus travel and expenses

Chadron State Contracts

- Campuswide (Cancel contract with GoPro International) -- \$NA
- Campus (Learner's Edge, Inc. (LEI) provides independent study instruction in Omaha for in-service graduate credit from CSC) -- \$NA
- Campuswide (utility metering) -- \$381,210 (Chancellor authorized to sign Nov. 15, 2012)
- Student Center (Re-roof design) - \$18,500
- Andrews Hall (Re-roof design) -- \$19,000
- Kent Hall (Re-roof design) -- \$15,750
- Edna Work Hall (Re-roof design) -- \$14,250

Wayne State Contracts

- Neihardt, Pile & Student (hood and exhaust system cleaning) -- \$3,200
- Campuswide (fire sprinkler inspections) -- \$12,200
- Peterson Fine Arts (add closet in Room 023A) -- \$5,351
- Campus Services Building – (install interdict in WSC conduits, install 12 pair copper cable w/termination blocks) -- \$8,595
- Anderson Hall Window Replacement – (architectural services) -- \$25,300
- Anderson Hall Re-roof – (architectural services) -- \$31,400
- Campuswide – (electrical distribution system improvements [MH-14]) -- \$60,868.03

Wayne State Adjustments within Guaranteed Maximum Price (GMP)

- Carhart Science – Phase III (#3) – Contingency change (\$3,095)

MISCELLANEOUS ACTION AND INFORMATION ITEMS

Appointment of System Lobbyist

A motion to approve the appointment of Trent Nowka Company to serve as lobbyist from July 1, 2013 through June 30, 2015 for the Nebraska State College System at an annual fee of \$36,535 for FY 13 and FY 14 was unanimously approved. Voting aye: Breed, Chaney, Engles, and Suarez. Voting nay: None. Student Opinion aye: Becker, Fauver and Nelson.

Chancellor's Report

Chancellor Carpenter noted that the State Colleges do more than educate students. He said that the Nebraska State Colleges are critically important to our regions and that they are "stewards of place." Consequently, we need to remember that and take care of the places where our colleges are located. This is a critically important function for our institutions.

The Chancellor indicated the Legislature is approximately half way through the 2013 session and that the NSCS appropriations hearing is scheduled for Monday, March 18. The Appropriations Committee's preliminary budget recommends a 3% increase for the NSCS. The Chancellor indicated that we are

grateful for the Appropriations Committee’s preliminary recommendation and that it is a good starting point for our discussions with the Committee. The capital requests will include the WSC Conn Library renovation project and the CSC Rangeland project Phase II.

Chancellor Carpenter welcomed Danny Reynaga, CSC Student Trustee and Jessica Merrill, PSC Student Trustess and noted that Madison Becker, WSC Student Trustee would be serving on the Board for another year.

Appointment of Board Nominating Committee

Vice Chair Suarez noted that Chair Peterson and Trustees Engles and Roskens will serve as the nominating committee for the 2013-2014 Board and Facilities Corporation officers.

Vice Chair Suarez also reminded the following that they would be providing greetings from the Board of Trustees at the May 4, 2013 NSCS institution commencement ceremonies:

- Gary Bieganski – Chadron
- Bob Engles & John Chaney – Peru
- Cap Peterson – Wayne

Board of Trustees’ Proposed Meeting Schedule

Board members were asked to review the meeting schedules for 2013-2014 and to let Chancellor Carpenter know of any actual or potential conflicts. The Board will be asked to determine the schedule for Board meetings in 2013-2014 at the June 25, 2013 meeting.

2013-2014 Proposed Board Meeting Schedule

2013-2014
(Five Meetings Per Year)

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

2013-2014
(Six Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 5-6, 2013 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 7-8, 2013 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 14, 2014 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 7, 2014 Friday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 24-25, 2014 Thursday – Friday
JUNE	BOARD OF TRUSTEES RETREAT--LINCOLN	June 5, 2014 Thursday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 6, 2014 Friday

Recognition of Student Trustees

Vice Chair Suarez presented certificates of thanks and recognition to Morgan Nelson, CSC Student Trustee, Joseph Fauver, PSC Student Trustee and Madison Becker, WSC Student Trustee in acknowledgment of their service during the 2012-2013 academic year.

Presidents' Reports

PSC President Hanson said that personnel from PSC met recently with officials from the UNMC College of Nursing. That meeting resulted in the addition of 2 nursing RHOP positions from Peru at the Lincoln Center and 2 at the Omaha Center beginning as early as this fall. Additional meetings with the Allied Health group will be held soon to present a proposal for additional RHOP positions for Peru State.

President Hanson also noted that the PSC Higher Learning Commission (HLC) Self-Study report would be showcased at the HLC annual conference as an example to other colleges about how to draft such a document. Dr. Todd Drew, Vice President for Academic Affairs, would be providing advice to others going through the HLC self-study process. Dr. Hanson noted that he and Dr. Drew would be presenting the unique approach of combining the self-study and the PSC strategic planning process at the HLC annual conference as well.

Finally, President Hanson indicated the Institute for Community Engagement is engaged in Auburn at this time. Students from the senior capstone course are participating in focus groups with folks in Auburn to develop a branding and marketing strategy for the city. Other students are also working to create a national historic district in Auburn. Additionally, other capstone students are helping Auburn's Calvert Elementary students develop good health and nutrition habits.

WSC President Frye reported on the academic success of the WSC student athletes. Much of the success is due to the Athletic Academic Program. The program requires freshmen and transfer student athletes, in the first 6-8 weeks of the semester, with a GPA below a 2.5, to attend a 2 hour study session per week where they discuss study skills, leadership opportunities, and time management skills.

CSC President Rhine noted that CSC had received notification from the Higher Learning Commission (HLC) confirming participation in the Open Pathway model for accreditation. This model focuses on continuous improvement. The initiative is related to the review of, and changes to, CSC's central studies program.

President Rhine further noted the construction projects are underway including Phase I of the Rangeland Center, Eagle Ridge and Armstrong Gymnasium.

Student Trustees' Reports

PSC Student Trustee, Joseph Fauver, reported on various activities that were scheduled for the remainder of the spring semester. He also announced that he had been accepted into the Ph.D. program at Colorado State University in microbiology, pathology and parasitology. Student Trustee Fauver thanked the Board for the opportunity to serve.

CSC Student Trustee, Morgan Nelson, reported on various activities that had occurred and were scheduled for the spring semester. She also announced she had been accepted into the graduate programs in government and public policy at Texas A&M. She also thanked the Board for allowing her to serve as student trustee for Chadron State.

WSC Student Trustee, Madison Becker, reported on various activities that had occurred during the spring semester and some of the upcoming events. Becker said she was pleased that she would be serving on the Board again next year.

Next Meeting

The next regularly scheduled meeting of the NSCS Board of Trustees will be held at Hillcrest Country Club in Lincoln on June 25, 2012.

ADJOURNMENT -- The meeting was adjourned at 10:07 a.m.

Respectfully submitted,

Stan Carpenter
Chancellor

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

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

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 Chadron and Wayne State for Board approval.

Chadron

1. Retrieval of \$7,600 for emergency generator design in Heating Plant

Allocation Date/Amount	1/15/09	\$60,000.00
Retrieval Date/Amount	3/4/13	<u>7,600.00</u>
Estimated Project Cost		\$52,400.00

2. Retrieval of \$0.00 for floor resurfacing in Nelson Physical Activity Center

Allocation Date/Amount	10/21/11	\$115,840.00
Retrieval Date/Amount	5/15/13	<u>0.00</u>
Estimated Project Cost		\$115,840.00

3. Retrieval of \$43,400 for campus energy/utilities study

Allocation Date/Amount	1/15/09	\$100,000.00
Retrieval Date/Amount	5/15/13	<u>43,400.00</u>
Estimated Project Cost		\$56,600.00

4. Retrieval of \$50,640 for campus emergency generators

Allocation Date/Amount	2/17/12	\$715,000.00
Retrieval Date/Amount	5/15/13	<u>50,640.00</u>
Estimated Project Cost		\$664,360.00

Wayne

1. Acceptance of \$50,000 for fire alarm upgrades in Studio Arts building

Allocation Date/Amount	3/7/13	\$50,000.00
College Contribution Amount		<u>00.00</u>
Estimated Project Cost		\$50,000.00

1.1.-2

2. Acceptance of \$430,000 for windows and vestibules in the Fine Arts building

Allocation Date/Amount	4/5/13	\$430,000.00
College Contribution Amount		<u>0.00</u>
Estimated Project Cost		\$430,000.00

3. Acceptance of an additional \$10,000 for fire alarm upgrade in the Studio Arts building

Allocation Date/Amount	5/3/13	\$10,000.00
College Contribution Amount		<u>0.00</u>
Estimated Project Cost		\$10,000.00

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the Depositories and Signatories Submitted by the Colleges

Priority: Financial Strength of the System

Goal: 1. Ensure financial accountability

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

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

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

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

Chadron State College
First National Bank of Chadron

Account Name:

Agency Fund (Checking)
Revolving Fund (Checking)
Wire Transfer (Checking)

Authorized signatures:

Richard Rhine
Charles Snare
Dale Grant
Julie Goodman
Kara Vogt
Gayle Stetson
Melany Hughes
Sally Katen (Agency Only)

U.S. Bank – Milwaukee Bank

Account Name:

Perkins Loan (Checking)

Authorized signatures:

Dale Grant
Julie Goodman
Kara Vogt
Gayle Stetson
Melany Hughes

1.2.-2

Peru State College
Peru Branch of Farmers Bank of Cook, Peru, NE

Account Name:
Refundable Deposits
Revolving Fund
Student Escrow

Authorized signatures:

Daniel Hanson
Kathy J. Carroll
Katherine A. Tynon
Eulanda Cade
Linda Moody

Wayne State College
First National Bank, Wayne

Account Name:
Agency Fund (Regular Account)
Revolving Fund (Petty Cash) (NOW Account)
Suspense Clearing Account (Super NOW Account)

Authorized signatures:

Curt Frye
Jean M. Dale
Michael F. Anderson
Barbara J. Meyer
Beverly Buhrman

US Bank, Norfolk

Account Name:
Wayne State College (for e-checking)

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve the 2013-2014 Salary and Contract Extensions until June 30, 2015 for the Chancellor and Presidents

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

The following are the recommended salaries for the Chancellor and each of the Presidents.

2.1.-2

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

**ACTION: Approve the 2013-2014 Salary and Contract Extension until June 30, 2015
for the Chancellor:**

Stan Carpenter, NSCS Chancellor

\$222,528

Total annual compensation rate for 2012-2013 is as follows:

Stan Carpenter NSCS Chancellor \$211,931

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve the 2013-2014 Salary and Contract Extension until June 30, 2015 for the Chadron State College President:

Randy Rhine, President, Chadron State College	\$162,750
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Total annual compensation rate for 2012-2013 is as follows:

Randy Rhine	Chadron State College	\$155,000
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2.1.-4

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve the 2013-2014 Salary and Contract Extension until June 30, 2015 for the Peru State College President:

Daniel Hanson, President, Peru State College	\$171,500
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Total annual compensation rate for 2012-2013 is as follows:

Daniel Hanson	Peru State College	\$163,333
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Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve the 2013-2014 Salary and Contract Extension until June 30, 2015 for the Wayne State College President:

Curt Frye, President, Wayne State College	\$174,013
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Total annual compensation rate for 2012-2013 is as follows:

Curt Frye	Wayne State College	\$165,727
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Academic & Personnel Committee

Gary Beiganski, Chair
Roger Breed

June 25, 2013

**ACTION: First & Final Round Approval of the Deletion of Board Policy 5012;
Employment Contract; Faculty**

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

Board Policy 5012 can be deleted. Language from this policy has either been incorporated into Board Policy 5014 or already exists in the NSCS-SCEA Bargaining Agreement.

The System Office recommends approval of the deletion of Board Policy 5012 and a copy is attached.

~~PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 5012 Employment Contract; Faculty Page 1 of 1~~

~~BOARD POLICY~~

~~Faculty shall be issued annual contracts specifying salary and other terms and conditions of employment in accordance with the policies identified below on the contract form approved by the System Office. The contracts must be signed by the President or Chancellor and be reported to the Board.~~

~~Appointments to teaching, research, or other faculty positions shall be identified as either tenurable or non-tenurable.~~

~~EMPLOYMENT TERMS~~

- ~~a. Tenurable appointments shall be identified as either "Probationary/Tenure Track Appointments" or "Tenured Appointments".~~
- ~~b. Non-tenurable faculty appointments shall be identified as "Specific Term Appointments" or as "Special Appointments." A "Specific Term Appointment" shall carry no presumption of reappointment and will expire at the end of the stated term, if notice is given in the time and manner prescribed in Board Policy 5014. Special Appointments carry no presumption of reappointment and shall terminate in accordance with the time stated in the written contract.~~
- ~~c. Appointments at less than full time or joint appointments of two or more individuals to a single position shall not be tenurable appointments.~~
- ~~d. Service in non-tenurable appointments shall not count towards probationary service for tenure.~~
- ~~e. An appointment not specifically identified as tenurable is a non-tenurable appointment. A tenured appointment not specifically identified as tenured is probationary.~~
- ~~f. Colleges shall not include any employment warranties or other special conditions in employment contracts in violation of Board Policies or the SCEA bargaining agreement.~~

~~PROCEDURE~~

- ~~1. Each State College may establish policies for non-tenurable appointees regarding other faculty rights and responsibilities, including voting. Such policies may recognize different classes of non-tenurable appointments such as adjunct faculty, visiting faculty, or lecturer, etc.~~
- ~~2. The contract of employment for non-tenurable appointees shall specify the term of the appointment. In the event the term is not specified in the contract, the term is considered to be the semester during which employment first occurs.~~
- ~~3. The initial employment contract for tenurable appointees shall also specify the standards and procedures to be applied in any tenure decision.~~

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

~~Policy Revised: 4/18/08~~

~~Policy Deleted: _____~~

Academic & Personnel Committee

Gary Beiganski, Chair
Roger Breed

June 25, 2013

**ACTION: First & Final Round Approval of the Deletion of Board Policy 5013;
Employment Contract; Professional Staff**

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

Board Policy 5013 can be deleted. Language from this policy has either been incorporated into Board Policy 5014 or already exists in the NSCS-NSCPA Bargaining Agreement or other Board policies.

The System Office recommends approval of the deletion of Board Policy 5013 and a copy is attached.

~~PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM~~

~~POLICY: 5013 Employment Contract; Professional Staff Page 1 of 1~~

~~BOARD POLICY~~

~~Professional staff holding regular, full-time budgeted positions shall be issued contracts on the contract form approved by the System Office specifying salary and other terms of employment which must be signed by the President or Chancellor, and reported to the Board. The contract shall contain the following, and may contain additional mutually agreed-upon terms:~~

- ~~1. Identification of the type of appointment, either a "Special Appointment," or a "Specific Term Appointment" as defined by Board Policy 5014;~~
- ~~2. A statement that the rights and responsibilities, specified in Sections 2000 and 5000 of Board policies, are a part of the contract; and~~
- ~~3. Identification of the position title, term of employment, salary, employee benefits, collective bargaining unit status, and, where applicable, the termination date of the appointment.~~

~~Colleges shall not include any employment warranties or other special conditions in employment contracts in violation of Board Policies or the NSCPA Bargaining Agreement.~~

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

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

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

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

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

~~Policy Revised: 6/2/06~~

~~Policy Revised: 4/18/08~~

Policy Deleted:

Academic & Personnel Committee

Gary Beiganski, Chair
Roger Breed

June 25, 2013

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

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

The System Office recommends approval of the revisions to Board Policy 5014 and a copy is attached.

The revisions include the addition of language from Policies 5012 and 5013 and the deletion of terms of employment that are addressed elsewhere in collective bargaining agreements.

Additionally, the “right to return” provisions near the end of the policy have been revised. In 2008, a four year right to return was incorporated into this policy. In the future, the right to return will be limited to a two year opportunity unless specifically extended by the President and Chancellor.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 1 of 3

BOARD POLICY

Faculty and professional staff shall be issued annual contracts specifying salary and other terms and conditions of employment in accordance with Board policies and/or applicable collective bargaining agreements on the contract form approved by the System Office. Employment contracts must be signed by the President or Chancellor and be reported to the Board. Employment warranties or other special conditions in employment contracts that violate Board Policies or collective bargaining agreements shall not be allowed.

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

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

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

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

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

2. **Specific Term Appointment.** A "Specific Term Appointment" is a professional staff or faculty appointment for a term of one academic or fiscal year. Faculty appointments will be designated as either "Probationary/Tenure Track Appointment," "Tenured Appointment," or "Non-Tenure Track Appointment." No advance notice shall be required in the event of dismissal for cause prior to the end of the appointment term.

The Chancellor has the discretion to offer Vice Chancellors' Specific Term "contracts for a period of two (2) years with a salary level which is determined annually. Contracts may be renewed at the discretion of

the Chancellor. Such renewal shall be for an additional one (1) year period with a salary level determined for the upcoming year. Written notice of non-renewal shall be given by June 30 prior to the final contract year. No advance notice shall be required in the event of dismissal for cause prior to the end of the appointment term.

~~A "Specific Term Appointment" for faculty members shall be a non tenure track appointment and shall not count toward years of service in qualifying for a tenured appointment or promotion in rank. Faculty appointed to a "Specific Term" professional staff position do not have tenured status with respect to such position, the salary of the position, the term (AY/FY) of contract, or any other provisions or perquisites of that position.~~

Reappointment and non-renewal notice requirements for faculty covered by the SCEA bargaining unit are contained in the current NSCS-SCEA Bargaining Agreement.

Reappointment and non-renewal notice requirements for professional staff covered by the NSCPA bargaining unit are contained in the current NSCS-NSCPA Bargaining Agreement.

Non-union faculty or non-union professional staff specific term appointments ~~A "Specific Term Appointment" shall carry no presumption of reappointment, and will terminate at the end of the stated term, if written notice of non-reappointment is given in accordance with the following requirements:~~

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

Tenured faculty members who accept an employment appointment to a professional staff position may be contractually granted the right to return to his or her tenured faculty position, at the discretion of the President, for a maximum of two (2) years. If the President offers such a right to return in an employment contract, the College shall only be allowed to refill the faculty vacancy with interim appointments until the right to return period has expired. As of 6-1-2008, professional staff members who hold a contract that includes a term regarding the right to retain tenure and/or the right to return to faculty status shall retain such right for a period of four (4) years during which time they can exercise the right, as long as he or she remains employed by the College. During the four (4) year period, if a vacant faculty position at the employing College occurs for which the professional staff member is qualified; the College may offer the vacant position to the professional staff member in writing. Qualifications will be determined by the College. If the professional staff member does not exercise the right to return to his or her tenured faculty position within the two (2) year period, accept the vacant faculty position, he or she will be deemed to have relinquished all future rights to return to a faculty position and/or tenured faculty employment.

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

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

At a President's approval and subsequent request to the Chancellor, an extension of the ~~four (4)~~ two (2) year time period may be granted by the Chancellor due to extenuating circumstances.

- ~~3. **Probationary/Tenure Track Appointments.** A "Probationary/Tenure Track Appointment" is a probationary appointment as a faculty member with the rank of instructor or above for a term of one year. A "Probationary/Tenure Track Appointment" shall carry no presumption of renewal, and will terminate at the end of the stated term, if written notice of non reappointment is given in accordance with the terms of the SCEA Bargaining Agreement.~~
- ~~4. **Tenured Appointment.** A "Tenured Appointment" is an academic appointment terminable only for adequate cause; program or department reduction, curtailment or discontinuance, or financial exigency. No person shall have a "Tenured Appointment" until notice has been received that such an appointment has been reported to and accepted by the Board. The President shall inform the Chancellor if the recommendations of the President and the Academic Vice President differ from the recommendations of the College Promotion and Tenure Committee and dean.~~

Policy Adopted: 6/5/93
Policy Revised: 11/11/95
Policy Revised: 6/2/06
Policy Revised: 4/18/08
Policy Revised: 6/2/11
Policy Revised:

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve Intensive English Language Services Agreement for Chadron State College and Authorize the Chancellor to Sign the Agreement

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

5. Create a diverse intellectual and social environment

Strategy: h. Strengthen programs for leadership, global connectedness, and service learning

j. Establish an environment conducive to creating new programs

l. Enhance coordinated outreach through distance delivery of classes, services, programs, and degrees

Pursuant to the terms of the Agreement, Bridge-Linguatec, Inc. will provide intensive English language program services to international students who have been conditionally accepted to Chadron State College. As part of the program services, Bridge will work collaboratively with the College to organize and implement a wide range of social and cultural activities focusing on student life and enhancing engagement between the international students and other CSC students.

The System Office recommends approval of the Agreement.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve 2013-2014 Interlocal Agreement Between Wayne State College and the City of Wayne to Share Law Enforcement Resources

Priority: Financial Strength of the System

Goals: 4. Improve efficiency of operations

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

The System Office and Wayne State College recommend approval of the 2013-2014 Interlocal Agreement with the City of Wayne to provide the following law enforcement services for the College: 1) assign a certified police officer to the College for twenty-two (22) hours per week during the academic year; 2) enforce traffic and criminal laws; 3) conduct criminal investigations; 4) respond to calls for service; 5) perform community policing duties; 6) answer Campus Security telephone after hours, refer calls to Campus Security staff and assign police officers to crimes reported; and 7) monitor Campus fire alarm system and dispatch fire trucks as needed.

The total charge by the City for the above defined law enforcement services will be \$30,000.00 per year. The terms of this Agreement shall be in effect July 1, 2013 through June 30, 2014.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve Lumen Agreement for Peru State College and Authorize the Chancellor to Sign the Agreement

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

5. Create a diverse intellectual and social environment

Strategies: h. Strengthen programs for leadership, global connectedness, and service learning

j. Establish an environment conducive to creating new programs

l. Enhance coordinated outreach through distance delivery of classes, services, programs, and degrees

Peru State College (PSC) requests approval to enter into a cooperative Agreement with Lumen, LLC. to assess, for one semester, the effectiveness of the Kaleidoscope approach to developing and offering courses utilizing Open Educational Resources (OERs).

OERs are pre-developed instructional and assessment materials that are openly licensed and free to use. Materials can be developed and aggregated in such a way as to eliminate the use of costly textbooks while improving the educational experience with a wider variety of more contemporary resources.

This cooperative Agreement will help speed and improve the material development and review processes, as well as improve assessment rigor. There are no direct costs to the College for the project as planning and course development resources are provided per the terms of the Agreement.

PSC must provide any materials developed by the institution and assessment data at the end of the pilot semester, which begins August 2013. Initial efforts will involve introductory math and English courses. Over time, additional OER courses will be developed using what is learned from this experience.

The College and System Office recommend approval of the Agreement.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve Learner's Edge Agreement for Peru State College and Authorize the Chancellor to Sign the Agreement

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

5. Create a diverse intellectual and social environment

Strategies: h. Strengthen programs for leadership, global connectedness, and service learning

j. Establish an environment conducive to creating new programs

l. Enhance coordinated outreach through distance delivery of classes, services, programs, and degrees

Peru State College (PSC) requests approval to enter into a collaborative Agreement with Learner's Edge, Inc. (LEI) to offer graduate continuing education courses through PSC. LEI will offer certain pre-approved post-baccalaureate, teacher-education professional development courses for which PSC will issue official college "in-service" graduate credit. Under certain conditions, and with prior approval, a limited number of credits may count toward the graduate program at PSC.

The terms contained in the Agreement establish the roles and expectations for this partnership. The one year Agreement begins in August 2013 and includes important provisions to help maintain appropriate quality control. The agreement is an opportunity to attract students to PSC's graduate programs, broaden course offerings beyond the current capability of the institution, and support in-service teachers' advancement on school pay scales.

Peru State College and the System Office recommend approval of the Agreement.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Approve Lumen Agreement for Wayne State College and Authorize the Chancellor to sign the Agreement

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
 - 5. Create a diverse intellectual and social environment

- Strategies: h. Strengthen programs for leadership, global connectedness, and service learning.
- j. Establish an environment conducive to creating new programs
 - l. Enhance coordinated outreach through distance delivery of classes, services, programs, and degrees

Wayne State College (WSC) requests approval to enter into a cooperative Agreement with Lumen, LLC to assess, for one semester, the effectiveness of the Kaleidoscope approach to developing and offering courses utilizing Open Educational Resources (OERs).

OERs are pre-developed instructional and assessment materials that are openly licensed and free to use. Materials can be developed and aggregated in such a way as to eliminate the use of costly textbooks while improving the educational experience with a wider variety of more contemporary resources.

This cooperative Agreement will help speed and improve the material development and review processes, as well as improve assessment rigor. There are no direct costs to the College for the project as planning and course development resources are provided per the terms of the Agreement.

WSC must provide any materials developed by the institution and assessment data at the end of the pilot semester, which begins August 2013. Initial efforts will involve introductory math and English courses. Over time, additional OER courses will be developed using what is learned from this experience.

The College and System Office recommend approval of the Agreement.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Authorize the Chancellor to Sign the Campus Resource Officer (CRO) Agreement with the City of Chadron on behalf of Chadron State College

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

5. Create a diverse intellectual and social environment

Strategies: h. Strengthen programs for leadership, global connectedness, and service learning

j. Establish an environment conducive to creating new programs

l. Enhance coordinated outreach through distance delivery of classes, services, programs, and degrees

CSC recommends continuing the Interlocal Cooperative Agreement for the College Resource Officer (CRO) with the City of Chadron. Chadron State College respectfully requests that the Board authorize the Chancellor to sign the Agreement.

The CRO's presence on campus has been very positive for the College. The cooperative relationship with the City of Chadron and the Police Department has improved safety and security and has reduced the frequency and intensity of altercations on campus.

The new Agreement will begin in August of 2013 and will provide coverage for 40 hours per week for ten months each year. The College will pay the actual cost of salary and benefits for the hours worked by the assigned CRO.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Authorize the Chancellor and President Hanson to Approve and Sign the Agreement Between the University of Nebraska Medical Center College of Nursing and Peru State College

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

5. Create a diverse intellectual and social environment

Strategy: h. Strengthen programs for leadership, global connectedness, and service learning

j. Establish an environment conducive to creating new programs

l. Enhance coordinated outreach through distance delivery of classes, services, programs, and degrees

The Agreement would allow up to four (4) Peru State College students to be provisionally admitted to the Bachelor of Science in Nursing (BSN) program at the University of Nebraska Medical Center through the Rural Health Opportunity Program (RHOP).

The Agreement would begin on July 1, 2013. Freshman starting in the Fall 2014 would be eligible to enroll for two (2) years at PSC and two (2) years at UNMC School of Nursing to complete the BSN degree under the terms of the Agreement.

The Agreement is similar to the PHEAST Agreement that was approved in 2011 and other long standing RHOP collaborative partnerships. The College and System Office recommend approval of the Agreement.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

ACTION: Authorize the Chancellor to Take Necessary Steps to Operationalize Background Screening Protocols in Accordance with Changes Required by the Nebraska State College System's Liability Insurance Provider

Priority: Financial Strength of the System

As part of the renewal process for our general liability and umbrella liability policies, our insurer is requiring that we conduct additional background screenings on employees and volunteers. The Board is requested to authorize the Chancellor to move forward with necessary actions to implement the additional requirements to assure the NSCS is able to continue existing coverage.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the Following Tuition Rates, Online Rates, and the Dual Enrollment Program Rate Per Credit Hour for 2013-2014:

TUITION

Undergraduate, resident	\$140.00
Graduate, resident	\$177.75
Undergraduate, non-resident	\$280.00
Graduate, non-resident	\$355.50

CHADRON STATE COLLEGE NON-RESIDENT TUITION

Undergraduate, non-resident (on-site)	\$141.00
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PERU STATE COLLEGE NON-RESIDENT TUITION

Undergraduate, non-resident (on-site)	\$141.00
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COLLEGE CENTER AT SOUTH SIOUX CITY (WSC)

Undergraduate, non-resident (College Center)	\$141.00
Graduate, non-resident (College Center)	\$178.75

ONLINE RATE (all inclusive)

Undergraduate Online	\$220.00
Graduate Online	\$275.00

DUAL ENROLLMENT PROGRAM RATE (all inclusive)	\$50.00
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Mission Statement: The Nebraska State College System serves our students, communities and state by providing high quality, accessible educational opportunities.

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

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

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

TUITION

As part of the Agreement on the biennium operating budget (LB 195 (2013)) between the Governor, Legislature, and the NSCS, tuition rates will not be increased for 2013-14 or 2014-15. The rates shown above for tuition remain the same as in 2012-13. The new non-resident rate for Chadron State College is added in accordance with action taken by the Board at its March 15, 2013 meeting.

Board policy 6021 states that undergraduate resident tuition rates will be established, and the graduate rate will be approximately one hundred twenty-five percent (125%) of the

4.1.-2

undergraduate rate. Non-resident undergraduate rates will be established at no more than two hundred percent (200%) of resident undergraduate rates, and non-resident graduate rates will be established at approximately one hundred twenty- five percent (125%) of the non-resident undergraduate rate.

ONLINE RATE

The online rates are inclusive of all tuition and fees. The 2012-13 single, system-wide rates were:

ONLINE RATE	
Undergraduate On-Line	\$210.00
Graduate On-Line	\$262.50

Each College will propose the distribution formula for its online rate, which must be approved by the Chancellor.

DUAL ENROLLMENT PROGRAM RATE

The dual enrollment rate is inclusive of tuition and fees. This was a new systemwide rate for 2012-13 and remains steady for 2013-14.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the Proposed Fee Schedules for 2013-2014 as Submitted by the Colleges

Priority: Financial Strength of the System

Goals: 2. Increase enrollment and retention

4. Improve efficiency of operations

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

The colleges have submitted the following proposed fee changes for FY 2013-2014. A summary of all student fees is found on the following pages.

Institution	Fee Changes	Current 2012-2013	Proposed 2013-2014
Chadron	Event Fee:		
	Per credit hour	\$5.10	\$5.95
	Max per semester	61.20	71.40
	Health Fee: (per semester)		
	0-12 credit hours	4.15	4.30
	Max per semester	49.80	51.60
	Student Activity Fee (per credit hour)	6.15	5.66
	Max per semester	73.80	67.80
Student Record Fee	0.40	0.41	
Technology Fee: (per credit hour)	7.55	7.75	
Peru	Facilities Fee (per credit hour)	18.00	20.00
	Student Activity Fee (per credit hour)	5.00	6.00
	Learning Community Fee (per semester)	15.00	25.00
	New Student Orientation Fee	0.00	85.00
	Replacement ID Card	7.00	25.00

4.2.-2

Wayne	Admissions/Matriculation Fee (one time)	10.00	15.00
	Event Fee (per credit hour)		
	0-12 credit hours	\$8.50	\$9.50
	Max per semester	102.00	114.00
	Facilities Fee (per credit hour)		
	0-12 credit hours	17.50	18.00
	Max per semester	210.00	216.00
	Student Activity Fee		
	0-12 credit hours	4.00	4.25
	Max per semester	48.00	51.00
	Technology Fee (per credit hour)	7.25	7.75
	Max per sem 12 ch or more on-campus	87.00	93.00
	Extended Campus Fee (per credit hour)	31.00	32.00
	Technology Fee (ext campus per cr hr-no max)	7.25	7.75
	New Student Orientation Fee	85.00	95.00
	Annual Parking Fee (1 st vehicle)	40.00	45.00
	Annual Parking Fee (2 nd vehicle)	20.00	22.50
	Annual Parking Fee (reserved in Hahn)	60.00	70.00
	Annual Parking Fee (motorcycle)	13.00	15.00
	One Semester Parking Fee (1 st vehicle)	24.00	25.00
	One Semester Parking Fee (2 nd vehicle)	12.00	12.50
	One Semester Parking Fee (motorcycle)	6.50	7.50
	Summer Only Parking Fee	13.00	0.00
Summer Only Parking Fee (motorcycle)	6.50	0.00	

CHADRON STATE COLLEGE

Proposed Student Fee Schedule 2013-14 Fiscal Year

	Fund			2012-13	Proposed	Change	
	C*	R*	T*	Rate	2013-14	Amount	Percent
					Rate		
Mandatory Fees:							
Admission/Matriculation Fee (one time)	x			\$15.00	\$15.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)			x	\$10.00	\$10.00	\$0.00	0.0%
Event Fee (per credit hour)			x	\$5.10	\$5.95	\$0.85	16.7%
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable			x	\$61.20	\$71.40	\$10.20	16.7%
Facilities Fee (per credit hour)		x		\$16.00	\$16.00	\$0.00	0.0%
On-Campus							
Off-Campus							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Health Fee (per semester)	x			\$4.15	\$4.30	\$0.15	3.6%
per credit hour, 0-12 hours							
Max per semester, if applicable	x			\$49.80	\$51.60	\$1.80	3.6%
Student Activity Fee (per credit hour)			x	\$6.15	\$5.66	-\$0.49	-8.0%
1-10 credit hours							
11+ credit hours							
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable			x	\$73.80	\$67.80	-\$6.00	-8.1%
Student Record Fee (per credit hour)	x			\$0.40	\$0.41	\$0.01	2.5%
Technology Fee (per credit hour)#	x			\$7.55	\$7.75	\$0.20	2.6%
12 credit hours or more (on-campus) (per semester)							
Max per semester, if applicable							
Fees which vary from above for off-campus students:							
Extended Campus Fee (per credit hour)							
Technology Fee (ext. campus per credit hour-no max.)							
Other Fees:							
Alcohol/Marijuana policy violation fees		x		\$50-150	\$50-150	\$0.00	0.0%
CATS Services Fee							
CLEP Test Administration Fee							
Course Lab Fees (per course)	x			\$5-\$75	\$5-\$75	\$0.00	0.0%
Deferment Fee							
Degree/Graduation Fee:	x			\$ 20.00	\$ 20.00	\$0.00	0.0%
Undergraduate/Baccalaureate							
Graduate/Master's							
Distance Learning (per cr. hr.)							
Failure to Pay Penalty							
Housing Deposit							
Housing Application Fee		x		\$50.00	\$50.00	\$0.00	0.0%
Late Housing Contract Cancellation Fee							
International Student Admission Processing Fee							
Late Payment Fee (2% of outstanding balance up to)	x			\$ 100.00	\$ 100.00	\$0.00	0.0%
Late Registration/Enrollment Fee	x			\$25.00	\$25.00	\$0.00	0.0%
LEAP Fee							
Library Penalty (per item)	x			\$0.05	\$0.05	\$0.00	0.0%
Library User Fee (annual)							
Material Fee							

CHADRON STATE COLLEGE

Proposed Student Fee Schedule

2013-14 Fiscal Year

Music, Private Lessons (per semester)	x		\$150-\$250	\$150-\$250	\$0.00	0.0%
Music, Locker Rental (per semester)						
Music, Instrument Rental Fee (per semester)						
New Student Orientation Fee	x		\$100.00	\$100.00	\$0.00	0.0%
Parking						
Employee Only						
Annual 1st Vehicle	x		\$20.00	\$20.00	\$0.00	0.0%
Annual 2nd Vehicle (each add'l. vehicle)	x		\$20.00	\$20.00	\$0.00	0.0%
Annual Reserved in Hahn						
Annual Motorcycle						
One Semester 1st Vehicle						
One Semester 2nd Vehicle (each add'l. vehicle)						
One Semester Motorcycle						
Summer Only						
Summer Only Motorcycle						
Penalty	x		\$20.00	\$20.00	\$0.00	0.0%
Payment Plan						
Payment Plan Fee	x		\$20.00	\$20.00	\$0.00	0.0%
Placement/Credential Fee	x		\$30.00	\$30.00	\$0.00	0.0%
Credential Set-Up Fee						
Alcohol/Marijuana policy violation fees						
Publications Fee						
Reinstatement after Administrative Withdrawal						
Returned Check Charge						
Site Specific Fee						
Student ID Card						
Duplicate ID Card/Old Card Exchanged	x		\$5.00	\$5.00	\$0.00	0.0%
Replacement ID Card	x		\$5.00	\$5.00	\$0.00	0.0%
Student Teacher Fee (per credit hour)	x		\$6.25	\$6.25	\$0.00	0.0%
Transcript Fee						
C* = cash fund						
F* = fund 49000						
R* = revolving fund						
T* = trust fund						
#Although technology fee is deposited entirely in the cash fund some funds are used for auxiliary expenses.						

PERU STATE COLLEGE							
Proposed Student Fee Schedule							
2013-14 Fiscal Year							
	Fund			2012-13	Proposed	Change	
	C*	R*	T*	Rate	Rate	Amount	Percent
Mandatory Fees:							
Admission/Matriculation Fee (one time)	x			\$10.00	\$10.00	\$0.00	0.0%
Capital Improvement Fee (per credit hour)		x		\$10.00	\$10.00	\$0.00	0.0%
Event Fee (per credit hour)	x			\$3.75	\$3.75	\$0.00	0.0%
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Facilities Fee (per credit hour)	x	x		\$18.00	\$20.00	\$2.00	11.1%
On-Campus							
Off-Campus							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Health Fee (per semester)	x			\$45.00	\$45.00	\$0.00	0.0%
per credit hour, 0-12 hours							
Max per semester, if applicable							
Student Activity Fee (per credit hour)			x	\$5.00	\$6.00	\$1.00	20.0%
1-10 credit hours							
11+ credit hours							
1-6 credit hours							
7+ credit hours							
0-12 credit hours							
12 credit hours or more							
Max per semester, if applicable							
Student Record Fee (per credit hour)							
Technology Fee (per credit hour)	x			\$6.50	\$6.50	\$0.00	0.0%
12 credit hours or more (on-campus) (per semester)							
Max per semester, if applicable							
Fees which vary from above for off-campus students:							
Extended Campus Fee (per credit hour)	x			\$0.00	\$0.00	\$0.00	#DIV/0!
Technology Fee (ext. campus per credit hour-no max.)							
Other Fees:							
Alcohol/Marijuana Policy Violation Fee		x		\$30.00	\$30.00	\$0.00	0.0%
CATS (ARC) Services Fee	x			\$6.00	\$6.00	\$0.00	0.0%
CLEP Test Administration Fee	x			Vary	Vary		
Course Lab Fees (per course)	x			Vary	Vary		
Deferment Fee (per semester)	x			\$35.00	\$35.00	\$0.00	0.0%
Degree/Graduation Fee:							
Undergraduate/Baccalaureate	x			\$30.00	\$30.00	\$0.00	0.0%
Graduate/Master's	x			\$40.00	\$40.00	\$0.00	0.0%
Distance Learning (per cr. hr.)	x			\$15.00	\$15.00	\$0.00	0.0%
Failure to Pay Penalty							
Housing Application Fee		x		\$50.00	\$50.00	\$0.00	0.0%
Improper Checkout Fee		x		\$150.00	\$150.00	\$0.00	0.0%
International Student Admission Processing Fee							
Late Housing Contract Cancellation Fee		x		\$150.00	\$150.00	\$0.00	0.0%
Late Payment Fee	x			Up to 10% of unpaid balance			
Late Registration/Enrollment Fee	x			\$10.00	\$10.00	\$0.00	0.0%
LEAP Fee (per semester)	x			\$7.50	\$7.50	\$0.00	0.0%
Learning Community Fee (per semester)	x			\$15.00	\$25.00	\$10.00	66.7%
Library Penalty (per day)	x			\$0.10	\$0.10	\$0.00	0.0%
Library User Fee (annual)							

PERU STATE COLLEGE

Proposed Student Fee Schedule

2013-14 Fiscal Year

Material Fee							
Music, Private Lessons (per credit hour)	x			\$90.00	\$90.00	\$0.00	0.0%
Music, Locker Rental (per semester)							
Music, Instrument Rental Fee (per semester)							
New Student Orientation Fee	x			\$0.00	\$85.00	\$85.00	NEW
Parking							
Employee Only	x			\$20.00	\$20.00	\$0.00	0.0%
Annual	x			\$20.00	\$20.00	\$0.00	0.0%
Annual 2nd Vehicle (each add'l. vehicle)							
Annual Reserved in Hahn							
Annual Motorcycle							
One Semester 1st Vehicle							
One Semester 2nd Vehicle (each add'l. vehicle)							
One Semester Motorcycle							
Summer Only							
Summer Only Motorcycle							
Penalty	x			\$25.00	\$25.00	\$0.00	0.0%
Placement/Credential Fee							
Credential Set-Up Fee							
Publications Fee			x	\$1.25	\$1.25	\$0.00	0.0%
Reinstatement after Administrative Withdrawal							
Returned Check Charge	x			\$20.00	\$20.00	\$0.00	0.0%
Room Change Fee		x		\$35.00	\$35.00	\$0.00	0.0%
Site Specific Fee							
Student ID Card (per semester)	x			\$2.00	\$2.00	\$0.00	0.0%
Duplicate ID Card/Old Card Exchanged							
Replacement ID Card	x			\$7.00	\$25.00	\$18.00	257.1%
Transcript Fee							
C* = cash fund							
R* = revolving fund							
T* = trust fund							

WAYNE STATE COLLEGE							
Proposed Student Fee Schedule							
2013-14 Fiscal Year							
	Fund			2012-13	Proposed 2013-14	Change	
	C*	R*	T*	Rate	Rate	Amount	Percent
Mandatory Fees:							
Admission/Matriculation Fee (one time)	X			\$10.00	\$15.00	\$5.00	50.0%
Capital Improvement Fee (per credit hour)		X		\$10.00	\$10.00	\$0.00	0.0%
Event Fee (per credit hour)							
1-6 credit hours							
7+ credit hours							
0-12 credit hours	X			\$8.50	\$9.50	\$1.00	11.8%
12 credit hours or more							
Max per semester, if applicable	X			\$102.00	\$114.00	\$12.00	11.8%
Facilities Fee (per credit hour)							
On-Campus							
Off-Campus							
0-12 credit hours	X	X		\$17.50	\$18.00	\$0.50	2.9%
12 credit hours or more							
Max per semester, if applicable	X	X		\$210.00	\$216.00	\$6.00	2.9%
Health Fee (per semester)							
per credit hour, 0-12 hours	X			\$4.00	\$4.00	\$0.00	0.0%
Max per semester, if applicable	X			\$48.00	\$48.00	\$0.00	0.0%
Student Activity Fee (per credit hour)							
1-10 credit hours							
11+ credit hours							
1-6 credit hours							
7+ credit hours							
0-12 credit hours			X	\$4.00	\$4.25	\$0.25	6.3%
12 credit hours or more							
Max per semester, if applicable			X	\$48.00	\$51.00	\$3.00	6.3%
Student Record Fee (per credit hour)	X			\$1.00	\$1.00	\$0.00	0.0%
Technology Fee (per credit hour)	X			\$7.25	\$7.75	\$0.50	6.9%
Max per semester 12 credit hrs. or more, on-campus	X			\$87.00	\$93.00	\$6.00	6.9%
Fees which vary from above for off-campus students:							
Extended Campus Fee (per credit hour)	X			\$31.00	\$32.00	\$1.00	3.2%
Technology Fee (ext. campus per credit hour-no max.)	X			\$7.25	\$7.75	\$0.50	6.9%
Other Fees:							
Course Lab Fees (per course)	X			as published	as published		
Degree/Graduation Fee:							
Undergraduate/Baccalaureate	X			\$45.00	\$45.00	\$0.00	0.0%
Graduate/Master's	X			\$70.00	\$70.00	\$0.00	0.0%
Housing Application Fee		X		\$50.00	\$50.00	\$0.00	0.0%
Late Housing Contract Cancellation Fee		X		10% of contract	10% of contract		
Late Payment Fee	X			2% up to \$100	2% up to \$100		
Material Fee	X			at cost	at cost		
Music, Locker Rental (per semester)	X			\$10.00	\$10.00	\$0.00	0.0%
Music, Instrument Rental Fee (per semester)	X			\$10.00	\$10.00	\$0.00	0.0%
New Student Orientation Fee	X			\$85.00	\$95.00	\$10.00	11.8%
Transfer Student Orientation Fee	X			\$15.00	\$15.00	\$0.00	0.0%
Parking							
Annual 1st Vehicle	X	X		\$40.00	\$45.00	\$5.00	12.5%
Annual 2nd Vehicle (each add'l. vehicle)	X	X		\$20.00	\$22.50	\$2.50	12.5%
Annual Reserved in Hahn	X	X		\$60.00	\$70.00	\$10.00	16.7%
Annual Motorcycle	X	X		\$13.00	\$15.00	\$2.00	15.4%
One Semester 1st Vehicle	X	X		\$24.00	\$25.00	\$1.00	4.2%
One Semester 2nd Vehicle (each add'l. vehicle)	X	X		\$12.00	\$12.50	\$0.50	4.2%
One Semester Motorcycle	X	X		\$6.50	\$7.50	\$1.00	15.4%
Summer Only	X	X		\$13.00	\$0.00	-\$13.00	-100.0%
Summer Only Motorcycle	X	X		\$6.50	\$0.00	-\$6.50	-100.0%
Placement/Credential Fee	X			\$0.00	\$0.00	\$0.00	N/A
Reinstatement after Administrative Withdrawal	X			\$100.00	\$100.00	\$0.00	0.0%
Returned Check Charge	X			\$40.00	\$40.00	\$0.00	0.0%

WAYNE STATE COLLEGE

Proposed Student Fee Schedule

2013-14 Fiscal Year

Student Replacement ID Card	X			\$15.00	\$15.00	\$0.00	0.0%
Transcript Fee (per transcript after 25 free requested)	X			\$5.00	\$5.00	\$0.00	0.0%
C* = cash fund							
R* = revolving fund							
T* = trust fund							

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the 2013-2014 Room and Board Rate Proposals as Submitted by the Colleges

Priority: Financial Strength of the System

Goal: 2. Increase enrollment and retention

Strategies: b. Increase number of students in residential housing

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

The Colleges have submitted proposals for their respective room and board rates for the 2013-2014 fiscal year as follows. Detailed information is found on the following pages.

2013-2014 Proposals	Chadron	Peru	Wayne
Double Room Rate Increases	3.99%	8.20%	4.20%
14-Meal Plan Rate Increases +\$100/7 Day Plan	3.00%	N/A	N/A
15-Meal Plan Rate Increases +\$85/7 Day Plan	N/A	9.00%	N/A
15-Meal Plan Rate Increases +\$135/7 Day Plan	N/A	N/A	3.60%

Double Room Rate Proposals	Chadron	Peru	Wayne
Double room rates/semester	\$1,381/\$1,449	\$1,457/\$1,711	\$1,500/\$1,570

Meal Plan Proposals	Chadron	Peru	Wayne
280 meal block +\$200	\$1,475	N/A	N/A
14 meal +\$100/7 day per sem.	\$1,337	N/A	N/A
150 meal block + \$200	\$1,280	N/A	N/A
15 meal +\$85/7 day per sem.	N/A	\$1,393	N/A
15 meal +\$135/7 day per sem	N/A	N/A	\$1,595
10 meal +\$50/7 day per sem	N/A	\$943*	N/A
10 meal +\$165/7 day per sem.	N/A	N/A	\$1,595
19 meal +\$100/7 day per sem.	NA	N/A	\$1,595
5 meal +\$50/5 day per sem.	NA	N/A	\$560
5 meal commuter plan	\$574	\$476	N/A
3 meal +\$225/5 day per sem.	N/A	N/A	\$560
Meal Plan with No Restrictions	N/A	\$1,607	N/A

*Nicholas and Pate apartments only

**Chadron State College
Room and Board Rate Proposal
2013-14**

Board Rates					
	Actual 2011-12	Actual 2012-13	Proposed 2013-14	Difference	Percent Change
19 Meal +\$100/7 Day Plan	\$ 1,390	\$ 1,432	N/A		
280 Meal Block Plan + \$200			\$ 1,475		
14 Meal + \$100/7 Day Plan	\$ 1,260	\$ 1,298	\$ 1,337	\$ 39	3.00%
150 Meal Block Plan + \$200			\$ 1,280		
9 Meal + \$100/7 Day Plan	\$ 1,205	\$ 1,241	N/A		
135 Meal Block Plan + \$200	\$ 1,161	\$ 1,196	N/A		
5 Meal Commuter Plan	\$ 541	\$ 557	\$ 574	\$ 17	3.05%

Room Rates					
	Actual 2011-12	Actual 2012-13	Proposed 2013-14	Difference	Percent Change
Residence Halls *					
Private Room	\$ 1,896	\$ 1,990	\$ 2,070	\$ 80	4.02%
Private Room - Edna Hall	\$ 2,092	\$ 2,134	\$ 2,177	\$ 43	2.01%
Semi-Private Room	\$ 1,265	\$ 1,328	\$ 1,381	\$ 53	3.99%
Semi-Private Room - Edna Hall	\$ 1,392	\$ 1,420	\$ 1,449	\$ 29	2.04%
Family Housing **					
West Court 1-16, 32-47	\$ 453	\$ 462	\$ 462	\$ -	0.00%
West Court 17-18, 24-31	\$ 492	\$ 502	\$ 502	\$ -	0.00%
West Court 19/20	\$ 550	\$ 561	\$ 561	\$ -	0.00%
West Court 21-22	\$ 429	\$ 438	\$ 438	\$ -	0.00%
Brooks Apartments	\$ 408	\$ 416	\$ 416	\$ -	0.00%
Residence Hall Apartments	\$ 353	\$ 360	\$ 360	\$ -	0.00%

*Per Semester

**Per Month

**Peru State College
Room and Board Rate Proposal
2013-14**

Board Rates					
	Actual 2011-12	Actual 2012-13	Proposed 2013-14	Difference	Percent Change
Meal Plan - 5 Meals/5 Days	\$ 416	\$ 437	\$476	\$ 39	9.00%
Meal Plan* - 10 Meals/7 days + \$50	N/A	\$ 865	\$943	\$ 78	9.00%
Meal Plan - 15 Meals/7 Days + \$85	\$ 1,217	\$ 1,278	\$1,393	\$ 115	9.00%
Meal Plan - No Restrictions	\$ 1,404	\$ 1,474	\$1,607	\$ 133	9.00%
* Nicholas and Pate Apartments only					
Room Rates					
	Actual 2011-12	Actual 2012-13	Proposed 2013-14	Difference	Percent Change
Residence Halls					
DELZELL					
Private Room	\$ 1,925	\$ 2,021	\$2,570	\$ 549	27.16%
Semi-Private Room	\$ 1,283	\$ 1,347	\$1,457	\$ 110	8.20%
MORGAN					
Private Room	\$ 2,258	\$ 2,371	\$3,005	\$ 634	26.74%
Semi-Private Room	\$ 1,506	\$ 1,581	\$1,711	\$ 130	8.20%
CENTENNIAL COMPLEX					
Private Room	\$ 2,258	\$ 2,371	\$3,005	\$ 634	26.74%
Semi-Private Room	\$ 1,506	\$ 1,581	\$1,711	\$ 130	8.20%
APARTMENTS/MONTH					
ONE BEDROOM - NO A/C	\$ 379	\$ 398	\$425	\$ 27	6.78%
TWO BEDROOM - NO A/C	\$ 457	\$ 480	\$500	\$ 20	4.17%
ONE BEDROOM - A/C	\$ 408	\$ 428	\$450	\$ 22	5.14%
TWO BEDROOM - A/C	\$ 475	\$ 499	\$525	\$ 26	5.21%
THREE BEDROOM - A/C	\$ 512	\$ 538	\$575	\$ 37	6.88%

4.3

Wayne State College
Room and Board Rate Proposal (Per Semester)
2013-14

Board Rates					
	Actual 2011-12*	Actual 2012-13	Proposed 2013-14	Difference	Percent Change
19 Meal +\$100 Flex Dollars/7-Day Plan	\$1,485	\$1,540	\$1,595	\$55	3.6%
15 Meal +\$135 Flex Dollars/7-Day Plan	\$1,485	\$1,540	\$1,595	\$55	3.6%
10 Meal +\$165 Flex Dollars/7-Day Plan	\$1,485	\$1,540	\$1,595	\$55	3.6%
Commuter Plans					
5-Meal + \$50 Flex Dollars/5-Day Plan	\$522	\$540	\$560	\$20	3.7%
3-Meal + \$225 Flex Dollars/5-Day Plan	\$522	\$540	\$560	\$20	3.7%
*Board Rates for 2011-12 included Flex Dollars of \$50, \$85 and \$115					

Room Rates					
	Actual 2011-12	Actual 2012-13	Proposed 2013-14	Difference	Percent Change
Residence Halls					
Anderson, Berry, Bowen, Morey, Terrace					
Standard Room	\$1,385	\$1,440	\$1,500	\$60	4.2%
Single Room (per design)	-	-	\$1,995	-	N/A
Premium Room	\$2,425	\$2,520	\$2,620	\$100	4.0%
Neihardt, Pile					
Standard Room	\$1,385	\$1,510	\$1,570	\$60	4.0%
Single Room (per design)	-	-	\$2,090	-	N/A
Premium Room	\$2,425	\$2,645	\$2,750	\$105	4.0%
Tiered buy-out rate for students choosing to pay add'l. cost to keep a room that is above 50% occupied but not 100% occupied below design capacity. Rate declines depending on weeks left in the semester; i.e., \$400 for weeks 1-4; \$300, weeks 5-8; \$200, weeks 9-12, \$100 for weeks 13-16.	-	-	\$400	-	N/A

Room charge includes residence hall activity fee, cable tv, wi-fi, and computer network access.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve Revised Operating Budgets for 2012-2013

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

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

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

The budgets have been revised to reflect encumbrances and carry forwards from 2011-12, cash fund adjustments approved by the Board of Trustees, as well as the Nebraska Opportunity Grant and other funds received through the Coordinating Commission for Postsecondary Education. Federal funds awarded during 2012-13 are also included.

