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BOARD OF TRUSTEES

MEETING NOTICE

In compliance with the provisions of Neb. Rev. Stat. Section 84-1411, printed notice is hereby given that a Regular Meeting of the Board of Trustees of the Nebraska State Colleges will convene at Hillcrest Country Club, Lincoln, Nebraska on June 10, 2014

Board Retreat	June 10 –	9:00 a.m.
Executive Session	June 10 –	11:00 a.m.
Business Meeting	June 10 –	2:00 p.m.

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

**BOARD OF TRUSTEES MEETING
JUNE 10, 2014
HILLCREST COUNTRY CLUB**

Monday, June 9

**1:00 – 5:00 p.m. Council of Business Officers System Office
Conference Room**

Tuesday, June 10

9:00 – 11:00 BOARD RETREAT Ballroom Section A

11:00 – 12:15 BOARD OF TRUSTEES EXECUTIVE SESSION Ballroom Section A

11:00 – 12:00 New Student Trustee Orientation Ballroom Section B

12:15 – 1:00 Lunch Ballroom Section C-D

1:00 – 2:00 Pictures President's Room

2:00 BOARD OF TRUSTEES BUSINESS MEETING Ballroom Section A

Call to Order

Approval of Meeting Agenda

Public Comments

Minutes Approval

- 1 Board of Trustees of the Nebraska State Colleges - Regular Meeting - Apr 25, 2014 8:00 AM

1. Items for Consent Agenda

- 1.1 Accept Employee Salary Recommendations
- 1.2 Approve the Depositories and Signatories Submitted by the Colleges
- 1.3 Appoint Professional Design Services Selection Committee for Campus Athletic Facilities for Chadron State College
- 1.4 Authorize Chancellor to Sign Contracts for Chadron State College
- 1.5 Authorize Chancellor to Sign Contracts for Wayne State College

Items for Discussion and Action

2. Academic and Personnel

- 2.1 Approve Chancellor and Presidents' Contract Extensions and Salaries
- 2.2 Approve Contract for Student Trip to Cuba for Chadron State College
- 2.3 Approve Extension of Affiliation Agreement with St. Luke's College Medical Laboratory Science Program for Wayne State College
- 2.4 Approve Extension of Affiliation Agreement with Mercy Medical Center in Sioux City, Iowa for Wayne State College
- 2.5 Approve 2014-2015 Interlocal Agreement Between Wayne State College and the City of Wayne for Law Enforcement Services
- 2.6 First and Final Round Approval of Revisions to Board By-Laws
- 2.7 First and Final Round Approval of the Revisions to Board Policy 5006; Drug-Free Workplace; Standards of Conduct
- 2.8 First and Final Round Approval of the Revisions to Board Policy 5040; Criminal Background Checks; Employees
- 2.9 First and Final Round Approval of the Revisions to Board Policy 5701; Veteran's Preference; Employment

3. Student Affairs, Marketing, and Enrollment

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

4. Fiscal, Facilities and Audit

- 4.1 Approve Revised Operating Budgets for 2013-2014
- 4.2 Approve Revised Revenue Bond Operations Budgets for 2013-2014
- 4.3 Approve Preliminary Operating Budgets for 2014-2015
- 4.4 Approve Preliminary Revenue Bond Budgets for 2014-2015
- 4.5 Approve the Biennium Budget Requests for 2015-17
- 4.6 Approve Changes in Fees for Returned Checks
- 4.7 Accept and Approve Naming of Oak Bowl Facilities for Peru State College
- 4.8 First and Final Round Approval of Revisions to Board Policy 7002; Capitalization; Definitions and Classifications
- 4.9 First and Final Round Approval of the Revisions to Board Policy 8035; Facilities; Alcohol Use
- 4.10 First and Final Round Approval of Revisions to Board Policy 8070; Capital Construction; Gifts and Bequests for Facilities
- 4.11 Contracts and Change Orders for Approval

Items for Information and Discussion

5. Academic and Personnel

- 5.1 Selection of Collective Bargaining Teams
- 5.2 Foundation Employee Compensation Report
- 5.3 Employee Demographic Report
- 5.4 Reports of Personnel Actions

6. Student Affairs, Marketing, and Enrollment

- 6.1 Annual Retreat and 2014-15 Plans
- 6.2 Key Dates
- 6.3 Scholarship Luncheon Report
- 6.4 Student Demographic Report

7. Fiscal, Facilities, and Audit

- 7.1 Fall 2013 Occupancy and Income Reports
- 7.2 Spring Occupancy and Income Reports
- 7.3 Potential Occupancy and Income Reports
- 7.4 Modification Budgets
- 7.5 Physical Plant Status Reports (Jan 1 - March 31, 2014)

- 7.6 Capital Construction Quarterly Status Reports
- 7.7 Optimal Enrollment Reports
- 7.8 Grant Applications and Awards for Information
- 7.9 Contracts and Change Orders for Information

8. Miscellaneous Action and Information Items

i. Chancellor's Report

- 8.1.1 Chancellor's Report
- 8.1.2 Nominating Committee Report and Election of Officers
- 8.1.3 Approve Board Meeting Schedule for 2014-2015

ii. Presidents' Report

- 8.2.1 President's Reports

iii. Student Trustees' Report

Adjournment

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Call to Order

The meeting was called to order at 8:05 AM by Chair Michelle Suarez

Attendee Name	Title	Status	Arrived
Michelle Suarez	Chair	Present	
Gary Bieganski	Vice Chair	Absent	
John Chaney	Trustee	Present	
Bob Engles	Trustee	Present	
Carter Cap Peterson	Trustee	Present	
Matt Blomstedt	Trustee	Present	
Jess Zeiss	Trustee	Present	

Approval of Meeting Agenda

A motion was made by Trustee Peterson and seconded by Trustee Engles to approve the Meeting Agenda. Motion was adopted. Voting. **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

Public Comments

Minutes Approval

Board of Trustees of the Nebraska State Colleges - Regular Meeting -
Jan 14, 2014 9:30 AM

A motion was made by Trustee Engles and seconded by Trustee Peterson to approve the minutes of the January 14, 2014 meeting. Motion was approved. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

1. Items for Consent Agenda

A motion was made by Trustee Blomstedt and seconded by Trustee Engles to approve the following consent agenda items. Motion was approved. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

1.1 LB 309 Allocations and Retrievals

The following items are submitted by Peru and Wayne for Board approval.

- 1.4 Approve Continuation of Bookstore Contracts
- | | |
|-----------------------|--------------------------------------|
| Chadron State College | VALIDIS RESOURCES |
| Peru State College | VALIDIS RESOURCES |
| Wayne State College | FOLLETT HIGHER EDUCATION GROUP, INC. |
- 1.5 Approve the Change in Authorized Signatories for Wayne State College
- Wayne State requested Board approval for a change in the authorized signatories with the deletion of Jean M. Dale and Beverly Buhrman and the addition of Angela S. Fredrickson and Mitch DeBoer for all accounts.
- 1.6 Appoint Architect Selection Committee for the Park Avenue Campus Entrance Project at Peru State College
- Peru State and the System Office requested the following committee be appointed to select an architectural firm to develop schematic design, design development and construction documents for the Park Avenue Campus Entrance project at Peru State, according to Board Policy 8066.
- John Chaney, Board Member
Ed Hoffman, Vice Chancellor for Facilities, Planning and Information Technology, NSCS
John Heacock, Architect, Building Division
Kathy Carroll, Vice President for Administration and Finance, PSC
Scott Buss, Grounds Supervisor, PSC
Dan Hanson, President, PSC
Todd Simpson, Peru State College Foundation Director
- 1.7 Authorize the Chancellor to Sign Contracts, Change Orders and Addendum for Chadron State College
- Chadron State and the System Office requested authorization for the Chancellor to approve a series of agreements for the College including laundry service, residence hall projects, Armstrong changes, and college beverage service.
- 1.8 Authorize the Chancellor to Sign Construction Contracts for the Park Avenue Campus Entrance Project at Peru State College
- The System Office and Peru State requested authorization for the Chancellor to sign professional services and construction contracts for the Park Avenue Campus Entrance project at a cost not to exceed available funding.
- 1.9 Authorize the Chancellor to Sign Construction Contracts for Delzell and Student Center Maintenance Projects at Peru State College
- The System Office and Peru State requested authorization for the Chancellor to

sign professional services and construction contracts for the Delzell and Student Center maintenance projects at a cost not to exceed available funding.