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

2012-2013 OPERATING BUDGETS

	CHADRON		PERU		WAYNE	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$15,621,107	\$15,635,665	\$8,674,024	\$9,037,245	\$19,672,568	19,687,406
Cash Fund	8,585,369	11,024,191	7,307,114	8,459,139	14,158,608	20,726,857
Federal Funds	13,689,798	14,859,567	12,820,000	13,553,771	20,229,900	21,415,865
TOTAL	\$37,896,274	\$41,519,423	\$28,801,138	\$31,050,154	\$54,061,076	\$61,830,128

Chadron State College
2012-13 REVISED OPERATING BUDGET

Expenditure Type	801 CSC 1.0 Instruction	802 CSC 2.0 Research	803 CSC 3.0 Public Svc	804 CSC 4.0 Acad Supp	805 CSC 5.0 Student Svc	806 CSC 6.0 Gen Admin	807 CSC 7.0 Plant O&M	808 CSC 8.0 Student Aid	Total
Permanent Staff:									
Faculty FTE	89.00								89.00
Professional Staff FTE	2.92		2.75	36.77	26.79	33.24			102.47
Support Staff FTE	1.00		0.50	5.83	8.25	17.00	29.38		61.96
Salaries	5,732,389	0	237,641	2,082,462	1,330,601	2,178,487	826,697		12,388,277
Benefits	1,703,993		82,440	629,618	425,124	953,013	372,506		4,166,694
Total Permanent Salaries & Benefits	7,436,382	0	320,081	2,712,080	1,755,725	3,131,500	1,199,203	0	16,554,971
Temporary Staff:									
Part-time Faculty FTE	17.50								
Graduate Assistant FTE	8.00								
Federal Work-study FTE	15.50	0.00	0.00	4.00	3.00	2.50	0.00	0.00	25.00
Other Student FTE	1.00	0.66	1.65	2.00	3.50	3.50	4.00	0.00	16.31
Other Straight-time FTE									
Salaries	793,883	8,252	122,826	116,498	122,317	111,139	31,559	0	1,306,474
Benefits									0
Total Temporary Salaries & Benefits	793,883	8,252	122,826	116,498	122,317	111,139	31,559	0	1,306,474
Total Personal Services	\$ 8,230,265	\$ 8,252	\$ 442,907	\$ 2,828,578	\$ 1,878,042	\$ 3,242,639	\$ 1,230,762	\$ -	17,861,445
Total Operating Expenses	620,370	10,000	18,663	541,308	446,161	2,209,246	1,325,735	0	5,171,483
Total Supplies	304,481	15,077	43,817	636,427	311,646	342,019	468,173	0	2,121,640
Total Travel	203,357	1,459	3,127	55,932	463,086	60,151	7,793	0	794,905
Total Capital Outlay	26,592	0	0	57,981	13,148	241,343	0	0	339,064
Tuition Remissions and Exemptions	3,886				0	-75,575	0	443,008	371,319
Total General/Cash Budget	\$9,388,951	\$34,788	\$508,514	\$4,120,226	\$3,112,083	\$6,019,823	\$3,032,463	\$443,008	\$26,659,856
Federal FTE	0.00	0.00	2.00	1.00	0.00	1.00	0.00	3.92	7.92
Total Federal Funds	22,993	149,211	51,087		544,644	2,000	0	14,089,632	14,859,567
Total Expenditures	\$9,411,944	\$183,999	\$559,601	\$4,120,226	\$3,656,727	\$6,021,823	\$3,032,463	\$14,532,640	\$41,519,423
General Funds	7,401,853		105,388	2,674,131	1,706,544	2,589,099	1,158,650		15,635,665
Cash Funds	1,987,098	34,788	403,126	1,446,095	1,405,539	3,430,724	1,873,813	443,008	11,024,191
Federal Funds	22,993	149,211	51,087	0	544,644	2,000	0	14,089,632	14,859,567
Total Funds	9,411,944	183,999	559,601	4,120,226	3,656,727	6,021,823	3,032,463	14,532,640	41,519,423

General Funds: Includes new appropriation of 15,621,107 and carryforward 15,448

Cash Funds: Includes new appropriation of 8,283,790, adjustment for tuition/fee increase of 301,579, adjustment for NOG funding 290,833, and carryforward encumbrances of 2,147,989 but does not include the following programs: 901 appropriation & carryforward 946,327, program 922 appropriation & carryforward of 1,469,398, and program 935 appropriation & carryforward 1,474,258

Cash Fund expenditures does not include program 901 expenditures of 358,407, program 933 expenditures of 1,113,769 and 935 expenditures of 709,208.

PERU STATE COLLEGE
2012-13 REVISED OPERATING BUDGET

June 25, 2013

Expenditure Type	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Public Svc	PCS 4.0 Acad Supp	PCS 5.0 Student Svc	PCS 6.0 Gen Admin	PCS 7.0 Plant O&M	PCS 8.0 Student Aid	Total
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	52.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.00
Professional Staff FTE	3.92	0.00	0.00	15.76	14.96	21.00	1.00	0.00	56.64
Support Staff FTE	6.00	0.00	0.00	4.00	4.00	11.00	21.00	0.00	46.00
Salaries	3,077,359	0	0	939,684	875,411	1,765,503	650,083	0	7,308,040
Benefits	888,000	0	0	286,658	314,791	602,721	285,395	0	2,377,565
Total Permanent Salaries & Benefits	3,965,360	0	0	1,226,342	1,190,202	2,368,224	935,478	0	9,685,605
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.00	0.50	0.25	0.00	2.55
Other Straight-time FTE	0.00	0.00	0.00	0.50	1.80	0.20	0.00	0.00	2.50
Salaries	1,386,420	0	8,468	72,751	98,879	76,292	96,687	0	1,739,498
Benefits	82,199	0	147	3,672	3,386	3,196	4,024	0	96,624
Total Temporary Salaries & Benefits	1,468,619	0	8,616	76,423	102,265	79,488	100,711	0	1,836,122
Total Personal Services	\$5,433,979	\$0	\$8,616	\$1,302,765	\$1,292,467	\$2,447,711	\$1,036,189	\$0	\$11,521,727
Total Operating Expenses	1,265,495	0	11,739	611,389	414,778	1,162,499	1,149,111	0	4,615,009
Total Supplies	85,921	0	0	78,440	182,146	282,542	188,215	0	817,264
Total Travel	32,685	0	0	20,645	187,191	49,231	120	0	289,871
Total Capital Outlay	15,290	0	0	0	0	10,187	0	0	25,477
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	227,034	227,034
Total General/Cash Budget	\$6,833,370	\$0	\$20,355	\$2,013,238	\$2,076,582	\$3,952,169	\$2,373,634	\$227,034	\$17,496,383
Federal FTE	0.00	0.75	0.00	0.00	3.52	0.00	0.00	0.00	4.27
Total Federal Funds	0	166,532	1,000	0	380,810	710,545	4,950	12,289,934	13,553,771
Total Expenditures	\$6,833,370	\$166,532	\$21,355	\$2,013,238	\$2,457,392	\$4,662,714	\$2,378,584	\$12,516,968	\$31,050,154
Fund Sources									
General Funds (1)	\$3,856,189	\$0	\$0	\$1,127,746	\$1,108,782	\$2,065,971	\$858,984	\$19,574	\$9,037,245
Cash Funds (2)	2,977,181	0	20,356	885,493	967,800	1,886,199	1,514,650	207,460	8,459,139
Federal Funds (3)		166,532	1,000		380,810	710,545	4,950	12,289,934	13,553,771
Total Funds	\$6,833,370	\$166,532	\$21,356	\$2,013,239	\$2,457,392	\$4,662,714	\$2,378,584	\$12,516,968	\$31,050,154

(1) General Fund: Includes new appropriation of \$8,674,024 and carryforward balance of \$363,220.87

(2) Cash Fund: Includes new appropriation of \$7,307,114 and carryforward balance of \$1,152,025

(3) Federal Funds: Includes new appropriation of \$12,820,000 and carryforward balance of \$733,771

(4) Total Appropriation: \$31,050,154

WAYNE STATE COLLEGE
2012-13 OPERATING BUDGET

June 25, 2013

*** REVISED PLAN ***

EXPENDITURE TYPE	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	124.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	124.84
Professional Staff FTE	4.09	0.00	0.00	27.00	36.93	27.41	4.00	0.00	99.43
Support Staff FTE	15.92	0.00	0.00	8.50	8.49	23.75	39.75	0.00	96.41
Salaries	11,111,000	0	0	1,769,542	2,252,274	2,243,897	1,463,890	0	18,840,603
Benefits	3,031,367	0	0	617,858	729,328	1,082,888	576,902	0	6,038,343
Total Permanent Salaries & Benefits	14,142,367	0	0	2,387,400	2,981,602	3,326,785	2,040,792	0	24,878,946
<u>Temporary Staff:</u>									
Part-time Faculty FTE	36.89	0.00	0.00	0.00	0.80	0.00	0.00	0.00	37.69
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.50	0.00	0.00	0.00	8.00
Federal Work-Study FTE	0.25	0.00	0.00	0.50	0.03	0.13	0.07	0.00	0.98
Other Straight-time FTE	1.70	0.00	2.00	9.10	7.50	6.90	3.90	0.00	31.10
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	925,262	0	24,500	176,730	226,426	146,761	74,611	0	1,574,290
Benefits	70,755	0	1,875	3,520	7,325	11,227	2,707	0	97,409
Total Temporary Salaries & Benefits	996,017	0	26,375	180,250	233,751	157,988	77,318	0	1,671,699
Total Personal Services	15,138,384	0	26,375	2,567,650	3,215,353	3,484,773	2,118,110	0	26,550,645
Total Operating Expenses	1,780,909	0	166,345	541,518	654,092	931,789	1,403,122	0	5,477,775
Total Supplies	2,576,962	20,287	167,620	744,029	571,194	989,093	675,669	0	5,744,854
Total Travel	398,455	2,500	2,771	255,000	450,000	70,000	2,891	0	1,181,617
Total Capital Outlay	250,000	0	0	284,000	13,036	49,803	350,000	0	946,839
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	512,533	512,533
Total General/Cash Budget	20,144,710	22,787	363,111	4,392,197	4,903,675	5,525,458	4,549,792	512,533	40,414,263
FEDERAL FUNDS									
FTE	3.75	0.00	0.00	0.00	4.75	4.09	0.00	7.05	19.64
Total Federal Funds	606,237	0	0	0	546,891	102,493	263,585	19,896,659	21,415,865
Total Expenditures	20,750,947	22,787	363,111	4,392,197	5,450,566	5,627,951	4,813,377	20,409,192	61,830,128
Fund Sources									
General Funds*	9,988,542	0	0	2,085,450	2,603,135	3,139,553	1,870,726	0	19,687,406
Cash Funds*	10,156,168	22,787	363,111	2,306,747	2,300,540	2,385,905	2,679,066	512,533	20,726,857
Federal Funds	606,237	0	0	0	546,891	102,493	263,585	19,896,659	21,415,865
Total Funds	20,750,947	22,787	363,111	4,392,197	5,450,566	5,627,951	4,813,377	20,409,192	61,830,128

*General Funds: Includes new appropriation of \$19,672,568 and carryforward balance of \$14,838.

*Cash Funds: Includes new appropriation of \$13,223,944, adjustment for tuition/fee increases of \$934,664, carryforward balance of \$6,926,291, 12-13 NOG funds of \$503,533, 12-13 NDE Attracting Excellence to Teaching funds of \$9,000 and \$870,575 transferred to Program 955 Cash for Athletic Fields Improvements project.

REVISED

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2012-13 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	CASH FUNDS	TOTAL
Professional FTE	7.625		7.625
Salaries	850,031		850,031
Benefits	204,007		204,007
Sub-Total	1,054,038		1,054,038
Support Staff FTE	2		2
Salaries	81,451		81,451
Benefits	19,548		19,548
Sub-Total	100,999		100,999
Total Personal Serv	1,155,038	0	1,155,038
Total Operating Exp	446,328	696,157	1,142,485
Total Travel	68,401		68,401
Total Capital Outlay	20,500	0	20,500
TOTAL	1,690,267	696,157	2,386,424

PRELIMINARY MARKETING INITIATIVES

New Funds for 2012-13	\$154,787
Advertising*	\$154,787

*Includes TV, Radio & Print and related advertising expenses

General Funds include: \$1,483,194 in original appropriation plus \$207,073 in carry-forward funds

Cash Funds include: \$546,228 in original appropriation plus \$149,929 in carry-forward funds

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve Revised Revenue Bond Budgets for 2012-2013

Priority: Financial Strength of the System

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

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

The Colleges have submitted their revised revenue bond budgets for the 2012-2013 fiscal year.

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

	<u>Preliminary</u>	<u>Revised</u>
Chadron	386%	396%
Peru	333%	179%
Wayne	243%	249%

The change in debt service coverage in the Peru State 2012-2013 budget reflects a correction in the debt service payments required during the fiscal year.

NEBRASKA STATE COLLEGE SYSTEM
 2012-2013 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 25, 2013

REVISED BUDGET

	<i>Budgeted FY 2013</i>
<u>Revenues:</u>	
Dormitory Rentals	\$2,303,000
Apartment/House Rentals	\$209,000
Facilities Rentals	\$28,000
Food Service Contracts	2,101,000
Food Service Commissions	344,000
Facilities Fees*	1,060,000
Bookstore Commissions	93,000
Investment/Interest Income	9,000
Other Income	92,000
Total Revenues	<u>\$6,239,000</u>
<u>Expenditures:</u>	
Salaries and Benefits	\$1,600,000
Utilities	500,000
Insurance	30,000
Equipment & Furnishings	15,000
Capital Outlay	15,000
Telephone/Cable T.V & Internet Services	170,000
Supplies	120,000
Repairs and Maintenance	200,000
Other Operating Expenses	100,000
Subtotal - Operations and Maintenance	<u>\$2,750,000</u>
Food Service Payments	1,781,000
Debt Service	431,823
Total Expenditures	<u>\$4,962,823</u>
<i>Available for Distribution</i> to Subsidiary Funds	<u><u>\$1,276,177</u></u>
<i>Debt Service Coverage Ratio</i>	395.53%

*All student derived fees

June 25, 2013

**NEBRASKA STATE COLLEGE SYSTEM
2012-13 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

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

REVENUE SOURCE	REVISED BUDGET FY 2013
Residence Hall/Dormitory Rentals	1,132,834
Apartment/House Rentals	99,008
Facilities Rentals	360
Food Service Contracts	1,090,674
Food Service Commissions	24,965
Facilities Fees	648,088
Bookstore Commissions/Income	64,647
Trustee Investment/Interest Income	20,592
Parking Fees/Fines	6,770
Other	61,072
TOTAL REVENUE	3,149,010

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	582,250
Utilities	280,946
Insurance	32,164
Equipment & Furnishings	6,190
Capital Outlay	0
Telephone/Cable Television/Internet	37,180
Supplies	98,694
Repairs and Maintenance	75,700
Other Operating Expenses	57,752
Operations/Maintenance Total	1,170,876
Food Service Payments	1,108,015
Debt Service	487,109
TOTAL EXPENSES	2,766,000
Available for Distribution to Subsidiary Funds	383,010
DEBT SERVICE COVERAGE RATIO	178.63%

**NEBRASKA STATE COLLEGE SYSTEM
2012-13 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

REVISED BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY13
Residence Hall/Dormitory Rentals	3,300,000
Apartment/House Rentals	6,000
Facilities Rentals	3,300
Food Service Contracts	4,100,000
Food Service Commissions	42,000
Facilities Fees	1,130,000
Bookstore Commissions/Income	155,000
Trustee Investment/Interest Income	120,000
Parking Fees/Fines	80,000
Other*	515,000
TOTAL REVENUE	9,451,300

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,452,950
Utilities	840,000
Insurance	40,000
Equipment & Furnishings	120,000
Capital Outlay	100,000
Telephone/Cable Television/Internet	240,000
Supplies	252,000
Repairs and Maintenance	200,000
Other Operating Expenses	180,101
Operations/Maintenance Total	4,425,051
Food Service Payments	2,537,000
Debt Service	999,008
TOTAL EXPENSES	7,961,059
Available for Distribution to Subsidiary Funds	1,490,241

DEBT SERVICE COVERAGE RATIO 249.17%

*Includes a one-time Pepsi exclusivity and advertising payment of \$120,000 and Chartwells longevity bonus of \$250,000.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve Distribution of Funds Fiscal Year 2013-2014

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

 4. Improve efficiency of operations

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

The General Fund appropriation for FY 2013-14 is \$47,496,183, which is contained in LB 195 (2013).

The Cash Fund appropriation displayed includes the level contained in LB195 plus any adjustments to bring the appropriation level in line with anticipated cash fund revenues. Additional cash fund appropriation adjustments may be considered by the Board during the fiscal year.

The proposed General and Cash Fund distributions cover all of the “core needs increases” for the Colleges and System Office for 2013-14.

The Revenue Bond appropriation reflects the appropriation level contained in LB 195, as well as adjustments to reflect the preliminary revenue bond operating budgets provided in Item 4.8.

The Federal Fund appropriation reflects the amount contained in LB 195. Additional adjustments may be made to the Federal Funds appropriation as needed by the Colleges during the fiscal year.

Proposed Distribution of Funds
2013-14
June 25, 2013

	CSC	PSC	WSC	SO	TOTAL
DISTRIBUTION 2012-13					
General Fund	15,621,107	8,674,024	19,672,568	1,483,194	45,450,893
Cash Funds (est.)	8,585,369	7,307,114	14,158,608	546,228	30,597,319
Board approved adjustment (Nov, 2012)	1,414,631	0	0	0	1,414,631
Total Revised Cash Funds (est.)	10,000,000	7,307,114	14,158,608	546,228	32,011,950
Subtotal General and Cash	25,621,107	15,981,138	33,831,176	2,029,422	77,462,843
Federal Funds (est.)	13,689,798	12,820,000	20,229,900	0	46,739,698
Revolving Funds (est.)	2,750,000	1,170,876	4,425,051	0	8,345,927
2012-13 All Funds Total	42,060,905	29,972,014	58,486,127	2,029,422	132,548,468

2013-14 Gen./Cash Fund Adjustments

Gen. Fund - LB 195 (2013) Operations (NOTE 1)	633,293	435,037	861,850	115,110	2,045,290
Total Gen. Fund adjustments	633,293	435,037	861,850	115,110	2,045,290
Cash Fund Adjustments (NOTE 2)	0	(407,114)	320,000	25,000	(62,114)
Total 2013-14 Gen./Cash Adjustments	633,293	27,923	1,181,850	140,110	1,983,176

DISTRIBUTION 2013-14

General Fund	16,254,400	9,109,061	20,534,418	1,598,304	47,496,183
Cash Funds (est.)	10,000,000	6,900,000	14,478,608	571,228	31,949,836
Subtotal General and Cash	26,254,400	16,009,061	35,013,026	2,169,532	79,446,019
Federal Funds (est.) (NOTE 3)	13,689,798	12,820,000	20,229,900	0	46,739,698
Revolving Funds (est.) (NOTE 4)	2,850,000	1,313,523	4,725,490	0	8,889,013
2013-14 All Funds Total	42,794,198	30,142,584	59,968,416	2,169,532	135,074,730

NOTE 1

Includes move to full-time of Vice Chancellor for Academic Planning and Partnerships position.

NOTE 2

Tuition revenue is net of remissions and refunds and assumes no tuition rate increases.

NOTE 3

Federal Funds are estimates based on LB 195 (2013). Adjustments are made as needed by the Colleges.

NOTE 4

Revolving Funds (est.) are based on College preliminary revenue bond operating budgets. Adjustments are made when approved by the Board.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the Preliminary 2013-2014 Operating Budgets as Submitted by the System Office and the Colleges

Priority: Financial Strength of the System

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

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

The System Office and the Colleges have prepared recommended operating budgets for FY 2013-2014, with the General, Cash and Federal Fund amounts based on the approved distribution of funds. These budgets provide the basis for the initial distribution of appropriations for FY 2013-14.

Chadron State College
2013-14 PRELIMINARY OPERATING BUDGET

Expenditure Type	801	802	803	804	805	806	807	808	Total
	CSC 1.0 Instruction	CSC 2.0 Research	CSC 3.0 Public Svc	CSC 4.0 Acad Supp	CSC 5.0 Student Svc	CSC 6.0 Gen Admin	CSC 7.0 Plant O&M	CSC 8.0 Student Aid	
Permanent Staff:									
Faculty FTE	89.00								89.00
Professional Staff FTE	2.92		2.75	36.77	26.79	33.24			102.47
Support Staff FTE	1.00		0.50	5.83	8.25	17.00	29.38		61.96
Salaries	5,702,744		251,133	2,113,723	1,606,098	2,239,536	867,260		12,780,494
Benefits	1,938,933		85,385	718,666	546,073	761,442	294,868		4,345,367
Total Permanent Salaries & Benefits	7,641,677	0	336,518	2,832,389	2,152,171	3,000,978	1,162,128	0	17,125,861
Temporary Staff:									
Part-time Faculty FTE	19.50								19.50
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	12.00	0.00	0.00	4.00	3.00	2.00	0.00	0.00	21.00
Other Student FTE	1.00	0.20	4.60	3.43	3.40	3.00	3.00	0.00	18.63
Other Straight-time FTE									
Salaries	840,000	2,700	112,000	123,000	98,750	120,000	46,000	0	1,342,450
Benefits									0
Total Temporary Salaries & Benefits	840,000	2,700	112,000	123,000	98,750	120,000	46,000	0	1,342,450
Total Personal Services	\$ 8,481,677	\$ 2,700	\$ 448,518	\$ 2,955,389	\$ 2,250,921	\$ 3,120,978	\$ 1,208,128	\$ -	\$ 18,468,311
Total Operating Expenses									
Total Supplies	670,000	6,500	28,000	503,957	445,400	1,604,200	1,199,554		4,457,611
Total Travel	305,000	3,500	31,482	524,522	111,000	210,000	427,383		1,612,887
Total Capital Outlay	196,503	11,000	3,000	37,000	49,000	175,000	2,000		473,503
Tuition Remissions and Exemptions	32,000		2,000	198,000	76,079	525,000	75,000		908,079
	32,000				11,000	6,000		285,009	334,009
Total General/Cash Budget	\$9,717,180	\$23,700	\$513,000	\$4,218,868	\$2,943,400	\$5,641,178	\$2,912,065	\$285,009	\$26,254,400
Federal FTE									
Total Federal Funds	0.00	0.00	0.50	0.00	6.20		0.00	0.00	6.70
	10,000	102,000	31,000		500,000	1,000	0	13,045,798	13,689,798
Total Expenditures	\$9,727,180	\$125,700	\$544,000	\$4,218,868	\$3,443,400	\$5,642,178	\$2,912,065	\$13,330,807	\$39,944,198
General Funds	7,696,885		110,000	2,724,000	1,906,400	2,662,115	1,155,000		16,254,400
Cash Funds	2,020,295	23,700	403,000	1,494,868	1,037,000	2,979,063	1,757,065	285,009	10,000,000
Federal Funds	10,000	102,000	31,000		500,000	1,000		13,045,798	13,689,798
Total Funds	9,727,180	125,700	544,000	4,218,868	3,443,400	5,642,178	2,912,065	13,330,807	39,944,198

General Funds: Includes new appropriation of 16,254,400 and no carryforward

Cash Funds: Based on adjustment to base funds during the past fiscal year cash funds set at 10,000,000

PERU STATE COLLEGE
2013-14 PRELIMINARY OPERATING BUDGET

June 25, 2013

<u>Expenditure Type</u>	<u>PCS 1.0 Instruction</u>	<u>PCS 2.0 Research</u>	<u>PCS 3.0 Public Svc</u>	<u>PCS 4.0 Acad Supp</u>	<u>PCS 5.0 Student Svc</u>	<u>PCS 6.0 Gen Admin</u>	<u>PCS 7.0 Plant O&M</u>	<u>PCS 8.0 Student Aid</u>	<u>Total</u>
<u>Personal Services</u>									
<u>Permanent Staff:</u>									
Faculty FTE	52.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.00
Professional Staff FTE	3.92	0.00	0.00	15.76	14.96	21.00	1.00	0.00	56.64
Support Staff FTE	6.00	0.00	0.00	4.00	4.00	11.00	21.00	0.00	46.00
Salaries	3,138,906	0	0	958,478	892,919	1,800,813	663,085	0	7,454,201
Benefits	923,520	0	0	298,124	327,383	626,830	296,811	0	2,472,668
Total Permanent Salaries & Benefits	4,062,426	0	0	1,256,602	1,220,302	2,427,643	959,895	0	9,926,868
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.00	0.60	1.20	0.00	0.50	0.25	0.00	2.55
Other Straight-time FTE	0.00	0.00	0.00	0.50	1.80	0.20	0.00	0.00	2.50
Salaries	709,886	0	8,468	72,751	98,879	76,292	96,687	0	1,062,963
Benefits	82,199	0	147	3,672	3,386	3,196	4,024	0	96,624
Total Temporary Salaries & Benefits	792,085	0	8,615	76,423	102,265	79,488	100,711	0	1,159,587
Total Personal Services	\$4,854,511	\$0	\$8,615	\$1,333,025	\$1,322,567	\$2,507,131	\$1,060,606	\$0	\$11,086,455
Total Operating Expenses	398,764	0	0	377,398	349,780	1,590,209	812,015	0	3,528,165
Total Supplies	93,732	0	0	85,571	198,705	308,228	205,325	0	891,561
Total Travel	35,656	0	0	22,522	204,208	53,707	5,000	0	321,093
Total Capital Outlay	16,680	0	0	20,000	20,000	11,000	100,000	0	167,680
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	14,107	14,107
Total General/Cash Budget	\$5,399,343	\$0	\$8,615	\$1,838,516	\$2,095,260	\$4,470,274	\$2,182,947	\$14,107	\$16,009,061
Federal FTE	0.00	0.75	0.00	0.00	3.52	0.00	0.00	0.00	4.27
Total Federal Funds	0	109,996	0	0	322,484	514,439	0	11,873,081	12,820,000
Total Expenditures	\$5,399,343	\$109,996	\$8,615	\$1,838,516	\$2,417,744	\$4,984,713	\$2,182,947	\$11,887,188	\$28,829,061
<u>Fund Sources</u>									
General Funds (1)	\$3,244,619	\$0	\$0	\$1,256,602	\$1,220,302	\$2,427,643	\$959,895	\$0	\$9,109,061
Cash Funds (2)	2,154,724	0	8,615	581,914	874,958	2,042,631	1,223,051	14,107	6,900,000
Federal Funds (3)		109,996	0		322,484	514,439		11,873,081	12,820,000
Total Funds	\$5,399,343	\$109,996	\$8,615	\$1,838,516	\$2,417,744	\$4,984,713	\$2,182,947	\$11,887,188	\$28,829,061

(1) General Fund Appropriation: \$9,109,061.

(2) Cash Fund Appropriation: \$6,900,000.

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

(4) Total Appropriation: \$28,829,061.

WAYNE STATE COLLEGE
2013-14 OPERATING BUDGET

June 25, 2013

*** PRELIMINARY PLAN ***

EXPENDITURE TYPE	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Publ.Serv.	PCS 4.0 Acad.Supp.	PCS 5.0 Stdnt. Srv.	PCS 6.0 Inst. Adm.	PCS 7.0 Plant O&M	PCS 8.0 Stdnt. Aid	TOTAL
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	125.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.84
Professional Staff FTE	4.09	0.00	0.00	27.00	38.01	27.41	4.00	0.00	100.51
Support Staff FTE	15.92	0.00	0.00	8.00	8.49	24.25	39.75	0.00	96.41
Salaries	11,376,414	0	0	1,847,379	2,377,384	2,303,022	1,489,322	0	19,393,521
Benefits	3,184,226	0	0	641,445	763,724	1,187,292	629,586	0	6,406,273
Total Permanent Salaries & Benefits	14,560,640	0	0	2,488,824	3,141,108	3,490,314	2,118,908	0	25,799,794
<u>Temporary Staff:</u>									
Part-time Faculty FTE	37.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	37.50
Graduate Assistant FTE	4.50	0.00	0.00	0.00	3.50	0.00	0.00	0.00	8.00
Federal Work-Study FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Straight-time FTE	1.50	0.00	1.50	8.10	6.50	6.90	3.90	0.00	28.40
Other Student FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Salaries	950,525	0	29,500	185,565	230,955	149,695	78,350	0	1,624,590
Benefits	72,715	0	1,965	3,695	7,690	11,790	2,845	0	100,700
Total Temporary Salaries & Benefits	1,023,240	0	31,465	189,260	238,645	161,485	81,195	0	1,725,290
Total Personal Services	15,583,880	0	31,465	2,678,084	3,379,753	3,651,799	2,200,103	0	27,525,084
Total Operating Expenses	383,909	13,000	69,494	349,036	365,000	824,167	1,816,610	0	3,821,216
Total Supplies	385,530	5,000	57,620	357,908	500,066	632,027	358,669	0	2,296,820
Total Travel	198,795	5,000	1,585	181,500	462,000	67,200	17,325	0	933,405
Total Capital Outlay	45,000	0	0	76,501	10,000	5,000	300,000	0	436,501
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
Total General/Cash Budget	16,597,114	23,000	160,164	3,643,029	4,716,819	5,180,193	4,692,707	0	35,013,026
FEDERAL FUNDS									
FTE	3.00	0.00	0.00	0.00	4.65	0.10	0.00	7.05	14.80
Total Federal Funds	475,000	0	0	500	450,000	51,000	0	19,253,400	20,229,900
Total Expenditures	17,072,114	23,000	160,164	3,643,529	5,166,819	5,231,193	4,692,707	19,253,400	55,242,926
Fund Sources									
General Funds	9,525,350	0	0	2,454,910	3,098,105	3,439,293	2,016,760	0	20,534,418
Cash Funds	7,071,764	23,000	160,164	1,188,119	1,618,714	1,740,900	2,675,947	0	14,478,608
Federal Funds	475,000	0	0	500	450,000	51,000	0	19,253,400	20,229,900
Total Funds	17,072,114	23,000	160,164	3,643,529	5,166,819	5,231,193	4,692,707	19,253,400	55,242,926

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2013-14 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	CASH FUNDS	TOTAL
Professional FTE	8		8
Salaries	950,432		950,432
Benefits	247,555		247,555
Sub-Total	1,197,987		1,197,987
Support Staff FTE	2		2
Salaries	83,081		83,081
Benefits	26,022		26,022
Sub-Total	109,103		109,103
Total Personal Serv	1,307,090	0	1,307,090
Total Operating Exp	216,514	571,228	787,742
Total Travel	69,700		69,700
Total Capital Outlay	5,000	0	5,000
TOTAL	1,598,304	571,228	2,169,532

PRELIMINARY MARKETING INITIATIVES

New Funds for 2013-14	\$154,787
Advertising*	\$154,787

*Includes TV, Radio & Print and related advertising expenses

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the Preliminary 2013-2014 Revenue Bond Budgets as Submitted by the Colleges

Priority: Financial Strength of the System

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

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

The Colleges have submitted their preliminary revenue bond operating budgets for the 2013-2014 fiscal year.

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

Chadron	280%
Peru	181%
Wayne	211%

The Operations and Maintenance Expenditures Total is included in the Distribution of Funds in Item 4.6 as the Revenue Bond appropriation level for 2013-14.

NEBRASKA STATE COLLEGE SYSTEM
 2013-2014 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 25, 2013

PRELIMINARY BUDGET

	<i>Budgeted FY 2014</i>
<u>Revenues:</u>	
Dormitory Rentals	\$2,335,000
Apartment/House Rentals	\$209,000
Facilities Rentals	\$28,000
Food Service Contracts	2,150,000
Food Service Commissions	344,000
Facilities Fees*	1,060,000
Bookstore Commissions	75,000
Investment/Interest Income	9,000
Other Income	60,000
Total Revenues	<u>\$6,270,000</u>
<u>Expenditures:</u>	
Salaries and Benefits	\$1,620,000
Utilities	550,000
Insurance	40,000
Equipment & Furnishings	10,000
Capital Outlay	10,000
Telephone/Cable T.V & Internet Services	170,000
Supplies	150,000
Repairs and Maintenance	200,000
Other Operating Expenses	100,000
Subtotal - Operations and Maintenance	<u>\$2,850,000</u>
Food Service Payments	1,765,000
Debt Service	591,170
Total Expenditures	<u>\$5,206,170</u>
<i>Available for Distribution</i> to Subsidiary Funds	<u><u>\$1,063,830</u></u>
<i>Debt Service Coverage Ratio</i>	279.95%

*All student derived fees

June 25, 2013

**NEBRASKA STATE COLLEGE SYSTEM
2013-14 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

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

REVENUE SOURCE	BUDGET FY 2014
Residence Hall/Dormitory Rentals	1,225,726
Apartment/House Rentals	104,453
Facilities Rentals	500
Food Service Contracts	1,315,209
Food Service Commissions	29,200
Facilities Fees	682,503
Bookstore Commissions/Income	38,000
Trustee Investment/Interest Income	22,313
Parking Fees/Fines	6,800
Other	51,072
	<hr/>
TOTAL REVENUE	<u><u>3,475,776</u></u>

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	560,869
Utilities	275,000
Insurance	35,000
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	62,000
Supplies	112,500
Repairs and Maintenance	110,000
Other Operating Expenses	158,154
Operations/Maintenance Total *	<hr/> 1,313,523
Food Service Payments	1,294,409
Debt Service	479,805
TOTAL EXPENSES	<u><u>3,087,737</u></u>
Available for Distribution to Subsidiary Funds	388,039
DEBT SERVICE COVERAGE RATIO	180.87%

June 25, 2013

**NEBRASKA STATE COLLEGE SYSTEM
2013-14 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

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

REVENUE SOURCE	PROPOSED BUDGET FY14
Residence Hall/Dormitory Rentals	3,432,000
Apartment/House Rentals	0
Facilities Rentals	0
Food Service Contracts	4,246,370
Food Service Commissions	50,500
Facilities Fees	1,162,000
Bookstore Commissions/Income	160,000
Trustee Investment/Interest Income	130,000
Parking Fees/Fines	90,000
Other	145,000
TOTAL REVENUE	9,415,870

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,531,827
Utilities	898,800
Insurance	40,000
Equipment & Furnishings	101,500
Capital Outlay	140,000
Telephone/Cable Television/Internet	280,000
Supplies	292,000
Repairs and Maintenance	250,000
Other Operating Expenses	191,363
Operations/Maintenance Total	4,725,490
Food Service Payments	2,600,000
Debt Service	988,964
TOTAL EXPENSES	8,314,454
Available for Distribution to Subsidiary Funds	1,101,416

DEBT SERVICE COVERAGE RATIO **211.37%**

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Authorize the Chancellor to Sign the Renewal of the Interlocal Agreement for Multijurisdictional Hazard Mitigation Plan for Chadron State College

Priority: Financial Strength of the System

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

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

- i. Ensure that plans for resource allocation support the system and institutional priorities
- j. Maintain facilities and improve physical environment

Chadron State requests authorization for the Chancellor to sign the renewal of the Interlocal Agreement for the Multijurisdictional Hazard Mitigation Plan after proper review.

A multijurisdictional plan has been updated for Region 23, which includes Chadron State College. As a party to the plan, the College is involved in identifying the hazards with the region and assisting with prioritizing strategies to reduce potential loss of life and property damage.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve Disposal of Quonset Near Armstrong Gymnasium for Chadron State College

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

Chadron State College requests approval to dispose of an existing 40'x40' Quonset in accordance with Board Policy 8003. The Quonset is located in an area that will be the parking lot for the new Armstrong Event Center. It was constructed in 1958 for \$16,700 and has been in use for 55 years. The structure houses equipment and supplies used by grounds and maintenance personnel. The College is taking sealed bids to remove the building from campus. Removal of the Quonset was identified as part of the 2012 Master Plan.

The College and System Office recommend approval of the disposal of the Quonset. A separate request for a replacement structure is included in a separate Item.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

**ACTION: Approve Construction of Quonset Replacement Near Armstrong
 Gymnasium for Chadron State College**

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Chadron State College requests approval to construct an engineered steel building near the Maintenance Building. This new structure will replace the existing Quonset, which is currently located on the site for the renovated Armstrong Event Center. Planning for both the disposal of the existing Quonset and the replacement structure was identified in the 2012 Master Plan.

The new structure will be approximately 50' x 100' and will be used to keep equipment and parts out of the weather for use by grounds and maintenance personnel. The existing Quonset was too small for the current use of the building and the additional size will accommodate the needs identified by the College.

The cost for the new structure is estimated at \$150,000. The College has identified cash funds to support the project and has provided a Needs Statement to the System Office. A Program Statement is not required for the new structure because it is below the threshold of \$450,000 identified in Board Policy #8061. No additional operating costs are required for the new structure.

The College and System Office recommend approval of this request.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Appoint Architect Selection Committee for Math/Science Building Renovation Project at Chadron State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Board approval is requested for the following committee to select an architectural firm to develop schematic design, design development and construction documents for the renovation of the Math/Science Building at Chadron State College, according to Board Policy 8066.

Committee Members

Gary Bieganski, Chair, Academic & Personnel Committee, Board of Trustees

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

Dale Grant, Vice President for Administration & Finance, CSC

Joel Hyer, Dean, School of Business, Entrepreneurship, Applied & Mathematical Sciences & Science, CSC

Blair Brennan, Physical Facilities Coordinator, CSC

Wendy Jamison, Assistant Professor & Department Chair, Physical & Life Sciences

Steve Hotovy, Task Force for Building Renewal – LB 309

After the Selection Committee interviews architectural firms for the project, a Professional Services Agreement will be negotiated with the top candidate. Chadron State requests and the System Office recommends authorization for the Chancellor to sign the professional services agreement with the selected firm in a separate Item.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Authorize the Chancellor to Sign the Professional Services Contract for the Math/Science Building Renovation Project at Chadron State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

In order to keep the planning process moving forward for the Math/Science Building Renovation, Chadron State College requests authorization for the Chancellor to sign the professional service contract for the project once a firm is selected and a contract negotiated.

The System Office recommends approval of this request.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Appoint Substantial Completion Committee for Rangeland Center Phase I at Chadron State

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Phase I of the Rangeland Center is nearing completion. The System Office and Chadron State recommend the following individuals to participate in the Substantial Completion walk-through.

Gary Bieganski, Chair, Academic & Personnel Committee, Board of Trustees
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS Office
Randy Rhine, President, CSC
Dale Grant, Vice President for Administration & Finance, CSC
Blair Brennan, Physical Facilities Coordinator, CSC
Dan Worth, Bahr Vermeer & Haecker Architects
John Heacock, State Building Division

In accordance with Board Policy 8066, the College and System Office recommend approval of the appointment of the Substantial Completion Committee.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve Reallocation of Contingency Maintenance Funds for Chadron State College

From:
Resolution 3/15/13 \$80,000 #1 Kent Hall Sprinkler

To:
Resolution 3/15/13 \$80,000 #8 High Rise – Elevator Upgrade

From:
Resolution 3/15/13 \$70,000 #6 West Court – Demolition

To:
Resolution 3/15/13 \$70,000 #8 High Rise – Elevator Upgrade

From:
Resolution 3/25/11 \$48,000 #5 Revenue Bond Bldg. - Flooring

To:
Resolution 3/15/13 \$48,000 #8 High Rise – Elevator Upgrade

Priority: Financial Strength of the System

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

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

j. Maintain facilities and improve physical environment

The highest priority project for Chadron State College's contingency maintenance program is the high rise elevator upgrade. The College had received an estimate of \$250,000 for the elevator project; however the bid came in at over \$460,000. The reallocations are necessary to proceed with the elevator project.

As part of these reallocations, the College will still be able to start the Kent Hall sprinkler project next summer and request additional funds to complete the project. The West Court demolition will be deferred one year. The flooring project had excess funds remaining.

Approval is requested for these reallocations.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Accept and Approve Program Statement for Delzell Hall Renovation at Peru State College

Priority: Financial Strength of the System

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

Strategies: i. Ensure that plans for resource allocation support the system and institutional priorities
 j. Maintain facilities and improve physical environment

On January 18, 2012, the Board appointed an architecture selection committee to prepare a program statement for the Delzell Hall Renovation project and authorized the Chancellor to sign the professional services contract. The DLR Group was chosen to do the programming for this project. The Program Statement is now complete.

The System Office and Peru State recommend the Board of Trustees' accept and approve the program statement. Such approval will also authorize submission of the document for Nebraska Coordinating Commission for Postsecondary Education review.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Authorize Chancellor to Sign Construction Contract and Change Orders for Summer Projects at Wayne State College

Priority: Financial Strength of the System

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

Strategies: i. Ensure that plans for resource allocation support the system and institutional priorities
j. Maintain facilities and improve physical environment

The following projects are in design or in progress. Designated funds have been set aside, but exact amounts for the following contract and change orders are not yet known. Wayne State College requests that the Chancellor be authorized to sign the following on behalf of the Board.

Locker room improvements at Rice Auditorium – contract not expected to exceed \$125,000

Base preparation for football field to address saturated clay soil issue – change order not expected to exceed \$40,000

Improved surface for tailgate area in connection with football field project – change order not expected to exceed \$50,000

Approval of these authorizations will allow the College to continue to move forward on these projects over the summer months. The System Office recommends approval of this item.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve Reallocation of Contingency Maintenance Funds for Wayne State College

From:
Resolution 3/25/11 \$97,738.54 #10 Student Center – Roof Replacement

To:
Resolution 3/15/13 \$97,738.54 #1 Anderson Hall – Roof/Windows Replacement

Priority: Financial Strength of the System

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

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

j. Maintain facilities and improve physical environment

The Student Center roof replacement project has been completed. The balance remaining in the Student Center funding line will provide some of the additional funding required for the replacement of the Anderson Hall roof and windows this summer.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the Following Items for the Football Turf and Track Refinishing and Soccer Field Expansion Projects at Wayne State College:

- 1) Designation of \$290,000 Cash Fund Appropriation for the Soccer Field Project**
- 2) Transfer \$345,000 from the Football Field Project to the Soccer Field Project**

Priority: Financial Strength of the System

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

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

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

j. Maintain facilities and improve physical environment

The football/track renovation and soccer field expansion projects are underway at Wayne State College. Contracts for construction are with Nemaha Construction for the earthwork both for preparing the football field and for expanding the soccer field. The turf and track refinishing project was awarded to Fauss Construction, Inc.

The College had reserved \$290,000 of its current cash fund operating appropriation to be used toward the project and requests Board approval to move that amount from its current cash fund operating appropriation to its separate designated cash fund for capital projects -- to be used for the soccer field. Funding approved by the Board (with approval date), including the current request includes:

	<u>Football Turf and Track Refinishing</u>	<u>Soccer Field Expansion</u>
Cash Funds (Nov, 2012) - Programming	\$ 10,288	\$ 10,287
Sports Facilities Cash Fund (Nov, 2012)	\$155,000	\$ -0-
Cash Funds (Jan, 2013) – Design & Begin Project	\$370,000	\$190,000
Cash Funds (Jun, 2013) – This Request	\$ -0-	\$290,000

In addition, the Wayne State Foundation remains committed to a goal of \$575,000 and there may be a crumb rubber grant from the Nebraska Department of Environmental Quality because the College is using recycled Nebraska tires for the turf.

Since the original plan, there has been a shift in the allocation of fencing and earthwork between the two projects. To properly allocate the Colleges' funding for the projects as they are now divided, the College also requests permission to move \$345,000 from the cash allocation approved in January, 2013 for the football project to the soccer field project. There is no change in total cost for the two projects. This simply aligns the funding with the designated contracts.

Fiscal, Facilities and Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: First & Final Round Approval of Revisions to Board Policy 6021; Income; Tuition, Online Rate and Dual Enrollment Rate

Priority: Financial Strength of the System
Goal: 2. Increase enrollment and retention
Strategy: e. Increase number of out-of-state students

The revisions to Board Policy 6021 include two changes.

The first is the addition of South Dakota residents as eligible for the Midwestern Higher Education Compact tuition rate of 150% of the resident rate. This change will impact South Dakota residents attending Wayne State College and will allow the College to compete more vigorously for South Dakota students who might be interested in attending Wayne State.

The second revision is to add the new non-resident rate at Chadron State College in accordance with action taken by the Board at its March 15, 2013 meeting.

The System Office recommends approval of the revisions to Board Policy 6021 and a copy is attached.

BOARD POLICY

The Board shall fix and collect tuition for resident, non-resident, undergraduate and graduate students who matriculate at the Colleges. The Board shall also fix and collect an online rate for online courses.

PROCEDURE

The following guidelines will be used in establishing tuition rates:

1. The Board will advocate sufficient funding from the state to maintain affordable tuition so more citizens can avail themselves of the opportunity to attend college.
2. Factors which may be considered in establishing undergraduate resident rates will include, but not be limited to, availability of general funds, resource requirements of the Colleges, peer comparisons, consumer price index, higher education price index, availability of financial assistance and changes in regional per capita income.
3. Tuition rates should reflect the higher cost of graduate instruction. Graduate tuition will be set at approximately 125 percent (125%) of the undergraduate rate.
4. In recognition of the value of a diverse student population and the fact that the Colleges' service regions extend beyond the Nebraska borders, out-of-state undergraduate tuition will not exceed 200 percent (200%) of undergraduate resident tuition.
5. Graduate non-resident tuition will be set at approximately 125 percent (125%) of undergraduate non-resident tuition.
6. Non-resident Scholars' tuition rate shall be 100 percent (100%) of the resident rate.
7. The Midwestern Higher Education Compact tuition rate shall be 150 percent (150%) of the resident rate.
8. Iowa [and South Dakota](#) residents will be eligible for the Midwestern Higher Education Compact tuition rate.
9. The "One Rate Any State" tuition rate for undergraduate, non-resident, on-site students at Peru State College is one dollar (\$1.00) above the undergraduate, resident rate.
10. [The "Eagle Rate" tuition rate for undergraduate, non-resident, on-site students at Chadron State College is one dollar \(\\$1.00\) above the undergraduate, resident rate.](#)
11. The "Bridge" tuition program at the College Center in South Sioux City for undergraduate and graduate on-site students is [one dollar \(\\$1.00\)](#) above the undergraduate and graduate resident rates, respectively.

The following guidelines will be used in establishing online rates:

1. The online rate will be inclusive of tuition and fees. In addition, every student who matriculates to any College for the first time shall pay a matriculation fee.
2. There will be one rate for undergraduate and one rate for graduate online courses. The graduate rate will be set at approximately 125 percent (125%) of the undergraduate rate.

FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 6021 **Income; Tuition, Online Rate,
and Dual Enrollment Rate**

Page 2 of 2

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3. Each College will establish a distribution formula for the one-rate, which must be approved by the Chancellor. Funds distributed outside of the cash fund per credit hour shall not exceed the equivalent of on-campus student fees credited to that fund. The distribution formula must include funding for the Capital Improvement Fee at the current approved rate.
 4. Period enrollment reports will include enrollments in online courses.

The following guidelines will be used in establishing the dual enrollment program rate:

1. The dual enrollment rate will be inclusive of tuition and fees. In addition, every student who matriculates to any College for the first time shall pay a matriculation fee.
2. The only fee required for dual enrollment courses is the Capital Improvement Fee.
3. Each College will assure credit to the Capital Improvement Fee of the current approved rate for the fee, which fee is included in the dual enrollment rate.

Legal Reference:	RRS 85-501	State educational institutions; Non-resident fees
	RRS 85-503	State educational institutions; Tuition
Policy Adopted:	3/11/94	
Policy Revised:	2/10/05	
Policy Revised:	9/14/07	
Policy Revised:	4/17/09	
Policy Revised:	9/9/11	
Policy Revised:	6/15/12	

Fiscal, Facilities and Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: First & Final Round Approval of Revisions to Board Policy 9006; Revenue Bonds; Use of Surplus Funds

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 career

The revisions to Board Policy 9006 include several “clean-up” edits and only one substantive change. On page two, the proposed change is to move the amount of contingency maintenance transfer that can be authorized by the System Office from \$5,000 to \$25,000. Any reallocations exceeding \$25,000 will require Board approval.

The System Office recommends approval of the revisions to Board Policy 9006 and a copy is attached.

REVENUE BOND - AUXILIARY OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 9006

Revenue Bonds; Use of Surplus Funds

Page 1 of 2

BOARD POLICY

The Surplus Funds on each campus are those funds remaining each year after costs of operations and maintenance have been paid and after the required minimum dollar amounts have been deposited into the various other bond funds at the end of the fiscal year. The Surplus Fund shall be drawn upon first to make up any deficiencies in the Bond Fund and/or the Bond and Interest Reserve Funds. The Surplus Fund may then be used, upon approval of the Board, to complete the Costs of Construction or Acquisition of any Improvement in the event the funds on deposit in the Construction Fund are not adequate; to pay the Costs of Construction or Acquisition of additional buildings and facilities appropriate to be purchased with revenue bond funds; and to make any extraordinary repairs, renewals, replacements, renovations, equippings, and furnishings to the revenue bond facilities of which all or part of the revenue, fees and earnings are derived from the operations and which are pledged under the revenue bond resolution to payment on the debt of the facilities. These extraordinary items are those which are not customarily included as costs of operation and maintenance and which are deemed necessary or desirable by the Board in order to maintain such revenues, fees and earnings or to maintain the facilities as a revenue-producing enterprise. It is the Board of Trustees' intent that the minimum balance to be maintained in the Surplus Funds at each of the State Colleges shall be 7.5% of the outstanding debt; however, in no circumstance shall any of the colleges' Surplus Funds be drawn down below [two hundred thousand dollars](#) (\$200,000).

Before an expenditure exceeding [five hundred thousand dollars](#) (\$500,000) for any one item can be initiated, and subsequent to Board approval, the Chancellor will submit such project to the Coordinating Commission for Postsecondary Education and to the Legislature for approval as required by law.

PROCEDURE

An annual Contingency Maintenance Request for extraordinary repair items shall be submitted to the System Office in the format and according to the schedule developed by the System Office. The request material shall be reviewed by the Board's revenue bond financial management consultant and Vice Chancellor for Finance & Administration, and a recommendation submitted by them to the Board. The projects being requested are authorized to be initiated at the beginning of the subsequent fiscal year and expenditures for them are to be transacted after July 1 of that new fiscal year. An exception to this procedure is granted for those projects that must be completed during the subsequent summer months. The ~~colleges~~ [Colleges](#) are authorized to begin planning and design activities and to place purchase orders for such Contingency Maintenance projects as soon as the Board has approved the requests. However, no payments shall be made on those projects until after July 1 of the request year. Approved projects will be initiated and completed within three [\(3\)](#) years of the resolution's applicable fiscal year period. Projects that have not been initiated within that time period shall be closed out and Surplus Fund balances earmarked for those specific projects shall be reclassified as uncommitted Surplus Funds. Designated funds may continue to be earmarked for those projects that have been initiated within the three-year period but, due to extraordinary circumstances, have not been completed and payment made to the vendor.

Periodically it may be necessary to expend Surplus Funds on an emergency-type project. The System Office should be notified and the College may proceed with the project, after approval is given by the Chancellor and the Fiscal, ~~and~~ [Facilities and Audit](#) Subcommittee Chair. Such approvals shall be reported to the Board at the subsequent meeting.

If any contingency maintenance item approved by the Board exceeds its estimated cost, the College may reallocate up to [one thousand dollars](#) (\$1,000) in fund balances from other completed projects and report same to the System Office.