1.10 Authorize the Chancellor to Approve Upcoming Construction Projects for Wayne State College

Wayne State requested authorization for the Chancellor to approve contracts for the following projects:

Replacing the antenna tower for the campus radio station	estimated at \$100,000
Completing press box repairs	estimated at \$25,000 for design and \$225,000 for construction
Installing lighting for intramural fields	approximately \$100,000
Designing and constructing the Lindahl Drive Improvements	estimated at \$151,600 and \$1.76 million respectively

Items for Discussion and Action

2. Academic and Personnel

2.1 Approve Memorandum of Understanding with TeamMates

NSCS requested approval to sign a Memorandum of Understanding with TeamMates to provide mentoring at the State Colleges for students identified by TeamMates having participated in the TeamMates mentoring program during high school. Nine TeamMates students who enroll in the State Colleges will receive the newly created TeamMates Advantage Scholarship.

A motion to approve the TeamMates Memorandum of Understanding to offer the TeamMates Advantage Scholarship was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.2 Approve Program Review Recommendations

Chadron State College:

- Biology - continue the program
- Communication Arts - continue the program
- History - continue the program
- Interdisciplinary Studies - continue the program
- Rangeland Management - continue the program
- Social Work - continue the program

Peru State College:

- History - continue the program
- Liberal Arts - continue the program
- Natural Science - continue the program

- Psychology - continue the program
- Social Science - continue the program
- Music follow-up report - continue the program

Wayne State College:

- Computer Information Systems - continue the program
- Computer Science - continue the program
- History - continue the program
- Life Sciences - continue the program
- Political Science - continue the program
- Sociology - continue the program
- Speech Communication - continue the program

A motion to approve the Program Review Recommendations was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.3 Approve Salary Policy for 2014-2015

Non-Unionized Professional Staff. On July 1, 2014, each College and the System Office is authorized to provide a two percent (2%) salary increase to non-union professional staff employees with satisfactory performance.

Non-Unionized Support Staff. On July 1, 2014, each College and the System Office is authorized to provide a two percent (2%) salary increase to non-union support staff employees with satisfactory performance. No service date salary adjustments will be provided.

Background Information:

NAPE/AFSCME Support Staff Employees. The 2013-15 NSCS-NAPE/AFSCME Bargaining Agreement was approved by the Board on January 15, 2013. The Agreement provides a two percent (2%) salary annual increase on July 1, 2014 and for incremental salary adjustments based on five, ten, fifteen and twenty years of service.

NSCPA Professional Staff Employees. The 2013-15 NSCS-NSCPA Bargaining Agreement was approved by the Board on January 15, 2013. The Agreement provides for a two percent (2%) annual increase on July 1, 2014.

SCEA Faculty Employees. The 2013-15 NSCS-SCEA Bargaining Agreement was approved by the Board on January 15, 2013. The Agreement provides for a two percent (2%) salary increase on July 1, 2014.

A motion to approve the Salary Policy for 2014-2015 was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.4 Approve the Recommendation of the Academic & Personnel Committee for the 2014 Teaching Excellence Award Recipient

A motion to approve the Recommendation of the Academic & Personnel Committee for the 2014 Teaching Excellence Award Recipient was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.5 Approve CLEP Agreement for Peru State College

Peru State requested approval to enter into a new Agreement with Educational Testing Service (ETS) to offer College Level Examination Program (CLEP).

A motion to approve the CLEP Agreement for Peru State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.6 Approve a Lease Agreement for Use of Wayne State Foundation Alumni House

A motion to approve the Lease Agreement for Use of Wayne State Foundation Alumni House was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.7 First and Final Round Approval of Revisions to Board Policy 3020; Sexual Violence or Sexual Harassment Reporting, Policies and Procedures

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3020; Sexual Violence or Sexual Harassment Reporting, Policies and Procedures was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.8 First and Final Round Approval of Adoption of Board Policy 3021; Unlawful Harassment (Other) Reporting, Policies and Procedures

A motion to approve the First and Final Round Approval of Adoption of Board Policy 3021; Unlawful Harassment (Other) Reporting, Policies and Procedures was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.9 First and Final Round Approval of Revisions to Board Policy 5007; Anti-Harassment Policy

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5007; Anti-Harassment Policy was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

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

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3100; Conduct and Discipline; Students was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

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

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3400; Tuition Remission was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 2.12 First and Final Round Approval of Revisions to Board Policy 4651; Academic Responsibility; Faculty

A motion to approve the First and Final Round Approval of Revisions to Board Policy 4651; Academic Responsibility; Faculty was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 2.13 First and Final Round Approval of Revisions to Board Policy 5010; Categories of Personnel; State College Employees

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5010; Categories of Personnel; State College Employees was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 2.14 First and Final Round Approval of Revisions to Policy 5014; Employment Appointments; Notice Requirements; Faculty & Professional Staff

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5014; Employment Appointments; Notice Requirements; Faculty & Professional Staff was recommended by the committee to the full Board, which approved as amended the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 2.15 First and Final Round Approval of Adoption of Board Policy 5015; Adjunct Faculty

A motion to approve the First and Final Round Approval of Adoption of Board Policy 5015; Adjunct Faculty was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.16 First and Final Round Approval of Adoption of Board Policy 5016; Graduate Teaching Assistants

A motion to approve the First and Final Round Approval of Adoption of Board Policy 5016; Graduate Teaching Assistants was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.17 First and Final Round Approval of Adoption of Board Policy 5025; Volunteers

A motion to approve the First and Final Round Approval of Adoption of Board Policy 5025; Volunteers was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

3. Student Affairs, Marketing, and Enrollment

3.1 First and Final Round Approval of Revisions to Board Policy 3650; Student Records

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3650; Student Records was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4. Fiscal, Facilities and Audit

4.1 Adopt a Resolution Authorizing the Chancellor to Approve Refunding of the 2003A (CSC) Revenue Bond Issue and the Redemption and Repayment of the 2003B (WSC) Issue and Modifying the Master Resolution Due to the Change in Accounting Method from Cash to Accrual Basis

A motion to approve the Adoption of a Resolution Authorizing the Chancellor to Approve Refunding of the 2003A (CSC) Revenue Bond Issue and the Redemption and Repayment of the 2003B (WSC) Issue and Modifying the Master Resolution Due to the Change in Accounting Method from Cash to Accrual Basis was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.2 Approve Contracts with BKD for Audits for Fiscal Year Ending June 30, 2014

Proposed rates for BKD audits for FY 2013-14 are as follows:

Revenue Bond	\$31,000
Revenue Bond - conversion to accrual	\$ 6,500*

Facilities Corporation	\$ 8,475
A-133	\$17,500
A-133 Additional Major Program (R&D)	\$ 6,750**

*one-time cost for audit of accrual conversion

**if meets threshold as major federal program

A motion to approve the Contracts with BKD for Audits for Fiscal Year Ending June 30, 2014 was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.3 Approve 2014-2015 Tuition Rates

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	\$225.00
Graduate Online	\$281.25

DUAL ENROLLMENT PROGRAM RATE (all inclusive)	\$ 50.00
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A motion to approve the 2014-2015 Tuition Rates was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.4 Approve 2014-2015 Fee Recommendations

The Colleges submitted the following proposed fee changes for FY 2014-15.

Institution	Fee Changes	Current 2013-2014	Proposed 2014-2015
Chadron	Event Fee:		
	Per credit hour	\$5.95	\$7.95
	Max per semester	\$71.40	\$95.40
	Facilities Fee:		
	Per credit hour	\$16.00	\$18.00

	Technology Fee:		
	Per credit hour	\$7.75	\$8.50
Peru	Event Fee:		
	Per credit hour	\$3.75	\$4.75
	Facilities Fee:		
	Per credit hour	\$20.00	\$22.00
	Health Fee:		
	Per semester	\$45.00	\$0.00
	Per credit hour	\$0.00	\$4.00
	Technology Fee:		
	Per credit hour	\$6.50	\$8.00
	CATS (ARC) Services Fee:	\$6.00	\$0.00
	LEAP Fee:		
	Per semester	\$7.50	\$0.00
	Assessment Fee:		
	Per credit hour	\$0.00	\$1.50
	Publications Fee:	\$1.25	\$1.00
	New Student Weekend Fee:	\$85.00	\$100.00
Parking Penalty:	\$25.00	\$35.00	
Returned Check Charge:	\$20.00	\$30.00	
Wayne	Facilities Fee:		
	0-12 credit hours	\$18.00	\$18.50
	Max per semester	\$216.00	\$222.00
	Technology Fee:		
	On campus -		
	Per credit hour	\$7.75	\$8.50
	Max per semester	\$93.00	\$102.00
	Technology Fee:		
	Off Campus -		
	Per credit hour	\$7.75	\$8.50
	Student Replacement ID Card	\$15.00	\$20.00

A motion to approve the 2014-2015 Fee Recommendations was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.5 Approve 2014-2015 Room and Board Rates