REVENUE BOND - AUXILIARY OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 9006

Revenue Bonds; Use of Surplus Funds

Page 2 of 2

If any fund balances remain from completed Contingency Maintenance projects, the College may expend up to ~~\$5,000~~ twenty five thousand dollars (\$25,000) of those funds for additional, related projects, ~~after consultation with System Office staff~~ once approved by the Chancellor. Such reallocation shall be reported to the Board in the subsequent Contingency Maintenance Progress Report. Reallocations exceeding ~~\$5,000~~ twenty five thousand dollars (\$25,000) shall be submitted to the Board for approval prior to initiating the projects using those funds.

Legal Reference: RRS 85-408

Dormitories; housing facilities; rates, fees, charges; pledge for payment of bonds; surplus; expend; approval of Legislature

Policy Adopted: 3/11/94

Policy Revised: 8/29/97

Policy Revised: 2/26/99

Policy Revised: 6/2/06

Policy Revised: 9/15/06

Policy Revised: 4/13/07

Policy Revised:

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve the Following Contracts and Change Orders as Submitted by Chadron 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

Board policies 7015, 7016 and 8065 require that the following types of contracts and change orders be submitted to the Board for approval.

CONTRACTS – a) construction contracts for more than \$100,000; b) architect/engineer fees of more than \$40,000; c) consultant contracts for more than \$50,000; and d) exempt contracts exceeding \$50,000.

Wayne State	
Location on Campus:	Peterson Fine Arts
Contracted Work:	Window Replacement
Contract Amount:	\$399,380
Fund Source:	LB 309
Contractor:	Fauss Construction, Inc.
Location on Campus:	Anderson Hall
Contracted Work:	Window Replacement
Contract Amount:	\$335,700
Fund Source:	Revenue Bond (Contingency Maintenance)
Contractor:	Christiansen Construction Co., LLC

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

Chadron State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Rangeland Center #1 Additional exit from livestock floor, heated janitor closet and Kynar finish to exterior of all overhead doors \$44,012.03 Cash Sampson Construction
Location on Campus No. & Description Change Order Amount Fund Source Contractor	Armstrong Gymnasium #1- Phase I A & B design development and construction documents \$732,813 (previously reported as \$723,813) Cash Leo A Daly
Location on Campus No. & Description Change Order Amount Fund Source Contractor	Armstrong Gymnasium #2- Professional Fees – complete construction documents \$131,250 Cash Leo A Daly
Location on Campus No. & Description Change Order Amount Fund Source Contractor	Armstrong Gymnasium #3- Additional professional fees due to increase in GMP \$111,584 Cash Leo A Daly

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Approve Use of Up to \$250,000 in Capital Improvement Fee Funds for New College Entry at Peru State College Pending City of Peru Receiving Grant Funds

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

Peru State College has been working in partnership with the City of Peru on a project to improve the entrance to the College. As part of that process, the City plans to apply for a grant to assist with the cost of the project. If the grant is received, the College would like to commit up to \$250,000 of Capital Improvement Fees toward the project for use on property owned or controlled by the Board/College.

In order to provide the appropriate letter of support for the grant application, the College is requesting and the System Office recommends approval this action.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

ACTION: Appoint Substantial Completion Committee for Oak Bowl at Peru State College

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

The Oak Bowl is nearing completion. The System Office and Peru State recommend the following individuals to participate in the Substantial Completion walk-through.

Bob Engles, Student Affairs, Marketing & Enrollment Committee, Board of Trustees
John Chaney, Fiscal, Facilities & Audit Committee, Board of Trustees
Ed Hoffman, Vice Chancellor for Facilities, Planning & Information Technology, NSCS Office
Dan Hanson, President, PSC
Kathy Carroll, Vice President for Administration & Finance, PSC
Rick Harrison, Director of Campus Services, PSC
Chad Beeson, DLR Group
John Heacock, State Building Division

In accordance with Board Policy 8066, the College and System Office recommend approval of the appointment of the Substantial Completion Committee.

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

Employee Salary Recommendations

Priority: Educational Excellence Throughout the System

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

The Chancellor and each State College President have submitted salary recommendations for the 2013-2014 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2013-2014.

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Faculty -- State Supported Positions											
Anderson, Timothy E	Professor	1.00	88,049.00	1,761.00	0.00	0.00	0.00	0.00	89,810.00	2.00%	
Bahr, Katherine E	Professor	1.00	67,603.00	1,352.00	0.00	0.00	0.00	0.00	68,955.00	2.00%	
Bird, Richard J	Professor	1.00	75,692.00	1,514.00	0.00	0.00	0.00	0.00	77,206.00	2.00%	
Blundell, E Patricia	Professor	1.00	70,031.00	1,401.00	0.00	0.00	0.00	0.00	71,432.00	2.00%	
Bogner, Michael P	Professor	1.00	33,285.00	1,359.00	0.00	0.00	0.00	0.00	34,644.00	4.08%	F2
Bruehlman, August	Professor	1.00	70,507.00	1,410.00	0.00	3,000.00	0.00	0.00	74,917.00	6.25%	
Donahue, Mary	Professor	1.00	59,376.00	1,188.00	0.00	3,000.00	1,130.00	0.00	64,694.00	8.96%	
Donahue, Timothy D	Professor	1.00	67,116.00	1,342.00	0.00	0.00	0.00	0.00	68,458.00	2.00%	
Evertson, Matthew Q	Professor	1.00	65,705.00	1,314.00	0.00	0.00	0.00	0.00	67,019.00	2.00%	
Gaudet, Laura B	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Griffith, George	Professor	1.00	92,392.00	1,848.00	0.00	0.00	0.00	0.00	94,240.00	2.00%	
Hardy, Joyce	Professor	1.00	106,550.00	2,131.00	0.00	0.00	0.00	0.00	108,681.00	2.00%	
Haugland, Jerry	Professor	1.00	68,535.00	1,371.00	0.00	0.00	0.00	0.00	69,906.00	2.00%	
Keith, Tim J	Professor	1.00	69,445.00	1,389.00	0.00	0.00	0.00	0.00	70,834.00	2.00%	
King, Donald R	Professor	1.00	67,282.00	1,346.00	0.00	0.00	0.00	0.00	68,628.00	2.00%	
Koza, Richard A	Professor	1.00	76,895.00	1,538.00	0.00	0.00	0.00	0.00	78,433.00	2.00%	
Leite, Michael B	Professor	1.00	67,934.00	1,359.00	0.00	0.00	0.00	0.00	69,293.00	2.00%	
Limbach, Barbara	Professor	1.00	75,381.00	1,508.00	0.00	0.00	0.00	0.00	76,889.00	2.00%	
Madsen, Kim A	Professor	1.00	71,217.00	1,424.00	0.00	0.00	0.00	0.00	72,641.00	2.00%	
Mays, Roger W	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
McEwen, Robert F	Professor	1.00	77,147.00	1,543.00	0.00	0.00	0.00	0.00	78,690.00	2.00%	
Moody, Yvonne M	Professor	1.00	77,145.00	1,543.00	0.00	3,000.00	0.00	0.00	81,688.00	5.89%	
Nobiling, Tracy L	Professor	1.00	75,462.00	1,509.00	0.00	0.00	0.00	0.00	76,971.00	2.00%	
Petersen, Grace A	Professor	1.00	64,371.00	1,287.00	0.00	0.00	0.00	0.00	65,658.00	2.00%	
Ritzen, Scott	Professor	1.00	71,639.00	1,433.00	0.00	0.00	0.00	0.00	73,072.00	2.00%	
Roweton, William	Professor	1.00	85,781.00	1,716.00	0.00	0.00	0.00	0.00	87,497.00	2.00%	
Schaefer, George W	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Schreuder, Joel T	Professor	1.00	64,053.00	1,281.00	0.00	0.00	0.00	0.00	65,334.00	2.00%	
Stack, Robert V	Professor	1.00	78,480.00	1,570.00	0.00	0.00	0.00	0.00	80,050.00	2.00%	
Tucker, Thomas Deane	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Watt, Don E	Professor/Athletic Trainer	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Waugh, Wendy	Professor	1.00	71,944.00	1,439.00	0.00	0.00	0.00	0.00	73,383.00	2.00%	
Younglove, Georgia A	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Sub-Total Professors		33.00	2,354,981.00	47,796.00	0.00	9,000.00	1,130.00	0.00	2,412,907.00		
Bentz, Laura A	Associate Professor	1.00	55,035.00	1,101.00	0.00	0.00	0.00	0.00	56,136.00	2.00%	
Brown, Linda	Associate Professor	1.00	51,005.00	1,020.00	0.00	3,000.00	0.00	0.00	55,025.00	7.88%	
Brust, Mathew	Associate Professor	1.00	46,635.00	933.00	0.00	3,000.00	3,965.00	0.00	54,533.00	16.94%	
Buchmann, Ann M	Associate Professor	1.00	53,996.00	1,080.00	0.00	0.00	0.00	0.00	55,076.00	2.00%	
Cary, Philip G	Associate Professor	1.00	68,375.00	1,368.00	0.00	0.00	0.00	0.00	69,743.00	2.00%	
Ellington, H Elisabeth	Associate Professor	1.00	47,794.00	956.00	0.00	3,000.00	2,783.00	0.00	54,533.00	14.10%	
Enos, Karen	Associate Professor	1.00	58,317.00	1,166.00	0.00	0.00	0.00	0.00	59,483.00	2.00%	

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Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Frink, Teresa	Associate Professor	1.00	47,167.00	943.00	0.00	3,000.00	3,423.00	0.00	54,533.00	15.62%	
Hoem, Bruce	Associate Professor	1.00	55,035.00	1,101.00	0.00	0.00	0.00	0.00	56,136.00	2.00%	
Hunn, Lorie	Associate Professor	1.00	57,538.00	1,151.00	0.00	0.00	0.00	0.00	58,689.00	2.00%	
Jamison, Wendy	Associate Professor	1.00	52,275.00	1,046.00	0.00	3,000.00	0.00	0.00	56,321.00	7.74%	
Kirsch, Kathleen C	Associate Professor	1.00	55,627.00	1,113.00	0.00	0.00	0.00	0.00	56,740.00	2.00%	
Knight, Robert	Associate Professor	1.00	48,871.00	977.00	0.00	3,000.00	1,685.00	0.00	54,533.00	11.59%	
Koehn, James	Associate Professor	1.00	67,119.00	1,342.00	0.00	0.00	0.00	0.00	68,461.00	2.00%	
Leesch Bogner, Lisette D	Associate Professor	1.00	62,230.00	1,245.00	0.00	0.00	0.00	0.00	63,475.00	2.00%	
Margetts, James	Associate Professor	1.00	58,317.00	1,166.00	0.00	0.00	0.00	0.00	59,483.00	2.00%	
Miller, Brandon L	Associate Professor	1.00	53,996.00	1,080.00	0.00	0.00	0.00	0.00	55,076.00	2.00%	
Rahman, Shafiqur	Associate Professor	1.00	59,650.00	1,193.00	0.00	0.00	0.00	0.00	60,843.00	2.00%	
Schaeffer, Susan	Associate Professor	1.00	55,092.00	1,102.00	0.00	0.00	0.00	0.00	56,194.00	2.00%	
Stephens, Michael	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
Taylor, Una D	Associate Professor	1.00	53,729.00	1,075.00	0.00	0.00	0.00	0.00	54,804.00	2.00%	
Varpness, Zachary	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
Wada, James	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
Wentworth, Beth	Associate Professor	1.00	55,315.00	1,106.00	0.00	0.00	0.00	0.00	56,421.00	2.00%	
Wilburn, Brad	Associate Professor	1.00	55,035.00	1,101.00	0.00	0.00	0.00	0.00	56,136.00	2.00%	
Sub-Total Associate Professors		25.00	1,378,542.00	27,572.00	0.00	18,000.00	11,856.00	0.00	1,435,970.00		
Badura, Victoria R	Assistant Professor	1.00	50,005.00	1,000.00	0.00	0.00	0.00	0.00	51,005.00	2.00%	
Basnet, Hem C	Assistant Professor	1.00	60,600.00	1,212.00	0.00	0.00	0.00	0.00	61,812.00	2.00%	
Brammer, Dawn D	Assistant Professor	1.00	47,168.00	943.00	0.00	0.00	0.00	0.00	48,111.00	2.00%	
Cavin, Scott B	Assistant Professor	1.00	54,115.00	1,082.00	0.00	0.00	0.00	0.00	55,197.00	2.00%	
French, Shaunda M	Assistant Professor	1.00	45,450.00	909.00	0.00	0.00	0.00	0.00	46,359.00	2.00%	
Gallegos, Nathaniel P	Assistant Professor	1.00	51,000.00	1,020.00	0.00	0.00	0.00	0.00	52,020.00	2.00%	
Hoffman, William	Assistant Professor	1.00	45,820.00	916.00	0.00	0.00	0.00	0.00	46,736.00	2.00%	
Jamison, Todd E	Assistant Professor	1.00	45,820.00	916.00	0.00	0.00	0.00	0.00	46,736.00	2.00%	
Kendrick, Roger	Assistant Professor	1.00	54,755.00	1,095.00	0.00	0.00	0.00	0.00	55,850.00	2.00%	
Kenney Jr, Richard H	Assistant Professor	1.00	55,000.00	1,100.00	0.00	0.00	0.00	0.00	56,100.00	2.00%	
Madison, Lara L	Assistant Professor	1.00	47,000.00	0.00	0.00	0.00	0.00	0.00	47,000.00	0.00%	F4
McCallum, Henry	Assistant Professor	1.00	55,167.00	1,103.00	0.00	0.00	0.00	0.00	56,270.00	2.00%	
Nesheim, David A	Assistant Professor	1.00	49,490.00	990.00	0.00	0.00	0.00	0.00	50,480.00	2.00%	
VACANT	Assistant Professor	1.00	48,000.00	0.00	0.00	0.00	0.00	0.00	48,000.00	0.00%	
VACANT	Assistant Professor	1.00	65,994.00	0.00	0.00	0.00	0.00	0.00	65,994.00	0.00%	
VACANT	Assistant Professor	1.00	69,607.00	0.00	0.00	0.00	0.00	0.00	69,607.00	0.00%	
VACANT	Assistant Professor	1.00	63,346.00	0.00	0.00	0.00	0.00	0.00	63,346.00	0.00%	
VACANT	Assistant Professor	1.00	83,330.00	0.00	0.00	0.00	0.00	0.00	83,330.00	0.00%	
Poole, Loren D	Assistant Professor	1.00	59,590.00	1,192.00	0.00	0.00	0.00	0.00	60,782.00	2.00%	
Ritzen, Donna R	Assistant Professor	1.00	50,713.00	1,014.00	0.00	0.00	0.00	0.00	51,727.00	2.00%	
Sealey, Jesse V	Assistant Professor	1.00	49,490.00	990.00	0.00	0.00	0.00	0.00	50,480.00	2.00%	
Shuler, Sidney E	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	F4
Smith, Thomas E	Assistant Professor	1.00	50,500.00	1,010.00	0.00	0.00	0.00	0.00	51,510.00	2.00%	
Vogl, Michael	Assistant Professor	1.00	48,107.00	962.00	0.00	0.00	0.00	0.00	49,069.00	2.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Woods, Kathleen E	Assistant Professor	1.00	50,923.00	1,018.00	0.00	0.00	0.00	0.00	51,941.00	2.00%	
Sub-Total Assistant Professors		25.00	1,345,990.00	18,472.00	0.00	0.00	0.00	0.00	1,364,462.00		
Albertazzi, Teri A	Instructor	1.00	36,000.00	720.00	0.00	0.00	0.00	0.00	36,720.00	2.00%	
Carey, Charles O	Instructor	1.00	39,789.00	796.00	0.00	0.00	0.00	0.00	40,585.00	2.00%	
Kennedy, Michael	Instructor	1.00	47,280.00	946.00	0.00	0.00	0.00	0.00	48,226.00	2.00%	
Moeller, Janet M	Instructor	1.00	48,803.00	976.00	0.00	0.00	0.00	0.00	49,779.00	2.00%	
Schroeder, Breon G	Instructor	1.00	36,500.00	0.00	0.00	0.00	0.00	0.00	36,500.00	0.00%	F4
Sub-Total Instructors		5.00	208,372.00	3,438.00	0.00	0.00	0.00	0.00	211,810.00		
Sparkman, Nathan L	Lecturer	1.00	43,500.00	870.00	0.00	0.00	0.00	0.00	44,370.00	2.00%	F3
Sub-Total Lecturers		1.00	43,500.00	870.00	0.00	0.00	0.00	0.00	44,370.00		
TOTAL FACULTY		89.00	5,331,385.00	98,148.00	0.00	27,000.00	12,986.00	0.00	5,469,519.00		

NOTES

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

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
NSCPA Professional Staff -- State Supported Positions											
Amack, Amy R	Admissions Representative	1.00	29,000.00	835.00	0.00	0.00	0.00	0.00	29,835.00	2.88%	
Binkard, Daniel	Digital Graphic Designer	1.00	36,062.00	835.00	0.00	0.00	0.00	0.00	36,897.00	2.32%	
Brown II, Dolyn D	IT Analyst	1.00	55,550.00	835.00	0.00	0.00	0.00	0.00	56,385.00	1.50%	
Burke, Melissa F	Compliance Coordinator	1.00	39,535.00	835.00	0.00	0.00	0.00	0.00	40,370.00	2.11%	
Cassiday, Jerry D	Licensed Student Counselor	0.75	36,333.00	626.00	0.00	0.00	0.00	0.00	36,959.00	1.72%	
Collins, Joby D	IT Analyst	1.00	60,000.00	835.00	0.00	0.00	0.00	0.00	60,835.00	1.39%	
Crofutt, Heather	Academic Advisor	1.00	36,142.00	835.00	0.00	0.00	0.00	0.00	36,977.00	2.31%	
Crofutt, Keith	IT Analyst	1.00	55,000.00	835.00	0.00	0.00	0.00	0.00	55,835.00	1.52%	
Dockweiler, Ann J	Nurse	0.83	40,274.00	693.00	0.00	0.00	0.00	0.00	40,967.00	1.72%	
Fullerton, Christine	Librarian-Public Services	1.00	44,324.00	835.00	1,000.00	0.00	0.00	0.00	46,159.00	4.14%	
Gamble, Bradley G	Assistant Coach	0.83	27,270.00	693.00	0.00	0.00	0.00	0.00	27,963.00	2.54%	
Gaswick, Kari J	Accountant	1.00	33,835.00	835.00	0.00	0.00	0.00	0.00	34,670.00	2.47%	
Gimeson, Merle	Publications Specialist	1.00	50,871.00	835.00	0.00	0.00	0.00	0.00	51,706.00	1.64%	
Gonzalez, Frances	Tutorial Services Counselor	0.83	46,395.00	693.00	0.00	0.00	0.00	0.00	47,088.00	1.49%	
Green, Christopher A	Physical Activity Center Coordinator	1.00	38,749.00	835.00	0.00	0.00	0.00	0.00	39,584.00	2.15%	
Gruen, Carla M	Librarian-Public Services	1.00	45,400.00	835.00	0.00	0.00	0.00	0.00	46,235.00	1.84%	
Harding, Ashley M	Admissions Representative	1.00	31,500.00	835.00	0.00	0.00	0.00	0.00	32,335.00	2.65%	
Haynes, Teresa L	Academic Advisor	1.00	39,121.00	835.00	0.00	0.00	0.00	0.00	39,956.00	2.13%	
Helmbrecht, Alex	Director-Sports Information	1.00	34,095.00	835.00	0.00	0.00	0.00	0.00	34,930.00	2.45%	
Hencey, Danielle M	Academic Advisor	1.00	36,142.00	835.00	0.00	0.00	0.00	0.00	36,977.00	2.31%	
Huckfeldt, Bruce W	Print Shop Supervisor	1.00	45,415.00	835.00	0.00	0.00	0.00	0.00	46,250.00	1.84%	
Hulquist, Seth	Admissions Representative	1.00	32,990.00	835.00	0.00	0.00	0.00	0.00	33,825.00	2.53%	
Jersild, Craig R	Assistant Coach	0.83	29,701.00	693.00	0.00	0.00	0.00	0.00	30,394.00	2.33%	
Johnson, Roberta J	Extended Campus Program Coordinator	1.00	45,747.00	835.00	0.00	0.00	0.00	0.00	46,582.00	1.83%	
Kennell, Deena	Director Internships & Career Services	1.00	56,420.00	835.00	0.00	0.00	0.00	0.00	57,255.00	1.48%	
Kintz, Kayla R	IT Technician	1.00	35,200.00	835.00	0.00	0.00	0.00	0.00	36,035.00	2.37%	
Kuhnel, Kristal S	Director-Graduate Studies Program	1.00	44,395.00	835.00	0.00	0.00	0.00	0.00	45,230.00	1.88%	
Langford, Annette	Distance Learning Coordinator	1.00	36,722.00	835.00	0.00	0.00	0.00	0.00	37,557.00	2.27%	
Larson, Jeff L	Football Defensive Coordinator	1.00	42,737.00	835.00	0.00	0.00	0.00	0.00	43,572.00	1.95%	
Lemmon, Terri A	Accountant	1.00	32,825.00	835.00	0.00	0.00	0.00	0.00	33,660.00	2.54%	
Leonard, Pamela	Assistant Director-Child Development Cen	0.75	19,955.00	626.00	0.00	0.00	0.00	0.00	20,581.00	3.14%	
Linegar, Malinda	IT Specialist	1.00	44,000.00	835.00	1,000.00	0.00	0.00	0.00	45,835.00	4.17%	
Mack, Jill E	Director-Health Professions Program	1.00	43,453.00	835.00	0.00	0.00	0.00	0.00	44,288.00	1.92%	
Newberg, Pamela J	Head of Technical Services	1.00	52,025.00	835.00	0.00	0.00	0.00	0.00	52,860.00	1.60%	
VACANT	IT Specialist	1.00	44,835.00	0.00	0.00	0.00	0.00	0.00	44,835.00	0.00%	
VACANT	IT Specialist	1.00	44,835.00	0.00	0.00	0.00	0.00	0.00	44,835.00	0.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
VACANT	Director-Transitional Studies Program	1.00	36,718.00	0.00	0.00	0.00	0.00	0.00	36,718.00	0.00%	
VACANT	Head of Public Services	1.00	47,799.00	0.00	0.00	0.00	0.00	0.00	47,799.00	0.00%	
VACANT	Academic Technology Technician	1.00	29,602.00	0.00	0.00	0.00	0.00	0.00	29,602.00	0.00%	
VACANT	Accompanist	0.92	31,634.00	0.00	0.00	0.00	0.00	0.00	31,634.00	0.00%	
VACANT	Academic Advisor	1.00	36,500.00	0.00	0.00	0.00	0.00	0.00	36,500.00	0.00%	
Omelanuk, Joy C	Project Coordinator	1.00	34,400.00	835.00	0.00	0.00	0.00	0.00	35,235.00	2.43%	
Pajeda, Kristina M	Admissions Representative	1.00	29,521.00	835.00	0.00	0.00	0.00	0.00	30,356.00	2.83%	
Patterson, Jereme	Telecommunications Specialist	1.00	43,034.00	835.00	0.00	0.00	0.00	0.00	43,869.00	1.94%	
Peters, Katherine A	Academic Support Center Coordinator	1.00	42,925.00	835.00	0.00	0.00	0.00	0.00	43,760.00	1.95%	
Phagan, Laura D	Admissions Representative	1.00	31,000.00	835.00	0.00	0.00	0.00	0.00	31,835.00	2.69%	
Polak, Sarah	Director-Museum	1.00	58,457.00	835.00	0.00	0.00	0.00	0.00	59,292.00	1.43%	
Pourier, Sheila	Financial Aid Counselor	1.00	32,391.00	835.00	0.00	0.00	0.00	0.00	33,226.00	2.58%	
Rickenbach, Michele	Assistant Registrar	1.00	38,062.00	835.00	0.00	0.00	0.00	0.00	38,897.00	2.19%	
Ritzen, Cassandra A	Coordinator of Admissions Services	1.00	29,000.00	835.00	0.00	0.00	0.00	0.00	29,835.00	2.88%	
Roberts, Eric W	IT Specialist	1.00	44,000.00	835.00	0.00	0.00	0.00	0.00	44,835.00	1.90%	
Rolfsmeier, Steven B	Director-Museum	0.92	54,708.00	768.00	0.00	0.00	0.00	0.00	55,476.00	1.40%	
Rutt, Aaron	Manager-Payroll	1.00	35,947.00	835.00	0.00	0.00	0.00	0.00	36,782.00	2.32%	
Schmid, Andrew	IT Specialist	1.00	45,450.00	835.00	0.00	0.00	0.00	0.00	46,285.00	1.84%	
Scoggan, Alisha L	Financial Aid Counselor	0.76	22,111.00	635.00	0.00	0.00	0.00	0.00	22,746.00	2.87%	
Scoggan, Alisha L	Financial Aid Counselor	0.24	7,179.00	200.00	0.00	0.00	0.00	0.00	7,379.00	2.79%	
Serres, Bryant J	Distance Learning Coordinator	1.00	36,360.00	835.00	0.00	0.00	0.00	0.00	37,195.00	2.30%	
Singpiel, Christopher M	Coordinator of Admissions Services	1.00	31,310.00	835.00	0.00	0.00	0.00	0.00	32,145.00	2.67%	
Smith, Debra A	Coordinator of Admissions Services	1.00	35,560.00	835.00	0.00	0.00	0.00	0.00	36,395.00	2.35%	
Spears, Kevin J	Int'l Education Program Coordinator	1.00	38,000.00	835.00	0.00	0.00	0.00	0.00	38,835.00	2.20%	
Stein, Christopher	Football Offensive Coordinator	1.00	42,737.00	835.00	0.00	0.00	0.00	0.00	43,572.00	1.95%	
Summers, Molly R	Financial Aid Counselor	0.75	21,959.00	626.00	0.00	0.00	0.00	0.00	22,585.00	2.85%	
Summers, Molly R	Financial Aid Counselor	0.25	7,331.00	209.00	0.00	0.00	0.00	0.00	7,540.00	2.85%	
Vanvleet, Stefani L	Project Coordinator	1.00	31,900.00	835.00	750.00	0.00	0.00	0.00	33,485.00	4.97%	
Wellnitz, Eric	IT Technician	1.00	35,200.00	835.00	0.00	0.00	0.00	0.00	36,035.00	2.37%	
Williamson, Dale E	Registrar	1.00	76,605.00	835.00	0.00	0.00	0.00	0.00	77,440.00	1.09%	
Wright, Ottley	Academic Advisor	1.00	46,461.00	835.00	0.00	0.00	0.00	0.00	47,296.00	1.80%	
Zeller, Lawayne	Certification Officer	1.00	39,390.00	835.00	0.00	0.00	0.00	0.00	40,225.00	2.12%	
TOTAL		64.66	2,640,104.00	48,212.00	2,750.00	0.00	0.00	0.00	2,691,066.00		

NSCPA – Non-State Supported Positions (Revenue Bond)

Murray, Chelsea L	Asstistant Director-Residence Life	1.00	23,660.00	835.00	0.00	0.00	0.00	0.00	24,495.00	3.53%	
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Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Nichols, Kinley Q	Assistant Director-Residence Life	1.00	23,660.00	835.00	0.00	0.00	0.00	0.00	24,495.00	3.53%	
VACANT	Assistant Director-Residence Life	1.00	24,136.00	0.00	0.00	0.00	0.00	0.00	24,136.00	0.00%	
Sinn, Laure C	Student Activities Coordinator	1.00	50,093.00	835.00	0.00	0.00	0.00	0.00	50,928.00	1.67%	
Tallman, Philip E	Assistant Director-Residence Life	1.00	23,660.00	835.00	0.00	0.00	0.00	0.00	24,495.00	3.53%	
Waldorf, Chelsea B	Assistant Director-Residence Life	1.00	23,660.00	835.00	0.00	0.00	0.00	0.00	24,495.00	3.53%	
TOTAL		6.00	168,869.00	4,175.00	0.00	0.00	0.00	0.00	173,044.00		
Professional Staff (Non-Union) – State Supported Positions											
Baily, Janel B	Head Volleyball Coach	0.83	40,000.00	800.00	0.00	0.00	0.00	0.00	40,800.00	2.00%	
Baily, Ryan J	Head Track & Field Coach	0.83	44,397.00	888.00	0.00	0.00	0.00	0.00	45,285.00	2.00%	
Bargen, Brent	Head Mens Basketball Coach	1.00	54,270.00	1,085.00	0.00	0.00	0.00	0.00	55,355.00	2.00%	
Bargen, Leslie	Development Officer	1.00	40,868.00	817.00	0.00	0.00	0.00	0.00	41,685.00	2.00%	
Bayne, Deann	Director Extended Campus Sites	1.00	48,665.00	973.00	0.00	0.00	0.00	0.00	49,638.00	2.00%	
Brennan, Blair	Coordinator Physical Facilities	1.00	52,348.00	1,047.00	0.00	0.00	0.00	0.00	53,395.00	2.00%	
Burk, Ann M	Chief Information Officer	1.00	88,779.00	1,776.00	0.00	0.00	0.00	0.00	90,555.00	2.00%	
Carey, Tamsyn	Project Director	1.00	48,480.00	970.00	0.00	0.00	0.00	0.00	49,450.00	2.00%	
Carnot, Mary Jo	Asst Director Teaching & Learning Center	1.00	85,000.00	1,700.00	0.00	0.00	0.00	0.00	86,700.00	2.00%	
Connealy, Theresa A	Head Golf Coach	0.15	7,345.00	147.00	0.00	0.00	0.00	0.00	7,492.00	2.00%	P3
Connealy, Timothy P	Head Womens Basketball Coach	1.00	49,775.00	996.00	0.00	0.00	0.00	0.00	50,771.00	2.00%	
Cook, Tena	Interim Marketing Coordinator	1.00	58,800.00	1,176.00	0.00	0.00	0.00	0.00	59,976.00	2.00%	
Crouse, Margaret R	Dean Educ Hum Perf Coun Psyc & Soc Wrk	1.00	107,831.00	5,396.00	0.00	0.00	0.00	0.00	113,227.00	5.00%	
Dawson, Theresa	Asst VP Enrollment Mngt & Inst Research	1.00	82,263.00	1,645.00	0.00	0.00	0.00	0.00	83,908.00	2.00%	
Douglas, Sherry	Senior Director of Student Services	1.00	71,710.00	1,434.00	0.00	0.00	0.00	0.00	73,144.00	2.00%	
Goodman, Julie M	Comptroller	1.00	55,430.00	1,109.00	0.00	0.00	0.00	0.00	56,539.00	2.00%	
Grant, Dale E	Vice President Administration & Finance	1.00	111,136.00	5,562.00	0.00	0.00	0.00	0.00	116,698.00	5.00%	
Hansen, Jon P	Interim Vice Pres Enroll Mgmt & Mktng	1.00	93,000.00	4,654.00	0.00	0.00	0.00	0.00	97,654.00	5.00%	
Hartman, Shawn	Assistant Director Public Services	1.00	58,122.00	1,162.00	0.00	0.00	0.00	0.00	59,284.00	2.00%	
Hughes, Melany K	Budget Director	1.00	47,945.00	959.00	0.00	0.00	0.00	0.00	48,904.00	2.00%	
Hunter, Brett C	Head Wrestling Coach	1.00	38,000.00	760.00	0.00	0.00	0.00	0.00	38,760.00	2.00%	
Hyer, Joel R	Dean Bus Entr App & Math Sci & Sciences	1.00	94,940.00	4,751.00	0.00	0.00	0.00	0.00	99,691.00	5.00%	
Ledbetter, Elizabeth	Assistant to VP Academic Affairs	1.00	45,753.00	915.00	0.00	0.00	0.00	0.00	46,668.00	2.00%	
Long, Jay B	Head Football Coach	0.92	78,275.00	1,566.00	0.00	0.00	0.00	0.00	79,841.00	2.00%	

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Luper, Dustin	Head Rodeo Coach/Admissions Representati	0.65	26,045.00	521.00	0.00	0.00	0.00	0.00	26,566.00	2.00%	
Luper, Dustin	Head Rodeo Coach/Admissions Representati	0.27	11,162.00	223.00	0.00	0.00	0.00	0.00	11,385.00	2.00%	
Marshall, Conrad K	Information Services Officer	0.33	25,077.00	502.00	0.00	0.00	0.00	0.00	25,579.00	2.00%	P3
McLain, Joseph D	Assistant Game Management	0.40	15,750.00	315.00	0.00	0.00	0.00	0.00	16,065.00	2.00%	P3
Mitchell, Melissa A	Director of Records	0.15	7,070.00	142.00	0.00	0.00	0.00	0.00	7,212.00	2.01%	
Mitchell, Melissa A	Director of Records	0.85	45,905.00	918.00	0.00	0.00	0.00	0.00	46,823.00	2.00%	
VACANT	Interim Dir Lib & Learning Svcs	0.55	46,508.00	0.00	0.00	0.00	0.00	0.00	46,508.00	0.00%	
VACANT	Athletic Director	1.00	110,000.00	0.00	0.00	0.00	0.00	0.00	110,000.00	0.00%	
VACANT	Head Softball Coach	0.43	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00%	P3
Pope, Karen K	Director of Development & Alumni	1.00	49,402.00	988.00	0.00	0.00	0.00	0.00	50,390.00	2.00%	
Prestwich, Aaron M	Senior Director of Student Affairs	1.00	67,500.00	1,350.00	0.00	0.00	0.00	0.00	68,850.00	2.00%	
Russell, Beverly K	Interim Dir Lib & Learning Svcs	0.45	34,500.00	690.00	0.00	0.00	0.00	0.00	35,190.00	2.00%	
Seberger Forstrom, Katharine J	Dean Liberal Arts	1.00	94,000.00	1,880.00	0.00	0.00	0.00	0.00	95,880.00	2.00%	
Smith, Bradley R	Assistant To President	1.00	94,655.00	1,893.00	0.00	0.00	0.00	0.00	96,548.00	2.00%	
Snare, Charles	Vice President Academic Affairs	1.00	111,100.00	5,560.00	0.00	0.00	0.00	0.00	116,660.00	5.00%	
Stein, Lisa A	Interim Director of Admissions	1.00	46,000.00	920.00	0.00	0.00	0.00	0.00	46,920.00	2.00%	
Stetson, Gayle	Human Resources Coordinator	1.00	38,299.00	766.00	0.00	0.00	0.00	0.00	39,065.00	2.00%	
Taylor, Stephen M	Assoc Vice President Market Development	1.00	96,233.00	1,925.00	0.00	0.00	0.00	0.00	98,158.00	2.00%	
Vogt, Kara L	Director Of Human Resources	1.00	72,024.00	1,440.00	0.00	0.00	0.00	0.00	73,464.00	2.00%	
Vroman, Lona K	Interim Dir-Child Development Center	1.00	30,000.00	600.00	0.00	0.00	0.00	0.00	30,600.00	2.00%	
TOTAL		37.81	2,524,462.00	62,921.00	0.00	0.00	0.00	0.00	2,587,383.00		
Professional Staff (Non-Union) – Non-State Supported Positions (Revenue Bond)											
Fosher, Tamara L	Manager of Residence Life Programs	1.00	36,724.00	734.00	0.00	0.00	0.00	0.00	37,458.00	2.00%	
Johns, Shellie	Coordinator of Conferences	1.00	41,557.00	831.00	0.00	0.00	0.00	0.00	42,388.00	2.00%	
Simons, Sheryl J	Director Of Housing & Residence Life	1.00	59,908.00	1,198.00	0.00	0.00	0.00	0.00	61,106.00	2.00%	
TOTAL		3.00	138,189.00	2,763.00	0.00	0.00	0.00	0.00	140,952.00		

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Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
TOTAL PROFESSIONAL		111.47	5,471,624.00	118,071.00	2,750.00	0.00	0.00	0.00	5,592,445.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave of absence
- P5 = temporary/interim appointment
- P6 = new appointment

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
NAPE/Support Staff -- State Supported Positions											
Ainslie, Melvin	Custodial Leader	0.50	15,735.00	315.00	0.00	1,258.00	0.00	0.00	17,308.00	10.00%	S3
Allen, Jarrod O	Electrician	0.60	18,000.00	360.00	0.00	0.00	0.00	0.00	18,360.00	2.00%	S3
Barry-Schommer, Brenda D	Office Assistant IV	0.50	22,906.00	458.00	0.00	0.00	0.00	0.00	23,364.00	2.00%	S3
Blonien, Sharla	Office Assistant II	1.00	24,699.00	494.00	0.00	0.00	0.00	0.00	25,193.00	2.00%	
Bradley, Kimberly A	Accounting Clerk II	1.00	24,648.00	493.00	0.00	0.00	0.00	0.00	25,141.00	2.00%	
Brennan, Colleen G	Medical Assistant	0.75	16,056.00	321.00	0.00	19.00	0.00	0.00	16,396.00	2.12%	
Brown, Brenda	Office Assistant II	1.00	24,033.00	481.00	0.00	446.00	0.00	0.00	24,960.00	3.86%	
Buchanan Jr, Thomas P	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%	
Butler, Gregory	Maintenance Repair Worker IV	0.60	29,310.00	586.00	0.00	0.00	0.00	0.00	29,896.00	2.00%	S3
Callahan, Pamela L	Accounting Clerk II	1.00	30,507.00	610.00	0.00	21.00	0.00	0.00	31,138.00	2.07%	
Camerlinck, Angela	Office Assistant II	1.00	24,576.00	492.00	500.00	0.00	0.00	0.00	25,568.00	4.04%	
Coates, Amy L	Custodian	1.00	25,562.00	511.00	0.00	2,046.00	0.00	0.00	28,119.00	10.00%	
Conway, Craig E	Publications Technician	1.00	31,082.00	622.00	0.00	0.00	0.00	0.00	31,704.00	2.00%	
Crawford, Jarid	Security Officer II	1.00	24,737.00	495.00	0.00	20.00	0.00	0.00	25,252.00	2.08%	
Cummings, Kristol	Office Assistant II	0.75	18,026.00	361.00	0.00	333.00	0.00	0.00	18,720.00	3.85%	
Doescher, Randy	Maintenance Repair Worker III	0.50	13,561.00	271.00	0.00	0.00	0.00	0.00	13,832.00	2.00%	S3
Downs, Joanne	Office Assistant II	0.83	22,131.00	443.00	0.00	716.00	0.00	0.00	23,290.00	5.24%	
Eleson, Bonnie	Custodian	1.00	31,222.00	624.00	0.00	41.00	0.00	0.00	31,887.00	2.13%	
Emerson, Sherrie B	Computer Operator	1.00	26,240.00	525.00	0.00	26.00	0.00	0.00	26,791.00	2.10%	
Enos, Bryan	Maintenance Repair Worker II	1.00	26,068.00	521.00	0.00	202.00	0.00	0.00	26,791.00	2.77%	
Fitzgerald, Becky L	Accounting Clerk II	1.00	21,408.00	428.00	0.00	25.00	0.00	0.00	21,861.00	2.12%	
Frandsen, Connie	Office Assistant II	1.00	27,477.00	550.00	0.00	33.00	0.00	0.00	28,060.00	2.12%	
Frederick, Terry D	Maintenance Repair Worker I	1.00	19,901.00	398.00	0.00	23.00	0.00	0.00	20,322.00	2.12%	
Fry, Jeremy J	Maintenance Repair Worker IV	1.00	30,676.00	614.00	0.00	14.00	0.00	0.00	31,304.00	2.05%	
Gilmore, Roberta	Office Assistant II	1.00	22,516.00	450.00	0.00	1,802.00	0.00	0.00	24,768.00	10.00%	
Hartman, Janet L	Office Assistant II	1.00	31,260.00	625.00	0.00	0.00	0.00	0.00	31,885.00	2.00%	
Hayford, Eric	Custodian	1.00	22,738.00	455.00	0.00	20.00	0.00	0.00	23,213.00	2.09%	
Huckfeldt, Kimberly	Office Assistant II	1.00	34,294.00	686.00	0.00	0.00	0.00	0.00	34,980.00	2.00%	
James, Casey	Maintenance Repair Worker III	0.50	13,808.00	276.00	0.00	0.00	0.00	0.00	14,084.00	2.00%	S3
Jordan, Joseph R	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%	
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	21,871.00	437.00	0.00	10.00	0.00	0.00	22,318.00	2.04%	S3
Katen, Sally J	Accounting Clerk III	1.00	35,447.00	709.00	0.00	0.00	0.00	0.00	36,156.00	2.00%	
Kern, Silas Wade	Maintenance Repair Worker IV	1.00	48,093.00	962.00	0.00	33.00	0.00	0.00	49,088.00	2.07%	
Krejci, Lynda J	Custodian	1.00	25,562.00	511.00	0.00	11.00	0.00	0.00	26,084.00	2.04%	
Kuhnel, Lorin	Maintenance Repair Worker II	1.00	36,021.00	720.00	0.00	13.00	0.00	0.00	36,754.00	2.03%	
Lafontsee, Craig	Maintenance Repair Worker II	1.00	34,300.00	686.00	0.00	1,768.00	0.00	0.00	36,754.00	7.15%	
Malone, Velinda	Custodian	1.00	25,562.00	511.00	0.00	11.00	0.00	0.00	26,084.00	2.04%	
Mason, Kathy	Office Assistant III	1.00	39,493.00	790.00	0.00	0.00	0.00	0.00	40,283.00	2.00%	

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Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
McCoy, Ranita R	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%	
Mefferd, Sandra K	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%	
Mittleider, Stacie	Office Assistant II	0.75	18,026.00	361.00	0.00	333.00	0.00	0.00	18,720.00	3.85%	
Moore, Jim	Maintenance Repair Worker III	0.50	20,810.00	416.00	0.00	21.00	0.00	0.00	21,247.00	2.10%	S3
Mowry, Marianne	Office Assistant II	1.00	25,204.00	504.00	0.00	0.00	0.00	0.00	25,708.00	2.00%	
Mracek, Patricia	Office Assistant II	1.00	25,727.00	515.00	0.00	0.00	0.00	0.00	26,242.00	2.00%	
Myers, Lewis L	Maintenance Repair Worker IV	0.50	19,695.00	394.00	0.00	4.00	0.00	0.00	20,093.00	2.02%	S3
Neuharth, Geraldine M	Office Assistant II	1.00	27,601.00	552.00	0.00	2,209.00	0.00	0.00	30,362.00	10.00%	
VACANT	Academic Credentials Technician	1.00	25,252.00	0.00	0.00	0.00	0.00	0.00	25,252.00	0.00%	
VACANT	Custodian	1.00	20,322.00	0.00	0.00	0.00	0.00	0.00	20,322.00	0.00%	
VACANT	Custodian	1.00	20,322.00	0.00	0.00	0.00	0.00	0.00	20,322.00	0.00%	
VACANT	Maintenance Repair Worker III	0.70	18,987.00	0.00	0.00	0.00	0.00	0.00	18,987.00	0.00%	S3
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	19,058.00	381.00	0.00	0.00	0.00	0.00	19,439.00	2.00%	S3
Porras, Patti R	Accounting Clerk II	1.00	28,234.00	0.00	0.00	0.00	0.00	0.00	28,234.00	0.00%	
Roberts, Casey	Electrician Master	0.60	22,215.00	444.00	0.00	417.00	0.00	0.00	23,076.00	3.88%	S3
Schefcik, Karma	Custodial Leader	0.50	13,120.00	262.00	0.00	13.00	0.00	0.00	13,395.00	2.10%	S3
Schrader, Marsha	Office Assistant II	1.00	24,446.00	489.00	0.00	25.00	0.00	0.00	24,960.00	2.10%	
Schwager, Jessica R	Office Assistant II	1.00	21,404.00	428.00	0.00	29.00	0.00	0.00	21,861.00	2.14%	
Stroup, Stephanie	Office Assistant II	0.50	12,224.00	244.00	0.00	12.00	0.00	0.00	12,480.00	2.09%	S3
Tausan, Judy	Office Assistant II	1.00	22,464.00	449.00	0.00	1,798.00	0.00	0.00	24,711.00	10.00%	
Turman, Bridget S	Custodian	1.00	29,972.00	599.00	0.00	0.00	0.00	0.00	30,571.00	2.00%	
Walgren, Cynthia S	Accounting Clerk II	1.00	30,507.00	610.00	0.00	21.00	0.00	0.00	31,138.00	2.07%	
Weber, Steve L	Maintenance Repair Worker II	1.00	26,068.00	521.00	0.00	202.00	0.00	0.00	26,791.00	2.77%	
Wess, Patrick M	Maintenance Repair Worker III	0.50	13,284.00	266.00	0.00	12.00	0.00	0.00	13,562.00	2.09%	S3
Wright, Brittany N	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%	
Zillig, Robert	Maintenance Repair Worker II	1.00	29,753.00	0.00	0.00	0.00	0.00	0.00	29,753.00	0.00%	
TOTAL		56.08	1,553,737.00	28,216.00	500.00	14,091.00	0.00	0.00	1,596,544.00		
NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)											
Ahrens, Heather E	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%	
Ainslie, Melvin	Custodial Leader	0.50	15,735.00	315.00	0.00	1,258.00	0.00	0.00	17,308.00	10.00%	S3
Allen, Jarrod O	Electrician	0.40	12,000.00	240.00	0.00	0.00	0.00	0.00	12,240.00	2.00%	S3
Barry-Schommer, Brenda D	Office Assistant IV	0.50	22,906.00	458.00	0.00	0.00	0.00	0.00	23,364.00	2.00%	S3
Boggs, April L	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%	
Butler, Gregory	Maintenance Repair Worker IV	0.40	19,539.00	391.00	0.00	0.00	0.00	0.00	19,930.00	2.00%	S3
Carnahan, Melody M	Office Assistant II	1.00	30,506.00	610.00	0.00	22.00	0.00	0.00	31,138.00	2.07%	
Clark, Kim D	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%	
Doescher, Randy	Maintenance Repair Worker III	0.50	13,561.00	271.00	0.00	0.00	0.00	0.00	13,832.00	2.00%	S3

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes	5.1.-12
Franey, Max E	Maintenance Repair Worker II	1.00	30,202.00	604.00	0.00	0.00	0.00	0.00	30,806.00	2.00%		
Gortsema, Judy A	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%		
Hansen, Maruta	Custodian	1.00	22,738.00	455.00	0.00	1,819.00	0.00	0.00	25,012.00	10.00%		
Hirose, Mihoko	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%		
James, Casey	Maintenance Repair Worker III	0.50	13,808.00	276.00	0.00	0.00	0.00	0.00	14,084.00	2.00%	S3	
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	21,871.00	437.00	0.00	11.00	0.00	0.00	22,319.00	2.05%	S3	
Knaub, Nancy C	Custodian	1.00	19,902.00	398.00	0.00	22.00	0.00	0.00	20,322.00	2.11%		
McKinnon, Kenneth W	Custodian	1.00	22,738.00	455.00	0.00	20.00	0.00	0.00	23,213.00	2.09%		
Moore, Jim	Maintenance Repair Worker III	0.50	20,811.00	416.00	0.00	21.00	0.00	0.00	21,248.00	2.10%	S3	
Myers, Lewis L	Maintenance Repair Worker IV	0.50	19,695.00	394.00	0.00	4.00	0.00	0.00	20,093.00	2.02%	S3	
VACANT	Custodian	1.00	20,322.00	0.00	0.00	0.00	0.00	0.00	20,322.00	0.00%		
VACANT	Custodian	1.00	20,322.00	0.00	0.00	0.00	0.00	0.00	20,322.00	0.00%		
VACANT	Maintenance Repair Worker III	0.30	8,137.00	0.00	0.00	0.00	0.00	0.00	8,137.00	0.00%	S3	
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	19,058.00	381.00	0.00	0.00	0.00	0.00	19,439.00	2.00%	S3	
Phillips, Kelly A	Office Assistant II	1.00	22,111.00	442.00	0.00	0.00	0.00	0.00	22,553.00	2.00%		
Roberts, Casey	Electrician Master	0.40	14,810.00	296.00	0.00	278.00	0.00	0.00	15,384.00	3.88%	S3	
Schefcik, Karma	Custodial Leader	0.50	13,120.00	262.00	0.00	14.00	0.00	0.00	13,396.00	2.10%	S3	
Speirs, Christopher A	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%		
Wess, Patrick M	Maintenance Repair Worker III	0.50	13,284.00	266.00	0.00	12.00	0.00	0.00	13,562.00	2.09%	S3	
Wood, Elaine	Custodian	1.00	31,222.00	624.00	0.00	41.00	0.00	0.00	31,887.00	2.13%		
TOTAL		21.50	567,828.00	10,379.00	0.00	3,636.00	0.00	0.00	581,843.00			
Support Staff (Non-Union) -- State Supported Positions												
Anderson, Pamela J	Secretary To The President	1.00	45,820.00	916.00	0.00	0.00	0.00	0.00	46,736.00	2.00%		
Baumann, M Todd	Maintenance Supervisor	0.55	20,350.00	407.00	0.00	0.00	0.00	0.00	20,757.00	2.00%	S3	
Hawthorne, Laura A	Office Assistant I	0.50	9,252.00	185.00	0.00	7.00	0.00	0.00	9,444.00	2.08%		
Mays, Lucinda W	Grounds Supervisor	0.83	34,340.00	687.00	0.00	0.00	0.00	0.00	35,027.00	2.00%		
Mitchell, Kay L	Office Assistant II	1.00	21,404.00	428.00	0.00	29.00	0.00	0.00	21,861.00	2.14%		
Stokey, Katherine	Office Assistant III	1.00	41,969.00	839.00	0.00	0.00	0.00	0.00	42,808.00	2.00%		
Wyatt, Samantha J	Interim Mail Clerk	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%		
TOTAL		5.88	193,043.00	3,860.00	0.00	52.00	0.00	0.00	196,955.00			
Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)												
Baumann, M Todd	Maintenance Supervisor	0.45	16,650.00	333.00	0.00	0.00	0.00	0.00	16,983.00	2.00%	S3	
Keiper, Donald	Security Supervisor	0.92	35,350.00	707.00	0.00	0.00	0.00	0.00	36,057.00	2.00%		
TOTAL		1.37	52,000.00	1,040.00	0.00	0.00	0.00	0.00	53,040.00			

Chadron State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
TOTAL SUPPORT STAFF		84.83	2,366,608.00	43,495.00	500.00	17,779.00	0.00	0.00	2,428,382.00		

NOTES

- S1 = recognition of certificate or degree completion
- S2 = reclassification
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = early retirement incentive program
- S6 = temporary position
- S7 = new hire

Chadron State College
 Wage Information for 2013-2014 Non-State Supported

Employee Name	SAP Position	Position Title	FTE	2012-2013	Adjustments			2013-2014	Total	Notes
				Base Salary	2.00% increase	Degree	Other	Total Annual Salary	% Increase	
Professional Staff (NSCPA) -- Grant Supported										
Curtis, Lisa	660146	RETENTION SPECIALIST	0.920	32,320.00	768.00			33,088.00	2.38%	51-14
Dressel, Sonja	660150	LICENSED STUDENT COUNSELOR	0.830	37,205.00	693.00			37,898.00	1.86%	
Total			1.750	69,525.00	1,461.00	0.00	0.00	70,986.00		
Professional Staff (Non-Union) -- Grant Supported										
Sager, Heather	660149	TEST COORDINATOR/ACADEMIC ADVISOR	0.500	17,892.00	358.00			18,250.00	2.00%	new hire 8/2013
Schaer, Jennifer	660144	PROJECT DIRECTOR	1.000	46,000.00	920.00			46,920.00	2.00%	
Smith-Bruehlman, Martha	660624	PROJECT DIRECTOR, UPWARD BOUND	1.000	49,775.00	996.00			50,771.00	2.00%	
Spargo (Capron), Megan	660148	TEST COORDINATOR/ACADEMIC ADVISOR	0.500	18,071.00	361.00			18,432.00	2.00%	
Stephens, Lauren	660147	TEST COORDINATOR/ACADEMIC ADVISOR	0.500	18,071.00	361.00			18,432.00	2.00%	
Total			3.500	149,809.00	2,996.00	0.00	0.00	152,805.00		
Support Staff (NAPE) -- Grant Supported										
Stroup, Stephanie	660145	OFFICE ASSISTANT II	0.500	12,223.00	244.00		13.00	12,480.00		2% matrix
Total			0.500	12,223.00	244.00	0.00	13.00	12,480.00		
Support Staff (Non-Union) -- Grant Supported										
Koza, Kristin	660634	OFFICE ASSISTANT II	0.415	10,764.00	215.00			10,979.00	2%	
Wittrock, Jennifer	660303	OFFICE ASSISTANT I	0.500	10,078.00	202.00			10,280.00	2%	
Total			0.915	20,842.00	417.00	0.00	0.00	21,259.00		
Total Grant Funded Positions			6.665	252,399.00	5,118.00	0.00	13.00	257,530.00		

Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Faculty – State Supported Positions											
Anderson, Kenneth E	Professor	1.00	77,892.00	1,558.00	0.00	0.00	0.00	0.00	79,450.00	2.00%	
Asmussen, Kelly J	Professor	1.00	69,868.00	1,397.00	0.00	0.00	0.00	0.00	71,265.00	2.00%	
Barger, Michael	Professor	1.00	64,053.00	1,281.00	0.00	0.00	0.00	0.00	65,334.00	2.00%	
Beischel, Mark L	Professor	1.00	69,440.00	1,389.00	0.00	0.00	0.00	0.00	70,829.00	2.00%	
Citrin, Anthony K	Professor	1.00	85,590.00	1,712.00	0.00	0.00	0.00	0.00	87,302.00	2.00%	
Clemente, William A	Professor	1.00	72,141.00	1,443.00	0.00	0.00	0.00	0.00	73,584.00	2.00%	
Clopton, Richard E	Professor	1.00	72,659.00	1,453.00	0.00	0.00	0.00	0.00	74,112.00	2.00%	
Crook, Sara B	Professor	1.00	70,797.00	1,416.00	0.00	0.00	0.00	0.00	72,213.00	2.00%	
Davis, Searl Spencer	Professor	1.00	86,514.00	1,730.00	0.00	0.00	0.00	0.00	88,244.00	2.00%	
Ediger, Thomas L	Professor	1.00	88,318.00	1,766.00	0.00	0.00	0.00	0.00	90,084.00	2.00%	
Grotrian, Judy A	Professor	1.00	66,049.00	1,321.00	0.00	0.00	0.00	0.00	67,370.00	2.00%	
Holtz, Daniel J	Professor	1.00	76,982.00	1,540.00	0.00	0.00	0.00	0.00	78,522.00	2.00%	
Long, Daryl C	Professor	1.00	107,415.00	2,148.00	0.00	0.00	0.00	0.00	109,563.00	2.00%	
Nevitt, James R	Professor	1.00	64,053.00	1,281.00	0.00	0.00	0.00	0.00	65,334.00	2.00%	
VACANT	Professor	1.00	65,993.00	0.00	0.00	0.00	0.00	0.00	65,993.00	0.00%	
Waln, Randy L	Professor	1.00	69,264.00	1,385.00	0.00	0.00	0.00	0.00	70,649.00	2.00%	
Welsh, Dennis W	Professor	1.00	67,353.00	1,347.00	0.00	0.00	0.00	0.00	68,700.00	2.00%	
Sub-Total Professors		17.00	1,274,381.00	24,167.00	0.00	0.00	0.00	0.00	1,298,548.00		
Gardner, Kelli A	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
Goebel-Lundholm, Mary C	Associate Professor	1.00	66,932.00	1,339.00	0.00	0.00	0.00	0.00	68,271.00	2.00%	
Grotrian-Ryan, Sheri	Associate Professor	1.00	56,463.00	1,129.00	0.00	0.00	0.00	0.00	57,592.00	2.00%	
Hinrichs, Paul E	Associate Professor	1.00	66,043.00	1,321.00	0.00	0.00	0.00	0.00	67,364.00	2.00%	
Hutchison, Christy L	Associate Professor	1.00	63,166.00	1,263.00	0.00	0.00	0.00	0.00	64,429.00	2.00%	
Kunkel, Margaret E	Associate Professor	1.00	56,740.00	1,135.00	0.00	0.00	0.00	0.00	57,875.00	2.00%	
Preisman, Kristi A	Associate Professor	1.00	55,062.00	1,101.00	0.00	0.00	0.00	0.00	56,163.00	2.00%	
Ruskamp, Judith J	Associate Professor	1.00	58,387.00	1,168.00	0.00	0.00	0.00	0.00	59,555.00	2.00%	
Ryan, Kyle C	Associate Professor	1.00	56,045.00	1,121.00	0.00	0.00	0.00	0.00	57,166.00	2.00%	
Zost, Gregory	Associate Professor	1.00	53,729.00	1,075.00	0.00	0.00	0.00	0.00	54,804.00	2.00%	
Sub-Total Associate Professors		10.00	586,030.00	11,721.00	0.00	0.00	0.00	0.00	597,751.00		
Ahmad, Gul	Assistant Professor	1.00	58,000.00	1,160.00	0.00	0.00	0.00	0.00	59,160.00	2.00%	
Bartlett, Jacob K	Assistant Professor	1.00	51,000.00	1,020.00	0.00	0.00	0.00	0.00	52,020.00	2.00%	
Bittner, Gina L	Assistant Professor	1.00	47,289.00	946.00	0.00	0.00	0.00	0.00	48,235.00	2.00%	
Jackson, Alan W	Assistant Professor	1.00	51,923.00	1,038.00	0.00	0.00	0.00	0.00	52,961.00	2.00%	
Jones-Branch, Julie A	Assistant Professor	1.00	49,985.00	1,000.00	0.00	0.00	0.00	0.00	50,985.00	2.00%	
Kearney, Mary Elizabeth	Assistant Professor	1.00	51,186.00	1,024.00	0.00	0.00	0.00	0.00	52,210.00	2.00%	
Meints, Kenneth L	Assistant Professor	1.00	51,139.00	1,023.00	0.00	0.00	0.00	0.00	52,162.00	2.00%	
Nies, Kristi	Assistant Professor	1.00	45,793.00	916.00	0.00	3,000.00	0.00	0.00	49,709.00	8.55%	
VACANT	Assistant Professor	1.00	47,000.00	0.00	0.00	0.00	0.00	0.00	47,000.00	0.00%	
VACANT	Assistant Professor	1.00	48,000.00	0.00	0.00	0.00	0.00	0.00	48,000.00	0.00%	
VACANT	Assistant Professor	1.00	51,000.00	0.00	0.00	0.00	0.00	0.00	51,000.00	0.00%	
VACANT	Assistant Professor	1.00	51,015.00	0.00	0.00	0.00	0.00	0.00	51,015.00	0.00%	

Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Wusk, Evi J	Assistant Professor	1.00	50,470.00	1,009.00	0.00	0.00	0.00	0.00	51,479.00	2.00%	
Zost, Loretta	Assistant Professor	1.00	50,401.00	1,008.00	0.00	0.00	0.00	0.00	51,409.00	2.00%	
Sub-Total Assistant Professors		14.00	704,201.00	10,144.00	0.00	3,000.00	0.00	0.00	717,345.00		
Albury, Renetta J	Instructor	1.00	49,490.00	990.00	0.00	0.00	0.00	0.00	50,480.00	2.00%	
Amen, Melissa A	Instructor	1.00	45,905.00	918.00	0.00	0.00	0.00	0.00	46,823.00	2.00%	
Griffin, Kenneth B	Instructor	1.00	59,334.00	1,187.00	0.00	0.00	0.00	0.00	60,521.00	2.00%	
Hayes, Daniel F	Instructor	1.00	49,500.00	990.00	0.00	0.00	0.00	0.00	50,490.00	2.00%	
Knape, Aaron P	Instructor	1.00	53,530.00	1,071.00	0.00	0.00	0.00	0.00	54,601.00	2.00%	
VACANT	Instructor	1.00	53,000.00	0.00	0.00	0.00	0.00	0.00	53,000.00	0.00%	
Parriott, Lisa L	Instructor	1.00	48,000.00	960.00	0.00	0.00	0.00	0.00	48,960.00	2.00%	
Pemberton, Heather L	Instructor	1.00	53,000.00	1,060.00	0.00	0.00	0.00	0.00	54,060.00	2.00%	
Schottel, Ronicka Sue	Instructor	1.00	48,000.00	960.00	0.00	0.00	0.00	0.00	48,960.00	2.00%	
Seay, Darolyn D	Instructor	1.00	44,259.00	885.00	0.00	0.00	0.00	0.00	45,144.00	2.00%	
Young, Joshua E	Instructor	1.00	42,436.00	849.00	0.00	0.00	0.00	0.00	43,285.00	2.00%	
Sub-Total Instructors		11.00	546,454.00	9,870.00	0.00	0.00	0.00	0.00	556,324.00		
TOTAL FACULTY		52.00	3,111,066.00	55,902.00	0.00	3,000.00	0.00	0.00	3,169,968.00		

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NOTES

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

Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
NSCPA Professional Staff -- State Supported Positions											
Allgood, Chelsea	Student Activities Coordinator	1.00	35,324.00	835.00	0.00	0.00	0.00	0.00	36,159.00	2.36%	
Bergmeier, Wende S	Coordinator of Admissions Services	1.00	36,703.00	835.00	1,000.00	0.00	0.00	0.00	38,538.00	5.00%	
Blobaum, Kevin M	Instructional Resources Coordinator	1.00	41,083.00	835.00	0.00	0.00	0.00	0.00	41,918.00	2.03%	
Breazile, Teresa	Accountant	1.00	31,885.00	835.00	0.00	0.00	0.00	0.00	32,720.00	2.62%	
Christiansen, Cori	Distance Learning Coordinator	1.00	34,968.00	835.00	0.00	0.00	0.00	0.00	35,803.00	2.39%	
Dunekacke, Jari A	Coordinator of Admissions Services	1.00	36,703.00	835.00	0.00	0.00	0.00	0.00	37,538.00	2.28%	
Fender, Daniel G	Licensed Student Counselor	0.84	40,000.00	701.00	0.00	0.00	0.00	0.00	40,701.00	1.75%	
Gottula, Cassie D	Coordinator of Admissions Services	1.00	32,500.00	835.00	1,000.00	0.00	0.00	0.00	34,335.00	5.65%	
Hall, Karla B	Project Coordinator	1.00	35,425.00	835.00	0.00	0.00	0.00	0.00	36,260.00	2.36%	
Harshbarger, Ted L	Associate Athletic Director	0.84	55,697.00	701.00	0.00	0.00	0.00	0.00	56,398.00	1.26%	
Haveman, Debra	Business Process Specialist	1.00	45,000.00	835.00	0.00	0.00	0.00	0.00	45,835.00	1.86%	
Holtz, Alice	Cooperative Education Coordinator	0.92	41,428.00	768.00	0.00	0.00	0.00	0.00	42,196.00	1.85%	
Jantzen, Emily J	Project Coordinator	1.00	31,300.00	0.00	0.00	0.00	0.00	0.00	31,300.00	0.00%	P6
Johnson, Rebecca M	Graphic Designer	1.00	42,756.00	835.00	0.00	0.00	0.00	0.00	43,591.00	1.95%	
Jones, Sherry M	Distance Learning Coordinator	1.00	32,320.00	835.00	0.00	0.00	0.00	0.00	33,155.00	2.58%	
Leise, Heather R	Assistant Registrar	1.00	33,459.00	835.00	0.00	0.00	0.00	0.00	34,294.00	2.50%	
Meland, Marie	Tutorial Services/ADA Coordinator	0.84	37,311.00	701.00	0.00	0.00	0.00	0.00	38,012.00	1.88%	
Melvin, Brent	Athletic Trainer	0.84	40,439.00	701.00	0.00	0.00	0.00	0.00	41,140.00	1.73%	
Melvin, Vickie	Athletic Trainer	0.84	34,806.00	701.00	0.00	0.00	0.00	0.00	35,507.00	2.01%	
VACANT	IT Specialist	1.00	45,453.00	0.00	0.00	0.00	0.00	0.00	45,453.00	0.00%	
VACANT	Certification Officer	1.00	39,780.00	0.00	0.00	0.00	0.00	0.00	39,780.00	0.00%	
VACANT	IT Analyst	1.00	49,776.00	0.00	0.00	0.00	0.00	0.00	49,776.00	0.00%	
VACANT	IT Analyst	1.00	61,835.00	0.00	0.00	0.00	0.00	0.00	61,835.00	0.00%	
VACANT	IT Specialist	1.00	44,835.00	0.00	0.00	0.00	0.00	0.00	44,835.00	0.00%	
VACANT	IT Specialist	1.00	44,835.00	0.00	0.00	0.00	0.00	0.00	44,835.00	0.00%	
VACANT	Football Defensive Coordinator	0.92	43,000.00	0.00	0.00	0.00	0.00	0.00	43,000.00	0.00%	
VACANT	Budget Director	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
Pugh, Debra J	Financial Aid Counselor	1.00	32,000.00	835.00	0.00	0.00	0.00	0.00	32,835.00	2.61%	
Ratakhin, Sergey O	IT Analyst	1.00	50,000.00	835.00	0.00	0.00	0.00	0.00	50,835.00	1.67%	
Rippe, Patricia	Director Field Exp/Teacher Cert Officer	0.92	61,246.00	768.00	0.00	0.00	0.00	0.00	62,014.00	1.25%	
Taylor-Costello, Julie Christine	Director - Inst. for Comm. Engagement	1.00	70,000.00	835.00	0.00	0.00	0.00	0.00	70,835.00	1.19%	
Varley, Louis G	Assistant Coach	0.92	34,845.00	768.00	0.00	0.00	0.00	0.00	35,613.00	2.20%	
Williams, Krista K	Assistant Director-Financial Aid	1.00	34,969.00	835.00	0.00	0.00	0.00	0.00	35,804.00	2.39%	

Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
TOTAL		31.88	1,376,681.00	19,169.00	2,000.00	0.00	0.00	0.00	1,397,850.00		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>											
Nuth, Somaly	Assistant Director - Residence Life	1.00	31,000.00	835.00	0.00	0.00	0.00	0.00	31,835.00	2.69%	
TOTAL		1.00	31,000.00	835.00	0.00	0.00	0.00	0.00	31,835.00		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>											
Albury, Wayne K	Head Baseball Coach	0.92	46,455.00	929.00	0.00	0.00	0.00	0.00	47,384.00	2.00%	
Anson, Regan L	Director of Marketing & Communications	1.00	76,446.00	1,529.00	0.00	0.00	0.00	0.00	77,975.00	2.00%	
Balogh, Melvin L	Head Volleyball Coach	0.92	44,440.00	889.00	0.00	0.00	0.00	0.00	45,329.00	2.00%	
Beardslee, Eugene A	Director Of Computer Services	1.00	88,212.00	1,764.00	0.00	0.00	0.00	0.00	89,976.00	2.00%	
Becker, Roger V	Director of the Library	1.00	72,203.00	1,444.00	0.00	0.00	0.00	0.00	73,647.00	2.00%	
Cade, Eulanda	Director Of Human Resources	1.00	69,102.00	1,382.00	0.00	0.00	0.00	0.00	70,484.00	2.00%	
Carroll, Kathy J	Vice President Administration & Finance	1.00	105,634.00	5,282.00	0.00	0.00	0.00	0.00	110,916.00	5.00%	
Christiansen, Heath D	Director - Admission	1.00	61,300.00	1,226.00	0.00	0.00	0.00	0.00	62,526.00	2.00%	
Clifton, Delyn B	Coordinator Of Computer Services	1.00	60,776.00	1,216.00	0.00	0.00	0.00	0.00	61,992.00	2.00%	
Drew, Todd	VP Academic Affairs	1.00	113,755.00	5,688.00	0.00	0.00	0.00	0.00	119,443.00	5.00%	
Fortney, Patrick	Dean of Arts & Sciences	1.00	82,406.00	4,120.00	0.00	0.00	0.00	0.00	86,526.00	5.00%	
Friesel, Dawn L	Human Resource Coordinator	1.00	37,500.00	750.00	0.00	0.00	0.00	0.00	38,250.00	2.00%	
Galardi, Gregory M	Dean Of Professional Studies	1.00	82,406.00	4,120.00	0.00	0.00	0.00	0.00	86,526.00	5.00%	
Harrison, Richard G	Director Of Campus Services	1.00	80,800.00	1,616.00	0.00	0.00	0.00	0.00	82,416.00	2.00%	
Katen, Troy W	Head Men's Basketball Coach	0.92	52,037.00	1,041.00	0.00	0.00	0.00	0.00	53,078.00	2.00%	
Kupper, Jodi	Dean of Education	1.00	92,963.00	4,648.00	0.00	0.00	0.00	0.00	97,611.00	5.00%	
Mathews, Mark T	Head Softball Coach	0.92	47,511.00	950.00	0.00	0.00	0.00	0.00	48,461.00	2.00%	
VACANT	Head Women's Basketball Coach	0.92	51,194.00	0.00	0.00	0.00	0.00	0.00	51,194.00	0.00%	
VACANT	Director of Distance Ed and Online Scvs.	1.00	73,000.00	0.00	0.00	0.00	0.00	0.00	73,000.00	0.00%	
Schneider, Steve K	Director of Athletics/Head FB Coach	1.00	86,824.00	1,736.00	0.00	0.00	0.00	0.00	88,560.00	2.00%	
Seay, Gregory Wayne	Dean of Graduate Programs	1.00	82,406.00	4,120.00	0.00	0.00	0.00	0.00	86,526.00	5.00%	
Teten, Dixie L	Director of Student Records/College Reg.	1.00	67,849.00	1,357.00	0.00	0.00	0.00	0.00	69,206.00	2.00%	
Tynon, Katherine A	Director of Business Services	1.00	51,734.00	1,035.00	0.00	0.00	0.00	0.00	52,769.00	2.00%	
Unruh, Susan D	Director-Accounting and Audit Services	1.00	57,291.00	1,146.00	0.00	0.00	0.00	0.00	58,437.00	2.00%	
Volker, Janice P	Director Of Financial Aid	1.00	51,958.00	1,039.00	0.00	0.00	0.00	0.00	52,997.00	2.00%	
Waln, Ursula	Dir of Student Assess and Success Scvs	1.00	67,804.00	1,356.00	0.00	0.00	0.00	0.00	69,160.00	2.00%	
Willis, Michaela L	VP Enrollment Mgmt & Student Affairs	1.00	96,356.00	4,818.00	0.00	0.00	0.00	0.00	101,174.00	5.00%	

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Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
TOTAL		26.60	1,900,362.00	55,201.00	0.00	0.00	0.00	0.00	1,955,563.00		
Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)											
Rawlings, Kristiaan A	Dean of Student Life	1.00	60,000.00	1,200.00	0.00	0.00	0.00	0.00	61,200.00	2.00%	
TOTAL		1.00	60,000.00	1,200.00	0.00	0.00	0.00	0.00	61,200.00		
TOTAL PROFESSIONAL		60.48	3,368,043.00	76,405.00	2,000.00	0.00	0.00	0.00	3,446,448.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave of absence
- P5 = temporary/interim appointment
- P6 = new appointment

Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
NAPE/Support Staff -- State Supported Positions											
Abrahams, Susan K	Library Technician	1.00	26,244.00	525.00	0.00	22.00	0.00	0.00	26,791.00	2.08%	
Allen, Jack G	Maintenance Repair Worker III	1.00	33,756.00	675.00	0.00	368.00	0.00	0.00	34,799.00	3.09%	
Allgood, Angela L A	Office Assistant II	1.00	24,447.00	489.00	0.00	24.00	0.00	0.00	24,960.00	2.10%	
Boden, Daniel M	Maintenance Repair Worker III	1.00	30,336.00	607.00	0.00	8.00	0.00	0.00	30,951.00	2.03%	
Chandler, Yvonne C	Computer Operator	1.00	37,246.00	745.00	0.00	0.00	0.00	0.00	37,991.00	2.00%	
Cummins, Dana	Custodian	1.00	25,572.00	511.00	0.00	1.00	0.00	0.00	26,084.00	2.00%	
Davis, Phyllis J	Academic Credentials Technician	1.00	35,245.00	705.00	0.00	14.00	0.00	0.00	35,964.00	2.04%	
Dierking, Phyllis L	Office Assistant II	1.00	22,459.00	449.00	0.00	0.00	0.00	0.00	22,908.00	2.00%	
Edris, Malinda L	Office Assistant III	1.00	39,481.00	790.00	0.00	0.00	0.00	0.00	40,271.00	2.00%	
Eltiste, Hal	Maintenance Repair Worker III	1.00	34,104.00	682.00	0.00	13.00	0.00	0.00	34,799.00	2.04%	
Engert, Nicholas J	Office Assistant II	1.00	22,800.00	456.00	0.00	0.00	0.00	0.00	23,256.00	2.00%	
Furnas, Kelly L	Custodian	1.00	28,404.00	568.00	0.00	24.00	0.00	0.00	28,996.00	2.08%	
Goering, Kenneth L	Maintenance Repair Worker II	1.00	22,980.00	460.00	0.00	23.00	0.00	0.00	23,463.00	2.10%	
Haith, Jeanne M	Accounting Clerk III	1.00	26,816.00	536.00	0.00	0.00	0.00	0.00	27,352.00	2.00%	
Hawley, Nancy J	Accounting Clerk III	1.00	39,481.00	790.00	0.00	0.00	0.00	0.00	40,271.00	2.00%	
Jones, Barbara S	Office Assistant III	1.00	28,240.00	565.00	0.00	24.00	0.00	0.00	28,829.00	2.09%	
Kamenar, Tereza A	Office Assistant III	1.00	28,830.00	577.00	0.00	0.00	0.00	0.00	29,407.00	2.00%	
Kearney, Connie M	Office Assistant IV	1.00	45,509.00	910.00	0.00	0.00	0.00	0.00	46,419.00	2.00%	
Knight, Cathy J	Custodian	1.00	22,740.00	455.00	0.00	18.00	0.00	0.00	23,213.00	2.08%	
Mangnall, Richard W	Maintenance Repair Worker II	1.00	23,905.00	478.00	0.00	0.00	0.00	0.00	24,383.00	2.00%	
Martin, Gayle	Computer Operator	1.00	32,760.00	655.00	0.00	32.00	0.00	0.00	33,447.00	2.10%	
McMann, Clifford T	Maintenance Repair Worker III	1.00	30,336.00	607.00	0.00	8.00	0.00	0.00	30,951.00	2.03%	
McMann, Larry J	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%	
McQueen, Shawn M	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%	
Meyers, Jeffrey	Maintenance Repair Worker III	1.00	34,104.00	682.00	0.00	13.00	0.00	0.00	34,799.00	2.04%	
Miller, Julie K	Academic Credentials Technician	1.00	24,744.00	495.00	0.00	13.00	0.00	0.00	25,252.00	2.05%	
Moody, Connie S	Accounting Clerk III	1.00	38,800.00	776.00	0.00	0.00	0.00	0.00	39,576.00	2.00%	
Murphy, Charles J	Electrician	1.00	28,557.00	571.00	0.00	13.00	0.00	0.00	29,141.00	2.05%	
VACANT	Office Assistant II	1.00	21,861.00	0.00	0.00	0.00	0.00	0.00	21,861.00	0.00%	
VACANT	Office Assistant II	1.00	21,861.00	0.00	0.00	0.00	0.00	0.00	21,861.00	0.00%	
VACANT	Custodian	1.00	20,322.00	0.00	0.00	0.00	0.00	0.00	20,322.00	0.00%	
Oestmann, Amy	Academic Records Clerk	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%	
Schultz, Ronald J	Maintenance Repair Worker III	1.00	30,336.00	607.00	0.00	8.00	0.00	0.00	30,951.00	2.03%	
Sommerhalder, Tammy J	Accounting Clerk III	1.00	25,292.00	506.00	0.00	0.00	0.00	0.00	25,798.00	2.00%	
Stanley, Jessica L	Office Assistant II	1.00	21,909.00	438.00	500.00	0.00	0.00	0.00	22,847.00	4.28%	S1
Strayer, Larue F	Custodian	1.00	19,908.00	398.00	0.00	2,907.00	0.00	0.00	23,213.00	16.60%	
Stutheit, Kurt J	Custodian	1.00	31,224.00	624.00	0.00	39.00	0.00	0.00	31,887.00	2.12%	

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Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Trail, Brenda K	Office Assistant II	1.00	24,699.00	494.00	0.00	0.00	0.00	0.00	25,193.00	2.00%	
VonBergen, Annette R	Academic Credentials Technician	1.00	24,989.00	500.00	0.00	0.00	0.00	0.00	25,489.00	2.00%	
Winkelhake, Tracey	Accounting Clerk III	1.00	26,816.00	536.00	0.00	0.00	0.00	0.00	27,352.00	2.00%	
TOTAL		40.00	1,116,837.00	21,056.00	500.00	3,620.00	0.00	0.00	1,142,013.00		
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>											
Criger, Georgia M	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%	
Hall, Jordan R	Security Officer II	0.75	20,400.00	408.00	0.00	0.00	0.00	0.00	20,808.00	2.00%	
Heywood, Mark R	Security Officer II	0.75	20,907.00	418.00	0.00	0.00	0.00	0.00	21,325.00	2.00%	
Horton, Joshua	Maintenance Repair Worker II	1.00	22,980.00	460.00	0.00	23.00	0.00	0.00	23,463.00	2.10%	
Reeves, Brett A	Maintenance Repair Worker III	1.00	30,336.00	607.00	0.00	8.00	0.00	0.00	30,951.00	2.03%	
Robertson, Gene L	Security Officer II	1.00	27,876.00	558.00	0.00	0.00	0.00	0.00	28,434.00	2.00%	
Scott, Calee D	Office Assistant II	1.00	22,800.00	456.00	0.00	0.00	0.00	0.00	23,256.00	2.00%	
Spangler, Antonia	Custodian	1.00	25,572.00	511.00	0.00	2,913.00	0.00	0.00	28,996.00	13.39%	
Welch, Grant D	Custodian	1.00	19,908.00	398.00	0.00	16.00	0.00	0.00	20,322.00	2.08%	
Whisler, Jackie R	Custodian	1.00	19,908.00	398.00	0.00	2,907.00	0.00	0.00	23,213.00	16.60%	
Williams, Arlin R	Maintenance Repair Worker III	1.00	31,584.00	0.00	500.00	0.00	0.00	0.00	32,084.00	1.58%	S1
TOTAL		10.50	262,179.00	4,612.00	500.00	5,883.00	0.00	0.00	273,174.00		
<u>Support Staff (Non-Union) -- State Supported Positions</u>											
Bridgmon, Angela R	Office Assistant IV	1.00	32,600.00	652.00	0.00	0.00	0.00	0.00	33,252.00	2.00%	
Moody, Linda K	Secretary To The President	1.00	52,177.00	1,044.00	0.00	0.00	0.00	0.00	53,221.00	2.00%	
Morris, Debra S	Custodial Supervisor	1.00	36,810.00	736.00	0.00	0.00	0.00	0.00	37,546.00	2.00%	
VACANT	Grounds Supervisor	1.00	38,000.00	0.00	0.00	0.00	0.00	0.00	38,000.00	0.00%	
Reynolds, James G	Maintenance Supervisor	1.00	49,259.00	985.00	0.00	0.00	0.00	0.00	50,244.00	2.00%	
TOTAL		5.00	208,846.00	3,417.00	0.00	0.00	0.00	0.00	212,263.00		
<u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u>											
Reeves, Darrin E	Security Supervisor	1.00	35,704.00	714.00	0.00	0.00	0.00	0.00	36,418.00	2.00%	
TOTAL		1.00	35,704.00	714.00	0.00	0.00	0.00	0.00	36,418.00		

Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
TOTAL SUPPORT STAFF		56.50	1,623,566.00	29,799.00	1,000.00	9,503.00	0.00	0.00	1,663,868.00		

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NOTES

- S1 = recognition of certificate or degree completion
- S2 = reclassification
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = early retirement incentive program
- S6 = temporary position
- S7 = new hire

Peru State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Promotion on Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
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NSCPA - Non-State Supported Positions - Federal Restricted

Clopton, Deb	Research Technician	0.75	30,603.00	626.00	0.00	0.00	0.00	0.00	31,229.00	2.05	
Gebre, Tadios	Math-Science Skills Specialist	0.84	32,500.00	701.00	0.00	0.00	0.00	0.00	33,201.00	2.15	
Groff, Peggy	Student Intervention Coordinator	<u>0.84</u>	<u>37,448.00</u>	<u>701.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>38,149.00</u>	1.87	
	Total	2.43	100,551.00	2028.00	0.00	0.00	0.00	0.00	102,579.00		

Professional Staff Non-Union - Non-State Supported Positions - Federal Restricted

Jones, Vicki	TRiO Program Director	<u>1.00</u>	<u>49,490.00</u>	<u>990.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>50,480.00</u>	2.00	
	Total	1.00	49,490.00	990.00	0.00	0.00	0.00	0.00	50,480.00		

NAPE Support Staff Non-State Supported Positions - Federal Restricted

Horn, Elaine	Office Assistant II	<u>0.84</u>	<u>23,160.00</u>	<u>464.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>23,624.00</u>	2.00	
	Total	0.84	23,160.00	464.00	0.00	0.00	0.00	0.00	23,624.00		

Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Faculty -- State Supported Positions											
Adams, Franklin Delano	Professor	1.00	74,765.00	1,495.00	0.00	0.00	0.00	0.00	76,260.00	2.00%	
Alexander, William A	Professor	1.00	70,800.00	1,416.00	0.00	0.00	0.00	0.00	72,216.00	2.00%	
Anderson, Wayne	Professor	1.00	81,172.00	1,623.00	0.00	0.00	0.00	0.00	82,795.00	2.00%	
Arneson, Patricia M	Professor	1.00	85,833.00	1,717.00	0.00	0.00	0.00	0.00	87,550.00	2.00%	
Bauer, Jeffrey O	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Bertolas, Randy J	Professor	1.00	69,445.00	1,389.00	0.00	0.00	0.00	0.00	70,834.00	2.00%	
Black, Barbara A	Professor	1.00	71,205.00	1,424.00	0.00	0.00	0.00	0.00	72,629.00	2.00%	
Blankenau, Martin Joseph	Professor	1.00	66,635.00	1,333.00	0.00	0.00	0.00	0.00	67,968.00	2.00%	
Bohnert, David A	Professor	1.00	64,371.00	1,287.00	0.00	0.00	0.00	0.00	65,658.00	2.00%	
Bondhus, Joann E	Professor	1.00	90,518.00	1,810.00	0.00	0.00	0.00	0.00	92,328.00	2.00%	
Bruflat, Alan	Professor	1.00	76,088.00	1,522.00	0.00	0.00	0.00	0.00	77,610.00	2.00%	
Butler, Katherine M	Professor	1.00	105,151.00	2,103.00	0.00	0.00	0.00	0.00	107,254.00	2.00%	
Cacheiro, Adolfo J	Professor	1.00	64,371.00	1,287.00	0.00	0.00	0.00	0.00	65,658.00	2.00%	
Campbell, Paul V	Professor	1.00	87,436.00	1,749.00	0.00	0.00	0.00	0.00	89,185.00	2.00%	
Christensen, Douglas P	Professor	0.67	44,015.00	880.00	0.00	0.00	0.00	0.00	44,895.00	2.00%	F5
Christensen, Linda	Professor	1.00	64,371.00	1,287.00	0.00	0.00	0.00	0.00	65,658.00	2.00%	
Conley, Donovan S	Professor	1.00	83,082.00	1,662.00	0.00	0.00	0.00	0.00	84,744.00	2.00%	
Conway, Kathleen M	Professor	1.00	88,441.00	1,769.00	0.00	0.00	0.00	0.00	90,210.00	2.00%	F2 sem with pay
Dalal, Meenakshi Nath	Professor	1.00	87,854.00	1,757.00	0.00	0.00	0.00	0.00	89,611.00	2.00%	
Dendinger, Laura L	Professor	1.00	68,628.00	1,373.00	0.00	0.00	0.00	0.00	70,001.00	2.00%	
Dinsmore, Steven C	Professor	1.00	90,010.00	1,800.00	0.00	0.00	0.00	0.00	91,810.00	2.00%	
Ellis, Susan	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Engbretsen, Barbara J	Professor	1.00	66,653.00	1,333.00	0.00	0.00	0.00	0.00	67,986.00	2.00%	
Ettel, Mary L	Professor	1.00	72,801.00	1,456.00	0.00	0.00	0.00	0.00	74,257.00	2.00%	
Garvin, Sharon K	Professor	1.00	63,792.00	1,276.00	0.00	3,000.00	0.00	0.00	68,068.00	6.70%	
Garvin, Timothy P	Professor	1.00	76,164.00	1,523.00	0.00	0.00	0.00	0.00	77,687.00	2.00%	
Hallgren, Kenneth G	Professor	1.00	88,907.00	1,778.00	0.00	0.00	0.00	0.00	90,685.00	2.00%	
Hammer, Mark F	Professor	1.00	67,934.00	1,359.00	0.00	0.00	0.00	0.00	69,293.00	2.00%	
Hansen, Pearl A	Professor	1.00	85,494.00	1,710.00	0.00	0.00	0.00	0.00	87,204.00	2.00%	
Harms, Sally R	Professor	1.00	64,692.00	1,294.00	0.00	0.00	0.00	0.00	65,986.00	2.00%	
Hickey, Donald R	Professor	1.00	90,518.00	1,810.00	0.00	0.00	0.00	0.00	92,328.00	2.00%	
Jensen, Gwen U	Professor	1.00	65,213.00	1,304.00	0.00	0.00	0.00	0.00	66,517.00	2.00%	
Karr, Paul A	Professor	1.00	70,116.00	1,402.00	0.00	0.00	0.00	0.00	71,518.00	2.00%	
Karsky, Jason L	Professor	1.00	65,320.00	1,306.00	0.00	0.00	0.00	0.00	66,626.00	2.00%	
Kietzmann, Glenn E	Professor	1.00	75,109.00	1,502.00	0.00	0.00	0.00	0.00	76,611.00	2.00%	
Lawrence, Gloria J	Professor	1.00	77,780.00	1,556.00	0.00	0.00	0.00	0.00	79,336.00	2.00%	
Leeper, Mark S	Professor	1.00	67,934.00	1,359.00	0.00	0.00	0.00	0.00	69,293.00	2.00%	
Lindberg, Judith K	Professor	1.00	78,377.00	1,568.00	0.00	0.00	0.00	0.00	79,945.00	2.00%	
Lutt, Patricia L	Professor	1.00	68,243.00	1,365.00	0.00	0.00	0.00	0.00	69,608.00	2.00%	
Marek, Michael	Professor	1.00	56,584.00	1,132.00	0.00	3,000.00	3,978.00	0.00	64,694.00	14.33%	
McCue, Robert O	Professor	1.00	95,045.00	1,901.00	0.00	0.00	0.00	0.00	96,946.00	2.00%	
McElwain, David W	Professor	1.00	65,779.00	1,316.00	0.00	0.00	0.00	0.00	67,095.00	2.00%	
Mueller, J Marlene	Professor	1.00	83,931.00	1,679.00	0.00	0.00	0.00	0.00	85,610.00	2.00%	

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Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Nelson, Jeryl L	Professor	1.00	74,255.00	1,485.00	0.00	0.00	0.00	0.00	75,740.00	2.00%	
VACANT	Professor	0.50	19,000.00	0.00	0.00	0.00	0.00	0.00	19,000.00	0.00%	F1 F3 leave replace
VACANT	Professor	0.50	19,000.00	0.00	0.00	0.00	0.00	0.00	19,000.00	0.00%	F1 F3 leave replace
Ossian, James E	Professor	1.00	64,371.00	1,287.00	0.00	0.00	0.00	0.00	65,658.00	2.00%	
Parker, Charles J	Professor	1.00	71,037.00	1,421.00	0.00	0.00	0.00	0.00	72,458.00	2.00%	
Paxton, John R	Professor	1.00	92,800.00	1,856.00	0.00	0.00	0.00	0.00	94,656.00	2.00%	F2 sem with pay
Pearcy, Shawn D	Professor	0.67	44,876.00	898.00	0.00	0.00	0.00	0.00	45,774.00	2.00%	F5
Peitz, David J	Professor	1.00	67,282.00	1,346.00	0.00	0.00	0.00	0.00	68,628.00	2.00%	
Ronnow, Gretchen L	Professor	1.00	73,918.00	1,478.00	0.00	0.00	0.00	0.00	75,396.00	2.00%	
Rudin, Catherine	Professor	1.00	81,583.00	1,632.00	0.00	0.00	0.00	0.00	83,215.00	2.00%	
Sharer, Timothy J	Professor	1.00	77,489.00	1,550.00	0.00	0.00	0.00	0.00	79,039.00	2.00%	
Slaymaker, William E	Professor	1.00	80,883.00	1,618.00	0.00	0.00	0.00	0.00	82,501.00	2.00%	
Snowden, Monica A	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Sweetland, Robert D	Professor	1.00	82,039.00	1,641.00	0.00	0.00	0.00	0.00	83,680.00	2.00%	
Taber, Douglass	Professor	1.00	84,325.00	1,687.00	0.00	0.00	0.00	0.00	86,012.00	2.00%	
Walker, Karen	Professor	1.00	66,635.00	1,333.00	0.00	0.00	0.00	0.00	67,968.00	2.00%	
Whitt, Deborah L	Professor	1.00	74,044.00	1,481.00	0.00	0.00	0.00	0.00	75,525.00	2.00%	
Whitt, Ronald E	Professor	1.00	84,382.00	1,688.00	0.00	0.00	0.00	0.00	86,070.00	2.00%	
Willis, Keith A	Professor	1.00	68,697.00	1,374.00	0.00	0.00	0.00	0.00	70,071.00	2.00%	
Worner, Tamara	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Young, Todd S	Professor	1.00	65,994.00	1,320.00	0.00	0.00	0.00	0.00	67,314.00	2.00%	
Sub-Total Professors		62.34	4,637,163.00	91,987.00	0.00	6,000.00	3,978.00	0.00	4,739,128.00		
Agoumba, Darius	Associate Professor	1.00	54,868.00	1,097.00	0.00	0.00	0.00	0.00	55,965.00	2.00%	
Brummels, James V	Associate Professor	1.00	79,970.00	1,599.00	0.00	0.00	0.00	0.00	81,569.00	2.00%	F2 AY half-time w/p
Carrigg, Maureen E	Associate Professor	1.00	68,453.00	1,369.00	0.00	0.00	0.00	0.00	69,822.00	2.00%	
Conway, Gerald A	Associate Professor	1.00	85,182.00	1,704.00	0.00	0.00	0.00	0.00	86,886.00	2.00%	
Cupp, Rodney	Associate Professor	1.00	53,729.00	1,075.00	0.00	0.00	0.00	0.00	54,804.00	2.00%	
Davis, Adam N	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
Dilliard, Kelly A	Associate Professor	1.00	46,599.00	932.00	0.00	3,000.00	4,002.00	0.00	54,533.00	17.03%	
Geisert, Cameron M	Associate Professor	1.00	55,765.00	1,115.00	0.00	0.00	0.00	0.00	56,880.00	2.00%	
Hayford, Barbara Lyn	Associate Professor	1.00	54,520.00	1,090.00	0.00	0.00	0.00	0.00	55,610.00	2.00%	
Hepworth, Elise M	Associate Professor	1.00	49,437.00	989.00	0.00	3,000.00	1,107.00	0.00	54,533.00	10.31%	
Hill, Kevin	Associate Professor	1.00	89,191.00	1,784.00	0.00	0.00	0.00	0.00	90,975.00	2.00%	
Hinnerichs, Kristi R	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
Langdon, Jennifer	Associate Professor	1.00	53,729.00	1,075.00	0.00	0.00	0.00	0.00	54,804.00	2.00%	
Langlie-Willers, Pamela	Associate Professor	1.00	53,729.00	1,075.00	0.00	0.00	0.00	0.00	54,804.00	2.00%	
Lofgren, Ronald R	Associate Professor	1.00	61,196.00	1,224.00	0.00	0.00	0.00	0.00	62,420.00	2.00%	
Loggins, Ronald E	Associate Professor	1.00	46,599.00	932.00	0.00	3,000.00	4,002.00	0.00	54,533.00	17.03%	
Maas, Chad	Associate Professor	1.00	45,936.00	919.00	3,000.00	3,000.00	1,678.00	0.00	54,533.00	18.72%	
Miller, Daniel J	Associate Professor	1.00	65,586.00	1,312.00	0.00	0.00	0.00	0.00	66,898.00	2.00%	
Miller, Kevin M	Associate Professor	1.00	64,619.00	1,292.00	0.00	0.00	0.00	0.00	65,911.00	2.00%	
Nicholson, Lori	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
VACANT	Associate Professor	0.50	19,000.00	0.00	0.00	0.00	0.00	0.00	19,000.00	0.00%	F1 F3 leave replace

Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Ras, Gerard Jm	Associate Professor	1.00	64,504.00	1,290.00	0.00	0.00	0.00	0.00	65,794.00	2.00%	
Volk, Gary A	Associate Professor	1.00	89,691.00	1,794.00	0.00	0.00	0.00	0.00	91,485.00	2.00%	
Weixelman, Joseph	Associate Professor	1.00	50,918.00	1,018.00	0.00	3,000.00	0.00	0.00	54,936.00	7.89%	
Zardeneta, Gustavo	Associate Professor	1.00	53,463.00	1,069.00	0.00	0.00	0.00	0.00	54,532.00	2.00%	
Sub-Total Associate Professors		24.50	1,467,073.00	28,961.00	3,000.00	15,000.00	10,789.00	0.00	1,524,823.00		
Amend, Tracie N	Assistant Professor	1.00	43,864.00	877.00	0.00	0.00	0.00	0.00	44,741.00	2.00%	
Barnes, Johanna S	Assistant Professor	1.00	46,497.00	930.00	3,000.00	0.00	0.00	0.00	50,427.00	8.45%	
Buryanek, Donald J	Assistant Professor	1.00	65,190.00	1,304.00	0.00	0.00	0.00	0.00	66,494.00	2.00%	
Clark, Sally A	Assistant Professor	1.00	46,600.00	932.00	0.00	0.00	0.00	0.00	47,532.00	2.00%	
Curnyn, Molly	Assistant Professor	1.00	46,335.00	927.00	0.00	0.00	0.00	0.00	47,262.00	2.00%	
Dinsmore, Janice S	Assistant Professor	1.00	64,561.00	1,291.00	0.00	0.00	0.00	0.00	65,852.00	2.00%	
Everett, Pamela	Assistant Professor	1.00	47,741.00	955.00	0.00	0.00	0.00	0.00	48,696.00	2.00%	
Franklin, Laura O	Assistant Professor	1.00	45,000.00	900.00	3,000.00	0.00	0.00	0.00	48,900.00	8.67%	
Garden, Randa S	Assistant Professor	1.00	50,725.00	1,015.00	0.00	0.00	0.00	0.00	51,740.00	2.00%	
Greene, Todd W	Assistant Professor	1.00	45,142.00	903.00	0.00	0.00	0.00	0.00	46,045.00	2.00%	
Irlmeier, Joni L	Assistant Professor	1.00	46,902.00	938.00	0.00	0.00	0.00	0.00	47,840.00	2.00%	
Knezevic, Branislava	Assistant Professor	1.00	48,000.00	0.00	0.00	0.00	0.00	0.00	48,000.00	0.00%	F4
Kolbeck, Karl F	Assistant Professor	1.00	45,450.00	909.00	0.00	0.00	0.00	0.00	46,359.00	2.00%	
Kufner, Brian E	Assistant Professor	1.00	54,000.00	0.00	0.00	0.00	0.00	0.00	54,000.00	0.00%	F4
Marcellus, Stephanie A	Assistant Professor	1.00	46,000.00	0.00	0.00	0.00	0.00	0.00	46,000.00	0.00%	F4
Murphy, Richard E	Assistant Professor	1.00	40,702.00	814.00	0.00	3,000.00	2,221.00	0.00	46,737.00	14.83%	
Newcomb, Lori A	Assistant Professor	1.00	44,330.00	887.00	0.00	3,000.00	0.00	0.00	48,217.00	8.77%	
VACANT	Assistant Professor	1.00	43,000.00	0.00	0.00	0.00	0.00	0.00	43,000.00	0.00%	
VACANT	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
VACANT	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
VACANT	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
VACANT	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
VACANT	Assistant Professor	1.00	48,500.00	0.00	0.00	0.00	0.00	0.00	48,500.00	0.00%	
VACANT	Assistant Professor	1.00	43,000.00	0.00	0.00	0.00	0.00	0.00	43,000.00	0.00%	
Pease, Craig W	Assistant Professor	1.00	52,015.00	1,040.00	0.00	0.00	0.00	0.00	53,055.00	2.00%	
Piersanti, Joshua R	Assistant Professor	1.00	45,450.00	909.00	0.00	0.00	0.00	0.00	46,359.00	2.00%	
Rawlings, Lesli M	Assistant Professor	1.00	43,864.00	877.00	0.00	0.00	0.00	0.00	44,741.00	2.00%	
Smith, Douglass P	Assistant Professor	1.00	55,000.00	1,100.00	0.00	0.00	0.00	0.00	56,100.00	2.00%	
Vander Weil, Greg P	Assistant Professor	1.00	61,809.00	1,236.00	0.00	0.00	0.00	0.00	63,045.00	2.00%	
Weixelman, Chris Tee	Assistant Professor	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	F4
Sub-Total Assistant Professors		30.00	1,444,677.00	18,744.00	6,000.00	6,000.00	2,221.00	0.00	1,477,642.00		
Calkin, Joshua	Instructor	1.00	43,335.00	867.00	0.00	0.00	0.00	0.00	44,202.00	2.00%	
Christensen, Chad M	Instructor	1.00	41,000.00	0.00	0.00	0.00	0.00	0.00	41,000.00	0.00%	F4
DeBoer, Buffany D	Instructor	1.00	41,227.00	825.00	0.00	0.00	0.00	0.00	42,052.00	2.00%	F3
Dorman, Sherry	Instructor	1.00	39,016.00	780.00	0.00	0.00	0.00	0.00	39,796.00	2.00%	F3
Erwin, Carol J	Instructor	1.00	41,500.00	830.00	0.00	0.00	0.00	0.00	42,330.00	2.00%	
Meyer, Jeffrey Reed	Instructor	1.00	51,928.00	1,039.00	0.00	0.00	0.00	0.00	52,967.00	2.00%	

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Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Moeller, Judith A	Instructor	1.00	37,908.00	758.00	0.00	0.00	0.00	0.00	38,666.00	2.00%	F3
VACANT	Instructor	1.00	43,000.00	0.00	0.00	0.00	0.00	0.00	43,000.00	0.00%	
Powicki, Liesel H	Instructor	1.00	38,000.00	0.00	0.00	0.00	0.00	0.00	38,000.00	0.00%	F3 F4
Sub-Total Instructors		9.00	376,914.00	5,099.00	0.00	0.00	0.00	0.00	382,013.00		
TOTAL FACULTY		125.84	7,925,827.00	144,791.00	9,000.00	27,000.00	16,988.00	0.00	8,123,606.00		

NOTES

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

Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
<u>NSCPA Professional Staff -- State Supported Positions</u>											
Aldrich, Michael J	Football Defensive Coordinator	1.00	40,914.00	835.00	0.00	0.00	0.00	0.00	41,749.00	2.04%	
Bargholz, Darin	IT Specialist	1.00	44,000.00	835.00	0.00	0.00	0.00	0.00	44,835.00	1.90%	
Burns, Jana	Admissions Representative	0.75	26,131.00	626.00	0.00	0.00	0.00	0.00	26,757.00	2.40%	
Carstens, Mary K	Learning Skills Specialist	0.75	36,552.00	626.00	0.00	0.00	0.00	0.00	37,178.00	1.71%	
Denklau, Susan K	Accountant	1.00	38,534.00	835.00	0.00	0.00	0.00	0.00	39,369.00	2.17%	
DePew, Kimberly M	Assistant Coach	0.80	29,286.00	668.00	0.00	0.00	0.00	0.00	29,954.00	2.28%	P2
Derechailo, Melissa	Theatre Technician	0.88	40,207.00	731.00	0.00	0.00	0.00	0.00	40,938.00	1.82%	
Donahue, Robert A	Librarian-Reference	1.00	41,000.00	835.00	0.00	0.00	0.00	0.00	41,835.00	2.04%	
Eckmann, Brandon A	IT Analyst	1.00	54,876.00	835.00	0.00	0.00	0.00	0.00	55,711.00	1.52%	
Elfers, Edmund B	Director-Teaching & Learning	1.00	73,842.00	835.00	0.00	0.00	0.00	0.00	74,677.00	1.13%	
Gade, Amy J	Coordinator of Admissions Services	1.00	32,643.00	835.00	0.00	0.00	0.00	0.00	33,478.00	2.56%	
Granberg, Karen M	Licensed Student Counselor	0.80	51,574.00	668.00	0.00	0.00	0.00	0.00	52,242.00	1.30%	
Grosz, Michael T	Director-Sports Information	1.00	38,199.00	835.00	0.00	0.00	0.00	0.00	39,034.00	2.19%	
Hix, Karla	Assistant Registrar	1.00	39,254.00	835.00	0.00	0.00	0.00	0.00	40,089.00	2.13%	
Janke, Kathy K	Coordinator of Admissions Services	1.00	33,269.00	835.00	0.00	0.00	0.00	0.00	34,104.00	2.51%	
Johnson, Jennifer L	IT Support	1.00	32,000.00	835.00	0.00	0.00	0.00	0.00	32,835.00	2.61%	
Keino, Leah C	Director-Multicultural Affairs	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	P6
Kielsmeier, Kelly	Assistant Coach	0.80	31,867.00	668.00	0.00	0.00	0.00	0.00	32,535.00	2.10%	P2
Knight, Valerie R	Librarian-Reference	1.00	44,891.00	835.00	0.00	0.00	0.00	0.00	45,726.00	1.86%	
Krueger, Jacob R	IT Technician	1.00	38,380.00	835.00	0.00	0.00	0.00	0.00	39,215.00	2.18%	
Kucera, Loren L	Director-NBDC	0.09	5,757.00	75.00	0.00	0.00	0.00	0.00	5,832.00	1.30%	P2
Loftis, Charissa A	Librarian-Reference	1.00	46,097.00	835.00	0.00	0.00	0.00	0.00	46,932.00	1.81%	
Mackling, Jamie L	Licensed Student Counselor	0.88	38,415.00	731.00	0.00	0.00	0.00	0.00	39,146.00	1.90%	
McLaughlin, Scott Joseph	Assistant Coach	1.00	31,991.00	835.00	0.00	0.00	0.00	0.00	32,826.00	2.61%	
McMenamin, John J	Football Offensive Coordinator	1.00	38,548.00	835.00	0.00	0.00	0.00	0.00	39,383.00	2.17%	
Meyer, Michelle A	Licensed Student Counselor	0.88	43,216.00	731.00	0.00	0.00	0.00	0.00	43,947.00	1.69%	
Mohlfeld, Kathy	Licensed Student Counselor	1.00	51,294.00	835.00	0.00	0.00	0.00	0.00	52,129.00	1.63%	
Moyer, Tricia	Marketing Coordinator	1.00	51,412.00	835.00	0.00	0.00	0.00	0.00	52,247.00	1.62%	
Muir, Trudy I	Graphic Designer	1.00	42,946.00	835.00	0.00	0.00	3,219.00	0.00	47,000.00	9.44%	P1
Neeman, Donna D	Admissions Representative	0.80	24,000.00	668.00	0.00	0.00	0.00	0.00	24,668.00	2.78%	
Neeman, Donna D	Admissions Representative	0.20	6,000.00	167.00	0.00	0.00	0.00	0.00	6,167.00	2.78%	
Neibaur, Carly M	Admissions Representative	1.00	30,000.00	835.00	0.00	0.00	0.00	0.00	30,835.00	2.78%	
Nelson, Jeremy	IT Analyst	1.00	54,540.00	835.00	0.00	0.00	0.00	0.00	55,375.00	1.53%	
Nelson, Lisa L	Service Learning Coordinator	1.00	35,350.00	835.00	0.00	0.00	0.00	0.00	36,185.00	2.36%	
Nisley, Quinn C	Admissions Representative	1.00	29,921.00	835.00	0.00	0.00	0.00	0.00	30,756.00	2.79%	
VACANT	IT Analyst	1.00	49,776.00	0.00	0.00	0.00	0.00	0.00	49,776.00	0.00%	
VACANT	IT Technician	1.00	35,904.00	0.00	0.00	0.00	0.00	0.00	35,904.00	0.00%	
VACANT	IT Technician	1.00	35,904.00	0.00	0.00	0.00	0.00	0.00	35,904.00	0.00%	
VACANT	Librarian-Circulation	1.00	40,141.00	0.00	0.00	0.00	0.00	0.00	40,141.00	0.00%	
VACANT	IT Technician	1.00	35,904.00	0.00	0.00	0.00	0.00	0.00	35,904.00	0.00%	