A motion to approve the 2014-2015 Room and Board Rates was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2014-2105 Proposals	Chadron	Peru	Wayne
Double Room Rate Increases	5.21%	5.01%	4.00%
14-Meal Plan Rate Increases +\$100/7 Day Plan	2.54%	N/A	N/A
15-Meal Plan Rate Increases + \$85/7 Day Plan	N/A	4.90%	N/A
15-Meal Plan Rate Increases + \$135/7 Day Plan	N/A	N/A	3.40%
2014-2105 Proposals	Chadron	Peru	Wayne
Double Room Rate Increases	5.21%	5.01%	4.00%
14-Meal Plan Rate Increases +\$100/7 Day Plan	2.54%	N/A	N/A
15-Meal Plan Rate Increases + \$85/7 Day Plan	N/A	4.90%	N/A
15-Meal Plan Rate Increases + \$135/7 Day Plan	N/A	N/A	3.40%

Double Room Rate Proposals	Chadron	Peru	Wayne
Double room rates/semester	\$1,453/\$1,523	\$1,525/\$1,790	\$1,560/\$1,630

Meal Plan Proposals	Chadron	Peru	Wayne
280 meal block + \$200	\$1,512	N/A	N/A
14 meal + \$100/7 day per sem.	\$1,371	N/A	N/A
150 meal block + \$200	\$1,312	N/A	N/A
15 meal + \$85/7 day per sem.	N/A	\$1,456	N/A
15 meal + \$135/7 day per sem.	N/A	N/A	\$1,650
10 meal + \$50/7 day per sem.	N/A	\$985*	N/A
10 meal + \$165/7 day per sem.	N/A	N/A	\$1,650
19 meal + \$100/7 day per sem.	N/A	N/A	\$1,650
5 meal + \$50/5 day per sem.	N/A	N/A	\$580
5 meal commuter plan	\$589	\$498**	N/A
3 meal + \$225/5 day per sem.	N/A	N/A	\$580
Meal Plan with no Restrictions	N/A	\$1,679	N/A

*Commuters and apartments only

**Commuters and Oak Hill only

4.6 Approve Cash Fund Appropriation Adjustments for Wayne State College

Wayne State College requested Board approval for an additional cash fund appropriation in the amount of:

FY 2013-14 (current)	\$ 95,000 one-time
FY 2014-15	\$462,500 ongoing

A motion to approve the Cash Fund Appropriation Adjustments for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.7 Approve Distribution of Funds for FY 2014-2015

A motion to approve the Distribution of Funds for FY 2014-2015 was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.8 Approve the Resolutions Authorizing the Colleges to Spend Revenue Bond Surplus Funds for Contingency Maintenance Projects

A motion to approve the Resolutions Authorizing the Colleges to Spend Revenue Bond Surplus Funds for Contingency Maintenance Projects was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.9 Approve Use of Capital Improvement Fee Funds for Chadron State, Peru State and Wayne State Colleges

Chadron State College requested Capital Improvement Fee (CIF) funds for the following:

Armstrong Gymnasium renovation and addition	\$1,000,000
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Peru State College requested approval of the use of CIF funds for the following:

Park Avenue Campus Entrance	\$250,000 (formerly earmarked for grant match)
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T.J. Majors Improvements	\$140,000
Parking	\$ 50,000

Wayne State College requested CIF funds for the following:

Lindahl Drive Project	\$300,000
New Radio Antenna Tower	\$125,000
Press Box Temporary Repairs & Planning	\$250,000

A motion to approve the Use of Capital Improvement Fee Funds for Chadron State, Peru State and Wayne State Colleges was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.10 Approve Use of Un-Appropriated Cash Funds on a One-Time Basis for Wayne State College

Wayne State College requested Board approval to use the following amounts on a one-time basis from unappropriated cash funds for capital projects:

U.S. Conn Library	\$1,300,000
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Lindahl Drive Improvements \$1,400,000

A motion to approve the Use of Un-Appropriated Cash Funds on a One-Time Basis for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 4.11 Approve the Return of Unspent Surplus Funds for Pile Hall Renovation Project at Wayne State College

A motion to approve the Return of Unspent Surplus Funds for the Pile Hall Renovation Project at Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 4.12 Accept and Approve the Program Statement and Design Development Documents for the Lindahl Drive Project at Wayne State College

A motion to approve the Acceptance and Approval of the Program Statement and Design Development Documents for the Lindahl Drive Project at Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 4.13 Approve Reallocation of Contingency Maintenance Funds for Wayne State College

From:		
Resolution 3/26/10	\$27,925.21	#9 Residence Halls - Repairs/Equipment/ Furniture