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Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
VACANT	Learning Skills Specialist	0.75	27,375.00	0.00	0.00	0.00	0.00	0.00	27,375.00	0.00%	
VACANT	Student Activities Coordinator	0.74	24,615.00	0.00	0.00	0.00	0.00	0.00	24,615.00	0.00%	P2
VACANT	Assistant Coach	1.00	30,904.00	0.00	0.00	0.00	0.00	0.00	30,904.00	0.00%	
O'Reilly, Gretchen T	Nurse	0.88	40,056.00	731.00	0.00	0.00	0.00	0.00	40,787.00	1.82%	
Pfaltzgraff, Philip	Accompanist	1.00	42,618.00	835.00	0.00	0.00	0.00	0.00	43,453.00	1.96%	
Piper, Jeffrey A	Digital Graphic Designer	1.00	42,325.00	835.00	0.00	0.00	3,160.00	0.00	46,320.00	9.44%	P1
Piper, Jessica M	Cooperative Education Coordinator	1.00	39,322.00	835.00	0.00	0.00	0.00	0.00	40,157.00	2.12%	
Pugliese, John F	Assistant Coach	0.80	29,286.00	668.00	0.00	0.00	0.00	0.00	29,954.00	2.28%	P2
Putnam, Jenny D	Instructional Resources Coordinator	1.00	34,314.00	835.00	0.00	0.00	0.00	0.00	35,149.00	2.43%	
Quance, Marilyn S	Librarian-Technical Services	1.00	57,343.00	835.00	0.00	0.00	0.00	0.00	58,178.00	1.46%	
Reid, Jordan C	Athletic Trainer	1.00	34,386.00	835.00	0.00	0.00	0.00	0.00	35,221.00	2.43%	
Reinhardt, Heather M	Career Services Specialist	1.00	43,364.00	835.00	0.00	0.00	0.00	0.00	44,199.00	1.93%	
Reynolds, Lisa C	Assistant Director-Continuing Education	1.00	39,209.00	835.00	0.00	0.00	0.00	0.00	40,044.00	2.13%	
Rusch, Amanda S	IT Specialist	1.00	44,000.00	835.00	0.00	0.00	0.00	0.00	44,835.00	1.90%	
Schlichter, Marcus	Librarian-Acquisitions and Archivist	1.00	60,373.00	835.00	0.00	0.00	0.00	0.00	61,208.00	1.38%	
Smith, Chad C	IT Analyst	1.00	54,540.00	835.00	0.00	0.00	0.00	0.00	55,375.00	1.53%	
Smith, Ruth E	Construction Project Coordinator	1.00	48,081.00	835.00	0.00	0.00	0.00	0.00	48,916.00	1.74%	
Sydow, Suzanne R	Director-Assessment	1.00	79,554.00	835.00	0.00	0.00	0.00	0.00	80,389.00	1.05%	
Vick Sr, Ronald D	Licensed Student Counselor	1.00	54,348.00	835.00	0.00	0.00	0.00	0.00	55,183.00	1.54%	
Washington, Alexander Q	Admissions Representative	1.00	30,000.00	835.00	0.00	0.00	0.00	0.00	30,835.00	2.78%	
Young, Kaye L	Accountant	1.00	40,767.00	835.00	0.00	0.00	0.00	0.00	41,602.00	2.05%	
Zamzow, Lora M	Manager-Payroll	1.00	39,782.00	835.00	0.00	0.00	0.00	0.00	40,617.00	2.10%	
TOTAL		57.78	2,481,097.00	41,158.00	0.00	0.00	6,379.00	0.00	2,528,634.00		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>											
Acton, Heidi E	Assistant Director-Residence Life	0.88	28,886.00	731.00	0.00	0.00	0.00	0.00	29,617.00	2.53%	
DePew, Kimberly M	Assistant Coach	0.20	7,322.00	167.00	0.00	0.00	0.00	0.00	7,489.00	2.28%	P2
Kielsmeier, Kelly	Assistant Coach	0.20	7,967.00	167.00	0.00	0.00	0.00	0.00	8,134.00	2.10%	P2
Nolan, Derek S	Assistant Director-Residence Life	0.88	28,620.00	731.00	0.00	0.00	0.00	0.00	29,351.00	2.55%	
VACANT	Manager-Student Center	1.00	45,225.00	0.00	0.00	0.00	0.00	0.00	45,225.00	0.00%	
VACANT	Student Activities Coordinator	0.13	4,344.00	0.00	0.00	0.00	0.00	0.00	4,344.00	0.00%	P2
Osnes, Thomas R	Assistant Director-Residence Life	1.00	38,067.00	835.00	0.00	0.00	2,759.00	0.00	41,661.00	9.44%	P1
Otto, Heather M	Assistant Director-Residence Life	0.88	26,908.00	731.00	0.00	0.00	0.00	0.00	27,639.00	2.72%	
Parker, Brett R	IT Specialist	1.00	44,000.00	835.00	1,000.00	0.00	0.00	0.00	45,835.00	4.17%	
Peterson, Ryan E	Assistant Director-Residence Life	0.88	27,850.00	731.00	0.00	0.00	0.00	0.00	28,581.00	2.62%	
Pugliese, John F	Assistant Coach	0.20	7,322.00	167.00	0.00	0.00	0.00	0.00	7,489.00	2.28%	P2

Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Wynia, Jeremy A	IT Technician	1.00	38,000.00	835.00	0.00	0.00	0.00	0.00	38,835.00	2.20%	
TOTAL		8.23	304,511.00	5,930.00	1,000.00	0.00	2,759.00	0.00	314,200.00		
Professional Staff (Non-Union) -- State Supported Positions											
Altwine, Chad	Director Facility Services	1.00	82,406.00	1,648.00	0.00	0.00	0.00	0.00	84,054.00	2.00%	
Anderson, Michael F	VP Academic Affairs	1.00	120,000.00	2,400.00	0.00	0.00	2,400.00	0.00	124,800.00	4.00%	
Bareman, Jason L	Director Career Services	1.00	59,710.00	1,194.00	0.00	0.00	0.00	0.00	60,904.00	2.00%	
Barry, Jeannette M	Institutional Research Analyst	1.00	53,863.00	1,077.00	0.00	0.00	0.00	0.00	54,940.00	2.00%	
Benson, Vaughn L	Dean	0.75	84,011.00	1,680.00	0.00	0.00	0.00	0.00	85,691.00	2.00%	
Benson, Vaughn L	Dean	0.25	28,004.00	560.00	0.00	0.00	0.00	0.00	28,564.00	2.00%	
Brink, Marlon D	Head Coach	1.00	50,852.00	1,017.00	0.00	0.00	0.00	0.00	51,869.00	2.00%	
Brummels, Linda M	Director Counseling	0.94	63,935.00	1,279.00	0.00	0.00	0.00	0.00	65,214.00	2.00%	
Carstens, Jeffrey B	VP & Dean Of Students	1.00	105,000.00	2,100.00	0.00	0.00	2,100.00	0.00	109,200.00	4.00%	
Collier, Jerry W	Director Of College Relations	1.00	73,335.00	1,467.00	0.00	0.00	0.00	0.00	74,802.00	2.00%	
Combs, Paul	Head Coach	0.92	69,627.00	1,393.00	0.00	0.00	0.00	0.00	71,020.00	2.00%	
Dale, Jean M	VP Administration And Finance	1.00	106,050.00	2,121.00	0.00	0.00	2,121.00	0.00	110,292.00	4.00%	
DeBoer, Mitch	Asst Ath Dir Business Mgmt	1.00	57,595.00	1,152.00	0.00	0.00	0.00	0.00	58,747.00	2.00%	
Disch, Brian	Head Coach	1.00	43,157.00	863.00	0.00	0.00	0.00	0.00	44,020.00	2.00%	
Drahota, Shane A	Assistant AD for Internal Affairs	0.15	7,650.00	153.00	0.00	0.00	0.00	0.00	7,803.00	2.00%	P2
Drahota, Shane A	Assistant AD for Internal Affairs	0.76	38,760.00	775.00	0.00	0.00	0.00	0.00	39,535.00	2.00%	P2
Dunning, John B	Chief Information Officer	1.00	93,849.00	1,877.00	0.00	0.00	0.00	0.00	95,726.00	2.00%	
Elliott, Steven T	Dean	0.75	77,468.00	0.00	0.00	0.00	0.00	0.00	77,468.00	0.00%	P5
Elliott, Steven T	Dean	0.25	25,822.00	0.00	0.00	0.00	0.00	0.00	25,822.00	0.00%	P5
Evetovich, Tammy	Dean	0.75	71,250.00	0.00	0.00	0.00	0.00	0.00	71,250.00	0.00%	P5 P6
Evetovich, Tammy	Dean	0.25	23,750.00	0.00	0.00	0.00	0.00	0.00	23,750.00	0.00%	P5 P6
Fredrickson, Angela S	Assistant to the VPAF	1.00	47,470.00	949.00	0.00	0.00	0.00	0.00	48,419.00	2.00%	
Graber, David R	Director, Library	1.00	70,970.00	1,419.00	0.00	0.00	0.00	0.00	72,389.00	2.00%	
Halle, Kevin E	Director, Admissions	1.00	56,106.00	1,122.00	0.00	0.00	0.00	0.00	57,228.00	2.00%	
Hoffman, LeAnn	Asst Dir of Student Financial Services	1.00	43,711.00	0.00	0.00	0.00	0.00	0.00	43,711.00	0.00%	P1
Jammer, Susan	Controller	0.91	39,815.00	796.00	0.00	0.00	2,963.00	0.00	43,574.00	9.44%	P2
Kielsmeier, Chris J	Head Coach	0.92	76,083.00	1,522.00	0.00	0.00	0.00	0.00	77,605.00	2.00%	
Kielty, John M	HVAC/Energy Manager	1.00	67,825.00	1,357.00	0.00	0.00	0.00	0.00	69,182.00	2.00%	
Kneifl, Scott D	Head Coach	0.92	55,544.00	1,111.00	0.00	0.00	4,132.00	0.00	60,787.00	9.44%	
Korth, Regina	Nurse	0.88	43,817.00	876.00	0.00	0.00	0.00	0.00	44,693.00	2.00%	
Lentz, Lynette K	Registrar	1.00	65,421.00	1,308.00	0.00	0.00	0.00	0.00	66,729.00	2.00%	
Lichty, Dennis A	Dean	0.75	81,806.00	0.00	0.00	0.00	0.00	0.00	81,806.00	0.00%	P5
Lichty, Dennis A	Dean	0.25	27,269.00	0.00	0.00	0.00	0.00	0.00	27,269.00	0.00%	P5
McLaughlin, Dan	Head Coach	0.92	80,622.00	1,612.00	0.00	0.00	0.00	0.00	82,234.00	2.00%	
Meyer, Barbara J	Director Budget	1.00	69,367.00	1,387.00	0.00	0.00	0.00	0.00	70,754.00	2.00%	
Morris, Muffin	Head Athletic Trainer	1.00	44,344.00	887.00	0.00	0.00	0.00	0.00	45,231.00	2.00%	
Muir, Nicholas S	Director Of IT User Support	1.00	52,520.00	1,050.00	0.00	0.00	0.00	0.00	53,570.00	2.00%	

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Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Nelsen, Kyle R	Asst Director Facility Services	1.00	63,348.00	1,267.00	0.00	0.00	0.00	0.00	64,615.00	2.00%	
VACANT	Admin Assistant To The President	0.80	32,000.00	0.00	0.00	0.00	0.00	0.00	32,000.00	0.00%	
VACANT	Coaching Assistant, Baseball	0.63	19,315.00	0.00	0.00	0.00	0.00	0.00	19,315.00	0.00%	P3
VACANT	Head Coach	1.00	41,000.00	0.00	0.00	0.00	0.00	0.00	41,000.00	0.00%	
Powicki, Michael M	Athletic Director	1.00	95,000.00	1,900.00	0.00	0.00	0.00	0.00	96,900.00	2.00%	
Rose, Kyle M	Director Financial Aid	1.00	56,516.00	1,130.00	0.00	0.00	0.00	0.00	57,646.00	2.00%	
Scardino, Janell	Director, Administrative Systems	1.00	68,627.00	1,373.00	0.00	0.00	0.00	0.00	70,000.00	2.00%	
Spethman, Phyllis J	Director Professional Education Services	1.00	63,973.00	1,279.00	0.00	0.00	0.00	0.00	65,252.00	2.00%	
Travnicek, Nancy G	Director Learning Center	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	P5 P6
Waddington, Cheryl A	Director Human Resources	1.00	85,700.00	1,714.00	0.00	0.00	0.00	0.00	87,414.00	2.00%	
Wood, Krista A	Head Coach	1.00	49,034.00	981.00	0.00	0.00	3,648.00	0.00	53,663.00	9.44%	
TOTAL		41.73	2,883,297.00	47,796.00	0.00	0.00	17,364.00	0.00	2,948,457.00		
Professional Staff (Non-Union) – Non-State Supported Positions (Revenue Bond)											
Barry, Michael J	Assoc Dir Athltcs/Dir Of Sport & Rec Ctr	1.00	67,002.00	1,340.00	0.00	0.00	0.00	0.00	68,342.00	2.00%	
Buhrman, Beverly J	Comptroller	1.00	69,367.00	1,387.00	0.00	0.00	0.00	0.00	70,754.00	2.00%	
Carithers, Bartley D	Director Student Act & Student Center	1.00	49,020.00	980.00	0.00	0.00	0.00	0.00	50,000.00	2.00%	
Drahota, Shane A	Assistant AD for Internal Affairs	0.09	4,590.00	92.00	0.00	0.00	0.00	0.00	4,682.00	2.00%	P2
Reddic, Ronnie R	Security Manager	1.00	50,000.00	1,000.00	0.00	0.00	0.00	0.00	51,000.00	2.00%	
Schramm, Kim	Grounds, Arboretum/Landscape Manager	1.00	48,314.00	966.00	0.00	0.00	0.00	0.00	49,280.00	2.00%	
Weekley, Matthew R	Asst Dean Of Students/Dir Of Res Life	1.00	53,045.00	1,061.00	0.00	0.00	3,925.00	0.00	58,031.00	9.40%	
TOTAL		6.09	341,338.00	6,826.00	0.00	0.00	3,925.00	0.00	352,089.00		
TOTAL PROFESSIONAL		113.83	6,010,243.00	101,710.00	1,000.00	0.00	30,427.00	0.00	6,143,380.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave of absence
- P5 = temporary/interim appointment
- P6 = new appointment

Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
NAPE/Support Staff -- State Supported Positions											
Ahmann, Nancy A	Office Assistant II	1.00	24,699.00	494.00	0.00	0.00	0.00	0.00	25,193.00	2.00%	
Backstrom, Leslie A	Accounting Clerk II	1.00	22,500.00	450.00	0.00	0.00	0.00	0.00	22,950.00	2.00%	
Benshoof, Karlene J	Office Assistant II	1.00	21,404.00	428.00	0.00	0.00	0.00	0.00	21,832.00	2.00%	
Bijlsma, Karyn D	Office Assistant II	1.00	23,095.00	462.00	0.00	0.00	0.00	0.00	23,557.00	2.00%	
Bloomfield, Mark B	Maintenance Repair Worker III	1.00	28,831.00	577.00	0.00	0.00	0.00	0.00	29,408.00	2.00%	
Bottger, Bridget	Office Assistant II	1.00	24,699.00	494.00	0.00	0.00	0.00	0.00	25,193.00	2.00%	
Brandow, Jennifer D	Office Assistant II	1.00	22,903.00	458.00	0.00	0.00	0.00	0.00	23,361.00	2.00%	
Burke, Kathy J	Office Assistant II	1.00	24,447.00	489.00	0.00	0.00	0.00	0.00	24,936.00	2.00%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	18,136.00	363.00	0.00	0.00	0.00	0.00	18,499.00	2.00%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	18,137.00	362.00	0.00	0.00	0.00	0.00	18,499.00	2.00%	
Chase, Debra E	Office Assistant II	1.00	34,294.00	686.00	0.00	0.00	0.00	0.00	34,980.00	2.00%	
Craig, Patrick	Maintenance Repair Worker I	0.75	14,926.00	299.00	0.00	0.00	0.00	0.00	15,225.00	2.00%	
Donner, Colette	Custodian	1.00	22,738.00	455.00	0.00	1,819.00	0.00	0.00	25,012.00	10.00%	
Echtenkamp, Cathleen A	Library Assistant	1.00	46,653.00	933.00	0.00	0.00	0.00	0.00	47,586.00	2.00%	
Franzen, Cynthia A	Academic Credentials Technician	1.00	25,301.00	506.00	0.00	0.00	0.00	0.00	25,807.00	2.00%	
Frevert, Cynthia J	Office Assistant I	0.50	12,257.00	245.00	0.00	0.00	0.00	0.00	12,502.00	2.00%	
Frevert, Cynthia J	Office Assistant I	0.50	12,256.00	245.00	0.00	0.00	0.00	0.00	12,501.00	2.00%	
Gathje, Richard A	Custodian	1.00	31,222.00	624.00	0.00	41.00	0.00	0.00	31,887.00	2.13%	
Guilliams, Pamela K	Library Assistant	1.00	22,737.00	455.00	0.00	0.00	0.00	0.00	23,192.00	2.00%	
Hank, Amanda M	Office Assistant II	1.00	27,527.00	551.00	0.00	0.00	0.00	0.00	28,078.00	2.00%	
Hansen, Cathleen A	Office Assistant III	1.00	31,793.00	636.00	0.00	0.00	0.00	0.00	32,429.00	2.00%	
Hart, Britney	Office Assistant III	1.00	27,119.00	542.00	0.00	0.00	0.00	0.00	27,661.00	2.00%	
Headley, Terri Lynn	Library Assistant	1.00	26,239.00	525.00	0.00	0.00	0.00	0.00	26,764.00	2.00%	
Hirschman, Dawn R	Office Assistant II	1.00	29,295.00	586.00	0.00	0.00	0.00	0.00	29,881.00	2.00%	
Hobza, Cathy R	Office Assistant II	1.00	27,477.00	550.00	250.00	0.00	0.00	0.00	28,277.00	2.91%	
Jacobsen, Renee M	Facility Operations Assistant	1.00	27,960.00	559.00	0.00	0.00	0.00	0.00	28,519.00	2.00%	
Janke, Michael S	Maintenance Repair Worker III	1.00	26,568.00	531.00	0.00	0.00	0.00	0.00	27,099.00	2.00%	
Jech, Brook Anne	Office Assistant III	1.00	25,797.00	516.00	0.00	0.00	0.00	0.00	26,313.00	2.00%	
Jensen, Debra L	Custodian	1.00	21,125.00	423.00	0.00	0.00	0.00	0.00	21,548.00	2.00%	
Jensen, Karla S	Office Assistant II	1.00	24,447.00	489.00	0.00	0.00	0.00	0.00	24,936.00	2.00%	
Jensen, Lesa R	Office Assistant III	1.00	39,493.00	790.00	0.00	0.00	0.00	0.00	40,283.00	2.00%	
Kardell, Jeanne Ann	Office Assistant II	1.00	30,759.00	615.00	0.00	0.00	0.00	0.00	31,374.00	2.00%	
Kastrup, Tama	Office Assistant II	1.00	33,789.00	676.00	0.00	0.00	0.00	0.00	34,465.00	2.00%	
Kennedy, Gerald R	Maintenance Repair Worker III	1.00	34,762.00	695.00	0.00	0.00	0.00	0.00	35,457.00	2.00%	
Kenny, Kelly R	Office Assistant II	1.00	22,161.00	443.00	0.00	0.00	0.00	0.00	22,604.00	2.00%	
Long, William M	Custodian	1.00	31,222.00	624.00	0.00	41.00	0.00	0.00	31,887.00	2.13%	
Loofe, Vickie J	Office Assistant III	1.00	39,493.00	790.00	0.00	0.00	0.00	0.00	40,283.00	2.00%	
Marr, Daniel A	Electrician	1.00	45,517.00	910.00	0.00	0.00	0.00	0.00	46,427.00	2.00%	
Mecseji, Karen A	Office Assistant II	1.00	24,699.00	494.00	0.00	0.00	0.00	0.00	25,193.00	2.00%	
Meier, Tammy J	Office Assistant III	1.00	39,493.00	790.00	0.00	0.00	0.00	0.00	40,283.00	2.00%	

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Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Meyer, Nancy L	Accounting Clerk II	1.00	34,294.00	686.00	0.00	0.00	0.00	0.00	34,980.00	2.00%	
Meyer, Roger P	Electrician	1.00	32,855.00	657.00	0.00	0.00	0.00	0.00	33,512.00	2.00%	
Monahan, Pamela R	Accounting Clerk III	1.00	31,995.00	640.00	0.00	0.00	0.00	0.00	32,635.00	2.00%	
Morlok, Debra A	Office Assistant II	1.00	27,527.00	551.00	0.00	0.00	0.00	0.00	28,078.00	2.00%	
Mosley, Greg K	Maintenance Repair Worker III	1.00	41,671.00	833.00	0.00	0.00	0.00	0.00	42,504.00	2.00%	
Mostek, Denise M	Office Assistant IV	1.00	39,972.00	799.00	0.00	788.00	0.00	0.00	41,559.00	3.97%	
Nelson, Duane S	Maintenance Repair Worker III	1.00	30,324.00	606.00	0.00	0.00	0.00	0.00	30,930.00	2.00%	
Nelson, Roxanne	Custodian	1.00	22,738.00	455.00	0.00	20.00	0.00	0.00	23,213.00	2.09%	
Neuhalfen, Kathy	Custodian	1.00	22,738.00	455.00	0.00	20.00	0.00	0.00	23,213.00	2.09%	
VACANT	Maintenance Repair Worker III	1.00	27,124.00	0.00	0.00	0.00	0.00	0.00	27,124.00	0.00%	
VACANT	Maintenance Repair Worker III	0.50	13,562.00	0.00	0.00	0.00	0.00	0.00	13,562.00	0.00%	S3
VACANT	Maintenance Repair Worker III	1.00	27,124.00	0.00	0.00	0.00	0.00	0.00	27,124.00	0.00%	
VACANT	Maintenance Repair Worker III	1.00	27,124.00	0.00	0.00	0.00	0.00	0.00	27,124.00	0.00%	
O'Brien, Jane	Office Assistant II	0.92	20,752.00	415.00	0.00	0.00	0.00	0.00	21,167.00	2.00%	
Ohlrich, Angela	Accounting Clerk III	1.00	25,494.00	510.00	0.00	0.00	0.00	0.00	26,004.00	2.00%	
Oswald, Laurie L	Office Assistant II	1.00	25,082.00	502.00	0.00	0.00	0.00	0.00	25,584.00	2.00%	
Paulson, Debra M	Custodian	1.00	25,562.00	511.00	0.00	2,045.00	0.00	0.00	28,118.00	10.00%	
Pedersen, Kathleen M	Office Assistant I	1.00	21,185.00	424.00	0.00	0.00	0.00	0.00	21,609.00	2.00%	
Penn, Suzanne L	Office Assistant II	1.00	31,205.00	624.00	0.00	0.00	0.00	0.00	31,829.00	2.00%	
Peterson, Ricky J	Maintenance Repair Worker III	1.00	34,094.00	682.00	0.00	23.00	0.00	0.00	34,799.00	2.07%	
Rahn, Terry L	Maintenance Repair Worker III	1.00	30,577.00	612.00	0.00	0.00	0.00	0.00	31,189.00	2.00%	
Rastede, Brian G	Electrician Master	1.00	37,669.00	753.00	0.00	0.00	0.00	0.00	38,422.00	2.00%	
Reklaitis, Joe	Custodian	1.00	22,738.00	455.00	0.00	1,819.00	0.00	0.00	25,012.00	10.00%	
Ritze, David H	Maintenance Repair Worker II	1.00	29,753.00	595.00	0.00	0.00	0.00	0.00	30,348.00	2.00%	
Ritze, Randy G	Maintenance Repair Worker III	1.00	41,873.00	837.00	0.00	0.00	0.00	0.00	42,710.00	2.00%	
Roeber, Janet C	Custodian	1.00	19,902.00	398.00	0.00	0.00	0.00	0.00	20,300.00	2.00%	
Roeber, Merle D	Custodian	1.00	28,398.00	568.00	0.00	2,272.00	0.00	0.00	31,238.00	10.00%	
Roland, Charles G	Maintenance Repair Worker II	1.00	36,778.00	736.00	0.00	0.00	0.00	0.00	37,514.00	2.00%	
Ruskamp, Bernie J	Maintenance Repair Worker IV	1.00	44,451.00	889.00	0.00	0.00	0.00	0.00	45,340.00	2.00%	
Schenck, Joyce Ann	Custodian	1.00	22,738.00	455.00	0.00	20.00	0.00	0.00	23,213.00	2.09%	
Schmitz, Cynthia S	Custodial Leader	1.00	32,761.00	655.00	0.00	31.00	0.00	0.00	33,447.00	2.09%	
Schmitz, Thomas R	Broadcast Engineer	1.00	43,792.00	876.00	0.00	0.00	0.00	0.00	44,668.00	2.00%	
Schroeder, Molly A	Office Assistant II	1.00	25,143.00	503.00	0.00	0.00	0.00	0.00	25,646.00	2.00%	
Schulz, Karen M	Custodian	1.00	25,562.00	511.00	0.00	11.00	0.00	0.00	26,084.00	2.04%	
Schutte, Ray W	Maintenance Repair Worker II	1.00	27,544.00	551.00	0.00	0.00	0.00	0.00	28,095.00	2.00%	
Sebade, Rhonda S	Office Assistant III	1.00	37,005.00	740.00	0.00	0.00	0.00	0.00	37,745.00	2.00%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Sharer, Beth Ann	Office Assistant II	0.88	21,441.00	429.00	0.00	0.00	0.00	0.00	21,870.00	2.00%	
Sherman, Stacie	Custodian	1.00	22,738.00	455.00	0.00	20.00	0.00	0.00	23,213.00	2.09%	
Sinniger, Carolyn J	Office Assistant II	1.00	30,507.00	610.00	0.00	21.00	0.00	0.00	31,138.00	2.07%	
Spahr, Connie S	Accounting Clerk III	1.00	31,995.00	640.00	0.00	0.00	0.00	0.00	32,635.00	2.00%	
Sprieck, Theresa J	Custodian	1.00	19,902.00	398.00	0.00	0.00	0.00	0.00	20,300.00	2.00%	
Steffen, Angela M	Office Assistant III	1.00	32,791.00	656.00	0.00	2,517.00	0.00	0.00	35,964.00	9.68%	
Stephens, Carol A	Office Assistant III	1.00	31,995.00	640.00	0.00	0.00	0.00	0.00	32,635.00	2.00%	
Stout, Rebecca A	Accounting Clerk III	1.00	24,989.00	500.00	0.00	0.00	0.00	0.00	25,489.00	2.00%	
Swinney, William L	Maintenance Repair Worker IV	1.00	45,434.00	909.00	0.00	0.00	0.00	0.00	46,343.00	2.00%	
Thompson, Patricia K	Library Technician	1.00	36,021.00	720.00	0.00	13.00	0.00	0.00	36,754.00	2.03%	
Trevett, Joyce F	Office Assistant III	1.00	38,736.00	775.00	0.00	30.00	0.00	0.00	39,541.00	2.08%	
Weber, Deborah K	Office Assistant II	1.00	34,243.00	685.00	0.00	0.00	0.00	0.00	34,928.00	2.00%	
Wert, Dorothy	Office Assistant II	0.75	18,336.00	367.00	0.00	0.00	0.00	0.00	18,703.00	2.00%	
Wurdinger, Mark R	Maintenance Repair Worker III	1.00	30,325.00	607.00	0.00	0.00	0.00	0.00	30,932.00	2.00%	
Wurdinger, Marlin J	Custodian	1.00	25,562.00	511.00	0.00	11.00	0.00	0.00	26,084.00	2.04%	
Wurdinger, Sandra J	Office Assistant II	1.00	24,497.00	490.00	0.00	0.00	0.00	0.00	24,987.00	2.00%	
Ziska, Brandon K	Security Officer II	1.00	32,485.00	650.00	0.00	0.00	0.00	0.00	33,135.00	2.00%	
TOTAL		89.79	2,659,073.00	51,286.00	250.00	11,562.00	0.00	0.00	2,722,171.00		
NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)											
Adkins, Kelly J	Custodian	1.00	19,902.00	398.00	0.00	0.00	0.00	0.00	20,300.00	2.00%	
Baier, Matthew E	Maintenance Repair Worker II	1.00	23,030.00	461.00	0.00	0.00	0.00	0.00	23,491.00	2.00%	
Beckman, Cindy L	Custodian	1.00	19,902.00	398.00	0.00	0.00	0.00	0.00	20,300.00	2.00%	
Bessmer, Jill M	Custodian	1.00	21,600.00	432.00	0.00	0.00	0.00	0.00	22,032.00	2.00%	
Casey, V Gene	Maintenance Repair Worker III	1.00	38,317.00	766.00	0.00	0.00	0.00	0.00	39,083.00	2.00%	
Clausen, Vickie L	Custodian	1.00	27,264.00	545.00	0.00	0.00	0.00	0.00	27,809.00	2.00%	
Granberg, Gordon W	Custodian	1.00	28,398.00	568.00	0.00	2,272.00	0.00	0.00	31,238.00	10.00%	
Gray, Bradley	Custodian	1.00	25,562.00	511.00	0.00	11.00	0.00	0.00	26,084.00	2.04%	
Gustafson, Carol A	Custodial Leader	1.00	22,980.00	460.00	0.00	0.00	0.00	0.00	23,440.00	2.00%	
Haney, Kathy R	Custodian	1.00	28,398.00	568.00	0.00	2,272.00	0.00	0.00	31,238.00	10.00%	
Ham, Debra J	Office Assistant II	1.00	34,289.00	686.00	0.00	0.00	0.00	0.00	34,975.00	2.00%	
Holloway, Racquel J	Custodian	1.00	24,149.00	483.00	0.00	0.00	0.00	0.00	24,632.00	2.00%	
Kamrath, Vernon K	Custodian	1.00	31,222.00	624.00	0.00	41.00	0.00	0.00	31,887.00	2.13%	
Loberg, Jeffery R	Maintenance Repair Worker II	1.00	25,503.00	510.00	0.00	778.00	0.00	0.00	26,791.00	5.05%	
Lofquest, Diana R	Custodian	1.00	19,902.00	398.00	0.00	0.00	0.00	0.00	20,300.00	2.00%	
Lowe, Kimberlee J	Custodian	1.00	19,902.00	398.00	0.00	0.00	0.00	0.00	20,300.00	2.00%	
Mrsny, Jason J	Security Officer II	1.00	39,481.00	790.00	0.00	0.00	0.00	0.00	40,271.00	2.00%	
Niemann, Joey D	Maintenance Repair Worker II	1.00	26,290.00	526.00	0.00	0.00	0.00	0.00	26,816.00	2.00%	
VACANT	Accounting Clerk III	1.00	25,252.00	0.00	0.00	0.00	0.00	0.00	25,252.00	0.00%	
VACANT	Maintenance Repair Worker III	0.50	13,562.00	0.00	0.00	0.00	0.00	0.00	13,562.00	0.00%	S3
Olson, Arden	Custodian	1.00	31,222.00	624.00	0.00	41.00	0.00	0.00	31,887.00	2.13%	

Wayne State College

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Penlerick, Norma J	Custodian	1.00	28,398.00	568.00	0.00	30.00	0.00	0.00	28,996.00	2.11%	
Reichmuth, Michael F	Custodian	1.00	19,902.00	398.00	0.00	0.00	0.00	0.00	20,300.00	2.00%	
Schmidt, Wendy A	Custodian	1.00	25,562.00	511.00	0.00	2,045.00	0.00	0.00	28,118.00	10.00%	
Sherman, Judy J	Custodian	1.00	22,738.00	455.00	0.00	20.00	0.00	0.00	23,213.00	2.09%	
Stalling, Mary M	Custodian	1.00	28,398.00	568.00	0.00	2,272.00	0.00	0.00	31,238.00	10.00%	
Weldon, Kevan V	Custodian	1.00	19,902.00	398.00	0.00	1,592.00	0.00	0.00	21,892.00	10.00%	
TOTAL		26.50	691,027.00	13,044.00	0.00	11,374.00	0.00	0.00	715,445.00		
Support Staff (Non-Union) – State Supported Positions											
Agler, Leah	Office Assistant III	0.75	20,314.00	406.00	0.00	0.00	0.00	0.00	20,720.00	2.00%	
Backer, Joni S	Secretary To The President	1.00	47,262.00	945.00	0.00	0.00	0.00	0.00	48,207.00	2.00%	
Fernau, Mandi J	Office Assistant I	0.50	10,400.00	208.00	0.00	0.00	0.00	0.00	10,608.00	2.00%	S4
Furlich, Amanda	Office Assistant II	0.88	19,392.00	388.00	0.00	0.00	0.00	0.00	19,780.00	2.00%	
Hoile, Kathleen C	Office Assistant IV	1.00	32,603.00	652.00	0.00	0.00	0.00	0.00	33,255.00	2.00%	
Meyer, Lona Lee	Office Assistant II	0.88	19,392.00	388.00	0.00	0.00	0.00	0.00	19,780.00	2.00%	
VACANT	Office Assistant I	0.61	11,446.00	0.00	0.00	0.00	0.00	0.00	11,446.00	0.00%	S4
VACANT	Custodian	0.50	10,161.00	0.00	0.00	0.00	0.00	0.00	10,161.00	0.00%	S4
Soden, Dustin	Facility Services Manager	0.50	17,047.00	341.00	0.00	0.00	1,267.00	0.00	18,655.00	9.43%	S3
TOTAL		6.61	188,017.00	3,328.00	0.00	0.00	1,267.00	0.00	192,612.00		
Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)											
Soden, Dustin	Facility Services Manager	0.50	17,046.00	341.00	0.00	0.00	1,268.00	0.00	18,655.00	9.44%	S3
TOTAL		0.50	17,046.00	341.00	0.00	0.00	1,268.00	0.00	18,655.00		
TOTAL SUPPORT STAFF		123.40	3,555,163.00	67,999.00	250.00	22,936.00	2,535.00	0.00	3,648,883.00		

NOTES

- S1 = recognition of certificate or degree completion
- S2 = reclassification
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = early retirement incentive program
- S6 = temporary position
- S7 = new hire

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Promotion/ Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Increase	NOTES
Faculty – Non-State Supported Positions (Federal/Restricted)											
Christensen, Douglas P	Professor	0.33	21,979.00	440.00					22,419.00	2.00%	F5
Pearcy, Shawn D	Professor	0.33	22,406.00	448.00					22,854.00	2.00%	F5
		0.67	44,385.00	888.00	0.00	0.00	0.00	0.00	45,273.00		
NSCPA – Non-State Supported Positions (Federal/Restricted)											
VACANT	Learning Skills Specialist STRIDE	0.92	33,471.00						33,471.00	0.00%	
Kucera, Loren L	Director NBDC	0.91	58,210.00	760.00					58,970.00	1.31%	P2
Woehler, Kara	Retention Specialist STRIDE	0.92	32,043.00	766.00					32,809.00	2.39%	
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.80	36,323.00	670.00					36,993.00	1.84%	
		3.55	160,047.00	2,196.00	0.00	0.00	0.00	0.00	162,243.00		
Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)											
Driskell, Sandra	Director STRIDE	1.00	47,000.00	940.00	2,500.00				50,440.00	7.32%	inc effective 9/01/13
		1.00	47,000.00	940.00	2,500.00	0.00	0.00	0.00	50,440.00		
NAPE/Support Staff – Non-State Supported Positions (Federal/Restricted)											
Jorgensen, Stephanie	Office Assistant II	1.00	24,497.00	490.00	250.00				25,237.00	3.02%	
		1.00	24,497.00	490.00	250.00	0.00	0.00	0.00	25,237.00		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence
- F3 = temporary or interim appointment
- F4 = new appointment
- F5 = position split between state and non-state support
- F6 = terminal one year contract
- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave of absence
- P5 = temporary/interim appointment
- P6 = new appointment
- S1 = recognition of certificate or degree completion
- S2 = reclassification
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = early retirement incentive program
- S6 = temporary position
- S7 = new hire

NSCS System Office

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Professional Staff (Non-Union) -- State Supported Positions											
Hock, Amy M	Director of Systemwide Accounting	1.00	63,001.00	1,260.00	0.00	0.00	0.00	0.00	64,261.00	2.00%	
Hoffman, Edward	Vice Chancellor Facil/Plan/Info Tech	1.00	115,391.00	5,770.00	0.00	0.00	0.00	0.00	121,161.00	5.00%	
Kohrs, Rebecca K	Operations Director	1.00	65,000.00	1,300.00	0.00	0.00	0.00	0.00	66,300.00	2.00%	
Murphy, Carolyn S	Vice Chancellor Administration/Finance	1.00	115,391.00	5,770.00	0.00	0.00	0.00	0.00	121,161.00	5.00%	
VACANT	Vice Chancellor Acad. Planning & Partner	1.00	110,000.00	0.00	0.00	0.00	0.00	0.00	110,000.00	0.00%	
Petersen, Kristin J	General Counsel/Vice Chan Employee Rel	1.00	114,249.00	5,712.00	0.00	0.00	0.00	0.00	119,961.00	5.00%	
Tande, Korinne	Vice Chancellor SAME & Public Informatio	1.00	114,249.00	5,712.00	0.00	0.00	0.00	0.00	119,961.00	5.00%	
TOTAL		7.00	697,281.00	25,524.00	0.00	0.00	0.00	0.00	722,805.00		
TOTAL PROFESSIONAL		7.00	697,281.00	25,524.00	0.00	0.00	0.00	0.00	722,805.00		

NOTES

- P1 = recognition of change in job title or responsibilities
- P2 = position split between state and non-state support
- P3 = part-time position
- P4 = employee on leave of absence
- P5 = temporary/interim appointment
- P6 = new appointment

NSCS System Office

Employee Name	Rank or Position Title	FTE	2012-2013 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2013-2014 Total Annual Salary	% Incr	Notes
Support Staff (Non-Union) -- State Supported Positions											
Glass, Lori M	Staff Assistant	1.00	34,848.00	697.00	0.00	0.00	0.00	0.00	35,545.00	2.00%	
Olson, Lynne M	Administrative Assistant/Office Manager	1.00	46,603.00	932.00	0.00	0.00	0.00	0.00	47,535.00	2.00%	
TOTAL		2.00	81,451.00	1,629.00	0.00	0.00	0.00	0.00	83,080.00		
TOTAL SUPPORT STAFF		2.00	81,451.00	1,629.00	0.00	0.00	0.00	0.00	83,080.00		

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NOTES

- S1 = recognition of certificate or degree completion
- S2 = reclassification
- S3 = position split between state and non-state support
- S4 = part-time position
- S5 = early retirement incentive program
- S6 = temporary position
- S7 = new hire

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

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: PERU STATE COLLEGE
MEETING DATE: June 25, 2013

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
Agron, Michael	School of Professional Studies	Instructor	\$53,000	State	08/16/12-08/31/13	1 AY	Non-renewal	N/A
Albury, Renetta	School of Arts and Sciences	Instructor	\$600/month	State	05/05/13-06/30/13	N/A	Appointment, Interim Head Women's Basketball Coach	Special
Bliss, Stacy	School of Professional Studies	Assistant Professor	\$53,530	State	08/19/11-08/31/13	1 AY	Resignation	N/A
Crook, Sara	School of Arts and Sciences	Professor	\$422	State	01/07/13-05/04/13	.10 AY	Directed Study, PSCI 297 049A	N/A
Davis, Spencer	School of Arts and Sciences	Professor	\$1,200	State	01/07/13-05/04/13	.10 AY	Course Development, ANTH 225	N/A
Hnida, John	School of Arts and Sciences	Professor	\$65,993	State	08/21/98-08/31/13	1 AY	Resignation	N/A
Holtz, Daniel	School of Arts and Sciences	Professor	\$1,200	State	01/07/13-05/04/13	.10 AY	Course Development, ENG 326	N/A
Kearney, Mary Elizabeth	School of Education	Assistant Professor	\$281	State	01/07/13-05/04/13	.10 AY	Directed Study, EDUC 497-00F	N/A
Kunkel, Margaret Ellen	School of Education	Associate Professor	\$1,126	State	01/07/13-05/04/13	.10 AY	Directed Study, HPER 497 00A	N/A
Murray, Johann	School of Education	Assistant Professor	\$563	State	01/07/13-05/04/13	.10 AY	Directed Study, HPER 497 00B	N/A
Murray, Johann	School of Education	Assistant Professor	\$51,015	State	08/22/03-08/31/13	1 AY	Resignation	N/A
Ruskamp, Judith	School of Education	Associate Professor	\$1,126	State	01/07/13-05/04/13	.10 AY	Directed Study, EDUC 497 00B	N/A
Schottel, Ronicka	School of Professional Studies	Instructor	\$1,126	State	01/07/13-05/04/13	.10 AY	Directed Study, CJUS 385 049Y	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 25, 2013

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
Wusk, Evi	School of Education	Assistant Professor	\$563	State	01/07/13-05/04/13	.10 AY	Directed Study, EDUC 497 00D	N/A
Zost, Gregory	School of Education	Associate Professor	\$1,200	State	01/07/13-05/04/13	.10 AY	Course Development, SPED 393 049X	N/A

UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Christiansen, Heath	IT Specialist	N/A	\$4,560	State	03/11/13-05/03/13	.10 AY	CMIS 101 049Y	Special
Christiansen, Heath	IT Specialist	N/A	\$45,453	State	02/01/2010 - 05/31/2013	1 FY	Resignation	N/A
Fogle, William	IT Specialist	N/A	\$44,000	State	04/01/13-05/31/13	1 FY	Resignation	N/A
Holtz, Alice	Cooperative Education Coordinator	N/A	\$41,428	State	08/02/99-07/31/13	.92 FY	Retirement	N/A
Pugh, Deb	Financial Aid Counselor	N/A	\$32,000 pro-rated	State	04/01/13-06/30/13	1 FY	Appointment	Special
Staples, Linda	Instructional Resources Coordinator	N/A	\$39,750	State	05/23/88-06/30/13	1 FY	Retirement	N/A

NON-UNIONIZED PROFESSIONAL STAFF (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Boyack, Morgan	Director of Admission	N/A	\$69,500	State	07/01/12-06/30/13	1 FY	Non renewal	N/A
Breazile, Teresa	Accountant	N/A	\$31,885 pro-rated	State	04/01/13-06/30/13	1 FY	Appointment	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 25, 2013

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
Carroll, Kathy	Vice President for Administration/ Finance	N/A	\$105,634 pro-rated	State	04/15/13-06/30/13	1 FY	Appointment	Special
Christiansen, Heath	Director of Admission	N/A	\$61,300	State	06/01/2013 - 06/30/2013	1 FY	Appointment	Special
Clark, Terry	Football Defensive Coordinator	N/A	\$43,000	State	03/11/02-5/24/13	.92 FY	Resignation	N/A
Gebre, Tadios	Math-Science Skills Specialist	N/A	\$1,200	Federal, TRiO Grant	06/01/13-06/30/13	.10 FY	Summer Bridge Math Boot Camp Development	Special
Goyal, Anissa	Director, Distance Ed/Online Services	N/A	\$73,000 pro-rated	State	04/01/13-06/30/13	1 FY	Appointment	Special
Goyal, Anissa	Director, Distance Ed/Online Services	N/A	\$73,000 pro-rated	State	04/01/13-06/30/13	1 FY	Non renewal	N/A
Ivy, Maurtice	Head Women's Basketball Coach	N/A	\$51,194	State	08/20/07-6/30/13	.92 FY	Non renewal	N/A
Johnson, Derby	Interim Vice President for Administration/ Finance	N/A	\$105,000 pro-rated	State	10/01/12-04/15/13	1 FY	Resignation	N/A
Seay, Gregory	Dean, Graduate Studies	N/A	\$4,000	State	10/01/12-03/31/13	N/A	Additional Duties	Special
Seay, Gregory	Dean, Graduate Studies	N/A	\$1,500	State	03/11/13-05/03/13	.10 AY	EDUC 530 049Y	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
Johnson, Derby	Consultant	N/A	\$12,000 pro-rated	State	05/01/13-06/30/13	.65 FY	Appointment	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 25, 2013**

RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Albury, Renetta	School of Arts and Sciences	Instructor	\$1,500	State	06/03/13-07/26/13	.10 AY	Online Educational Resources course development, Summer Session	N/A
Amen, Melissa	School of Education	Instructor	\$3,443	State	06/03/13-07/26/13	.10 AY	SPED 440 049X, Summer Session	N/A
Beischel, Mark	School of Education	Professor	\$10,416	State	06/03/13-07/26/13	.20 AY	EDUC 601 1BX, EDUC 601 1AX, Summer Session	N/A
Bittner, Gina	School of Education	Assistant Professor	\$3,547	State	06/03/13-07/26/13	.10 AY	EDUC 403 00Z, Summer Session	N/A
Bittner, Gina	School of Education	Assistant Professor	\$3,547	State	06/03/13-07/26/13	.10 AY	EDUC 512 049V, Summer Session	N/A
Bliss, Stacy	School of Professional Studies	Assistant Professor	\$4,015	State	06/03/13-07/26/13	.10 AY	SOC 340 049X, Summer Session	N/A
Branch, Julie Jones	School of Education	Assistant Professor	\$3,749	State	06/03/13-07/26/13	.10 AY	EDUC 305 049X, Summer Session	N/A
Citrin, Anthony	School of Education	Professor	\$6,419	State	06/03/13-07/26/13	.10 AY	EDUC 365 049X, Summer Session	N/A
Citrin, Anthony	School of Education	Professor	\$6,419	State	06/03/13-07/26/13	.10 AY	EDUC 601 0049V, Summer Session	N/A
Clemente, William	School of Arts and Sciences	Professor	\$5,411	State	06/03/13-07/26/13	.10 AY	ENG 203 049X, Summer Session	N/A
Gardner, Kelli	School of Professional Studies	Associate Professor	\$4,010	State	06/03/13-07/26/13	.10 AY	BUS 300 049X, Summer Session	N/A
Goebel-Lundholm, Mary	School of Professional Studies	Associate Professor	\$10,040	State	06/03/13-07/26/13	.20 AY	MGMT 601 049X, MGMT 601 049V, Summer Session	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 25, 2013

RANKED FACULTY

(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Goebel-Lundholm, Mary	School of Professional Studies	Associate Professor	\$5,020	State	06/03/13-07/26/13	.10 AY	BUS 480 049X, Summer Session	N/A
Goebel-Lundholm, Mary	School of Professional Studies	Associate Professor	\$1,500	State	06/03/13-07/26/13	.10 AY	Online Educational Resources course development, Summer Session	N/A
Grotrian-Ryan, Sheri	School of Professional Studies	Associate Professor	\$4,235	State	06/03/13-07/26/13	.10 AY	BUS 373 049X, Summer Session	N/A
Grotrian-Ryan, Sheri	School of Professional Studies	Associate Professor	\$1,500	State	06/03/13-07/26/13	.10 AY	Online Educational Resources course development, Summer Session	N/A
Grotrian-Ryan, Sheri	School of Professional Studies	Associate Professor	\$4,235	State	06/03/13-07/26/13	.10 AY	MGMT 581 049X, Summer Session	N/A
Griffin, Kenneth Brad	School of Professional Studies	Instructor	\$4,450	State	06/03/13-07/26/13	.10 AY	CMIS 300 049X, Summer Session	N/A
Grotrian, Judy	School of Professional Studies	Professor	\$4,954	State	06/03/13-07/26/13	.10 AY	BUS 381 049X, Summer Session	N/A
Hayes, Daniel	School of Professional Studies	Instructor	\$3,713	State	06/03/13-07/26/13	.10 AY	CJUS 110 049X, Summer Session	N/A
Hinrichs, Paul	School of Arts and Sciences	Associate Professor	\$4,953	State	06/03/13-07/26/13	.10 AY	MATH 112 049X, Summer Session	N/A
Hutchison, Christy	School of Professional Studies	Associate Professor	\$4,737	State	06/03/13-07/26/13	.10 AY	BUS 251 049X, Summer Session	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 25, 2013

RANKED FACULTY								
(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jackson, Alan	School of Professional Studies	Assistant Professor	\$3,894	State	06/03/13-07/26/13	.10 AY	BUS 328 049X, Summer Session	N/A
Kearney, Mary Elizabeth	School of Education	Assistant Professor	\$3,839	State	06/03/13-07/26/13	.10 AY	EDUC 402 00Z, Summer Session	N/A
Kearney, Mary Elizabeth	School of Education	Assistant Professor	\$3,839	State	06/03/13-07/26/13	.10 AY	EDUC 533 049X, Summer Session	N/A
Knape, Aaron	School of Professional Studies	Instructor	\$4,015	State	06/03/13-07/26/13	.10 AY	BUS 339 049X, Summer Session	N/A
Kunkel, Margaret Ellen	School of Education	Associate Professor	\$8,511	State	06/03/13-07/26/13	.20 AY	EDUC 621 0HAX, EDUC 621 0HBX, Summer Session	N/A
Nevitt, James	School of Professional Studies	Professor	\$4,804	State	06/03/13-07/26/13	.10 AY	PSYC 121 049X, Summer Session	N/A
Nies, Kristi	School of Arts and Sciences	Instructor	\$1,500	State	06/03/13-07/26/13	.10 AY	Online Educational Resources course development, Summer Session	N/A
Parriott, Lisa	School of Professional Studies	Instructor	\$3,600	State	06/03/13-07/26/13	.10 AY	CMIS 101 049X	N/A
Pemberton, Heather	School of Professional Studies	Instructor	\$3,975	State	06/03/13-07/26/13	.10 AY	BUS 231 049X	N/A
Priesman, Kristi	School of Education	Associate Professor	\$8,259	State	06/03/13-07/26/13	.20 AY	EDUC 510 049X, EDUC 602 0HAX, Summer Session	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 25, 2013

RANKED FACULTY

(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Priesman, Kristi	School of Education	Associate Professor	\$1,500	State	06/03/13-07/26/13	.10 AY	Online Educational Resources course development, Summer Session	N/A
Ruskamp, Judith	School of Education	Associate Professor	\$8,758	State	06/03/13-07/26/13	.20 AY	EDUC 300 00Z, EDUC 317 00Z, Summer Session	N/A
Ruskamp, Judith	School of Education	Associate Professor	\$281	State	06/03/13-07/26/13	.10 AY	Independent Study, Summer Session	N/A
Ryan, Kyle	School of Education	Associate Professor	\$8,407	State	06/03/13-07/26/13	.10 AY	EDUC 602 049X, EDUC 602 049V, Summer Session	N/A
Seay, Darolyn	School of Education	Instructor	\$3,319	State	06/03/13-07/26/13	.10 AY	EDUC 400 49X, Summer Session	N/A
Seay, Darolyn	School of Education	Instructor	\$3,319	State	06/03/13-07/26/13	.10 AY	EDUC 512 049X, Summer Session	N/A
Schottel, Ronicka	School of Professional Studies	Instructor	\$3,600	State	06/03/13-07/26/13	.10 AY	SOC 300 049X, Summer Session	N/A
Wusk, Evi	School of Education	Assistant Professor	\$1,500	State	06/03/13-07/26/13	.10 AY	Online Educational Resources course development, Summer Session	N/A
Young, Joshua	School of Arts and Sciences	Instructor	\$1,500	State	06/03/13-07/26/13	0.1	Online Educational Resources course development, Summer Session	N/A
Zost, Gregory	School of Education	Associate Professor	\$8,059	State	06/03/13-07/26/13	.20 AY	SPED 383 049X; SPED 460 049X Summer Session	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 25, 2013

RANKED FACULTY

(OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Zost, Loretta	School of Education	Assistant Professor	\$7,560	State	06/03/13-07/26/13	.20 AY	EDUC 512 0IAX, EDUC 512 0IBX, Summer Session	N/A

NON-RANKED FACULTY

(PART-TIME/LESS THAN .75 FTE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Josh	School of Arts and Sciences	N/A	\$4,356	State	03/11/13-05/03/13	.10 AY	ART 206 049Y	Special
Albers, Stephanie	School of Professional Studies	N/A	\$2,520	State	03/11/13-05/03/13	.10 AY	PSYC 121 049Y	Special
Alberts, Al	School of Professional Studies	N/A	\$3,132	State	01/07/13-05/03/13	.10 AY	PSYC 121 49EE	Special
Bennett, Pam	School of Arts and Sciences	N/A	\$3,846	State	03/11/13-05/03/13	.10 AY	ANTH 225-049Y	Special
Benscoter, Andrew	School of Arts and Sciences	N/A	\$4,254	State	03/11/13-05/03/13	.10 AY	ENG 20249Y	Special
Brizuela, Francisco	Graduate Programs	N/A	\$700	State	03/11/13-03/29/13	.03 AY	INS 500-049S	Special
Campbell, Jacquelyn	Graduate Programs	N/A	\$2,010	State	03/11/13-05/03/13	.10 AY	EDUC 540-049Y	Special
DeFrain, Debbie	School of Arts and Sciences	N/A	\$2,800	State	01/07/13-05/03/13	.13 AY	MUSC 113-000A; MUSC 251-000A	Special
DeFrain, Debbie	School of Arts and Sciences	N/A	\$6,510	State	01/07/13-05/03/13	N/A	Piano Accompanist	Special
Dreier, Libby	School of Education	N/A	\$2,112	State	03/11/13-05/03/13	.10 AY	EDUC 255-049Y	Special
Feldmann, Ann	Graduate Programs	N/A	\$2,418	State	03/02/13-03/29/13	.10 AY	EDUC 552-0HAX	Special

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NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Forsberg, Peggy	School of Professional Studies	N/A	\$4,458	State	01/07/13-05/03/13	.10 AY	SOC 201 49EE	Special
Gosch, Robert	School of Arts and Sciences	N/A	\$1,602	State	01/07/13-05/03/13	.10 AY	HIST 114-49EE	Special
Hays, Jon	School of Arts and Sciences	N/A	\$4,326	State	03/11/13-05/03/13	.20 AY	HIST 302-049Y, HIST 202-049Y	Special
Heng, Lynn	School of Professional Studies	N/A	\$4,458	State	03/11/13-05/03/13	.10 AY	BUS 414-049Y	Special
Jacobsen, Linda	School of Professional Studies	N/A	\$4,560	State	03/11/13-05/03/13	.10 AY	BUS 380-049Y	Special
Lee, Chris	School of Arts and Sciences	N/A	\$4,458	State	03/11/13-05/03/13	.10 AY	HIST 114-049Y	Special
Lee, Chris	School of Arts and Sciences	N/A	\$450	State	01/07/13-05/03/13	.10 AY	HIST 201-49EE	Special
Lundholm, Robert	School of Professional Studies	N/A	\$2,520	State	03/11/13-05/03/13	.10 AY	BUS 252-049Y	Special
Martinelli, Jason	School of Arts and Sciences	N/A	\$6,080	State	03/11/13-05/03/13	.10 AY	ESCI 240-049Y	Special
McGee, Mary Karol	Graduate Programs	N/A	\$2,418	State	03/02/13-03/29/13	.10 AY	EDUC 552-OHX	Special
Moss, Louise	School of Arts and Sciences	N/A	\$5,928	State	01/07/13-05/03/13	.30 AY	ENG 101-49EE, ENG 201-49EE, ENG 202-49EE	Special
Odum, Jay	School of Professional Studies	N/A	\$4,050	State	03/11/13-05/03/13	.10 AY	CJUS 190-049Y	Special
Pemberton, Michael	School of Professional Studies	N/A	\$3,744	State	03/11/13-05/03/13	.10 AY	SOC 201-049Y	Special

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NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ridge, Ashley	School of Professional Studies	N/A	\$5,274	State	03/11/13-05/03/13	.10 AY	PSYC 320-049Y	Special
Ridge, Ashley	School of Professional Studies	N/A	\$281	State	01/07/13-05/03/13	.10 AY	Directed Study, PSYC 497-049A	Special
Roberts, Laura	School of Professional Studies	N/A	\$3,846	State	01/11/13-05/03/13	.10 AY	PSYC 250-049Y	Special
Robke, Gregg	Graduate Programs	N/A	\$600	State	04/24/13-04/25/13	.03 AY	INS 590-055A	Special
Tiner, John	School of Professional Studies	N/A	\$2,214	State	03/11/13-05/03/13	.10 AY	PSYC 305-049Y	Special
Young, Devon	School of Arts and Sciences	N/A	\$3,234	State	03/11/13-05/03/13	.10 AY	ENG 101-049Y	Special
Weichel, Mark	Graduate Programs	N/A	\$1,350	State	03/11/13-05/03/13	.10 AY	SPED 500-049Y	Special
Weichel, Mark	Graduate Programs	N/A	\$2,724	State	02/02/13-03/01/13	.10 AY	SPED 500-OHBX	Special

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Allen, Thomas	Custodian	N/A	\$1,659/month	State	10/01/12-04/30/13	1 FY	Retirement	N/A
Allgood, Carolyn	Office Assistant II	N/A	\$2,857/month	State	11/01/87-06/30/13	1 FY	Retirement	N/A
Criger, Georgia	Custodian	N/A	Monthly change from \$1,643.25 to \$1,659	Revenue Bond	n/a	1 FY	Correction to salary reported in June, 2012	N/A

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UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Cummins, Dana	Custodian	N/A	Monthly change from \$2,110.58 to \$2,131	State	n/a	1 FY	Correction to salary reported in June, 2012	N/A
Furnas, Kelly	Custodian	N/A	Monthly change from \$2,344.50 to \$2,367	State	n/a	1 FY	Correction to salary reported in June, 2012	N/A
Goering, Kenny	Maintenance Repair Worker II	N/A	\$1,915	State	04/01/13	1 FY	Appointment	Probationary
Knight, Cathy	Custodian	N/A	Monthly change from \$1,878.58 to \$1,895	State	n/a	1 FY	Correction to salary reported in June, 2012	N/A
McMann, Larry	Custodian	N/A	Monthly change from \$1,643.25 to \$1,659	State	n/a	1 FY	Correction to salary reported in June, 2012	N/A
McQueen, Shawn	Custodian	N/A	Monthly change from \$1,642.42 to \$1,659	State	n/a	1 FY	Correction to salary reported in June, 2012	N/A
Spangler, Antonia	Custodian	N/A	Monthly change from \$2,110 to \$2,131	Revenue Bond	n/a	1 FY	Correction to salary reported in June, 2012	N/A
Strayer, LaRue	Custodian	N/A	Monthly change from \$1,642.34 to \$1,659	State	n/a	1 FY	Correction to salary reported in June, 2012	N/A

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UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Stutheit, Kurt	Custodian	N/A	Monthly change from \$2,577.17 to \$2,602	State	n/a	1 FY	Correction to salary reported in June, 2012	N/A
Welch, Grant	Custodian	N/A	Monthly change from \$1,643.25 to \$1,659	Revenue Bond	n/a	1 FY	Correction to salary reported in June, 2012	N/A
Whisler, Jackie	Custodian	N/A	Monthly change \$1,642.42 to \$1,659	Revenue Bond	n/a	1 FY	Correction to salary reported in June, 2012	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
Rasmussen, Michelle	Office Assistant IV	N/A	\$2,500	State	04/01/13-06/30/13	1 FY	Appointment	Probationary
Rasmussen, Michelle	Office Assistant IV	N/A	\$2,500	State	04/01/13-04/30/13	1 FY	Resignation	N/A

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RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Butterfield, Charles	Applied Sciences	Professor	65,994.00	State	08/20/1999 - 05/04/2013	1.00	Resignation	NA
Kinbacher, Kurt	Social & Communication Arts	Assistant Professor	48,000.00	State	08/15/2013 - 05/10/2014	1.00	New appointment; replaces Jeff Morgan	Tenure-Track
Madison, Lara	Physical & Life Sciences	Assistant Professor	47,000.00	State	08/15/2013 - 05/10/2014	1.00	New appointment; replaces Twila Fickel	Tenure-Track
Nealeigh, Norma	Applied Sciences	Professor	69,607.00	State	08/19/1994 - 05/04/2013	1.00	Retirement	NA
Schroeder, Breon	Health, Physical Education & Recreation	Instructor	36,500.00	State	08/15/2013 - 05/10/2014	1.00	New appointment; replaces Allen Jackson	Tenure-Track
Shuler, Sidney	Music	Assistant Professor	45,000.00	State	08/15/2013 - 05/10/2014	1.00	New appointment; replaces Adam Lambert	Tenure-Track
Wright, James	Business	Professor	83,330.00	State	08/29/1983 - 05/04/2013	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
Amack, Amy	Admissions Representative	NA	29,000.00 prorated (3,467.39)	State	05/20/2013 - 06/30/2013	1.00	New appointment; new position	NA
Hafey, Brooks	Accompanist	NA	38,767.00	State	08/15/2012 - 06/07/2013	1.00	Resignation	NA
Knifong, Billie	Assistant Director - Residence Life	NA	24,136.00	Revenue Bond	06/24/2011 - 06/30/2013	1.00	Resignation	NA
Leonard, Pamela	Assistant Director-Child Development Center	NA	20,581.00	Revenue	8/8/2005- 8/6/2013	0.75	Layoff	NA
Murray, Chelsea	Assistant Director - Residence Life	NA	23,660.00 prorated (3,514.70)	Revenue Bond	05/15/2013 - 06/30/2013	1.00	New appointment; replaces Cassandra Ritzen	Special
Nichols, Kinley	Assistant Director - Residence Life	NA	23,660.00 prorated (3,686.15)	Revenue Bond	5/05/2013 - 06/30/2013	1.00	New appointment; replaces Ricci Sanders	Special
Pritchett, Bryant	Assistant Director - Residence Life	NA	24,136.00	Revenue Bond	08/01/2010 - 04/01/2013	1.00	Resignation	NA
Ritzen, Cassandra	Coordinator of Admissions Services	NA	29,000.00 prorated (4,518.12)	State	04/01/2013 - 06/30/2013	1.00	New appointment; replaces Lisa Stein	Special
Sanders, Ricci	Assistant Director - Residence Life	NA	24,136.00	Revenue Bond	06/27/2011 - 04/28/2013	1.00	Resignation	NA
Tallman, Philip	Assistant Director - Residence Life	NA	23,660.00 prorated (3,257.54)	Revenue Bond	05/13/2013- 06/30/2013	1.00	New appointment; replaces Bryant Pritchett	Special
Waldorf, Chelsea	Assistant Director - Residence Life	NA	23,660.00 prorated (2,828.92)	Revenue Bond	05/20/2013 - 06/30/2013	1.00	New appointment; replaces Billie Knifong	Special

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Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Zeller, LaWayne	Certification Officer	NA	2,100.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; EDUC 131-79B1	Special

NON-UNIONIZED PROFESSIONAL STAFF (FULL TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Douglas, Sherry	Senior Director of Student Services	NA	71,710.00	State	04/01/2013 - 06/30/2013	1.000	Title change	NA
Baily, Janel	Head Women's Volleyball Coach	NA	40,000.00 prorated (12,000.00)	State	03/01/2013 - 06/30/2013	1.000	Previously interim; replaces Natasha Marquis	Special
Hunter, Brett	Head Wrestling Coach	NA	38,000.00 prorated (7,772.73)	State	04/17/2013 - 06/30/2013	1.000	Previously interim; replaces Scott Ritzen	Special
Prestwich, Aaron	Senior Director of Student Affairs	NA	67,500.00 prorated (11,250.00)	State	04/01/2013 - 06/30/2013	1.000	Title Change	NA
Ritzen, Cassandra	Interim Assistant Director - Residence Life	NA	17,830.71	Revenue Bond	08/10/2012 - 05/05/2013	1.000	Resignation	NA
Schaer, Jennifer	Project Director	NA	46,000.00 prorated (15,333.33)	Grant	05/01/2013 - 08/31/2013	1.000	Previously interim; replaces Aaron Prestwich	Special
Smith, Bradley	Athletic Director	NA	94,655.00	State	03/01/1987 - 08/31/2013	1.000	Retirement	NA
Vroman, Lona	Interim Director-Child Development Center	NA	30,000.00 prorated (5,000.00)	Revenue	05/01/2013- 06/30/2013	1.000	New appointment	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
Albertazzi, Teri	Applied Sciences	Instructor	2,700.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; FCS 247-79A1	NA
Anderson, Timothy	Business	Professor	1,680.84	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; BIS 332-79B1 - 6 students	NA
Anderson, Timothy	Business	Professor	6,606.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; MGMT 230-79A1	NA
Basnet, Hem	Business	Assistant Professor	1,960.98	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; ECON 231-79B1 - 7 students	NA

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Basnet, Hem	Business	Assistant Professor	4,545.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; ECON 231-79A1	NA
Basnet, Hem	Business	Assistant Professor	4,545.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; ECON 232-79A1	NA
Bentz, Laura	Visual & Performing Arts	Associate Professor	2,802.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; ART 239-79A1; paid 2/3 of 10 enrolled	NA
Bird, Richard	Visual & Performing Arts	Professor	5,679.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Blundell, E. Patricia	Education	Professor	5,253.00	State	05/15/2013 - 05/29/2013	0.10	May Summer Session; READ 500-0001	NA
Blundell, E. Patricia	Education	Professor	3,000.00	State	05/05/2013 - 06/30/2013	NA	TK20 duties	NA
Bruehlman, August	Business	Associate Professor	1,422.71	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; MGMT 634-79B1 - 4 students	NA
Bruehlman, August	Business	Associate Professor	5,289.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Buchmann, Ann	Physical & Life Sciences	Associate Professor	1,500.00	State	01/15/2013 - 05/02/2013	NA	Online course development; FYI 169F-0991	NA
Butterfield, Charles	Applied Sciences	Professor	825.00	State	05/06/2013 - 06/30/2013	NA	Summer Department Chair (.5 cr hr)	NA
Carey, Charles	Music	Instructor	2,801.40	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; MUS 235-79B1 - 10 students	NA
Carey, Charles	Music	Instructor	2,985.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; MUS 235-79A1	NA
Cavin, Scott	Visual & Performing Arts	Assistant Professor	280.14	State	01/07/2013 - 03/01/2013	NA	Independent study; TH 400-30A1 - 1 student	NA
Cavin, Scott	Visual & Performing Arts	Assistant Professor	1,575.00	State	04/01/2013 - 05/31/2013	NA	17.5 hrs in April & 14 hrs in May event assistance; \$50/hour	NA
Donahue, Timothy	Business	Professor	355.68	State	12/12/2012 - 03/01/2013	NA	Independent study; MKTG 600-30A1 - 1 student	NA
Donahue, Timothy	Business	Professor	5,034.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; MKTG 560-79A1	NA
Donahue, Timothy	Business	Professor	5,034.00	State	06/01/2013 - 07/31/2013	NA	NBDC Duties Summer 2013	NA
Enos, Karen	Education	Associate Professor	1,458.00	State	05/06/2013 - 06/28/2013	0.03	May Summer Session; EDUC 405-99A1, 40 & 65	NA
Enos, Karen	Education	Associate Professor	2,055.00	State	05/06/2013 - 05/31/2013	0.06	May Summer Session; EDUC 361-99A1; paid 2/3 of 11 enrolled	NA
Evertson, Matthew	English & Humanities	Professor	4,929.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Frink, Teresa	Applied Sciences	Assistant Professor	2,950.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (2.5 cr hrs)	NA
Gallegos, Nathaniel	Business	Assistant Professor	7,650.00	State	05/06/2013 - 06/28/2013	0.20	May Summer Session; MGMT 639-79A1 & 79A2	NA
Gaudet, Laura	Counseling, Psychology & Social Work	Professor	4,950.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Griffith, George	English & Humanities	Professor	6,930.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; PHIL 432-79A1	NA
Haugland, Jerry	Business	Professor	1,500.00	State	02/01/2013 - 02/28/2013	NA	Online course development; ACTG 341 - 3 cr hrs	NA
Haugland, Jerry	Business	Professor	1,422.71	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; ACTG 537-79B1 - 1 student & ACTG 532-79B1 - 3 students	NA
Haugland, Jerry	Business	Professor	3,362.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; FIN 330-79A1; paid 2/3 of 12 enrolled	NA
Hoem, Bruce	Counseling, Psychology & Social Work	Associate Professor	4,128.00	State	05/06/2013 - 05/31/2013	NA	May Summer Session; Social Work Field Placement & Supervision	NA
Hunn, Lorie	Education	Associate Professor	1,439.00	State	05/06/2013 - 06/28/2013	0.03	May Summer Session; EDUC 405-99A1, 40 & 65	NA
Jamison, Todd	Business	Assistant Professor	3,081.54	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; BIS 231-79B1 - 11 students	NA
Jamison, Todd	Business	Assistant Professor	3,438.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; BIS 231-79A1	NA
Jamison, Wendy	Physical & Life Sciences	Assistant Professor	3,921.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Kenney, Richard	Counseling, Psychology & Social Work	Assistant Professor	4,125.00	State	05/06/2013 - 05/31/2013	NA	May Summer Session; Social Work Program Director	NA
King, Donald	Education	Professor	1,683.00	State	05/06/2013 - 06/28/2013	0.03	May Summer Session; EDUC 405-99A1, 40 & 65	NA
King, Donald	Education	Professor	5,049.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
King, Donald	Education	Professor	5,049.00	State	05/15/2013 - 05/29/2013	0.10	May Summer Session; EDUC 360-0001	NA
Kirsch, Kathleen	Social & Communication Arts	Associate Professor	4,173.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Koehn, James	Business	Associate Professor	3,000.00	State	02/01/2013 - 02/28/2013	NA	Online course development; ACTG 438 & BA 337 - 3 cr hrs each	NA

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Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Koehn, James	Business	Associate Professor	1,120.56	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; ACTG 241-79B1 - 4 students	NA
Koza, Richard	Business	Professor	5,769.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; FIN 432/532-79A1	NA
Leesch, Lisette	Justice Studies	Associate Professor	1,500.00	State	01/15/2013 - 05/02/2013	NA	Online course development; FYI 169F-0991	NA
Leesch, Lisette	Justice Studies	Associate Professor	4,668.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Leite, Michael	Physical & Life Sciences	Professor	373.52	State	01/07/2013 - 04/30/2013	NA	Independent study; GEOS 400-30A1 & A1L - 1 student	NA
Limbach, Barbara	Business	Professor	280.14	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; BA 331-79B2 - 1 student	NA
Limbach, Barbara	Business	Professor	5,655.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; BA 331-79A1	NA
Limbach, Barbara	Business	Professor	5,655.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; BA 431-79A1	NA
McCallum, Henry	Education	Assistant Professor	4,140.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; SPED 630-79A1	NA
McCallum, Henry	Education	Assistant Professor	1,380.00	State	05/06/2013 - 06/28/2013	0.03	May Summer Session; EDUC 405-99A1, 40 & 65	NA
Moeller, Janet	Education	Instructor	4,884.00	State	05/06/2013 - 05/31/2013	0.13	May Summer Session; SPED 334-79A1 & 79A2	NA
Moody, Yvonne	Applied Sciences	Associate Professor	5,787.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; FCS 335-79A1	NA
Nobiling, Tracy	Justice Studies	Professor	11,322.00	State	05/15/2013 - 05/29/2013	0.20	May Summer Session; CJ 436/536 & LS 438	NA
Petersen, G. Ann	Education	Professor	4,830.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; READ 532-79A1	NA
Petersen, G. Ann	Education	Professor	1,610.00	State	05/06/2013 - 06/28/2013	0.03	May Summer Session; EDUC 405-99A1, 40 & 65	NA
Rahman, Shafiq	Social & Communication Arts	Associate Professor	3,000.00	State	05/05/2013 - 06/30/2013	NA	TK20 duties	NA
Ritzen, Donna	Health, Physical Education & Recreation	Assistant Professor	2,802.00	State	05/06/2013 - 05/17/2013	0.10	May Summer Session; HPER 111-99A1; paid at 2/3 of 10 enrolled	NA
Ritzen, Scott	Health, Physical Education & Recreation	Professor	5,373.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Roweton, William	Counseling, Psychology & Social Work	Professor	6,435.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; PSYC 438/538-79A1	NA
Schaefer, George	Music	Professor	3,921.96	State	03/11/2013 - 05/04/2013	NA	Over 30 in an online course; MUS 330-79B1 - 14 students	NA

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Schaeffer, Susan	Counseling, Psychology & Social Work	Associate Professor	4,134.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; COUN 634-40 & 65	NA
Schaeffer, Susan	Counseling, Psychology & Social Work	Associate Professor	3,913.00	State	05/06/2013 - 08/02/2013	0.10	Summer 2013; COUN 640-01, 02, 03 & 04; paid 2/3 of 11 enrolled	NA
Smith, Thomas	Social & Communication Arts	Assistant Professor	3,789.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; HIST 233-79A1	NA
Smith, Thomas	Social & Communication Arts	Assistant Professor	2,522.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; HIST 233-79A1; paid at 2/3 of 9 enrolled	NA
Stack, Robert	Mathematical Sciences	Professor	5,886.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; MATH 232-79A1	NA
Stack, Robert	Mathematical Sciences	Professor	5,886.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Taylor, Una	Music	Associate Professor	4,032.00	State	05/06/2013 - 08/15/2013	NA	Summer Department Chair (3 cr hrs)	NA
Tucker, T. Deane	English & Humanities	Professor	4,950.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; HUM 234-79A1	NA
Tucker, T. Deane	English & Humanities	Professor	4,950.00	State	05/06/2013 - 05/31/2013	0.10	May Summer Session; HUM 335-79A1	NA
Waugh, Wendy	Business	Professor	10,794.00	State	05/06/2013 - 06/28/2013	0.20	May Summer Session; BIS 632-79A1 & 79A2	NA
Waugh, Wendy	Business	Professor	3,000.00	State	05/05/2013 - 06/30/2013	NA	TK20 duties	NA
Woods, Kathleen	Counseling, Psychology & Social Work	Assistant Professor	3,822.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; COUN 533-79A1	NA
Woods, Kathleen	Counseling, Psychology & Social Work	Assistant Professor	3,822.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; COUN 636-79A1	NA
Wright, James	Business	Professor	6,252.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; BA 336-79A1	NA

NON-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
Sparkman, Nathan	Counseling, Psychology & Social Work	Lecturer	44,370.00	State	08/15/2013 - 05/10/2014	1.00	reappointment	Special
Sparkman, Nathan	Counseling, Psychology & Social Work	Visiting Assistant Professor	3,264.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; PSYC 231-79A1	Special
Sparkman, Nathan	Counseling, Psychology & Social Work	Visiting Assistant Professor	3,264.00	State	05/06/2013 - 06/28/2013	0.10	May Summer Session; PSYC 331-79A1	Special

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Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Balmat, Jennifer	Physical & Life Sciences	NA	2,100.00	State	05/06/2013 - 06/28/2013	0.10	GEOS 130-79A	Special
Covello, Christin	Counseling, Psychology & Social Work	NA	2,100.00	State	05/06/2013 - 06/28/2013	0.10	PSYC 541-79A1	Special
Crouse, Kerma	Education	NA	700.00	State	05/06/2013 - 05/31/2013	0.03	EDUC 270-79A1	Special
Jones, Jeff	Education	NA	1,400.00	State	05/06/2013 - 05/31/2013	0.07	EDUC 361-99A1	Special
Morris, Erin	English & Humanities	NA	2,100.00	State	03/11/2013 - 05/04/2013	0.10	HUM 235-79B2	Special
O'Hare, Daryl	English & Humanities	NA	2,100.00	State	01/07/2013 - 05/04/2013	0.10	ENG 136-048E	Special
Pollard, Tracie	Education	NA	1,400.00	State	05/06/2013 - 05/31/2013	0.07	EDUC 361-99A1	Special
Sasse, Grant	Counseling, Psychology & Social Work	NA	2,100.00	State	05/06/2013 - 06/28/2013	0.10	PSYC 131-79A1	Special
Schumacher, Elizabeth	English & Humanities	NA	2,100.00	State	03/11/2013 - 05/04/2013	0.10	ENG 136-79B2	Special
Schumacher, Elizabeth	English & Humanities	NA	2,100.00	State	05/06/2013 - 06/28/2013	0.10	ENG 135-79A1	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
Burrows, Darren	Resident Hall Coordinator	NA	1,200.00	Revenue Bond	04/01/2013 - 05/05/2013	NA	Additional duties	Special
Burrows, Darren	Resident Hall Coordinator	NA	9,000.00	Revenue Bond	08/15/2012 - 05/05/2013	0.70	Resignation	NA
Martens, Nathaniel	Interim Resident Hall Coordinator	NA	1,250.00	Revenue Bond	04/01/2013 - 05/05/2013	0.14	Interim appointment	Special
Sager, Heather	Test Coordinator/Academic Advisor	NA	17,892.00 prorated (813.27)	Grant	08/15/2013 - 08/31/2013	0.50	New appointment; replaces Cheryl Welch	Special

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ahrens, Heather	Custodian	NA	1,659.00	Revenue Bond	4/15/2013	1.00	New appointment; replaces Terri Wait	Probationary
Fankhauser, Tina	Custodian	NA	1,659.00	Revenue Bond	4/15/2013	1.00	New appointment; replaces Roger Walter	Probationary
Fankhauser, Tina	Custodian	NA	1,659.00	Revenue Bond	4/15/2013 - 5/13/2013	1.00	Resignation	NA

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Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Foral, Robyn	Academic Credentials Technician	NA	2,654.58	State	08/21/1997 - 06/07/2013	1.00	Retirement	NA
Gortsema, Judy	Custodian	NA	1,659.00	Revenue Bond	5/22/2013	1.00	New appointment; replaces Laura Merchen	Probationary
LaFontsee, Craig	Maintenance Repair Worker II	NA	2,858.33	State	4/1/2013	1.00	Reclassification	NA
Laue, Tim	Maintenance Repair Worker III	NA	3,568.00	State / Revenue Bond	06/01/1981 - 04/25/2013	.70 / .30	Resignation	NA
Merchen, Laura	Custodian	NA	1,659.00	Revenue Bond	01/04/2013 - 02/28/2013	1.00	Resignation	NA
Mittleider, Stacie	Office Assistant II	NA	1,502.17	State	2/1/2013	0.75	Correction to March report	NA
Mracek, Patricia	Office Assistant II	NA	2,143.97	State	4/15/2013	1.00	Previously interim; replaces Todd Baumann	NA
Norgard, Karl	Custodian	NA	1,659.00	Revenue Bond	11/19/2012 - 05/22/2013	1.00	Resignation	NA
Turner, Christa	Custodian	NA	1,658.50	State	10/10/2011 - 04/24/2013	1.00	Resignation	NA
White, Audrey	Custodian	NA	2,601.83	Revenue Bond	05/13/1974 - 04/30/2013	1.00	Retirement	NA

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
Baumann, M. Todd	Maintenance Supervisor	NA	3,083.33	State & Revenue Bond	8/1/2012	.55 / .45	Previously interim; replaces Alan Cisneros	NA

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RANKED FACULTY (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Christensen, Chad	School of Arts and Humanities; Department of Language and Literature	Instructor	\$41,000.00	State	8/15/13 – 5/14/14	1.0	New hire, replaced Janet Gilligan	Specific Term
Dilliard, Kelly	Life Sciences	Assistant Professor to Associate Professor	Annual Salary	State	8/16/13	N/A	Rank Promotion approved by President Curt Frye on 4/24/2013	N/A
Hansen, Pearl	Art and Design	Professor	Annual Salary	State	8/16/14 – 12/17/14	1.0	Sabbatical for Fall 2014 <i>(change from 1/15/2013 Board Report)</i>	N/A
Hurner, Casey	School of Education and Counseling; Department of Counseling and Special Education	Assistant Professor	\$45,000.00	State	8/15/13 – 5/14/14	1.0	New hire, replaced Daryl Wilcox	Specific Term
Kufner, Brian E.	School of Business and Technology; Department of Business and Economics	Assistant Professor	\$54,000.00 + \$500.00 moving expenses	State	8/15/13 – 5/14/14	1.0	New hire, replaced Cynthia Hanson	Specific Term
Lichty, Dennis	Educational Foundations and Leadership	Professor	Annual Salary	State	8/24/92 – 6/30/15	1.0	Retirement	N/A

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
Aldrich, Michael	Football Defensive Coordinator	N/A	\$40,914.00, prorated \$3,409.50	State	6/1-30/13	1.0	New hire; replaced Alex Wood	Special
Anderson, Derek	Manager – Student Center	N/A	\$52,152.00; prorated \$4,346.00	Revenue Bond	7/1/13 – 7/31/13	1.0	Special Appointment	Special

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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
Anderson, Derek	Manager – Student Center	N/A	\$52,152.00	Revenue Bond	11/1/96 – 7/31/13	1.0	Resignation	N/A
Derechailo, Melissa	Theatre Technician	N/A	\$2,220.00	State	6/4/13 – 7/8/13	.10	MUS 110-00W0	Special
Knight, Valerie	Librarian – Reference	N/A	\$300.00	State	1/7/13 – 5/3/13	.033	IDS 368-00W2	Special
Knight, Valerie	Librarian – Reference	N/A	\$800.00	State	1/7/13 – 5/3/13	.067	IDS 368-00W3	Special
Kucera, Loren	Director, NBDC	N/A	\$2,220.00	State	5/13/13 – 7/8/13	.10	BUS 370-00W0	Special
Neeman, Donna (Kuhn)	Admissions Representative	N/A	\$30,000.00; prorated \$8,690.48	State	3/18/13 – 6/30/13	1.0	New hire, replaced Brady Willhite	Special
Neibaur, Carly	Admissions Representative	N/A	\$30,000.00; prorated \$8,690.48	State	3/18/13 – 6/30/13	1.0	New hire, replaced Jessica Eby	Special
Quance, Marilyn	Librarian – Technical Services	N/A	\$740.00	State	1/7/13 – 5/3/13	.033	IDS 196-00W0	Special
Quance, Marilyn	Librarian – Technical Services	N/A	\$740.00	State	1/7/13 – 5/3/13	.033	IDS 368-00W0	Special
Quance, Marilyn	Library – Technical Services	N/A	\$300.00	State	1/7/13 – 5/3/13	.033	IDS 368-00W1	Special
Quance, Marilyn	Library – Technical Services	N/A	\$200.00	State	5/13/13 – 7/8/13	.067	IDS 196-00W0	Special
Tiedtke, Teresa	Student Activities Coordinator	N/A	\$29,690.00; prorated \$2,474.17	State/ Revenue Bond	7/1/13 – 7/31/13	.875	Special Appointment	Special
Tiedtke, Teresa	Student Activities Coordinator	N/A	\$29,690.00	State/ Revenue Bond	7/10/06 – 7/31/13	.875	Resignation	N/A
Vick, Sr., Ron	Counselor	N/A	\$200.00	State	3/11/13 – 5/3/13	.033	IDS 196-00W2	Special
Wood, Alex	Football Defensive Coordinator	N/A	\$40,914.00	State	2/25/08 – 5/31/13	1.0	Resignation	N/A

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Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Carithers, Bart	Director of Student Activities	N/A	\$49,020.00; prorated, \$4,085.00	Revenue Bond	6/3/13 – 6/30/13	1.0	New hire, replaced Kipp Colvin	Special
Drahota, Shane	Assistant Athletic Director for Internal Affairs	N/A	\$51,000.00; prorated \$16,797.62	State	3/4/13 – 6/30/13	1.0	New hire, new title; replaced Lindsay McLaughlin	Special
Elliott, Steven	Interim Dean, School of Arts and Humanities	N/A	\$103,290.00; prorated \$8,607.50	State	6/1-30/13	1.0	Interim Appointment	Special
Elliott, Steven	Interim Dean, School of Arts and Humanities	N/A	\$103,290.00	State	7/1/13 – 6/30/14	1.0	Interim Appointment	Special
Evetovich, Tammy	Interim Dean, School of Natural and Social Sciences	N/A	\$95,000.00; prorated \$91,558.15	State	7/15/13 – 6/30/14	1.0	Interim Appointment	Special
Lichty, Dennis	Interim Dean, School of Education and Counseling	N/A	\$109,075.00; prorated \$15,017.57	State	5/11/13 – 6/30/13	1.0	Interim Appointment	Special
Lichty, Dennis	Interim Dean, School of Education and Counseling	N/A	\$109,075.00	State	7/1/13 – 6/30/14	1.0	Interim Appointment	Special
O'Donnell, James	Dean, School of Arts and Humanities	N/A	\$106,993.00	State	7/1/01 – 6/1/13	1.0	Retirement (correction to 3/15/13 Board Report)	N/A

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Agoumba, Darius	Physical Sciences and Mathematics	Associate Professor	\$6,859.00	State	5/13/13 – 6/6/13	.133	CHE 305-0001/0002	NA
Alexander, W. Andrew	Language and Literature	Professor	\$1,116.00	State	1/7/13 – 5/8/13	.33	Independent and Directed Study; ENG 395-0030, ENG 600-0060, ENG 699-0030	NA
Amend, Tracie	Language and Literature	Assistant Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; SPA 305-0060	NA

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Anderson, Wayne	Art and Design	Professor	\$7,915.00	State	5/13/13 – 6/6/13	.10	ART 281/381/481	NA
Barnes, Johanna	Educational Foundations and Literature	Assistant Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; EDU 395-0030	NA
Bauer, Jeffrey	Physical Sciences and Mathematics	Professor	\$845.00	State	1/7/13 – 5/8/13	.10	Directed Study; MAT 440-0060	NA
Bertolas, Randy	History, Politics and Geography	Professor	\$1,126.00	State	1/7/13 – 5/8/13	.40	Independent Study; GEO 395-0030, GEO 395-0031, GEO 395-0032, HIS 499-0031	NA
Bertolas, Randy	History, Politics and Geography	Professor	\$3,473.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Black, Barbara	Educational Foundations and Leadership	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 340-0061	NA
Blankenau, Joseph	History, Politics and Geography	Professor	\$921.00	State	1/7/13 – 5/8/13	.30	Independent and Directed Study; POS 345-0060, POS 499-0030, POS 530-0060	NA
Blankenau, Joe	Continuing Education	Professor	\$3,096.00	State	5/13/13 – 6/3/13	.10	SSC 319-00W0	NA
Bohnert, David	Music	Professor	\$1,932.00	State	1/7/13 – 5/8/13	n/a	Director of Bands	NA
Bondhus, JoAnn	Continuing Education	Professor	\$3,377.00	State	5/13/13 – 7/8/13	.10	BUS 222-00W0	NA
Bondhus, JoAnn	Continuing Education	Professor	\$6,789.00	State	5/13/13 – 7/8/13	.10	BUS 418-00W0	NA
Brummels, J. V.	Language and Literature	Associate Professor	\$1,354.00	State	1/7/13 – 5/8/13	.30	Independent and Directed Study; ENG 501-0060, ENG 699-0031, ENG 699-0032	NA
Buryanek, Donald	Technology and Applied Sciences	Assistant Professor	\$921.00	State	1/7/13 – 5/8/13	.30	Directed Study; ITE 309-0060, ITE 412-0060, ITE 640-0060	NA

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Butler, Katherine	Language and Literature	Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Directed Study; ENG 633-0060	NA
Cacheiro, Adolfo	Continuing Education	Professor	\$4,828.00	State	5/13/13 – 6/3/13	.10	SPA 100-00W0	NA
Calkin, Josh	Music	Instructor	\$188.00	State	1/7/13 – 5/8/13	.067	Directed Study; MUS 426-0060	NA
Carrigg, Maureen	Communication Arts	Associate Professor	\$2,054.00	State	3/15/13 – 5/3/13	.05	CNA R220/320/420 (while faculty member is in Taiwan)	NA
Carrigg, Maureen	Communication Arts	Associate Professor	\$1,126.00	State	1/7/13 – 5/8/13	.20	Independent and Directed Study; CNA 390-0060, CNA 395-0030	NA
Christensen, Chad	Language and Literature	Interim Instructor	\$1,689.00	State	1/7/13 – 5/8/13	.20	Directed Study; ENG 321-0060, ENG 421-0060	NA
Christensen, Douglas	Life Sciences	Professor	\$657.00	State	1/7/13 – 5/8/13	.23	Independent and Directed Study; BIO 395-0030, BIO 465-0060, BIO 499-0031	NA
Christensen, Linda	Music	Professor; Department Chair	\$3,219.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Conley, Donovan	Health, Human Performance and Sport	Professor; Department Chair	\$1,039.00	State	8/12-19/13	n/a	Summer Department Chair	NA
Conway, Gerald	Continuing Education	Associate Professor	\$6,389.00	State	5/13/13 – 7/8/13	.10	BUS 362-00W0	NA
Conway, Kathleen	Counseling and Special Education	Professor	\$4,423.00	State	5/13/13 – 8/12/12	.067	CSL 497-0001	NA
Cupp, Rodney	Language and Literature	Associate Professor; Department Chair	\$2,687.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Dalal, Meenakshi	Continuing Education	Professor	\$6,590.00	State	5/13/13 – 7/8/13	.10	ECO 202-00W0	NA

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RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
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Davis, Adam	Physical Sciences and Mathematics	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; PHY 326-0060	NA
DeBoer, Buffany	Life Sciences	Interim Instructor	\$1,689.00	State	5/13/13 – 6/6/13	.10	BIO 104-0001/0002	NA
Dendinger, Laura	Continuing Education	Professor	\$5,148.00	State	5/13/13 – 7/8/13	.10	BUS 208-00W0	NA
Dendinger, Laura	Continuing Education	Professor	\$6,434.00	State	5/13/13 – 7/8/13	.10	BUS 627-00W0	NA
Dilliard, Kelly	Life Sciences	Assistant Professor	\$500.00	State	5/13/13 – 8/15/13	n/a	Reconstruct museum in Carhart	NA
Dinsmore, Janice	Educational Foundations and Literature	Assistant Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 693-0062	NA
Elliott, Steven	Art and Design	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; ART 499-0030	NA
Ellis, Susan	Sociology, Psychology and Criminal Justice	Professor	\$1,126.00	State	1/7/13 – 5/8/13	.20	Directed Study; SOC 444-0060, SOC 465-0060	NA
Engebretsen, Barbara	Health, Human Performance and Sport	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; PED 395-0030	NA
Erwin, Carol	Educational Foundations and Leadership	Instructor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 409-0063	NA
Erwin, Carol	Technology and Applied Sciences	Instructor	\$563.00	State	1/7/13 – 5/8/13	.20	Independent and Directed Study; FCS 322-0060, FCS 499-0032	NA
Erwin, Carol	Continuing Education	Instructor	\$3,113.00	State	5/13/13 – 7/8/13	.10	FCS 207-00W0	NA
Ettel, Mary	Physical Sciences and Mathematics	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; CHE 499-0030	NA
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Independent Study; PED 695-0030	NA
Evetovich, Tammy	Health, Human Performance and Sport	Professor	\$4,961.00	State	5/13/13 – 6/6/13	.10	PED 487-0001	NA
Evetovich, Tammy	Continuing Education	Professor	\$6,201.00	State	5/13/13 – 7/8/13	.10	PED 650-00W0	NA
Franklin, Laura	Counseling and Special Education	Assistant Professor	\$188.00	State	1/7/13 – 5/8/13	.067	Directed Study; SPD 261-0060	NA

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Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Franklin, Laura	Continuing Education	Assistant Professor	\$3,375.00	State	5/13/13 – 7/8/13	.10	SPD 301-00W0	NA
Franklin, Laura	Continuing Education	Assistant Professor	\$3,377.00	State	5/13/13 – 7/8/13	.10	SPD 301-00W1	NA
Franklin, Laura	Counseling and Special Education	Assistant Professor	\$3,375.00	State	5/13/13 – 8/12/13	n/a	SPD Program Development	NA
Garvin, Sharon	Continuing Education	Associate Professor	\$4,785.00	State	5/13/13 – 7/8/13	.10	BUS 240-00W0	NA
Garvin, Tim	Computer Technology and Information Systems	Professor	\$1,278.00	State	1/7/13 – 5/8/13	.30	Independent and Directed Study; CIS 357-0060, CIS 632-0060, CIS 695-0030	NA
Garvin, Tim	Computer Technology and Information Systems	Professor, Department Chair	\$3,809.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Geisert, Cameron	Health, Human Performance and Sport	Associate Professor	\$1,126.00	State	1/7/13 – 5/8/13	.20	Directed Study; PED 410-0060, PED 485-0060	NA
Hammer, Mark	Life Sciences	Professor	\$188.00	State	1/7/13 – 5/8/13	.033	Directed Study; BIO 469-0061	NA
Hammer, Mark	Life Sciences	Professor	\$500.00	State	5/13/13 – 8/15/13	n/a	Reconstruct museum in Carhart	NA
Hansen, Pearl	Art and Design	Professor; Department Chair	\$4,275.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Harms, Sally	Educational Foundations and Leadership	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 409-0061	NA
Hayford, Barbara	Life Sciences	Associate Professor	\$500.00	State	5/13/13 – 8/15/13	n/a	Reconstruct museum in Carhart	NA
Hepworth, Elise	Music	Assistant Professor	\$845.00	State	1/7/13 – 5/8/13	.30	Independent Study; MUS 395-0030, MUS 499-0030, MUS 499-0031	NA
Hepworth, Elise	Continuing Education	Assistant Professor	\$2,472.00	State	5/13/13 – 6/3/13	.067	MUS 214-00W0	NA

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Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Herling, Lourdes	Computer Technology and Information Systems	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; CSC 432-0060	NA
Hill, Kevin	Educational Foundations and Literature	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 409-0060	NA
Hinnerichs, Kristi	Health, Human Performance and Sport	Associate Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Independent Study; PED 695-0031	NA
Karr, Paul	Physical Sciences and Mathematics	Professor	\$563.00	State	1/7/13 – 5/8/13	.10	Directed Study; CHE 457-0060	NA
Karsky, Jason	Sociology, Psychology and Criminal Justice	Professor	\$4,899.00	State	5/13/13 – 6/6/13	.10	CJA 444-0001	NA
Kietzmann, Glenn	School of Natural and Social Sciences	Professor	\$600.00	State	1/7/13 – 3/1/13	n/a	Shapers of Modern Mind – Spring 2013	NA
Langdon, Jennifer	Physical Sciences and Mathematics	Associate Professor	\$563.00	State	1/7/13 – 5/8/13	.10	Directed Study; MAT 460-0060	NA
Langlie-Willers, Pamela	Educational Foundations and Literature	Associate Professor	\$1,787.00	State	1/7/13 – 5/8/13	.20	Directed Study; EDU 617-0060, EDU 632-0060	NA
Langlie-Willers, Pamela	Technology and Applied Sciences	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; FCS 499-0031	NA
Langlie-Willers, Pamela	Technology and Applied Sciences	Associate Professor	\$4,030.00	State	5/13/13 – 6/6/13	.10	FCS 316-0001	NA
Lawrence, Gloria	Sociology, Psychology and Criminal Justice	Professor; Department Chair	\$3,889.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Leeper, Mark	History, Politics and Geography	Professor	\$5,096.00	State	5/13/13 – 6/6/13	.10	POS 444-0001	NA
Lichty, Dennis	Educational Foundations and Literature	Professor	\$639.00	State	1/7/13 – 5/8/13	.20	Independent and Directed Study; EDU 499-0030, EDU 693-0064	NA
Lindberg, Judith	Technology and Applied Sciences	Professor	\$801.00	State	1/7/13 – 5/8/13	.267	Independent and Directed Study; FCS 499-0030, FCS 499-0033, FCS 695-0030	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

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; Department Chair	\$3,919.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Lofgren, Ronald	Music	Associate Professor	\$938.00	State	1/7/13 – 5/8/13	.067	Directed Study; MUS 301-0060	NA
Loggins, Ronald	Life Sciences	Assistant Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; BIO 499-0030	NA
Loggins, Ronald	Life Sciences	Assistant Professor	\$1,970.00	State	5/13/13 – 6/6/13	.10	BIO 400-0001	NA
Loggins, Ronald	Life Sciences	Assistant Professor	\$500.00	State	5/13/13 – 8/15/13	n/a	Reconstruct museum in Carhart	NA
Loggins, Ronald	Life Sciences	Assistant Professor; Department Chair	\$2,330.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Lutt, Pat	Continuing Education	Professor	\$5,119.00	State	5/13/13 – 7/8/13	.10	BUS 350-00W0	NA
Maas, Chad	Health, Human Performance and Sport	Assistant Professor	\$1,501.00	State	5/13/13 – 6/6/13	.067	PED 241-00H0	NA
Maas, Chad	Health, Human Performance and Sport	Assistant Professor; Department Chair	\$1,723.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
McCue, Robert	Life Sciences	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; BIO 395-0031	NA
Meyer, Jeffrey	Health, Human Performance and Sport	Instructor	\$845.00	State	1/7/13 – 5/8/13	.20	Directed Study; PED 411-0060, PED 450-0060	NA
Meyer, Jeffrey	Continuing Education	Instructor	\$2,597.00	State	5/13/13 – 6/3/13	.067	PED 103-00W0	NA
Miller, Daniel	Sociology, Psychology and Criminal Justice	Associate Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Independent Study; PSY 699-0030	NA
Miller, Daniel	Continuing Education	Associate Professor	\$4,919.00	State	5/13/13 – 6/3/13	.10	PSY 444-00W0	NA
Miller, Kevin	Technology and Applied Sciences	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; ITE 317-0060	NA
Moeller, Judy	Educational Foundations and Literature	Interim Instructor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 340-0060	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Moeller, Judy	Continuing Education	Interim Instructor	\$1,896.00	State	5/13/13 – 6/19/13	.067	EDU 216-00W0	NA
Murphy, Richard	Communication Arts	Instructor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; CNA 499-0030	NA
Nelson, Jeryl	Continuing Education	Professor	\$5,570.00	State	5/13/13 – 7/8/13	.10	BUS 420-00W0	NA
Nelson, Jeryl	Continuing Education	Professor	\$6,962.00	State	5/13/13 – 7/8/13	.10	BUS 690-00W0	NA
Newcomb, Lori	Language and Literature	Instructor	\$845.00	State	1/7/13 – 5/8/13	.30	Independent Study; ENG 395-0031, ENG 395-0032, ENG 499-0030	NA
Nicholson, Lori	Computer Technology and Information Systems	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; CSC 395-0030	NA
Nordstrom, Susan	Educational Foundations and Leadership	Assistant Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; EDU 499-0031	NA
Ossian, James	Educational Foundations and Leadership	Professor	\$715.00	State	1/7/13 – 5/8/13	.20	Directed Study; EDU 655-0060, EDU 693-0063	NA
Parker, Charles	Business and Economics	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; ECO 395-0030	NA
Parker, Charles	Continuing Education	Professor	\$5,328.00	State	5/13/13 – 7/8/13	.10	BUS 226-00W0	NA
Parker, Charles	Continuing Education	Professor	\$6,660.00	State	5/13/13 – 7/8/13	.10	BUS 650-00W0	NA
Parker, Charles	Business and Economics	Professor; Department Chair	\$3,552.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Pearcy, Shawn	Life Sciences	Professor	\$376.00	State	1/7/13 – 5/8/13	.033	Directed Study; BIO 469-0060	NA
Pease, Craig	Educational Foundations and Leadership	Assistant Professor	\$1,072.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 693-0061	NA
Peitz, David	Physical Sciences and Mathematics	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; CHE 499-0030	NA
Petiz, David	Physical Sciences and Mathematics	Professor	\$5,602.00	State	5/13/13 – 6/6/13	.10	PHS 102-0001/0002	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Peitz, David	Physical Sciences and Mathematics	Professor; Department Chair	\$3,365.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Ras, Gerard	Continuing Education	Associate Professor	\$4,838.00	State	5/13/13 – 7/8/13	.10	BUS 322-00W0	NA
Ras, Gerard	Continuing Education	Associate Professor	\$6,048.00	State	5/13/13 – 7/8/13	.10	BUS 608-00W0	NA
Rawlings, Lesli	History, Politics and Geography	Assistant Professor	\$563.00	State	1/7/13 – 5/8/13	.10	Directed Study; GEO 316-0060	NA
Renzelman, John	Technology and Applied Sciences	Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Directed Study; ITE 510-0060	NA
Ronnow, Gretchen	Language and Literature	Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Directed Study; ENG 655-0060	NA
Ronnow, Gretchen	Continuing Education	Professor	\$2,252.00	State	5/13/13 – 6/3/13	.10	ENG 384-00W0	NA
Sharer, Tim	Educational Foundations and Leadership	Professor	\$3,875.00	State	5/13/13 – 6/6/13	n/a	NENTA Release	NA
Smith, Douglass	Computer Technology and Information Systems	Assistant Professor	\$563.00	State	1/7/13 – 5/8/13	.133	Directed Study; CIS 231-0060, CIS 430-0060	NA
Snowden, Monica	Sociology, Psychology and Criminal Justice	Professor	\$657.00	State	1/7/13 – 5/8/13	.23	Independent Study; SOC 395-0030, SOC 395-0031, SOC 499-0030	NA
Strate, Shane	History, Politics and Geography	Assistant Professor	\$563.00	State	1/7/13 – 5/8/13	.20	Independent Study; HIS 395-0030, HIS 499-0030	NA
Strate, Shane	History, Politics and Geography	Assistant Professor	\$3,096.00	State	5/13/13 – 6/6/13	.10	HIS 120-0001	NA
Sweetland, Robert	Educational Foundations and Literature	Professor	\$996.00	State	1/7/13 – 5/8/13	.20	Independent and Directed Study; EDU 395-0031, EDU 693-0060	NA
Volk, Gary	Business and Economics	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; BUS 395-0030	NA
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; PSY 395-0030	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

RANKED FACULTY (OVERLOAD AND SUMMER SCHOOL APPOINTMENTS)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Weixelman, Joseph	Educational Foundations and Leadership	Assistant Professor	\$1,355.00	State	8/17/12 – 12/18/12	.044	EDU 409-0003	NA
Weixelman, Joseph	History, Politics and Geography	Assistant Professor	\$3,392.00	State	1/7/13 – 5/8/13	.111	HIS 451-0001, HIS 444-0001	NA
Whitt, Deborah	Communication Arts	Professor	\$845.00	State	1/7/13 – 5/8/13	.10	Directed Study; CNA 432-0060	NA
Whitt, Deborah	Educational Foundations and Leadership	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Directed Study; EDU 409-0062	NA
Whitt, Deborah	Communication Arts	Professor; Department Chair	\$3,703.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Wilcox, Daryl	Counseling and Special Education	Professor	\$715.00	State	1/7/13 – 5/8/13	.10	Independent Study; SPD 699-0060	NA
Willis, Keith	Counseling and Special Education	Professor	\$358.00	State	1/7/13 – 5/8/13	.10	Independent Study; CSL 695-0030	NA
Willis, Keith	Counseling and Special Education	Professor	\$6,441.00	State	5/13/13 – 8/12/12	.10	CSL 697-00H0/H1/H2	NA
Willis, Keith	Counseling and Special Education	Professor; Department Chair	\$3,435.00	State	5/13/13 – 8/15/13	n/a	Summer Department Chair	NA
Worner, Tamara	Physical Sciences and Mathematics	Professor	\$282.00	State	1/7/13 – 5/8/13	.10	Independent Study; MAT 499-0030	NA
Worner, Tamara	Technology and Applied Sciences	Professor	\$2,475.00	State	5/13/13 – 6/6/13	.05	EPS 300-0001	NA
Young, Todd	Physical Sciences and Mathematics	Professor	\$8,250.00	State	5/13/13 – 6/6/13	.133	PHY 201/321-0001	NA
Zardeneta, Gustavo	Physical Sciences and Mathematics	Associate Professor	\$282.00	State	1/7/13 – 5/8/13	.067	Directed Study; CHE 370-0060, CHE 458-0060	NA

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
Barr, Thomas	Counseling and Special Education	N/A	\$1,110.00	State	5/13/13 – 8/12/13	.05	CSL 497-0001	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

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NON-RANKED FACULTY (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bartels, Katherine	Counseling and Special Education	N/A	\$2,500.00 + 9 hours tuition waiver	State	1/13/14 – 5/14/14	.125	Graduate Assistant	Special
Brasch, Stacy	Continuing Education	N/A	\$2,370.00	State	5/13/13 – 7/8/13	.10	BUS 620-00W0	Special
Businga, Penny	Continuing Education	N/A	\$1,650.00	State	3/4/13 – 5/6/13	.10	EDU 516-0081	Special
Chevalier, Chuck	Continuing Education	N/A	\$2,370.00	State	6/4-28/13	.10	EDU 704-00W0	Special
Chevalier, Chuck	Continuing Education	N/A	\$2,370.00	State	6/4-28/13	.10	EDU 704-00W1	Special
Dinslage, Christine	Counseling and Special Education	N/A	\$2,960.00	State	5/13/13 – 8/12/13	.133	CSL 497-0001	Special
Good, Christine	Continuing Education	N/A	\$2,370.00	State	6/4/13 – 7/8/13	.10	EDU 682-00W0	Special
Grove, Michael	Language and Literature	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/13 – 5/14/14	.25	Graduate Assistant	Special
Hanson, Cynthia	Continuing Education	N/A	\$2,220.00	State	5/13/13 – 7/8/13	.10	BUS 408-00W0	Special
Heimann, Bill	Continuing Education	N/A	\$2,370.00	State	6/4-28/13	.10	EDU 666-00W0	Special
Heimann, Bill	Continuing Education	N/A	\$2,370.00	State	6/4-28/13	.10	EDU 666-00W1	Special
Hurner, Casey	Counseling and Special Education	N/A	\$2,220.00	State	5/13/13 – 8/12/13	n/a	SPD Program Development	Special
Jindra, Rhonda	Continuing Education	N/A	\$2,220.00	State	5/13/13 – 7/8/13	.10	FCS 115-00W0	Special
Karlen, Jean	Sociology, Psychology and Criminal Justice	N/A	\$1,500.00	State	1/7/13 – 5/8/13	.10	Directed Study; SOC 320-0060	Special
Knezevic, Branislava	Continuing Education	N/A	\$1,580.00	State	5/13/13 – 6/3/13	.067	CSL 688-00W0	Special
Leapley, Bryce	Computer Technology and Information Systems	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/13 – 5/14/14	.25	Graduate Assistant	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

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
Lechner, Becky	Continuing Education	N/A	\$2,220.00	State	6/24-28/13	.10	EDU 568-0082	Special
Loggins, Melanie	Language and Literature	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/13 – 5/14/14	.25	Graduate Assistant	Special
Lowe, Janet	Continuing Education	N/A	\$2,220.00	State	6/10-20/13	.10	EDU 416/516-0081	Special
Magnuson, Grant	Continuing Education	N/A	\$990.00	State	3/11/13 – 5/3/13	.10	ITE 510-00W0	Special
McCawley, Paul	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special
McDonald, Luchelle	Educational Foundations and Leadership	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/13 – 5/14/14	.25	Graduate Assistant	Special
Meyer, Tony	Technology and Applied Sciences	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special
Novak, Sarah	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special
Parker, Karen	Computer Technology and Information Systems	N/A	\$740.00	State	3/26/13 – 4/25/13	.033	CIS 231-0001	Special
Peterson, Paula	Counseling and Special Education	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/13 – 5/14/14	.25	Graduate Assistant	Special
Pitkin, Chad	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

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
Renzelman, John	Continuing Education	N/A	\$2,370.00	State	6/4/13 – 7/8/13	.10	ITE 650-00W0	Special
Seneviratne, Anjalee Kumari	Computer Technology and Information Systems	N/A	\$2,500.00 + 9 hours tuition waiver	State	8/16/13 – 12/17/13	.125	Graduate Assistant	Special
Tucker, Anne	Continuing Education	N/A	\$740.00	State	5/13/13 – 6/3/13	.033	EDU 457/557-00W0	Special
Tucker, Anne	Continuing Education	N/A	\$740.00	State	6/4/13 – 7/8/13	.033	EDU 457/557-00W1	Special
Tucker, Anne	Counseling and Special Education	N/A	\$1,850.00	State	5/13/13 – 8/12/13	.083	CSL 497-0001	Special
Van Wyk, Kyle	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/13 – 5/14/14	.25	Graduate Assistant	Special
Wingett, Wes	Continuing Education	N/A	\$2,220.00	State	6/3-7/13	.10	EDU 568-0080	Special
Wingett, Wes	Continuing Education	N/A	\$2,220.00	State	6/10-14/13	.10	EDU 568-0081	Special
Worner, Greg	Technology and Applied Sciences	N/A	\$1,110.00	State	5/13/13 – 6/6/13	.05	EPS 300-0001	Special
Wrice, Tyisha	Language and Literature	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special
York, Joshua	Counseling and Special Education	N/A	\$2,500.00 + 9 hours tuition waiver	State	8/16/13 - 12/17/13	.125	Graduate Assistant	Special
Yossi, Brock	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special
Zavada, Maria	Continuing Education	N/A	\$2,220.00	State	6/4/13 – 7/8/13	.10	PHI 300-00W0	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

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
Kamm, Travis	Athletics – Track and Field/Cross Country	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special
Kelly, Kaitlin	Athletics – Soccer	N/A	\$5,000.00 + 21 hours tuition waiver	State	8/1/12 – 5/8/13	.25	Graduate Assistant (revision in tuition waiver)	Special
Kelly, Kaitlin	Athletics – Soccer	N/A	\$5,000.00 + 15 hours tuition waiver	State	8/1/13 – 5/14/14	.25	Graduate Assistant	Special
Lebeda, Korie	Athletics – Volleyball	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/13 – 5/14/14	.25	Graduate Assistant	Special
McFadden, Ryan	Athletics – Football	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/12 – 4/4/13	.25	Grad Asst Resignation	N/A
Parker, Nicole	Multicultural Center	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special
Pfeffer, Zachary	Athletics - Football	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/1/13 – 5/14/14	.25	Graduate Assistant	Special
Vonnahme, Bradley	Athletics - Football	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/1/12 – 3/21/13	.25	Grad Asst Resignation	N/A
Ziadeh, Jameel	Athletics – Baseball	N/A	\$5,000.00 + 18 hrs. tuition waiver	State	8/16/13 – 5/14/14	.25	Graduate Assistant	Special

UNIONIZED SUPPORT STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bloomfield, Mark	Maintenance Repair Worker III - Engineering	N/A	\$2,402.58/mo.	State	1/14/13	1.0	New hire; replaced Ray Schutte	Probationary
Burke, Kathy	Office Assistant II	N/A	\$2,037.25/mo.	State	4/29/13	1.0	New hire/title change; replaced Michelle Sothan	Probationary
Clausen, Vickie	Custodian	N/A	\$2,272.00/mo.	Revenue Bond	4/15/2013	1.0	New hire; replaced Trent Thurin	Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 25, 2013

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
Hirschman, Dawn	Office Assistant II	N/A	\$2,441.25/mo.	State	4/22/2013	1.0	New hire; replaced Karen Meceseji	Probationary
Jacobsen, Renee	Storekeeper	N/A	\$2,037.25/mo.	State	3/20/13	1.0	New hire; replaced Dennis Hart	Probationary
Maas, Mark	Maintenance Repair Worker III	N/A	\$2,589.08/mo.	State	8/2/04 – 5/24/13	1.0	Retirement	N/A
Meceseji, Karen	Office Assistant II	N/A	\$2,058.25/mo.	State	2/9/13	1.0	New hire; replaced Deb Daehnke	Probationary
O'Brien, Jane	Office Assistant II	N/A	\$0.00	State	7/1/13	0.0	Temporary Workload/Salary Adjustment	N/A
Sebade, Rhonda	Office Assistant III	N/A	\$2,220.00	State	5/13/13 – 7/8/13	.10	CIS 130-00W0	Special
Sharer, Beth Ann	Office Assistant II	N/A	\$0.00	State	6/24/13	0.0	Temporary Workload/Salary Adjustment	Special
Sothan, Michelle	Office Assistant III	N/A	\$2,609.17/mo.	State	11/28/11 – 4/12/13	1.0	Resignation	N/A
Weed, Ronald	Maintenance Repair Worker III	N/A	\$2,854.08/mo.	State	2/1/02 – 5/24/13	1.0	Retirement	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
Mostek, Denise	Office Assistant IV	N/A	\$1,045.00/mo.	State	2/21/13 – 5/31/13	1.0	Additional duties; assist in School of Natural and Social Sciences	N/A

NON-UNIONIZED SUPPORT STAFF (PART-TIME/LESS THAN .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Burke, Kathy	Office Assistant I	N/A	\$1,278.94/mo.	State	7/1/05 – 4/26/13	.725	Resignation	N/A

Academic & Personnel Committee

Gary Bieganski, Chair
Roger Breed

June 25, 2013

Foundation Employee Compensation Reports
(For Information Only)

Priority: Financial Strength of the System

Goal: 5. Secure public and private funding sources

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

The Chadron State Foundation's employee's salaries for 2013-2014 are attached as an information item.