To:		
Resolution 3/15/13	\$27,925.21	#9 Residence Halls - Repairs/Equipment/ Furniture

A motion to approve the Reallocation of Contingency Maintenance Funds for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

- 4.14 First and Final Round Approval of Revisions to Board Policy 5008; Employee Use of Campus Computers

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5008; Employee Use of Campus Computers was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.15 Approval of Contracts and Change Orders

Wayne State Contracts

- Library (provide and install multi-mode and single-mode fiber optic and 24A WG/ARMM copper cables) -- \$175,595
- Student Center (replace electrical distribution system) -- \$244,236
- Recreation Center and Carlson Natatorium (fire alarm system upgrade) -- \$154,431

A motion to approve the Contracts and Change Orders was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

Items for Information and Discussion

5. Academic and Personnel

5.1 Promotion and Tenure Report

The promotion and tenure reports were provided to the Board for information.

5.2 Fall 2013 Graduation Summaries

The fall 2013 graduation summaries from each of the Colleges were provided to the Board for information.

5.3 Fall 2013 Instructional Load Reports

The fall 2013 instructional load reports from each of the Colleges were provided to the Board for information.

5.4 Five-Year Academic Calendar

The five-year academic calendar was provided to the Board for information.

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Faculty Orientation	8/15	8/21	8/19	8/18	8/17
Classes Begin	8/18	8/24	8/22	8/21	8/20
Labor Day Holiday	9/1	9/7	9/5	9/4	9/3
Fall Mid-Term Break	10/13- 10/14	10/19- 10/20	10/17- 10/18	10/16- 10/17	10/15- 10/16

Fall Break	11/26-11/28	11/25-11/27	11/23-11/25	11/22-11/24	11/21-11/23
Last Day of Classes	12/8	12/14	12/12	12/11	12/10
Exam Week	12/9-12/12	12/15-12/18	12/13-12/16	12/12-12/15	12/11-12/14
Fall Commencement	12/12	12/18	12/16	12/15	12/14

	Spring 2015	Spring 2016	Spring 2017	Spring 2018	Spring 2019
Classes Begin	1/12	1/11	1/9	1/8	1/7
Spring Mid-Term Break	3/9-3/13	3/7-3/11	3/6-3/10	3/5-3/9	3/4-3/8
Spring Break	4/6	3/28	4/17	4/2	4/22
Last Day of Classes	5/4	5/2	5/1	4/30	4/29
Exam Week	5/5-5/8	5/3-5/6	5/2-5/5	5/1-5/4	4/30-5/3
Spring Commencement	5/9	5/7	5/6	5/5	5/4

5.5 NSCS Funding Request for Chadron State Foundation

According to the Board's Agreement with the Chadron State Foundation, a formal request for funding must be submitted, no later than June 15 each year. Following was the request that will be submitted for 2014-2015.

- 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 Senator's Reception
- Provide \$3,000 for the NSCS Teaching Excellence Award when the recipient is a Chadron State College faculty member

5.6 Reports of Personnel Actions

The personnel action reports were provided to the Board for information.

6. Student Affairs, Marketing, and Enrollment

6.1 Senator's Reception Update

Twenty-five state senators attended the 2014 Senators' Reception which was held following the NSCS Board meeting Tuesday, January 14, 2014 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 20, 2015.

6.2 Student Trustees Update

The Governor selected the following individuals as the 2014-2015 NSCS Student Trustees.

CSC - Jacob Rissler, Gillette, Wyoming
 PSC - Rachel Henry, Peru, Nebraska
 WSC - Matthew Mullins, Falls City, Nebraska

6.3 Update on Marketing Activities

Vice Chancellor for Student Affairs, Marketing, Enrollment and Public Information, Korinne Tande, worked with the Council of Admissions and College Relations Officers to plan next year's system marketing efforts. The 2014 retreat was held April 23, 2014 and the group focused on new print ads, the theme for the fall counselor tour, and strategic planning for the system marketing plan.

6.4 Scholarship Luncheon Update

The NSCS Scholarship Luncheon was held at the Hillcrest Country Club on Friday, April 11, 2014. The luncheon started at noon and concluded around 1:30 p.m. The speakers were Governor Dave Heineman and a past recipient of the Board of Trustees Scholarship.

6.5 Intercollegiate Athletics Report of Institutional Commitment to NCAA Principles for Conduct to Enhance Integrity in Intercollegiate Athletes

The intercollegiate athletics report of institutional commitment to NCAA principles for conduct to enhance integrity in intercollegiate athletes was provided to the Board for information.