Chadron State College

Employee Name	SAP Position	Position Title	FTE	2012-2013	Adjustments			2013-2014	Total	Notes
				Base Salary	2.00% increase	Degree	Other	Total Annual Salary	% Increase	
<u>Professional Staff (Non-Union) -- Foundation</u>										
Rasmussen, Connie	600005	EXECUTIVE DIRECTOR	1.000	83,388.00	1,668.00		14,944.00	100,000.00	17.00%	
Haag, Cricket	600008	BUSINESS MANAGER	1.000	47,829.00	957.00			48,786.00	2.00%	
Total			2.000	131,217.00	2,625.00	0.00	14,944.00	148,786.00		

Student Affairs, Marketing and Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Danny Reynaga
Jessica Merrill
Madison Becker

June 25, 2013

Counselor Tour Update

Priority: Greater System Prominence
Goals: 2. Increase awareness of the system
3. Market distinctiveness of the system
4. Promote collaboration within the system

The NSCS Counselor Tour will kick off in September again this year. Several locations and dates are being considered, including Kearney, North Platte, Gering/Scottsbluff, Lincoln, Omaha and Columbus. Another location in the western part of the state may be added as scheduling permits. We are in the process of developing materials for the Tour. The theme this year relates to a visit to the beach with flip flops, collapsible chairs and visors, no sand however.

Student Affairs, Marketing and Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Danny Reynaga
Jessica Merrill
Madison Becker

June 25, 2013

Scholarship Luncheon Report

Priority: Greater System Prominence
Goals: 2. Increase awareness of the system
3. Market distinctiveness of the system
4. Promote collaboration within the system

The NSCS Scholarship Luncheon was held at the Hillcrest Country Club on Friday, April 12, 2013. The Luncheon started at noon and concluded around 1:30 p.m. Thirty-six scholarship recipients and their families joined several Trustees, College Presidents and staff from the System Office and the Colleges. Vice Chancellor Korinne Tande served as the emcee while Chancellor Carpenter provided the keynote address. The student speakers this year included CSC alum John Freudenberg, PSC alum Samantha (Meyer) Goodrich, and current WSC BOT scholarship recipient, Jennifer Laflan.

Scholarship recipients and their families were introduced by the College Presidents. Group photos of the recipients and the Presidents are available from Vice Chancellor Tande.

Once again, we would like to thank Bill Beavers, from Ameritas, for attending the Luncheon and financially supporting the event.

Student Affairs, Marketing and Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Danny Reynaga
Jessica Merrill
Madison Becker

June 25, 2013

State of the System Address

Priority: Greater System Prominence

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

Chancellor Carpenter will deliver the seventh State of the System Address this fall at each college. Vice Chancellor for Student Affairs, Marketing, Enrollment and Public Information, Korinne Tande, will work with the President's assistants this summer to schedule the address.

Student Affairs, Marketing and Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Danny Reynaga
Jessica Merrill
Madison Becker

June 25, 2013

Key Dates

Priority: Greater System Prominence
Goals: 2. Increase awareness of the system
3. Market distinctiveness of the system
4. Promote collaboration within the system

The Cornhusker State Games SportsFest will take place on Friday, July 19, 2013. This will be the 4th year the NSCS will provide 6 High School Spirit Awards.

The next Senator's Reception is scheduled for Tuesday, January 14, 2014 from 4 -7 p.m.

The next Scholarship Luncheon is tentatively scheduled for Friday, April 11, 2014 from noon – 1:30 p.m.

Please mark your calendars.

Student Affairs, Marketing and Enrollment Committee

Michelle Suarez, Chair
Bob Engles
Morgan Nelson
Joseph Fauver
Madison Becker

March 15, 2013

Intercollegiate Athletics Report of Institutional Commitment to NCAA Principles for Conduct to Enhance Integrity in Intercollegiate Athletes for Chadron and Wayne State Colleges

Priority: Educational Excellence

The National Collegiate Athletic Association (NCAA) requires Division II member institutions to complete the NCAA Institutional Self-Study Guide (ISSG) to enhance integrity in intercollegiate athletics. The purposes of the ISSG are to:

1. Sensitize top administrators and key campus constituencies of NCAA Division II member institutions to major types of problems that commonly occur in intercollegiate athletics programs.
2. Identify specific areas in their own athletics programs that may represent potential problems and develop written plans for improvement for those areas, and
3. Guide institutions toward review of documentation to support selected areas of study and, as necessary, actions that might prevent or minimize the severity of identified problems.

In compliance with their respective institutional self-studies, Chadron State College and Wayne State College declare their commitment to the attached Principles for Conduct of Intercollegiate Athletics as specified for Division II member institutions in NCAA Constitution Two.

Principles for Conduct of Intercollegiate Athletics

2.01	General Principle	3	2.9	The Principle of Amateurism	4
2.1	The Principle of Institutional Control and Responsibility	3	2.10	The Principle of Competitive Equity	5
2.2	The Principle of Student-Athlete Well-Being	3	2.11	The Principle Governing Recruiting	5
2.3	The Principle of Gender Equity	4	2.12	The Principle Governing Eligibility	5
2.4	The Principle of Sportsmanship and Ethical Conduct	4	2.13	The Principle Governing Financial Aid	5
2.5	The Principle of Sound Academic Standards	4	2.14	The Principle Governing Playing and Practice Seasons	5
2.6	The Principle of Nondiscrimination	4	2.15	The Principle Governing Postseason Competition and Contests Sponsored by Noncollegiate Organizations	5
2.7	The Principle of Diversity within Governance Structures	4	2.16	The Principle Governing the Economy of Athletics Program Operation	5
2.8	The Principle of Rules Compliance	4			

2.01 GENERAL PRINCIPLE [*]

Legislation enacted by the Association governing the conduct of intercollegiate athletics shall be designed to advance one or more basic principles, including the following, to which the members are committed. In some instances, a delicate balance of these principles is necessary to help achieve the objectives of the Association.

2.1 THE PRINCIPLE OF INSTITUTIONAL CONTROL AND RESPONSIBILITY [*]

2.1.1 Responsibility for Control. [*] It is the responsibility of each member institution to control its intercollegiate athletics program in compliance with the rules and regulations of the Association. The institution's president or chancellor is responsible for the administration of all aspects of the athletics program, including approval of the budget and audit of all expenditures. *(Revised: 10/3/05)*

2.1.2 Scope of Responsibility. [*] The institution's responsibility for the conduct of its intercollegiate athletics program includes responsibility for the actions of its staff members and for the actions of any other individual or organization engaged in activities promoting the athletics interests of the institution.

2.2 THE PRINCIPLE OF STUDENT-ATHLETE WELL-BEING [*]

Intercollegiate athletics programs shall be conducted in a manner designed to protect and enhance the physical and educational well-being of student-athletes.

2.2.1 Overall Educational Experience. [*] It is the responsibility of each member institution to establish and maintain an environment in which a student-athlete's activities are conducted as an integral part of the student-athlete's educational experience. *(Adopted: 1/10/95)*

2.2.2 Cultural Diversity and Gender Equity. [*] It is the responsibility of each member institution to establish and maintain an environment that values cultural diversity and gender equity among its student-athletes and intercollegiate athletics department staff. *(Adopted: 1/10/95)*

2.2.3 Health and Safety. [*] It is the responsibility of each member institution to protect the health of and provide a safe environment for each of its participating student-athletes. *(Adopted: 1/10/95)*

2.2.4 Student-Athlete/Coach Relationship. [*] It is the responsibility of each member institution to establish and maintain an environment that fosters a positive relationship between the student-athlete and coach. *(Adopted: 1/10/95)*

2.2.5 Fairness, Openness and Honesty. [*] It is the responsibility of each member institution to ensure that coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes. *(Adopted: 1/10/95)*

2.2.6 Student-Athlete Involvement. [*] It is the responsibility of each member institution to involve student-athletes in matters that affect their lives. *(Adopted: 1/10/95)*

2.3 THE PRINCIPLE OF GENDER EQUITY [*]

2.3.1 Compliance With Federal and State Legislation. [*] It is the responsibility of each member institution to comply with federal and state laws regarding gender equity. *(Adopted: 1/11/94)*

2.3.2 NCAA Legislation. [*] The Association should not adopt legislation that would prevent member institutions from complying with applicable gender-equity laws, and should adopt legislation to enhance member institutions' compliance with applicable gender-equity laws. *(Adopted: 1/11/94)*

2.3.3 Gender Bias. [*] The activities of the Association should be conducted in a manner free of gender bias. *(Adopted: 1/11/94)*

2.4 THE PRINCIPLE OF SPORTSMANSHIP AND ETHICAL CONDUCT [*]

For intercollegiate athletics to promote the character development of participants, to enhance the integrity of higher education and to promote civility in society, student-athletes, coaches, and all others associated with these athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty and responsibility. These values should be manifest not only in athletics participation but also in the broad spectrum of activities affecting the athletics program. It is the responsibility of each institution to: *(Revised: 1/9/96)*

- (a) Establish policies for sportsmanship and ethical conduct in intercollegiate athletics consistent with the educational mission and goals of the institution; and *(Adopted: 1/9/96)*
- (b) Educate, on a continuing basis, all constituencies about the policies in Constitution 2.4-(a). *(Adopted: 1/9/96)*

2.5 THE PRINCIPLE OF SOUND ACADEMIC STANDARDS [*]

Intercollegiate athletics programs shall be maintained as a vital component of the educational program, and student-athletes shall be an integral part of the student body. The admission, academic standing and academic progress of student-athletes shall be consistent with the policies and standards adopted by the institution for the student body in general.

2.6 THE PRINCIPLE OF NONDISCRIMINATION [*]

The Association shall promote an atmosphere of respect for and sensitivity to the dignity of every person. It is the policy of the Association to refrain from discrimination with respect to its governance policies, educational programs, activities and employment policies, including on the basis of age, color, disability, gender, national origin, race, religion, creed or sexual orientation. It is the responsibility of each member institution to determine independently its own policy regarding nondiscrimination. *(Adopted: 1/16/93, Revised: 1/11/00)*

2.7 THE PRINCIPLE OF DIVERSITY WITHIN GOVERNANCE STRUCTURES [*]

The Association shall promote diversity of representation within its various divisional governance structures and substructures. Each divisional governing body must assure gender and ethnic diversity among the membership of the bodies in the division's administrative structure. *(Adopted: 1/9/96 effective 8/1/97)*

2.8 THE PRINCIPLE OF RULES COMPLIANCE

2.8.1 Responsibility of Institution. [*] Each institution shall comply with all applicable rules and regulations of the Association in the conduct of its intercollegiate athletics programs. It shall monitor its programs to assure compliance and to identify and report to the Association instances in which compliance has not been achieved. In any such instance, the institution shall cooperate fully with the Association and shall take appropriate corrective actions. Members of an institution's staff, student-athletes, and other individuals and groups representing the institution's athletics interests, shall comply with the applicable Association rules, and the member institution shall be responsible for such compliance.

2.8.2 Responsibility of Association. [*] The Association shall assist the institution in its efforts to achieve full compliance with all rules and regulations and shall afford the institution, its staff and student-athletes fair procedures in the consideration of an identified or alleged failure in compliance.

2.8.3 Penalty for Noncompliance. [*] An institution found to have violated the Association's rules shall be subject to such disciplinary and corrective actions as may be determined by the Association.

2.9 THE PRINCIPLE OF AMATEURISM [*]

Student-athletes shall be amateurs in an intercollegiate sport, and their participation should be motivated primarily by education and by the physical, mental and social benefits to be derived. Student participation in intercollegiate athletics is an avocation, and student-athletes should be protected from exploitation by professional and commercial enterprises.

2.10 THE PRINCIPLE OF COMPETITIVE EQUITY [*]

The structure and programs of the Association and the activities of its members shall promote opportunity for equity in competition to assure that individual student-athletes and institutions will not be prevented unfairly from achieving the benefits inherent in participation in intercollegiate athletics.

2.11 THE PRINCIPLE GOVERNING RECRUITING [*]

The recruiting process involves a balancing of the interests of prospective student-athletes, their educational institutions and the Association's member institutions. Recruiting regulations shall be designed to promote equity among member institutions in their recruiting of prospective student-athletes and to shield them from undue pressures that may interfere with the scholastic or athletics interests of the prospective student-athletes or their educational institutions.

2.12 THE PRINCIPLE GOVERNING ELIGIBILITY [*]

Eligibility requirements shall be designed to assure proper emphasis on educational objectives, to promote competitive equity among institutions and to prevent exploitation of student-athletes.

2.13 THE PRINCIPLE GOVERNING FINANCIAL AID [*]

A student-athlete may receive athletically related financial aid administered by the institution without violating the principle of amateurism, provided the amount does not exceed the cost of education authorized by the Association; however, such aid as defined by the Association shall not exceed the cost of attendance as published by each institution. Any other financial assistance, except that received from one upon whom the student-athlete is naturally or legally dependent, shall be prohibited unless specifically authorized by the Association. *(Revised: 1/9/96)*

2.14 THE PRINCIPLE GOVERNING PLAYING AND PRACTICE SEASONS [*]

The time required of student-athletes for participation in intercollegiate athletics shall be regulated to minimize interference with their opportunities for acquiring a quality education in a manner consistent with that afforded the general student body.

2.15 THE PRINCIPLE GOVERNING POSTSEASON COMPETITION AND CONTESTS SPONSORED BY NONCOLLEGIATE ORGANIZATIONS [*]

The conditions under which postseason competition occurs shall be controlled to assure that the benefits inherent in such competition flow fairly to all participants, to prevent unjustified intrusion on the time student-athletes devote to their academic programs, and to protect student-athletes from exploitation by professional and commercial enterprises.

2.16 THE PRINCIPLE GOVERNING THE ECONOMY OF ATHLETICS PROGRAM OPERATION [*]

Intercollegiate athletics programs shall be administered in keeping with prudent management and fiscal practices to assure the financial stability necessary for providing student-athletes with adequate opportunities for athletics competition as an integral part of a quality educational experience.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

Occupancy/Income Reports for Spring 2013

Priority: Financial Strength of the System

Goals: 1. Ensure financial accountability

4. Improve efficiency of operations

Strategies: b. Increase number of students in residential housing

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

As required by the master bond resolution, the Colleges have provided information on occupancy and the income earned by their revenue bond facilities during spring 2013. Peru State numbers for Spring, 2013 reflect increased capacity of 51 beds from Spring, 2012, due to the completion of the Eliza Morgan residence hall renovation.

In summary, the following ratios are noted with comparative data from 2012:

	% Residence Hall Bed Occupancy Spring 13	% Residence Hall Room Occupancy Spring 13	% Residence Hall Income Spring 13
Chadron	60%	84%	65%
Peru	65%	72%	50%
Wayne	76%	89%	70%

	% Residence Hall Bed Occupancy Spring 12	% Residence Hall Room Occupancy Spring 12	% Residence Hall Income Spring 12
Chadron	65%	90%	68%
Peru	76%	78%	64%
Wayne	76%	88%	67%

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2013

REPORT DATE: June 5, 2013
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2012	Beds Occupied Spring 2013	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2012	Rooms Occupied Spring 2013	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	185	171	-7.57%	60.21%	148	145	141	95.27%
BROOKS	110	84	39	39	0.00%	46.43%	40	26	25	62.50%
EDNA WING	94	94	62	59	-4.84%	62.77%	49	43	39	79.59%
EDNA WORK	92	92	58	66	13.79%	71.74%	46	45	46	100.00%
HIGH RISE	400	422	285	261	-8.42%	61.85%	218	212	189	86.70%
KENT HALL	304	275	182	156	-14.29%	56.73%	151	114	106	70.20%
SUBTOTALS	1,304	1,251	811	752	-7.27%	60.11%	652	585	546	83.74%

	Apartments Available	Apartments Occupied Spring 2012	Apartments Occupied Spring 2013	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0.00%	0.00%
WEST COURT	41	30	30	0.00%	73.17%
SUBTOTALS	41	30	30	0.00%	73.17%
TOTALS	1,304	1,292	841	-7.02%	60.53%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,304	1,251	1381-2219	1,833,438	1,189,282	64.87%
Student Apartments						
Family Housing	41	41	367-572	102,153	63,284	61.95%
Faculty Apartments						
Summer, Guest Housing & Rentals				15,000	1,422	9.48%
Other						
TOTALS				\$1,950,591	\$1,253,988	64.29%

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

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2013

REPORT DATE: JUNE 25, 2013
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2012	Beds Occupied Spring 2013	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2012	Rooms Occupied Spring 2013	Percent Room Occupancy
Residence Hall										
ELIZA MORGAN (1)	170	149	62	112	80.65%	75.17%	86	31	68	79.07%
DELZELL	146	144	110	82	-25.45%	56.94%	72	63	51	70.83%
CLAYBURN/MATHEWS	120	106	85	66	-22.35%	62.26%	58	45	41	70.69%
DAVIDSON/PALMER	116	106	82	54	-34.15%	50.94%	58	44	32	55.17%
NICHOLAS/PATE	24	48	42	44	4.76%	91.67%	28	25	26	92.86%
SUBTOTALS	576	553	381	358	-6.04%	64.74%	302		218	72.19%

	Apartment Available	Apartment Occupied Spring 2012	Apartment Occupied Spring 2013	Percent of Change	Percent Occupancy
Family Housing					
OAK HILL	11	7	10	0	90.91%
FACULTY	8	8	8	0	100.00%
SUBTOTALS	0	19	15	0	94.74%
TOTALS	576	572	396	0	65.73%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	576	553	1347-2371	\$1,050,680	\$525,554	50.02%
Student Apartments	12	11	1592-1920	\$30,696	\$15,103	49.20%
Faculty Apartments	8	8	1712-2152	\$23,568	\$23,509	99.75%
Summer, Guest Housing & Rentals					\$2,901	
Other					\$20,677	
TOTALS				\$1,104,944	\$587,744	53.19%

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

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2013

REPORT DATE: JUNE 25, 2013
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2012	Beds Occupied Spring 2013	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2012	Rooms Occupied Spring 2013	Percent Room Occupancy
Residence Hall	165	159	120	121	0.83%	76.10%	66	61	57	86.36%
Anderson Hall	328	306	243	233	-4.12%	76.14%	159	140	142	89.31%
Berry Hall	448	435	339	310	-8.55%	71.26%	208	192	180	86.54%
Morey Hall	240	231	179	159	-11.17%	68.83%	119	107	100	84.03%
Neihardt Hall	185	161	133	134	0.75%	83.23%	91	84	82	90.11%
Pile Hall**	142	139	65	120	84.62%	86.33%	75	39	71	94.67%
Terrace Hall	147	140	113	118	4.42%	84.29%	74	72	70	94.59%
SUBTOTALS	1,655	1,571	1,192	1,195	0.25%	76.07%	792	695	702	88.64%

	Apartments Available	Apartments Occupied Spring 2012	Apartments Occupied Spring 2013	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,655	1,571	1,192	1,195	0.25%	76.07%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,655	1,571	\$1440-\$2645	\$2,231,993	\$1,552,005	69.53%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	2,750	NA
Other				\$32,237	32,237	100.00%
TOTALS				\$2,264,230	\$1,586,992	70.09%

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

** Due to renovation, all of the rooms in Pile were not available for occupancy in Spring 2012. Pile bed and room capacity updated to reflect changes after renovation.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

Physical Plant Status Reports for January 1 – March 31, 2013)
(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

Each college has provided a status report of physical plant projects for the Board's information. The reports follow.

PHYSICAL PLANT STATUS REPORT

College: Chadron State College

Meeting Date: June 25, 2013

Project Description	Status	Fund Source
LB 309 Projects		
Armstrong Gymnasium HVAC Upgrades	Funded	LB 309
Campus Utility Metering	In Progress	LB 309
Campus Energy/Utilities Study	Complete	LB 309
Heat Plant Emergency Generator Design/Installation	Complete	LB 309
Revenue Bond Projects		
Eagle Ridge Housing Design/Replacement	In Progress	Revenue Bond/ Cash/Contingency Maint.
Contingency Maintenance Projects		
Brooks Hall Repairs	Funded	Contingency Maint.
Campus Lighting Upgrades	Funded	Contingency Maint.
High Rise Elevator Mechanical/Electrical Upgrade	In Progress	Contingency Maint.
High Rise Showers and Fixtures	Complete	Contingency Maint.
High Rise Mechanical/Electrical Upgrade	Funded	Contingency Maint.
High Rise Renovation	Funded	Contingency Maint.
Kent Hall Sprinkler System	Funded	Contingency Maint.
Mechanical Room Upgrades	In Progress	Contingency Maint.
Revenue Bond Buildings Carpet/Flooring Replacement	In Progress	Contingency Maint.
Revenue Bond Buildings Furnishings	In Progress	Contingency Maint.
Revenue Bond Buildings Energy Study	Complete	Contingency Maint.
Revenue Bond Buildings Asbestos Abatement	In Progress	Contingency Maint.
Student Center Specialty Equip	In Progress	Contingency Maint.
West Court Demolition	Funded	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
Armstrong Gym Renovation	In Progress	Capital Construction/ Foundation/Cash
Rangeland Center Construction	In Progress	Foundation/Cash

PHYSICAL PLANT STATUS REPORT

College: Peru State College

Meeting Date: June 25, 2013

Project Description	Status	Fund Source
LB 309 Projects		
Campus Energy Audit	In Progress	LB 309
Campus Utility Metering	In Progress	LB 309
Revenue Bond Projects		
Eliza Morgan Phase II, III, IV	Complete	Bond proceeds Surplus funds
Student Center HVAC	In Progress	Surplus Funds
Contingency Maintenance Projects		
Student Center – Program Statement	In Progress	Contingency Maint.
Delzell Dormitory – Program Statement	In Progress	Contingency Maint.
Centennial Complex Fire Alarm Upgrade	In Progress	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not “fit” into any of the other categories)		
New College Entry	In Progress	Foundation
Oak Bowl Renovations	In Progress	State Appropriation/ Foundation

PHYSICAL PLANT STATUS REPORT

College: Wayne State College

Meeting Date: June 25, 2013

Project Description	Status	Fund Source
LB 309 Projects		
U.S. Conn Library Fire Sprinkler Upgrades	Design Complete; on hold pending renovation	LB 309
Hahn Upgrade	In Progress	LB 309/LB 1100/Cash
Campus Electric Upgrade-Switch	In Progress	LB 309
Dashboard/Metering	In Progress	LB 309
Fine Arts Windows/Vestibules	In Progress	LB 309
Water Line Improvements	In Progress	LB 309
Revenue Bond Projects		
Contingency Maintenance Projects		
Berry Hall Bathroom Remodel	In Progress	Contingency Maint.
Rec Center Throwing Cage	In Progress	Contingency Maint.
Rec Center A/C	In Progress	Contingency Maint.
Anderson Roof	In Progress	Contingency Maint.
Anderson Windows	In Progress	Contingency Maint.
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
U.S. Conn Library Renovation	In Design	Gen./Cash/LB 309/ Capital Improve. Fees/WS Fdtn.
Bowen Hall Energy Improve.	Complete	Fed/NE Dept. of Energy Grant
Willow Bowl Restoration	In Progress	Cash
Carhart Renov – Phase III	In Progress	Cash/LB 309/ Foundation
Football Field/Track Renov.	In Progress	Cash/Foundation
Soccer Field Renovation	In Progress	Cash
Rice Locker Room Code Upgrade	In Design	Cash

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

Capital Construction Progress Reports as of March 31, 2013
(For Information Only)

Priority: Financial Strength of the System

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

Strategy: j. Maintain facilities and improve physical environment

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

Chadron

1. Armstrong Gymnasium – Phase I – Interim Report
2. Eagle Ridge Housing – Interim Report
3. Rangeland Center – Phase I – Interim Report

Peru

1. Oak Bowl Renovation – Interim Report

Wayne

1. Carhart Science Building Phase III – Interim Report
2. Field Turf/Track Resurfacing – Interim Report
3. Hahn Administration Building Upgrade – Interim Report
4. Soccer Field Expansion – Interim Report
5. U.S. Conn Library Renovation – Interim Report
6. Willow Bowl Restoration – Interim Report

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

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2013

College: Chadron State College		Meeting Date: June 25, 2013	
Project Information	Project Title:	Armstrong Gymnasium - Phase I	
	Program Number:		
	Professional Consultant:	Leo A. Daly Architects	
	General Contractor:		
	Net Square Footage: 99,782	Gross Square Footage: 114,749	
	Bid Opening Date		
	Notice of Proceed Date		
	Estimated Completion Date		
Final Acceptance Date			
Project Dates	Professional Consultants:	Leo A. Daly Architects	
	Needs Statement		
	Program Statement	6/23/2006	
	Professional Services Contract	1/27/2012	
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	CM @ Risk Contract	8/13/2012	
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	9/6/2012
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds	\$6,700,000.00	
	Federal Funds		
	LB 309 Funds	\$1,320,000.00	
	Cash Funds	\$3,000,000.00	
	Capital Imp. Fee Commitment	\$800,000.00	
	Other	\$4,300,000.00	
Total Available	\$16,120,000.00		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available		
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees & Reimb.	\$1,093,750.00	\$706,015.95	\$387,734.05
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$13,776,250.00	\$20,000.00	\$13,756,250.00
2. Fixed Equipment			
3. Sitework/Utilities			
Furnishings/Moveable Equip.	\$750,000.00		\$750,000.00
Contingency	\$500,000.00		\$500,000.00
Artwork			\$0.00
Other Items			
1. Special/Tech. Equipment			\$0.00
2. Asbestos Abatement			\$0.00
3. Signage			\$0.00
4. Venetian Blinds			\$0.00
Change Orders			
TOTALS	\$16,120,000.00	\$726,015.95	\$15,393,984.05

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2013

College: Chadron State College		Meeting Date: June 25, 2013	
Project Information	Project Title:	Eagle Ridge Housing	
	Program Number:		
	Professional Consultant:	Bahr Vermeer and Haecker	
	General Contractor:		
	Net Square Footage: 21,610	Gross Square Footage: 27,705	
	Bid Opening Date		
	Notice of Proceed Date		
	Estimated Completion Date		
Final Acceptance Date			
Project Dates	Professional Consultants:	Bahr Vermeer and Haecker	
	Needs Statement		
	Program Statement	5/1/2012	
	Professional Services Contract	2/28/2012	
	Bonds Sold		
	Preliminary Plans		
	Design Development	1/15/2013	
	CM @ Risk Contract	11/9/2012	
	Substantial Completion		
Final Completion			
Report Information	Status	Initial Report:	3/14/2013
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:605	\$0.00	
	Federal Funds	\$0.00	
	LB 309 Funds	\$0.00	
	Cash Funds		
	Capital Imp. Fee Commitment	\$0.00	
	Other		
Total Available			
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available		
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$49,700.00		
Professional Fees & Reimb.	\$439,000.00	\$359,041.23	\$79,958.77
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$4,942,534.00		\$4,942,534.00
2. Fixed Equipment	\$0.00		\$0.00
3. Sitework/Utilities	\$11,000.00		\$11,000.00
Furnishings/Moveable Equip.			\$0.00
Contingency	\$161,339.00		\$161,339.00
Artwork			\$0.00
Other Items			
1. Special/Tech. Equipment			\$0.00
2. Asbestos Abatement			\$0.00
3. Signage			\$0.00
4. Venetian Blinds			\$0.00
Change Orders			
TOTALS	\$5,553,873.00	\$359,041.23	\$5,194,831.77

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2013

College: Chadron State College		Meeting Date: June 25, 2013	
Project Information	Project Title:	Rangeland Center - Phase I	
	Program Number:		
	Professional Consultant:	Bahr Vermeer and Haecker	
	General Contractor:		
	Net Square Footage: 24,905	Gross Square Footage: 28,420	
	Bid Opening Date		
	Notice of Proceed Date		
	Estimated Completion Date		
Final Acceptance Date			
Project Dates	Professional Consultants:	Bahr Vermeer and Haecker	
	Needs Statement	(enter dates)	
	Program Statement	11/6/2002	
	Professional Services Contract	4/3/2002	
	Bonds Sold		
	Preliminary Plans		
	Design Development	8/26/2010	
	CM @ Risk Contract	5/10/2011	
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	9/6/2012
		Interim Report: X	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:605	\$0.00	
	Federal Funds	\$0.00	
	LB 309 Funds	\$0.00	
	Cash Funds	\$1,541,823.00	
	Capital Imp. Fee Commitment	\$0.00	
	Other	\$1,747,760.00	
	Total Available	\$3,289,583.00	
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available		
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees & Reimb.	\$386,825.00	\$383,274.16	\$3,550.84
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$2,170,259.00	\$871,239.00	\$1,299,020.00
2. Fixed Equipment	\$0.00		\$0.00
3. Sitework/Utilities	\$585,999.00	\$11,654.86	\$574,344.14
Furnishings/Moveable Equip.	\$71,500.00		\$71,500.00
Contingency	\$75,000.00		\$75,000.00
Artwork			\$0.00
Other Items			
1. Special/Tech. Equipment			\$0.00
2. Asbestos Abatement			\$0.00
3. Signage			\$0.00
4. Venetian Blinds			\$0.00
TOTALS	\$3,289,583.00	\$1,266,168.02	\$2,023,414.98

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2013

College: Peru State College		Meeting Date: June 25, 2013		
Project Information	Project Title:	Oak Bowl Renovation		
	Program Number:	997		
	Professional Consultant:	DLR Group		
	General Contractor:			
	Current Net Square Footage:	Current Gross Square Footage:		
	Addition Net:	Addition Gross:		
	Renovation Net:	Renovation Gross:		
	Bid Opening Date			
Notice to Proceed Date				
Estimated Completion Date				
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement			
	Program Statement		3/25/2011	
	Professional Services Contract			
	Bonds Sold			
	Preliminary Plans			
	Design Development		5/11/2012	
	Construction Contract		9/19/2012	
Substantial Completion				
Final Completion				
Report Information	Status	Initial Report:		
		Interim Report: X		
		Final Report:		
Financial Information				
State Buildings	State Funds--LB No: 968		\$7,500,000.00	
	Federal Funds			
	LB 309 Funds			
	Cash Funds			
	Capital Imp. Fee Commitment		\$700,000.00	
	Other-Peru State College Foundation		\$800,000.00	
	Total Available		\$9,000,000.00	
Revenue Bond Buildings	Bonds Sold			
	Costs of Issuance/Reserves			
	Balances of Proceeds			
Revenue Sources for Construction	1. Bond Proceeds Series 2011			
	2. Interest Earnings			
	4. Other			
	Total Available			
Expenditure Information	Proposed Budget	Expended to Date	Balance	
Program Planning				
Professional Fees	\$602,117.00	\$518,231.83	\$83,885.17	
Life Cycle Cost Analysis				
Construction				
1. General, Mech., Elec.	\$7,837,907.00	\$135,901.54	\$7,702,005.46	
2. Fixed Equipment				
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00	
Furnishings/Moveable Equip.			\$0.00	
Contingency			\$0.00	
Artwork			\$0.00	
Other Items				
1. Construction Administration	\$354,805.00	\$47,234.96	\$307,570.04	
2. Relocation Costs			\$0.00	
Change Orders				
1			\$0.00	
2			\$0.00	
TOTALS	\$8,794,829.00	\$701,368.33	\$8,093,460.67	

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2013**

College: Wayne State College		Meeting Date: June 25, 2013	
Project Information	Project Title: Carhart Renovation, Ph. III		
	Program Number: 952		
	Professional Consultant: The Clark Enersen Partners		
	General Contractor: CM - Beckenhauer Construction, Inc.		
	Net Square Footage: Gross Square Footage:		
	Bid Opening Date	4/19/2012	
	Notice of Proceed Date		
Estimated Completion Date	8/1/2013		
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement		
	Professional Services Contract	1/5/12	
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract	5/14/2012	
Substantial Completion	4/23/13		
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: x Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds	\$676,000.00	
	Cash Funds	\$5,600,000.00 \$4.9M cash + Ph.2 remain	
	Cash Operating Funds	\$15,000.00	
	Other - Wayne State Foundation	\$200,000.00 Ph. 2 remaining (est.)	
Total Available	\$6,491,000.00		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available	\$0.00	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$376,250.00	\$358,670.00	\$17,580.00
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,875,140.00	\$2,719,129.57	\$1,156,010.43
2. Fixed Equipment	\$365,804.00		\$365,804.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.	\$175,000.00		\$175,000.00
Contingency			\$0.00
Artwork	\$38,751.00		\$38,751.00
Other Items			
1. Legal, ins., moving			\$0.00
2. Special technical/lab eqpmt.	\$145,483.00	\$48,228.46	\$97,254.54
3. Misc. (advert., abatement)	\$15,000.00	\$15,320.00	-\$320.00
Change Orders			
1.			\$0.00
2.			\$0.00
TOTALS	\$4,991,428.00	\$3,141,348.03	\$1,850,079.97

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2013**

College: Wayne State College		Meeting Date: June 25, 2013	
Project Information	Project Title:	Field Turf/Track Resurfacing	
	Program Number:	955	
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:		
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date		
	Notice of Proceed Date		
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement	11/16/12	
	Professional Services Contract	1/15/13	
	Bonds Sold		
	Preliminary Plans		
	Design Development	1/15/13	
	Construction Contract		
	Substantial Completion		
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: x	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		
	Athletic Facilities Grant	\$155,000.00	
	LB 309 Funds		
	Cash Funds	\$405,287.50	
	Cash Operating Funds		
	Other - Wayne State Foundation	\$475,000.00	
Total Available	\$1,035,287.50		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available	\$0.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$10,287.50	\$9,606.04	\$681.46
Professional Fees	\$64,050.00	\$49,881.95	\$14,168.05
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.			\$0.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork			\$0.00
Other Items			
1. Legal, ins., moving			\$0.00
2. Special technical/lab eqpmt.			\$0.00
3. Misc. (advert., abatement)		\$17.23	-\$17.23
Change Orders			
1.			\$0.00
2.			\$0.00
TOTALS	\$74,337.50	\$59,505.22	\$14,832.28

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2013**

College: Wayne State College		Meeting Date: June 25, 2013		
Project Information	Project Title: Hahn Administration Building Upgrade			
	Program Number: 909			
	Professional Consultant: Advanced Engineering Systems (AES)			
	General Contractor: Hausmann Construction			
	Net Square Footage:		Gross Square Footage:	
	Bid Opening Date	(enter dates)		
	Notice of Proceed Date			
Estimated Completion Date	October, 2012			
Final Acceptance Date				
Project Dates	Professional Consultants:	AES & PLaN Architecture		
	Needs Statement	(enter dates)		
	Program Statement			
	Professional Services Contract	5/20/11		
	Bonds Sold			
	Preliminary Plans			
	Design Development	5/18/11		
	Construction Contract	11/22/11		
	Substantial Completion	9/18/12		
Final Completion				
Report Information	Status	Initial Report:		
		Interim Report: x Final Report:		
Financial Information				
State Buildings	State Funds--LB No:			
	Trust Funds	\$999.00		
	LB 309 Funds	\$3,785,000.00		
	Cash Funds	\$451,157.04		
	Capital Imp. Fee Commitment			
	Other (LB1100)	\$242,100.00		
Total Available	\$4,479,256.04			
Revenue Bond Buildings	Bonds Sold			
	Costs of Issuance/Reserves			
	Balances of Proceeds			
Revenue Sources for Construction	1. Bond Proceeds			
	2. Interest Earnings			
	3. Other			
	Total Available	\$0.00		
Expenditure Information	Proposed Budget	Expended to Date	Balance	
Program Planning			\$0.00	
Professional Fees	\$335,000.00	\$335,000.00	\$0.00	
Life Cycle Cost Analysis			\$0.00	
Construction				
1. General, Mech., Elec.	\$3,679,000.00	\$3,937,071.25	-\$258,071.25	
2. Fixed Equipment			\$0.00	
3. Sitework/Utilities			\$0.00	
Furnishings/Moveable Equip.	\$999.00	\$999.00	\$0.00	
Contingency			\$0.00	
Artwork			\$0.00	
Other Items				
1. Advertising	\$2,391.30	\$2,391.30	\$0.00	
2. Testing, etc.	\$19,815.49	\$18,816.49		
3. Special data equipment	\$44,035.00	\$44,035.00		
4. Terrazzo repairs	\$24,928.00	\$24,928.00		
5. Asbestos abatement	\$104,949.25	\$104,949.25	\$0.00	
Change Orders				
1.	\$252,566.25		\$252,566.25	
TOTALS	\$4,463,684.29	\$4,468,190.29	-\$5,505.00	

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2013**

College: Wayne State College		Meeting Date: Jun 15, 2013	
Project Information	Project Title:	Soccer Field Expansion	
	Program Number:	955	
	Professional Consultant:	The Clark Enersen Partners	
	General Contractor:		
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date		
	Notice of Proceed Date		
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:	(enter dates)	
	Needs Statement		
	Program Statement	11/16/12	
	Professional Services Contract	1/15/13	
	Bonds Sold		
	Preliminary Plans		
	Design Development	1/15/13	
	Construction Contract		
	Substantial Completion		
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report: x	
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		
	Athletic Facilities Grant		
	LB 309 Funds		
	Cash Funds	\$200,287.50	
	Cash Operating Funds		
Other - Wayne State Foundation	\$100,000.00		
Total Available	\$300,287.50		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. Other		
	Total Available	\$0.00	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$10,287.50	\$9,606.03	\$681.47
Professional Fees	\$19,020.00	\$14,488.25	\$4,531.75
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.			\$0.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities			\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork			\$0.00
Other Items			
1. Legal, ins., moving			\$0.00
2. Special technical/lab eqpmt.			\$0.00
3. Misc. (advert., abatement)		\$17.23	-\$17.23
Change Orders			
1.			\$0.00
2.			\$0.00
TOTALS	\$29,307.50	\$24,111.51	\$5,195.99

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2013**

College: Wayne State College		Meeting Date: June 25, 2013	
Project Information	Project Title:	U.S. Conn Library Renovation	
	Program Number:		
	Professional Consultant:	Jackson Jackson & Assoc.	
	General Contractor:		
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date		
	Notice of Proceed Date		
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:	JJA	
	Needs Statement		
	Program Statement	9/7/12	
	Professional Services Contract	10/1/12	
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract		
	Substantial Completion		
	Final Completion		
Report Information	Status	Initial Report:	
		Interim Report:	x
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds	\$75,000.00	
	Capital Imp. Fee Commitment	\$500,000.00	
	Other-Wayne State Foundation		
Total Available			
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. WS Foundation		
	Total Available	0.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$68,500.00	\$63,087.85	\$5,412.15
Professional Fees	\$475,900.00	\$288,088.47	\$187,811.53
Life Cycle Cost Analysis			
Construction			
1. General, Mech., Elec.			
2. Fixed Equipment			
3. Sitework/Utilities			
Furnishings/Moveable Equip.			
Contingency			
Artwork			
Other Items			
1. Advertising		\$1,236.21	
2. Asbestos inspection		\$2,250.00	
Change Orders			
1.			
2.			
TOTALS	\$544,400.00	\$354,662.53	\$193,223.68

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2013**

College: Wayne State College		Meeting Date: June 25, 2013	
Project Information	Project Title:	Willow Bowl Restoration	
	Program Number:	910	
	Professional Consultant:	BVH	
	General Contractor:	OCC Builders, Inc.	
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date	5/29/12	
	Notice of Proceed Date	5/31/12	
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	3/20/11	
	Professional Services Contract	5/19/11	
	Bonds Sold		
	Preliminary Plans		
	Design Development	4/20/12	
	Construction Contract	5/31/12	
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		
Other-Wayne State Foundation	\$810,508.00 (est.)		
Total Available	\$810,508.00 (Fund raising in process)		
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Bond Proceeds		
	2. Interest Earnings		
	3. WS Foundation		
	Total Available	\$0.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			\$0.00
Professional Fees	\$86,560.00	\$80,406.57	\$6,153.43
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$728,035.00	\$698,547.00	\$29,488.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities	\$4,000.00	\$9,870.60	-\$5,870.60
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork			\$0.00
Other Items			
1.			\$0.00
2.			\$0.00
Change Orders			
1.	\$33,962.00		\$33,962.00
2.	\$19,339.00		
3.	-\$3,500.00		
4.	\$1,685.00		\$1,685.00
TOTALS	\$870,081.00	\$788,824.17	\$65,417.83

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

Grant Applications and Awards for Information Only

Chadron Application

- Institutional Development Award Program (IDeA) Networks of Biomedical Research Excellence (National Institutes of Health (NIH) -- \$12,000 (CSC's sub award from UN Med Center)
- Nothing as Awesome as Science, Absolutely! (NASA Nebraska Space Grant Consortium) -- \$6,000

Chadron Awards

- Stratigraphic and Structural Analysis of the Chadron Dome (NASA Nebraska Space Grant Consortium) -- \$1,000
- The Rural Public Health Undergraduate Student Research Project (Rural Futures Institute) -- \$6,250 (CSC's sub award from UN Med Center)

Wayne Application

- Network of Alliances for Geographic Education 2013-14 (National Geographic Education Foundation) -- \$33,435
- Institutional Development Award Program (IDeA) Networks of Biomedical Research Excellence (INBRE) (National Institutes of Health through the University of Nebraska Medical Center) – Dollar amount based upon the number of undergraduate students in this program at WSC (WSC's sub award from UN Med Center)

Priority: Financial Strength of the System

Goals: 3. Strengthen fiscal, environmental, technological and physical resources
5. Secure public and private funding sources

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

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

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

College: Chadron State College		Date: 06/04/2013
Notice of Intent	Application: X	Accept Award:
Name of Program: Institutional Development Award Program (IDeA) Networks of Biomedical Research Excellence (INBRE)		
Funding Source: National Institutes of Health (NIH)		
Amount Requested: \$17.5 million (Award to Univ. of Nebr. Med Center with subcontract to Chadron State College for approx. \$12,000 per year for 5 years)	Amount Awarded:	Funding Period: 5/1/2014-4/30/2019
Closing Date for Application Submission: June 20, 2013		
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: X No:
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?		Yes: No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: No: X
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: To fund and train undergraduate students to do research; students conduct research at UNL, UNO, UNMC, or Creighton during 2 summers and at Chadron State College during the academic years. All grant money received is used for student stipends, research supplies and equipment, and travel for students and their faculty mentors.		
Is this grant a continuation of a previous/existing grant?		Yes: X No:
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: The previous sub-grant awarded to Chadron State was in the amount of \$10,500 per year which covered two student stipends and \$1000 for research supplies. The funding period was from 2008-2013. If the grant is renewed with full funding, the only difference at Chadron State will be an increase in student stipends and funding for supplies.		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. James Turpen, UNMC / Dr. Ann Buchmann, CSC		
Administrator responsible for approving the application: Deborah Vetter, UNMC / Dr. Randy Rhine, CSC		

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

College: Chadron State College		Date: June 25, 2013
Notice of Intent	Application: <input checked="" type="checkbox"/>	Accept Award:
Name of Program: Nothing as Awesome as Science, Absolutely!		
Funding Source: NASA Nebraska Space Grant Consortium		
Amount Requested: \$6,000	Amount Awarded:	Funding Period: 9/1/13 - 5/31/14
Closing Date for Application Submission: May 15, 2013		
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: <input type="checkbox"/> No: <input checked="" type="checkbox"/>
Will this grant require State Matching Funds ?		Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): \$17,920 salaries, wages, & fringe		
Will this grant require In-Kind Funds ?		Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/>
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: <input type="checkbox"/> No: <input checked="" type="checkbox"/>
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
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 opportunities for CSC students to present workshops to area public school students and their families. The purpose of these workshops is to foster an interest in science among future teachers and to give these teachers the tools they need to explore scientific concepts with their students. NASA lesson plans and resources will be used throughout the project to better connect the students and student teachers in CSC's region with the wonder of both space science and its ability to lead to a better understanding of the Earth.		
Is this grant a continuation of a previous/existing grant?		Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/>
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: <input type="checkbox"/> No: <input checked="" type="checkbox"/>
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Linda Brown		
Administrator responsible for approving the application: Dr. Randy Rhine		

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

College: Chadron State College		Date: June 25, 2013
Notice of Intent	Application:	Accept Award: X
Name of Program: The Rural Public Health Undergraduate Student Research Project		
Funding Source: Rural Futures Institute		
Amount Requested:	Amount Awarded: \$6,250 CSC's sub award from UN Med Center	Funding Period: March 2013 to April 2015
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
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: No: X
How many FTE positions will the grant fund?		FTE: 0
How many of these are new positions?		New FTE: 0
Briefly describe the purpose(s) of this application/award: The grant funds may be used toward student stipends and research materials for faculty-led, undergraduate student public health research projects as a means for introducing undergraduate students to the trans-disciplinary world of public health. The research projects will allow for creative solutions to address community identified public health priorities. The project is collaborative in that it requires faculty and student collaboration with a rural community-based organization.		
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: Patrik Johansson, UN Med Center/Jill Mack, CSC		
Administrator responsible for approving the application: Dr. Randy Rhine		

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

College: Chadron State College		Date: June 25, 2013
Notice of Intent	Application:	Accept Award: X
Name of Program: Stratigraphic and Structural Analysis of the Chadron Dome		
Funding Source: NASA Nebraska Space Grant Consortium		
Amount Requested: \$1,000	Amount Awarded: \$1,000	Funding Period: Sept 2012 - July 2013
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: 11/16/12
Does this grant include Indirect Cost Funds for the College's use?		Yes: <input type="checkbox"/> No: X <input checked="" type="checkbox"/>
Will this grant require State Matching Funds ?		Yes: <input type="checkbox"/> No: X <input checked="" type="checkbox"/>
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: <input type="checkbox"/> No: X <input checked="" type="checkbox"/>
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): 2.5% of faculty member's salary		
Is State Maintenance of Effort or Future Fiscal Responsibility required?		Yes: <input type="checkbox"/> No: X <input checked="" type="checkbox"/>
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?		Yes: <input type="checkbox"/> No: X <input checked="" type="checkbox"/>
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 continue research on the structural history of the Chadron Dome. Data acquired through remote sensing and analyzed through Geographic Information systems (GIS) will be used to create a geologic map of the Chadron Dome and adjacent areas. This map along with compiled work of 60 years of regional researchers will be used to analyze structural and stratigraphic relationships for testing hypotheses about the nature and timing of the uplift.		
Is this grant a continuation of a previous/existing grant?		Yes: <input type="checkbox"/> No: X <input checked="" type="checkbox"/>
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: <input type="checkbox"/> No: X <input checked="" type="checkbox"/>
If yes, please state the reason:		
Person responsible for the preparation of the application: Michael Leite		
Administrator responsible for approving the application: Dr. Randy Rhine		

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

College: Wayne State College		Date: June 25, 2013
Notice of Intent	Application: X	Accept Award:
Name of Program: Network Of Alliances For Geographic Education 2013-14		
Funding Source: National Geographic Education Foundation		
Amount Requested: \$33,435	Amount Awarded:	Funding Period: 09/01/13-11/1/2014
Closing Date for Application Submission: 04/26/2013		
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: 0.10	
How many of these are new positions?	New FTE: 0.10	
Briefly describe the purpose(s) of this application/award: This proposal would cover adjunct faculty wages and would also be used for operations and programming for the 2013-14 year. The Geographic Educators of Nebraska (GEON) is an organization of K-12 teachers throughout the state dedicated to promoting and enhancing the quality of geography education in Nebraska. The funding would allow the coordinator to attend the 2014 Alliance Network Annual Meeting. It would help fund committee meetings throughout the year, presenters at the annual NCGE meeting and annual teacher consultant training. Funding would be used to bring giant traveling maps to Nebraska schools and to support work on a Nebraska Atlas project. Dr. Randy Bertolas is now the coordinator for GEON and WSC acts as the fiscal agent for the grant award.		
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. Randy Bertolas, Professor, History, Politics and Geography		
Administrator responsible for approving the application: Ms. Jean Dale, Vice President Administration & Finance		

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

College: Wayne State College		Date: June 25, 2013	
Notice of Intent	Application: X	Accept Award:	
Name of Program: Institutional Development Award Program (IDeA) Networks of Biomedical Research Excellence (INBRE)			
Funding Source: National Institutes of Health through the University of Nebraska Medical Center			
Amount Requested: \$17.5 million to UNMC with subcontract to Wayne State College with dollar amount based upon the number of undergraduate students in this program at WSC	Amount Awarded:	Funding Period: 05/01/14-04/30/19	
Closing Date for Application Submission: June 20, 2013			
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: X	No:
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 five-year proposal by the University of Nebraska Medical Center for the IDeA Networks of Biomedical Research Excellence (INBRE) is designed to train undergraduate students in research. It would provide funding for supplies, equipment and stipends for students and travel for the students and their faculty mentors. The project goal is to enhance the competitive biomedical research capability throughout the State of Nebraska through collaboration among the state's institutions of higher education.			
Is this grant a continuation of a previous/existing grant?		Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: While not technically a continuation, this proposal would fund the next phase of the three-year Biomedical Research Infrastructure Network (BRIN) grant awarded for the period 09/01-09/04 and the five-year IDeA Networks of Biomedical Research Excellence (INBRE) grants awarded for the periods 09/04-04/09 and 05/09-05/14.			
Has this grant application been previously denied?		Yes:	No: X
If yes, please state the reason:			
Person responsible for the preparation of the application: Dr. Shawn Pearcy, Professor, Life Sciences Department			
Administrator responsible for approving the application: Jean Dale, Administration and Finance			

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

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
Contracted Work:	2013 Cornhusker State Games School Spirit Awards Program
Contract Amount:	\$5,000
Fund Source:	Cash
Contractor:	Nebraska Sports Council
Location on Campus:	Washington, DC
Contracted Work:	Federal Consulting Services
Contract Amount:	\$18,000 annually
Fund Source:	Cash
Contractor:	Federal Management Strategies, Washington, DC
Location on Campus:	Nebraska State College System
Contracted Work:	Board Material Preparation Software
Contract Amount:	\$600/month
Fund Source:	Cash
Contractor:	IQM2, Inc.