7. Fiscal, Facilities, and Audit

7.1 Capital Construction Quarterly Reports (as of December 31, 2013)

Capital construction quarterly reports from each of the Colleges were provided to the Board for information.

Chadron -

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

Peru

- Oak Bowl Renovation - Interim report

Wayne -

- Carhart Renovation - Phase III - Interim report
- Field Turf/Track Resurfacing - Interim report
- Soccer Field Expansion - Interim report
- U.S. Conn Library - Interim report
- Willow Bowl Restoration - Final report

- 7.2 Contingency Maintenance Progress Reports (as of December 31, 2013)
Contingency maintenance progress reports from each of the Colleges were provided to the Board for information.
- 7.3 LB 309 Project Status Reports (July - December 2013)
LB 309 project status reports from each of the Colleges were provided to the Board for information.
- 7.4 Physical Plant Status Reports (October - December 2013)
Physical plant status reports from each of the Colleges were provided to the Board for information.
- 7.5 Financial Reports (July - December 2013)
Financial reports from each of the Colleges were provided to the Board for information.
- 7.6 Operating Expenditure Reports (July - December 2013)
Operating expenditure reports from each of the Colleges were provided to the Board for information.
- 7.7 Revenue Bond Expenditure Reports (July - December 2013)
Revenue bond expenditure reports from each of the Colleges were provided to the Board for information.
- 7.8 Grant Applications and Awards for Information
The following grant application and awards were provided to the Board for information.
- Chadron Awards
- Developing Program Assessment Knowledge & Skills Among Educators in Western Nebraska (National Education Foundation) -- \$5,000
 - Assessment of Pronghorn Impacts on Winter Wheat in Northwest Nebraska (Nebraska Game and Parks Commission) -- \$71,550
- Peru Award
- Principles of Community Engagement in Public Health: Service Learning, Community-Based Participatory Research, and Civic Engagement (Rural Futures Institute) -- \$25,000
- Wayne Application
- Service-Learning Symposium: Meeting Needs by Connecting Community and Faculty (Rural Futures Institute [RFI] through University of Nebraska-Kearney) -- \$10,080
- Wayne Awards

- Under-Told Stories (Humanities Nebraska) -- \$500
- Introduction to Armchair International Student Recruitment (NAFSA: Association of International Educators) -- \$349
- Nebraska Business Development Center (U.S. Small Business Administration through the University of Nebraska at Omaha) -- \$60,000
- The Rural Public Health Undergraduate Student Research Project (Rural Futures Institute [RFI] through UNMC) -- \$6,250
- TRiO Student Support Services (U.S. Department of Education) -- \$291,957

7.9 Contracts and Change Orders for Information

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

Nebraska State College System Contracts

- Nebraska State College System Office and Colleges (Federal consulting services) -- \$18,000 annually
- Nebraska State College System Office and Colleges (contract software) -- \$10,000 annually
- Nebraska State Colleges (student health insurance verification) -- \$6,000/1st year

Chadron State Contracts

- Memorial Hall (maintenance and repair work on Theater Dept. sewing machines) -- \$200
- Burkhiser Complex (install 2 rooftop 2-stage heating and single stage cooling units) -- \$15,723.30
- Student Center (student massages during finals week) -- \$600
- Student Center (student massages during finals week) -- \$450
- Campus (State Lanier MP copier lease - additional copiers) -- \$5,818.87/month
- Campus (Smart Card implementation) - Phase 1-\$170,228.68; Phase 2-\$75,998.70; Phase 3-\$15,957.50
- Nelson Physical Activity Center (design elevator upgrade) -- \$9,700
- Memorial Hall (design elevator upgrade) -- \$11,550
- Sandoz Center (exquisite miniatures exhibit) -- \$100
- Sandoz Center (biodiversity in the Art of Carel Pieter Brest Van Kempen exhibit) -- \$2,000
- Market Development (consulting for corporate partnership development) - \$10,000 base; \$100/hour on leadership development modules and reimbursements
- Omaha, NE (face-to-face instruction with student independent study) -- \$150/credit hour, per registrant, per course paid to CSC
- Memorial Hall (piano recital and instruction of piano master class) -- \$570
- Memorial Hall (piano tuning) - (per time and materials not to exceed \$3,500)
- Armstrong Gymnasium (track and field official starter) -- \$400
- Armstrong Gymnasium (track and field official clerk of the finish and starter) -- \$350