Chadron State College	
Location on Campus:	Campuswide
Contracted Work:	Telemedicine agreement
Contract Amount:	\$150/hour; \$75/each additional half hour
Fund Source:	Cash
Contractor:	University of Nebraska Medical Center
Location on Campus:	High Rise Residence Hall
Contracted Work:	Elevator Modernization
Contract Amount:	\$449,250 (Chancellor authorized to sign April 20, 2012)
Fund Source:	Contingency Maintenance & Revenue Bond Funds
Contractor:	Mac Construction
Location on Campus:	Campuswide
Contracted Work:	Semi-annual hood inspections
Contract Amount:	\$360 semi-annual
Fund Source:	Cash
Contractor:	Protex Systems, Inc.

7.5.-2

Chadron State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Semi-annual fire alarm inspections \$3,324 semi-annual Cash Protex Systems, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Sandoz Center Audio platform solution for 15 months \$999 Cash Guide by Cell
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Armstrong Gymnasium Construction materials testing \$15,212.80 Cash Terracon Consultants, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Woodchip Boiler Professional services – Boiler 2 analysis \$4,000 Cash Olsson Associates
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Making balloon animals for students \$100 Cash Misha Mabey
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Sandoz Center Sheldon statewide exhibition/loan \$1,350 Cash Sheldon Museum of Art
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Nelson Physical Activity Center Concert performance by Keith Anderson \$10,000 Cash Tar Creek, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Nelson Physical Activity Center State and equipment for concert performance by Keith Anderson \$12,000 Cash Knox-Array LLC
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Sandoz Center Ranch Day program and History Day competition preparation \$4,000 Cash Ramona Hourt
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rodeo Practice and CSC Rodeo TBD Provide timed event stock for practice and rodeo \$612 Cash Brett Gumb
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Accreditation consultant \$1,774.53 plus expenses Cash Lyle Merriman, National Association of Schools of Music

Chadron State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Armstrong Gymnasium Football official for spring football game \$50 Cash Rex Beguin
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Umpire \$120 Cash Ron Moore
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Umpire \$120 Cash Alan Toof
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Armstrong Gymnasium Track official \$500 Cash Rob Wahlstrom
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Armstrong Gymnasium Track official \$450 Cash John Binning
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Costumer for play \$800 Cash Hannah Norgard
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Masterclass for CSC music students and concert presentation \$400 Cash Brian Leeper
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Band clinician for High Plains Band & Choir Festival \$600 Cash Brandt Allen Payne
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Clothed artist's model for Art 136 \$99 Cash Sara Rollenhagen
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Charter coach service/spring choir trip \$2,976 Cash Black Hills & Western Tours, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Rehearse & perform w/concert choir at off campus performances \$1,000 plus travel expenses Cash Dr. Joel Bacon

7.5.-4

Chadron State College continued	
Location on Campus:	Armstrong Gymnasium
Contracted Work:	Schematic design
Contract Amount:	\$229,687 (Chancellor authorized to sign September 9, 2011)
Fund Source:	Cash
Contractor:	Leo A Daly

Peru State College	
Location on Campus:	Jindra Fine Arts
Contracted Work:	Piano Accompanist
Contract Amount:	\$4,200
Fund Source:	Cash
Contractor:	David Norris
Location on Campus:	Jindra Fine Arts
Contracted Work:	Piano Accompanist
Contract Amount:	\$1,706.50
Fund Source:	Cash
Contractor:	Marcelo Lian
Location on Campus:	Student Center
Contracted Work:	DJ Services
Contract Amount:	\$200
Fund Source:	Cash
Contractor:	Alexander Bratt
Location on Campus:	Student Center
Contracted Work:	Artist/Performer
Contract Amount:	\$1,000
Fund Source:	Cash
Contractor:	Anne Sheedy Gardner
Location on Campus:	Al Wheeler Activity Center
Contracted Work:	Security
Contract Amount:	\$100
Fund Source:	Cash
Contractor:	Casey Moyer
Location on Campus:	CATS Conference Room
Contracted Work:	Evaluation of Women's Basketball
Contract Amount:	\$2,500 plus expenses
Fund Source:	Cash
Contractor:	Nicole Price
Location on Campus:	Jindra Fine Arts
Contracted Work:	Piano Accompanist
Contract Amount:	\$6,510
Fund Source:	Cash
Contractor:	Debra Wehrmann DeFrain
Location on Campus:	Al Wheeler Activity Center
Contracted Work:	Sound/Lights/Stage
Contract Amount:	\$1,500
Fund Source:	Cash
Contractor:	Chase Rice
Location on Campus:	Al Wheeler Activity Center
Contracted Work:	Concert
Contract Amount:	\$15,000
Fund Source:	Cash
Contractor:	Florida Georgia Line

Peru State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Concert \$1,160 Cash Florida Georgia Line
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Audio/Visual Tech \$100 Cash Michaela Wolverton
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Audio/Visual Tech \$100 Cash James Johnson
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Audio/Visual Tech \$75 Cash Jordan Williams
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	CATS Conference Room Program \$1,300 Cash Christopher Guitierrez
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra Fine Arts Choreographer \$850 Cash Joel Johnston
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra Fine Arts Musical Performance \$2,500 Cash Kathy Kosins
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Quality Control \$1,700 Cash Doug Lanik
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center School Event \$2,650 Cash Party Vision, LLC
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Article for PSC Times \$30 Cash Grace Cole
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Article for PSC Times \$45 Cash Alyssa Rodriguez

7.5.-6

Peru State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Article for PSC Times \$60 Cash Susan Sisco
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Article for PSC Times \$30 Cash Taylor Sirman
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$380 Cash Wayne Converse
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$220 Cash Ed Gumm
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$190 Cash Ed Gumm
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$220 Cash Terry Hessenflow
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$200 Cash Brad Holcomb
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$200 Cash Brad Holcomb
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$200 Cash Mike Leach
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$200 Cash Brad Murray
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$380 Cash Brad Murray

Peru State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Gary Brammer
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball Field Baseball Official \$200 Cash David Teater
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Gary Brammer
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Jason Brammer
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Jason Brammer
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$50 Cash Tyler Durant-Allen
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Tom Eccleston
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Tom Eccleston
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Rhonda Grayson
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Mike Holt
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Randy Kohl

7.5.-8

Peru State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Steve Townsend
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Tracy Kutscher
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Terry Spangler
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Chelsea Williams
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$90 Cash Kyle Rodero-Workman
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Field Softball Official \$145 Cash Craig Smith
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Intramurals Referee \$30 Cash Brittany Peterson
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Intramurals Referee \$60 Cash Karlee Stuart
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Intramurals Referee \$200 Cash Karlee Stuart
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Intramurals Referee \$100 Cash Lisa Vanderhoof
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Intramurals Referee \$200 Cash Lisa Vanderhoof

Peru State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Staging for Florida Georgia Line Concert \$1,550 Cash Road Runner Staging
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Intramurals Referee \$50 Cash Lisa Vanderhoof
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Intramurals Referee \$110 Cash Brenda Whitted
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Al Wheeler Activity Center Men's Basketball Referee \$185 Cash Rick Fields
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Theatre Speaker and Black History Art Exhibit \$1,213.41 Cash Rudolph Smith
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Speaker for New Student Weekend 2013 \$4,000 Cash Jonathan R. Vroman
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra Fine Arts Jazz Festival Clinician \$500 Cash Richard Watson
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Billboard on Hwy 67 & 75 Advertising \$1,200 Cash Alice Gee
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Copiers \$4,746.51/mo. Cash Capital Business Systems, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Grammarly Writing Support Suite \$7,250 Cash Grammarly, Inc.

7.5.-10

Peru State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Billboard on Hwy 136 and 67 Intersection Advertising \$100 Cash Susan M. Wachtler
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Billboard on Hwy 67 Advertising \$100 Cash Jerry Reeves
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Software License \$2,500 advance at signing/\$.25 per minute Cash Link-Systems Internation, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Maintenance Contract for HVAC \$9,800 Cash Mechanical Sales, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Library Software Program \$2,846 Cash 3M Library Systems
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Centennial Complex Dorms Fire alarm system upgrade \$298,500 (Chancellor authorized to sign September 7, 2012) Contingency Maintenance Siemens Industry, Inc.

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center, Neihardt Hall, Terrace Hall Repairs on kitchen exhaust hood fire suppression system equipment \$1,422 Revenue Bond General Fire & Safety Equipment
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Preventative maintenance inspections on automatic door openers \$1,488 Cash M & O Door Products
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Hahn Administration Building Patch terrazzo, install marble wainscoting, repair stair posts \$10,943 Cash DeMarco Bros. Company
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Neihardt Hall Fabricate and install marble wall cap \$715 Revenue Bond DeMarco Bros. Company
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Water Improvements Design Contract \$23,940 LB 309 Olsson Associates

Wayne State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carlson Natatorium Locker replacement \$57,730 Revenue Bond OCC Builders
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rice Auditorium Locker Room Improvements \$17,556 Cash Leo A Daley
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts Windows, Vestibules \$36,000 LB 309 Sinclair-Hille
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Electrical Distribution System Electrical switch upgrade \$60,868.03 LB 309 JEO
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Morey Hall Re-roof \$21,693 Revenue Bond Jackson Jackson & Associates
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Studio Arts Fire Alarm Upgrade \$5,200 LB 309 Noel Engineering
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Sidewalk repairs \$37,672 Cash OCC Builders
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campuswide Sidewalk repairs \$9,959 Revenue Bond OCC Builders
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson Hall Abatement – stairwell windows \$550 Revenue Bond Environmental Services, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson Hall Abatement – incinerator duct \$1,400 Revenue Bond Environmental Services, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Natatorium Locker rooms \$6,915 Revenue Bond Christiansen Construction Co.

7.5.-12

Wayne State College continued	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Natatorium Locker rooms \$5,830.50 Revenue Bond Terry's Concrete Coatings
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Natatorium and Rec Center New steam heating coil \$7,425 Revenue Bond Merit Mechanical, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rec Center Install carpet \$791 Revenue Bond Phipps Commercial Flooring
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Football Field and Track Improvements Construction \$516,950 (Chancellor authorized to sign March 15, 2013) Cash Fauss Construction, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Soccer Field Construction \$768,600 (Chancellor authorized to sign March 15, 2013) Cash Namaha Landscape Construction, Inc.

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

Chadron State College	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Campus Emergency Generator #2 – Delete conduit runs to Student Center \$1,551 Deduct LB 309 Snell Services, Inc.

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:	Carhart, Phase III #8 - Contingency Change (\$14,149) \$0 Cash/LB 309/WS Foundation Beckenhauer Construction, Norfolk, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Carhart, Phase III #9 - Contingency Change (\$19,914) \$0 Cash/LB 309/WS Foundation Beckenhauer Construction, Norfolk, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Carhart, Phase III #10 - Contingency Change (\$12,570) \$0 Cash/LB 309/WS Foundation Beckenhauer Construction, Norfolk, NE

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

2012 Optimal Enrollment Model Report
(For Information Only)

Priority: Financial Strength of the System
Goal: 2. Increase enrollment and retention
Strategy: a. Develop and implement a plan for optimal enrollment

In April 2007, the Board approved the NSCS Optimal Enrollment Model. The model was developed by System Office and college representatives as a means to measure enrollment capacities for each of the colleges.

The attached document provides data for seven years. The information will assist in determining enrollment potential and capacity in seven defined areas including:

- Resident Hall Capacity
- Resident Parking Capacity
- Commuter Parking Capacity
- Cafeteria Capacity
- Classroom Space Utilization
- Lab Space Utilization
- Faculty to Student Ratio

NSCS

Optimal Enrollment Capacity Model

#1 Resident Hall Capacity

Source: Occupancy & Income Report - Fall 2008

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	628	96%
PSC	266	236	89%
WSC	789	762	97%

Current Bed Capacity	Beds Occupied	% Occupied
1,251	867	69%
502	408	81%
1,566	1,346	86%

Source: Occupancy & Income Report - Fall 2009

	Room Capacity	Rooms Occupied	% Occupied
CSC	642	642	98%
PSC	266	259	97%
WSC	789	763	97%

Current Bed Capacity	Beds Occupied	% Occupied
1,251	897	72%
502	454	90%
1,566	1,352	86%

Source: Occupancy & Income Report - Fall 2010

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	640	98%
PSC	266	247	93%
WSC	789	742	94%

Current Bed Capacity	Beds Occupied	% Occupied
1,304	983	75%
502	455	91%
1,566	1,376	88%

Source: Occupancy & Income Report - Fall 2011

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	639	98%
PSC	266	236	89%
WSC*	717	711	99%

Current Bed Capacity	Beds Occupied	% Occupied
1,304	952	73%
502	431	86%
1,434	1,380	96%

*WSC Fall 2011 Bed & Room capacity was lower due to Pile Hall renovation

Source: Occupancy & Income Report - Fall 2012

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	608	93%
PSC*	302	272	90%
WSC**	792	743	94%

Current Bed Capacity	Beds Occupied	% Occupied
1,304	886	68%
590	452	77%
1,571	1,386	88%

*PSC Fall 2012 Bed & Room capacity increased with Eliza Morgan Hall renovation completion.

**WSC Fall 2012 Bed & Room capacity increased with Pile Hall back online

#2 Parking Capacity Resident

Source: Facility Master Plan

Fall 2008 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	632	822	1.30	1.5
PSC	375	408	1.09	1.5
WSC	816	1,346	1.65	1.5

Fall 2009 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	632	897	1.42	1.5
PSC	375	454	1.21	1.5
WSC	816	1,352	1.66	1.5

Fall 2010 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	658	983	1.49	1.5
PSC	375	455	1.21	1.5
WSC	757	1,376	1.82	1.5

Fall 2011 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC	658	952	1.45	1.5
PSC*	391	431	1.10	1.5
WSC**	906	1,380	1.52	1.5

*PSC adjustments to Resident Parking Space Counts were made due to actual count of spaces and reconfiguration of lot where Jindra Fine Arts geothermal wells were drilled.

**WSC adjustments in Resident & Commuter Parking Space Counts were made in 2011-2012 to reflect new designations by Campus Security

Fall 2012 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC*	740	886	1.20	1.5
PSC	391	452	1.16	1.5
WSC	906	1,386	1.53	1.5

*CSC parking spaces increased with the addition of the Kline parking lot

#3 Parking Capacity Commuter

Source: Facility Master Plan or actual count

Fall 2008 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	884	1,089	1.23	3
PSC	409	439	1.07	3
WSC	484	1,598	3.30	3

Note: Commuter headcount based on total headcount less resident headcount.

Fall 2009 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	884	1071*	1.21	3
PSC	470**	483	1.03	3
WSC	484	1,689	3.49	3

Note: Commuter headcount based on total headcount less resident headcount.

*CSC Commuter headcount is based on total on-campus end of term headcount less resident headcount in this report. Previous reports used total headcount which included online and site based headcount enrollments.

**PSC 61 parking spaces available to commuter students added on former AD Majors site

Fall 2010 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC	675**	656*	0.97	3
PSC	470	498	1.06	3
WSC	543***	1,616	2.98	3

*CSC commuter headcount is based on total on-campus end of term headcount less resident headcount in this report. Previous reports used Total headcount which included online and site based headcount enrollments.

**CSC decrease in spaces due to Administration parking lot being offline during the building remodeling

***WSC commuter parking spaces increased as staging areas were cleared when construction projects were completed.

Fall 2011 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC*	675	871	1.29	3
PSC	470	512	1.09	3
WSC**	384	1,626	4.23	3

*CSC commuter headcount is based on total on-campus end of term headcount less resident headcount in this report. Previous reports used Total headcount which included online and site based headcount enrollments.

**WSC - many commuters opt not to buy permits and instead, park on city streets and walk in. In 2011-2012, only 769 commuter permits have been sold (as of 2-21-12), which cuts the Occupied Ratio by more than half if this number is used. Adjustments to parking space counts were made to reflect new designations by Campus Security.

Fall 2012 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC*	675	742	1.10	3
PSC	470	543	1.16	3
WSC**	384	1,617	4.21	3

* CSC commuter headcount is based on total campus based end of term headcount less resident headcount in this report

** WSC many commuters opt not to buy permits and instead park on city streets and walk in. This impacts the actual headcount of commuters who could occupy the spaces.

#4 Cafeteria Capacity

Source: Building Inventory

Fall 2008 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	822	417	834	1,251	66%
PSC	408	277	554	831	49%
WSC	1,346	657	1,314	1,971	68%

Fall 2009 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	897	417	834	1,251	72%
PSC	454	277	554	831	55%
WSC	1,352	657	1,314	1,971	69%

Fall 2010 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	983	385*	600	1,200	82%
PSC	455	277	554	831	55%
WSC	1,376	649**	1,314	1,971	70%

*CSC - Number of dining stations is based on actual count from Food Service personnel and includes grill/snack bar capacity.

**WSC - the beverage service area was moved to the outer cafeteria reducing the number of dining stations by eight.

Fall 2011 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	952	385*	600	1,200	79%
PSC	431	277	554	831	52%
WSC	1,380	616**	1,232	1,848	75%

*CSC - Number of dining stations is based on actual count from Food Service personnel.

**WSC - Fall 2011 Cafeteria square footage was reduced to make room for additional office space; thus reducing the number of Dining Stations

Fall 2012 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	886	385*	600	1,200	74%
PSC	452	277	554	831	54%
WSC	1,386	618**	1,236	1,854	75%

*CSC - Number of dining stations is based on actual count from Food Service personnel.

**WSC - serving area changes were made resulting in two additional dining spaces.

Note: Allow 18 square feet per student station; allow two turns per hour to determine hourly capacity; utilized capacity may be influenced by student count, dining station count or hours of service. Dining space square footage provided by each college as follows: CSC - 7,500, PSC - 4,978, WSC - 11,677

#5 Classroom Space Utilization

Source: CCPE Standard - summary only

1	2	3	4	5	6	7	8
Room Description 2008 Averages	Assignable Square Feet	Student Stations Available for Use	Weekly Hours Scheduled For Use	Actual Weekly Total of Student Station Hours Used	Weekly Student Stations Available Based on 30 Hrs.	% Occupied	% Scheduled
CSC	870.39*	37.00	15.17	495.20	1,110.00	39.27%	50.57%
PSC	899.70	37.55	16.35	397.20	1,126.50	34.08%	54.50%
WSC	763.70	35.39	22.54	555.88	1,061.79	52.35%	75.15%
*CSC - Administration Building rooms not available due to construction.							
2009 Averages							
CSC	1,426.53*	35.76	17.51	378.06	1,072.65	32.60%	58.37%
PSC	899.70	37.55	17.65	412.10	1,126.50	34.93%	58.83%
WSC	771.47	36.31	22.23	547.44	1,089.15	50.26%	74.10%
*CSC - Administration Building rooms back on line.							
2010 Averages							
CSC	1,336.30	33.63	15.98	354.84	1,008.98	30.01%	53.27%
PSC	899.70	37.55	18.51	437.02	1,126.50	37.45%	61.68%
WSC	771.63	36.47	22.16	536.39	1,094.00	49.03%	73.86%
2011 Averages							
CSC	1,336.30	33.63	17.01	373.00	1,008.98	32.45%	56.70%
PSC	900.80	37.55	21.29	460.78	1,106.42	42.38%	70.97%
WSC	775.57*	37.43	24.02	584.02	1,122.86	52.01%	80.06%
*WSC - Assignable Square Feet for Classrooms in Fall 2011 was lower, primarily due to relocation of Hahn personnel during renovation							
2012 Averages							
CSC	1,233.17	30.14	15.43	294.80	904.29	24.87%	51.43%
PSC	919.81	37.05	23.05	466.16	1,111.43	42.59%	76.84%
WSC	804.84*	37.47	24.10	587.51	1,124.18	52.26%	80.34%

*WSC - Assignable Square Feet for Classrooms in Fall 2012 increased due to Hahn back online.

Notes:

Column 1 - Description to include building and room number.

Column 2 - The floor area of the room as measured from the inside finish of permanent outer walls or permanent partitions. Identify only rooms used as classroom.

Column 3 - The number of classroom seats the room is designated to accommodate. One student station is one classroom seat.

Column 4 - Self-explanatory.

Column 5 - Number of registered students on October 15 IPEDS census date X course credit hours per student.

Utilize "hours met" rather than credit hours to assure appropriate utilization.

Column 6 - Column 3 X 30.

Column 7 - Percent of Student Station Utilization Based on 30 Hours. Column 5 / Column 6 X 100.

Column 8 - Percent of Room Utilization Based on 30 Hours. Column 4 / 30 Hours X 100.

***WSC - The Square Footage and Station figures for the Optimal Enrollment report - the data is provided by Ruth Smith, Construction Projects Coordinator. She extracts the data by her own calculations from actual drawing files. As far as the classroom and lab actual usage, this data is from the number enrolled in the Course files extracted from PeopleSoft.

#6 Lab Space Utilization

Source: CCPE - summary only

1	2	3	4	5	6	7	8
Room Description	Assignable Square Feet	Student Stations Available for Use	Weekly Hours Scheduled For Use	Actual Weekly Total of Student Station Hours Used	Weekly Student Stations Available Based on 20 Hrs.	% Occupied	% Scheduled
2008 Averages							
CSC	1,252.55	27.76	17.34	111.45	620.69	21.27%	83.81%
PSC	1,489.00	36.42	10.96	206.50	728.33	34.87%	43.83%
WSC	988.51	21.72	13.04	227.76	434.36	52.44%	65.19%
2009 Averages							
CSC	1,011.86*	26.96	10.84	116.75	596.79	22.57%	51.01%
PSC*	1,489.00	36.42	8.17	152.33	728.33	30.03%	32.67%
WSC	981.97	22.86	13.85	238.62	457.30	52.18%	69.26%
*3 labs in Jindra Fine Arts were not available Fall 2009 due to construction project							
2010 Averages							
CSC	1,011.86*	26.96	10.32	129.00	596.79	26.18%	48.81%
PSC*	1,489.00	36.75	10.72	212.59	735.00	39.30%	42.87%
WSC	1,000.68	22.85	12.99	216.15	457.00	47.30%	64.94%
*3 labs in Jindra Fine Arts were not available Fall 2010 due to construction project							
2011 Averages							
CSC	1,011.86	26.96	9.54	131.79	596.79	26.05%	44.82%
PSC	1,519.75*	40.25	40.53	191.50	805.00	33.78%	42.10%
WSC	1,025.71**	22.97	13.57	228.44	459.43	49.72%	67.86%
*PSC assignable Square Feet for Labs in Fall 2011 was increased due primarily to increase of 865 square feet in Band Room in Jindra Fine Arts.							
**WSC Assignable Square Feet for Labs in Fall 2011 was lower, primarily due to Carhart Phase II (2nd floor)							
2012 Averages							
CSC	952.18	23.61	11.68	91.18	472.14	18.73%	54.40%
PSC	1,215.80	32.60	10.05	211.53	652.00	37.14%	50.27%
WSC	1,031.20*	22.66	14.54	244.14	453.14	53.88%	72.71%

*WSC Assignable Square Feet for Labs in Fall 2012 continued to be impacted by Carhart Phase III (Ground and 1st floor).

***WSC - The Square Footage and Station figures for the Optimal Enrollment report - the data is provided by Ruth Smith, Construction Projects Coordinator. She extracts the data by her own calculations from actual drawing files. As far as the classroom and lab actual usage, this data is from the number enrolled in the Course files extracted from PeopleSoft.

Notes:

- Column 1 - Description to include building and room number.
- Column 2 - The floor area of the room as measured from the inside finish of permanent outer walls or permanent partitions.
- Column 3 - The number of classroom seats the room is designated to accommodate. One student station is one classroom seat.
- Column 4 - Self-explanatory.
- Column 5 - Number of registered students on October 15 IPEDS census date X course credit hours per student.
Utilize "hours met" rather than credit hours to assure appropriate utilization.
- Column 6 - Column 3 X 20.
- Column 7 - Percent of Student Station Utilization Based on 20 Hours. Column 5 / Column 6 X 100.
- Column 8 - Percent of Room Utilization Based on 20 Hours. Column 4 / 20 Hours X 100.

#7 Faculty/Student Ratio - On Campus

	Lower Division (Levels 01 & 02)	Upper Division (Levels 03 & 04)	UG Total	Target Ratio	Graduate Division (Levels 05,06,& 07)	Total	Target Ratio
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2008				19 - 21			16 - 18
CSC	23.36	13.68	16.73		13.10	17.01	
PSC	20.39	15.53	18.36		0.00	18.36	
WSC	21.30	14.80	18.30		24.80	18.40	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2009				19 - 21			16 - 18
CSC	19.46	14.51	17.44		9.70	17.07	
PSC	22.1	15.45	19.35		0.00	19.35	
WSC	21.30	15.30	18.50		24.80	18.60	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2010				19 - 21			16 - 18
CSC	19.43	16.18	17.44		17.70	17.07	
PSC	22.68	14.52	19.05		0.00	19.05	
WSC	20.6	15.0	18.1		28.1	18.2	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2011				19 - 21			16 - 18
CSC	20.10	14.48	18.03		5.06	17.31	
PSC	18.67	16.48	17.78		0.00	17.78	
WSC	21.0	15.7	18.7		30.6	18.8	
On Campus *							
Total FTE Student/ FTE On Campus Faculty 2012				19 - 21			16 - 18
CSC	19.60	9.28	15.32		7.66	14.98	
PSC	17.01	10.73	13.91		0.00	13.91	
WSC	20.50	15.60	18.40		28.60	18.50	

*On Campus - Includes students enrolled on campus, hybrid courses meeting on campus

Student FTE is based on 15 SCH for UG; 12 SCH for GR, including Ind. Study

Faculty FTE is based on 12 credit hours for UG; 9 credit hours for Graduate, excludes Ind. Study

**Off Campus - Includes courses provided at remote campus locations in traditional instructor/student format, all IDL, and hybrid courses that utilize a remote location for classroom instruction.

***On Line - Includes all course work provided completely on line regardless of point of origin. On line courses provide no face to face meeting time between instructor and student.

Also includes Correspondence courses.

#7 Faculty/Student Ratio - Off Campus

	Lower Division (Levels 01 & 02)	Upper Division (Levels 03 & 04)	UG Total	Target Ratio	Graduate Division (Levels 05,06,& 07)	Total	Target Ratio
Off Campus ** 2008				19 - 21			16 - 18
CSC	8.09	26.41	20.00		27.50	25.45	
PSC	9.06	18.98	11.64		0.00	11.65	
WSC	10.30	7.30	8.30		23.50	19.90	
Off Campus ** 2009				19 - 21			16 - 18
CSC	9.33	12.30	11.51		12.48	11.71	
PSC	10.20	20.12	12.31		0.00	12.32	
WSC	10.10	7.10	8.00		18.50	16.20	
Off Campus ** 2010				19 - 21			16 - 18
CSC	5.74	29.03	11.51		4.26	11.71	
PSC	9.99	23.33	13.96		25.83	14.03	
WSC	5.9	4.4	4.9		18.9	15.8	
Off Campus ** 2011				19 - 21			16 - 18
CSC	8.58	34.60	27.43		24.44	26.91	
PSC	10.98	14.84	11.88		0.00	11.88	
WSC	6.6	5.9	6.0		18.5	12.9	
Off Campus ** 2012				19 - 21			16 - 18
CSC	31.06	62.24	47.85		10.83	38.33	
PSC	11.46	4.15	6.96		0.00	6.96	
WSC	10.90	7.20	7.80		13.00	10.70	

*On Campus - Includes students enrolled on campus, hybrid courses meeting on campus

Student FTE is based on 15 SCH for UG; 12 SCH for GR, including Ind. Study

Faculty FTE is based on 12 credit hours for UG; 9 credit hours for Graduate, excludes Ind. Study

**Off Campus - Includes courses provided at remote campus locations in traditional instructor/student format, all IDL, and hybrid courses that utilize a remote location for classroom instruction.

***On Line - Includes all course work provided completely on line regardless of point of origin. On line courses provide no face to face meeting time between instructor and student.

Also includes Correspondence courses.

#7 Faculty/Student Ratio - Online

	Lower Division (Levels 01 & 02)	Upper Division (Levels 03 & 04)	UG Total	Target Ratio	Graduate Division (Levels 05,06,& 07)	Total	Target Ratio
Online *** 2008				25			16 - 18
CSC	19.86	16.38	17.94		16.73	17.89	
PSC	23.89	21.08	22.37		16.68	20.09	
WSC	12.90	19.60	16.30		6.40	8.10	
Online *** 2009				25			16 - 18
CSC	20.89	17.20	18.79		18.51	18.72	
PSC	25.86	21.29	23.35		16.53	20.69	
WSC	16.40	14.60	15.40		6.50	8.60	
Online *** 2010				25			16 - 18
CSC	20.80	17.83	18.79		19.76	18.72	
PSC	21.66	17.91	19.65		17.35	19.10	
WSC	15.2	14.2	14.5		7.3	9.3	
Online *** 2011				25			16 - 18
CSC	21.76	22.70	22.20		15.98	20.08	
PSC	22.17	18.31	20.19		15.33	18.97	
WSC	16.7	14.7	15.6		6.5	9.4	
Online *** 2012				25			16 - 18
CSC	20.52	30.41	24.98		16.02	21.74	
PSC	19.70	20.66	20.15		14.25	18.63	
WSC	14.00	15.40	14.80		8.10	10.60	

*On Campus - Includes students enrolled on campus, hybrid courses meeting on campus

Student FTE is based on 15 SCH for UG; 12 SCH for GR, including Ind. Study

Faculty FTE is based on 12 credit hours for UG; 9 credit hours for Graduate, excludes Ind. Study

**Off Campus - Includes courses provided at remote campus locations in traditional instructor/student format, all IDL, and hybrid courses that utilize a remote location for classroom instruction.

***Online - Includes all course work provided completely on line regardless of point of origin. On line courses provide no face to face meeting time between instructor and student.

Also includes Correspondence courses.

General Notes:

Item 1 - All values originate from fall occupancy & income reports.

Item 2 - Resident parking lot capacities provided by individual campus staff or master plan documents. Capacities may change with lot modifications or space assignments. Target values are based on UNL existing capacities provided by Dan Carpenter of UNL.

Item 3 - Same as item 2.

Item 4 - Formula for determining capacity was provided by Roger Kruse of Kruse Consulting and is based on design values Kruse would use in 2007.

Item 5 - Space Utilization standards have been established by the CCPE.

Item 6 - Same as item 5.

Item 7 - Faculty/Student Ratio values to be provided by end of term Instructional Load report. This report will require modification to accommodate new categories.

Report due at the second regular Board of Trustees meeting following the close of each fall semester.

Fiscal, Facilities & Audit Committee

Bill Roskens, Chair
John Chaney

June 25, 2013

Operationalize Background Screening Protocols

Priority: Financial Strength of the System

This item is an action item included on the Academic and Personnel Committee's agenda. It is also included for information for the Fiscal, Facilities & Audit Committee because it relates to insurance.

As part of the renewal process for our general liability and umbrella liability policies, our insurer is requiring that we conduct additional background screenings on employees and volunteers. The Board is requested to authorize the Chancellor to move forward with necessary actions to implement the additional requirements to assure the NSCS is able to continue existing coverage.

Chancellor's Report

1. Legislative Update

The Legislature completed its regular 2013 session, adjourning on Wednesday, June 5. As you know, it was a very good session for us with positive results on the budget, allowing implementation of the proposed two year tuition freeze. In addition, the capital construction bill provided very positive results for the NSCS, which I'll discuss just below. We'll be working to determine and/or implement the impact on the NSCS of several bills, including issues related to contract management, waiver of fees for dependents of deceased or disabled veterans, state financial aid programs, and reciprocity agreements.

2. Capital Construction

The Capital Construction (LB198) bill included several items for the NSCS. As you know, the legislation included funding to allow the NSCS Facilities Corporation to bond for the Wayne State College U.S. Conn Library renovation project and the Chadron State College Rangeland Center Phase II construction. LB198 includes \$2,216,000 million for each year of the biennium with intent language to continue that amount in future biennium budgets through June 30, 2021.

The bill also includes reaffirmation of the state's commitment of \$1,125,000 per year toward the payment on the LB605 (2006) bonds. It includes appropriation authority for the NSCS's share of that payment, which comes from Capital Improvement Fee funds, and also provides the appropriation authority for other Capital Improvement Fee projects approved by the Board.

The bill continues the language from the previously funded Chadron State College Armstrong renovation project and the Peru State College Oak Bowl project.

Finally, the bill contains the NSCS appropriation for the first transfers of funds to the NSCS for the Sports Facilities Cash Fund. You may recall that the Board approved the first group of projects at its November 16, 2012 meeting. The first \$250,000 will be available July 1, 2013 and the next \$250,000 October 1, 2013, with another \$250,000 available October 1, 2014. Beginning October 1, 2015, the annual transfer increases to \$400,000.

3. Insurance Renewal Update

Work continues on insurance renewals. We have not yet received quotes on our liability and D&O coverage. We have received a "not to exceed" increase from our MHEC property program in the range of 4%. While the program is seeing an overall smaller increase, several claims in the past two years impact the NSCS's rate. Claims are considered in the rate structure for five years following payment of those claims. We will keep you informed as we lock in the other policies.

8.1.-2

4. **Summer Hours at Colleges**

CSC – 7:00 – 4:30 with 45 minute lunch Monday through Thursday
7:00 – 12:00 Friday

PSC – 7:30 – 4:00 with ½ hour lunch Monday through Friday

WSC – 7:00 – 4:00 with ½ hour lunch Monday through Thursday
7:00 – 1:00 Friday

All essential offices remain open 8:00 – 5:00 Monday through Friday

5. **Board Material Preparation**

Starting in July, the System Office staff will begin training on new software to develop the Board materials. The materials will then be distributed to Board members electronically. We hope to use the new materials and process for the September 2013 Board meeting.

8.1.2.-1

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

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 5-6, 2013 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 14-15, 2013 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 14, 2014 Tuesday
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 24-25, 2014 Thursday - Friday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 6, 2014 Friday

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

SEPTEMBER	BOARD OF TRUSTEES MEETING--CHADRON	September 5-6, 2013 Thursday - Friday
NOVEMBER	BOARD OF TRUSTEES MEETING--WAYNE	November 14-15, 2013 Thursday - Friday
JANUARY	BOARD OF TRUSTEES MEETING--LINCOLN	January 14, 2014 Tuesday
MARCH	BOARD OF TRUSTEES MEETING--LINCOLN	March 7, 2014 Friday (as needed)
APRIL	BOARD OF TRUSTEES MEETING--PERU	April 24-25, 2014 Thursday – Friday
JUNE	BOARD OF TRUSTEES MEETING--LINCOLN	June 6, 2014 Friday

**Chadron State College
President's Report
June 2013**

I am happy to report that the construction on the Armstrong Gymnasium and Event Center Renovation and Addition and the Coffee Agriculture Pavilion of the Rangeland Complex projects are well underway. Included in this report are recent pictures of the projects as well a photograph of some of the utility work that will serve both the Rangeland Complex and the Eagle Ridge housing project.

Phase one of the Rangeland Complex, the Coffee Agriculture Pavilion, should be completed this August of this year and we are hoping to have the ribbon cutting ceremony in late summer or early fall. With the funding for Phase two of the Rangeland Complex secure, construction on Phase Two of the Rangeland Complex will begin during the spring 2014 semester. Phase two of Rangeland includes the classrooms, plant, soil and animal necropsy laboratories that will support the Rangeland Management program. When complete, the Rangeland Complex will serve the approximately 120 undergraduate students majoring in Rangeland Management.

The Armstrong Gymnasium and Event Center Renovation and Addition will be a significant improvement to our Athletic facilities and put them on par with other schools in the Rocky Mountain Athletic Conference. This project will provide new dressing rooms, weight training space, athletic trainer's space, staff offices, and new arena. The old arena will be retained and used to balance the demands for court time between men's and women's basketball and women's volleyball. The Armstrong renovation and Events Center project should be completed during the spring 2015 semester.

The Eagle Ridge Housing construction project will start this summer and will consist of three units that will house a total of 72 students. Plans call for the project to be complete and available for occupancy by the fall 2014 semester.



Equipment digging trenches for water and sewer to Eagle Ridge housing and the Coffee Agriculture Pavilion.

8.2.-2



The pool at Armstrong Gymnasium full of foam prior to the concrete floor of the new strength and conditioning center being poured.



Crews shown May 30 pouring concrete over the foam filling the former Armstrong pool. This area will become the floor for a new strength and conditioning center.



The former weight room will be used for mechanical space when the renovation of Armstrong is complete.

**Peru State College
President's Report
June 2013**

Student Successes

Student achievement is the heart of Peru State College's mission. Creating an educational environment that encourages student participation and leadership is critical to ensuring that our students are able to draw on their experiences to respond effectively to future challenges. Relevant coursework, undergraduate research and professional development opportunities all play an important role in the education process. By giving our students the tools needed to think critically, we ensure they can compete successfully when they graduate.

For this report, I want to highlight just a few recent successes that demonstrate our commitment to engaged education and highlight our talented students.

Mitch Boshart, a sophomore social science education major from Wood River

Mitch has been honored by the National Association of Intercollegiate Athletics (NAIA) with its prestigious 2013 Duer Award, a first for Peru State. The award is presented to only one outstanding male and one outstanding female NAIA student-athlete across the nation who best exemplifies character, service, athletic ability and academic excellence.

Mitch is a Board of Trustees Scholar, a member of the college's honors program and a Daktronics-NAIA Scholar-Athlete award winner. The three-year letter winner has started on special teams for two years and is a Bobcat Football Elite Team Leader. He also is a TeamMates mentor. In addition to participating in many community service events with his team and in the local community, Mitch has served as the Sports Information Department's radio interviewer in conjunction with KNCY's Bobcat Buzz pre-recorded half-time segments.

Jamie Theye, a senior business, marketing and information technology major from Odell

Jamie has been honored by the Campus Compact as a 2013 Newman Civic Fellow. The award honors 181 student leaders from 36 states who have demonstrated a personal commitment to find solutions for challenges facing communities throughout the country. Jamie is Nebraska's only honoree this year. The award is directly attributed to Jamie's work with the Children's Health, Activity and Nutrition Community Engagement (CHANCE) Initiative, which began in 2012 as a partnership with Calvert Elementary School in Auburn focused on improving children's health through nutrition and exercise education. Her role has included instructing weekly classroom activities, participating in community kick-off events, helping lead a culminating event for the first year, and giving presentations locally, regionally and nationally.

Some of Jamie's other civic engagement activities include serving as president of Phi Beta Lambda and as treasurer and media officer for the Peru State Education Association. She has served on many committees that have had an impact on the Peru State campus and the surrounding community, including working for the Scholastic Book Fair, presenting at the annual Dr. Seuss Birthday Bash, serving as chairperson for the Southeast Nebraska Community Action Christmas project, and volunteering with community programs such as Valentines for Vets, Adopt-a-Highway and the Good Samaritan Center.

Rachel Henry, a sophomore sport and exercise science major and business administration/ management minor from Auburn

Rachel developed a partnership between Peru State, the Food Bank of Lincoln and Catholic Social Services of Southeast Nebraska that created a rural mobile food distribution center for one of Nebraska's most food insecure areas, Nemaha County. Rachel started the initiative,

8.2.-4

called Feeding 44, when she applied for and was awarded a \$500 Sodexo Foundation Youth Grant. One-hundred grants of up to \$500 were awarded by the Sodexo Foundation to youth-led projects that aim to reduce childhood hunger in local communities throughout America. At the same time, grant winners educate and mobilize their peers around the issue, expanding the pool of people actively searching for solutions to ending childhood hunger.

Rachel is an AmeriCorps Service Scholar, placed first in the Phi Beta Lambda State Leadership Competition and is the only student from Nebraska selected for the University of Nebraska Medical Center's Public Health Early Admission Student Track (PHEAST) program this year.

Tim Oehring, a senior double majoring in elementary education and K-12 special education from Lincoln

Tim, a defensive lineman for the Bobcat football team, was named a Capital One Academic All-America First-Team honoree. He is the third Bobcat football player in history to be honored and the first in 29 years. He is also the only football player from the Heart of America Athletic Conference to be named to the first team. Tim is the past vice president and treasurer of the Council for Exceptional Children, an honors student and a Board of Trustees Scholar. Tim has twice worked as an Americorps National Volunteer, serving in high poverty areas working with special needs students.

Megan Brown, a senior special education and early education major from Syracuse

Megan was recognized by the National Education Association at their Annual Student Program Leadership Conference in Washington, D.C. as Outstanding Local Leader. She was selected for the honor from more than 60,000 members from 1,100 college and university chapters. Megan was recognized last year by the NEA, winning the Jeffrey "J.D." Miller Outstanding Underclassman Award.

Katlyn Donovan, a senior double majoring in K-12 health and physical education and sport and exercise science from Greely

Katlyn was named Physical Education Major of the Year by the Nebraska Alliance for Health, Physical Education, Recreation and Dance. She is president of the Physical Education, Activity & Kinesiology Students (PEAKS) of Peru, a member of the Bobcat volleyball team and an NAIA Daktronics Scholar Athlete. Katlyn completed the highly competitive and prestigious Great Plains Public Health Training Center Student Summer Fellowship Program at the University of Nebraska Medical Center's College of Public Health. During the fellowship she assisted rural Nebraska health departments as they educated citizens about cancer prevention and obesity. She developed and implemented plans and activities to respond to areas of need, prepared written reports for accreditation activities, and participated in outreach and case management services for populations with little access to care.

Alexander Wessels, a sophomore business administration marketing and management major from Weeping Water

Alex has been awarded a 2013 Virgil Eihusen Nebraska Business Hall of Fame Scholarship from the Nebraska Chamber of Commerce & Industry. The \$2,500 scholarship is to be used in the 2013-2014 academic year for tuition, room and board, and/or books. The scholarship was created by the State Chamber to provide yearly scholarship assistance to deserving students attending Nebraska colleges or universities and seeking degrees in business-related fields of study. The program is administered through the Nebraska Community Foundation.

While this list of student successes certainly isn't nearly comprehensive, it does provide a glimpse into all of the wonderful ways in which our students are engaging in their education, communities and the state. They are excellent ambassadors for Peru State and the Nebraska State College System and we celebrate their successes. I look forward to seeing the positive impact these students and others like them have throughout their careers.

**Wayne State College
President's Report
June 2013**

Wayne State College supports two long-running programs that challenge many of our students to go beyond the normal requirements of the classroom. The Wayne State Honors program and the college's Service-Learning program provide an environment well-suited for students who believe in taking advantage of the opportunities that come with engagement in the learning process. In addition to adding depth to our students' education, both programs regularly receive national recognition.

The Wayne State College Honors Program has no perks or privileges. Unless you count opportunities, the program has none of the trappings for honors students found at many institutions around the country.

Wayne State College Honors students Michelle Anderson, Seth Dallmann, Kimberly Garhart, and Jill Stara presented their Honors projects at the 2012 NCHC convention held in November in Boston, Mass. Anderson, Dallmann, Garhart, and Stara were the only Nebraska Honors students presenting at the 2012 conference. In fact, for four of the past six years, WSC students have been the only students from the state of Nebraska invited to present at the conference.

With more than 300 students in the Honors Program from across nearly every discipline at the college, enrollment in the program has more than doubled since the 2004-05 academic year.

Wayne State honors students often serve as tutors and leaders in student government and co-curricular organizations. The work of WSC honors students is often recognized well beyond our region and state, bringing attention to Wayne State and the quality of education that is available here.

Michelle Anderson's Honors project, supervised by WSC professor Dr. Elise Hepworth, was titled "What All Music Educators Must Know Teaching Music to Students with Special Needs: An Exploration of Instructional Strategies and Common Difficulties." Anderson is the daughter of Keith and Debra Anderson of Villisca, Iowa, and graduated from Corning Community High School. She is majoring in music education.

Kimberly Garhart's Honors project, supervised by WSC professor Dr. David Bohnert, was titled "Orchestral Works by Debussy and Respighi Transcribed for the Modern Wind Band." The daughter of Rodney and Mary Garhart of York, Neb., Kimberly is a graduate of York High School and is majoring in Instrumental Music Education.

Jill Stara's Honors project, supervised by WSC professor Elise Hepworth, was titled "A Survey of Contemporary Disciplinary Strategies to Meet the Needs of Differentiated Learned in the Music Classroom." Jill is the daughter of Kevin and Betsy Stara of David City, Neb., and is majoring in K-12 Music Education.

Seth Dallmann's Honors project, supervised by WSC professor Dr. David Peitz, was titled "Developing Methods to Study Magnetically Controlled Molecular Motors." The son of Mike and Marti Dallmann of Wilber, Seth is a graduate of Wilber-Clatonia High School and is majoring in pre-pharmacy with a chemistry health science concentration. Dallmann's poster was among a small handful of honorees at the conference, through being chosen as the winning poster nationally in the category of Business, Engineering, and Computer Science.

8.2.-6

Composed of approximately 900 institutional members, the National Collegiate Honors Council is the primary organization supporting Honors programs at colleges and universities nationwide. The Honors Program at Wayne State College has been a member of the NCHC since 2005, seeking to provide students an in-depth learning environment focusing on discussion, exploration, experimentation, and active learning.

Wayne State College Honors students also were recently cited in the Ninth Edition of the top-selling textbook, *Communication*, published by Pearson Education, Inc.

The textbook integrates a "making connections" theme and emphasizes technology in addition to introducing the basic principles of public speaking, interpersonal communication, and group communication. The text explores the impact of new technologies within communication as well as effects of technology in communication.

The preface of the book thanks students at Clemson University, University of Northern Iowa, University of Nebraska, and Wayne State College for their input, in particular citing the WSC Honors students for providing scenarios and information that was used in the final published version of the text.

The WSC Honors students studied a pre-publication review copy of the text in the course Principles of Communication-Honors, taught by WSC Department of Communication Arts chairperson Dr. Deborah Whitt.

Service-Learning Honor Roll

Wayne State was named to the 2013 President's Higher Education Community Service Honor Roll, marking the third consecutive year the college has been recognized for Service-Learning. This designation is the highest honor a college or university can receive for its commitment to volunteering, service-learning, and civic engagement. Wayne State is one of only 690 institutions of higher education to receive this honor nationally and among seven to be named to the honor roll in Nebraska.

Wayne State College has a long, distinguished history of service to our region and Service-Learning plays an important role in our efforts. We are honored to receive this award and proud of the mark of national distinction that comes with the honor. Much of the credit belongs to the students and faculty who worked so hard outside of their normal class requirements to provide such an important service to Northeast Nebraska.

Lisa Nelson, Service-Learning coordinator at Wayne State, submitted WSC's honor roll application in November 2012. The process entails selecting three service projects as models for Wayne State. More than 1,200 students participated in Service-Learning for this term and provided a total of 16,001 hours of service.

The Service-Learning Advisory Committee selected the Black Light Black Box Theater project guided by Professors Pearl Hansen, Steve Elliot and Gwen Jensen, the Sense of Wonder project led by Professor Barbara Hayford, and the City of Wayne Historic Photo Restoration project guided by Assistant Professor Josh Piersanti and Instructor Matt Hepworth.

The Honors program and the college's Service-Learning initiatives are two of many ways in which Wayne State challenges students to do more than they expect of themselves. The programs build leaders, serve the region and prepare Wayne State graduates for successful careers as professionals and a lifetime of engagement with their communities.