- Memorial Hall (provide percussion for practice sessions and performances) -- \$150
- Memorial Hall (costumer for Lysistrata) -- \$800
- Student Center (DJ for dance) -- \$125/event for three events
- Campus (provide education/observation experiences for selected students) - N/A
- Armstrong Gymnasium (basketball scorebook) -- \$25/game
- Student Center (CPR training for Project Strive students) -- \$30/student
- Student Center (three 16 x 20 painted canvases unframed) -- \$300
- Campus (graphic designer for release) -- \$150
- Campus (guest speaker) - travel and lodging expenses not to exceed \$500
- Memorial Hall (piano recital and instruction of masterclass) -- \$500

Chadron State Change Order

- Campus (#1 minimum number of students changed from 12 to 10) - cost per student increases from \$2,850 to \$2,925

Peru State Contracts

- Campus (boiler tune ups agreement/preventative maintenance) -- \$16,592
- Nebraska City Football Field (custodial services during game [11/9]) -- \$120
- Nebraska City Football Field (custodial services during game [11/9]) -- \$120
- Theatre (east and west ceiling repair) -- \$16,262
- TJ Majors (guest lecturer) -- \$300
- Theatre (removal and installation of carpet) -- \$7,315.24
- Hoyt Science Building (install H2O softener) -- \$3,989.10
- Hoyt Science Building (re-roof auditorium scenery shop Area D) -- \$24,989
- Library (subscription) -- \$4,041
- Theatre (speaker) -- \$3,500 plus hotel
- Student Center (karaoke lunch) -- \$250
- All Home Football Games - Auburn, Falls City, Nebraska City (Voice of the Bobcat [announcer]) -- \$1,271.39
- Theatre (painting, wall repairs from water flood damage) -- \$8,233
- Jindra Fine Arts (guest speaker) -- \$200
- AWAC (comedian for Spring SAAC event with athletes) -- \$500
- AWAC (training/testing with coaches and athletes) -- \$1,200
- Campus (paper shredding services) -- \$113/month plus \$.15 per pound over additional service fee
- Delzell Hall (repair leaking condensate return line) -- \$5,300
- AWAC (repair back boards) -- \$3,550
- Nebraska City Football Field (ambulance on standby during football games 11/2 and 11/9) -- \$200
- TJ Majors (presentation) -- \$350
- Campus (advertising/marketing) -- \$3,200
- AWAC (install 3 bleacher rollers) -- \$1,370
- Campus (advertising/marketing) -- \$544.85/month

- Jindra Fine Arts and Theatre (jazz festival clinician) -- \$500 plus 2 nights lodging
- Campus (advertising/marketing) -- \$2,044.38
- Campus (advertising/marketing) -- \$1,386.24
- Campus (advertising/marketing) -- \$2,760
- Campus (advertising/marketing) -- \$1,599
- Jindra Fine Arts (Chautauqua performance) -- \$1,000
- Hoyt Science Building (water main repair) - not to exceed \$7,000
- Student Center (karaoke at lunch) -- \$250
- AWAC Cheerleader Locker Room (spray tanning) -- \$800
- CATS (counseling supervisor for Jamie Eberly) -- \$75/hour
- Student Center (speaker) -- \$1,000

Wayne State Contracts

- Berry Hall (work on shower stalls in basement men's restroom) -- \$964
- Campuswide (bi-annual service on elevators and vertical platform lift) -- \$3,640
- Campuswide (semi-annual fire alarm system inspections) -- \$990
- Campuswide (clean hood and exhaust cleaning) -- \$4,250
- Carhart Science (replacement window blinds) -- \$3,390
- Carlson Natatorium Hydro Room (remove floor) -- \$5,989
- Hahn Administration & Pile Hall (new packings for elevators) -- \$4,675
- Hahn Administration East Entrance (remove and replace existing sidewalk) -- \$5,158
- Humanities (design services) -- \$6,800
- Library (remove asbestos) -- \$235,550
- Library (guaranteed maximum price) -- \$16,744,820
- Library (provide and install 48-strand fiber optic cable to Library) -- \$36,630
- Lindahl Drive (design contract) -- \$68,409
- Morey Hall Exterior Restoration (design contract) -- \$11,200
- Neihardt Hall (new fixtures in elevator and re-program) -- \$3,820
- Neihardt Hall (clean, seal and grout shower floors and walls) -- \$9,720
- Memorial Stadium (design and install press box graphics and black walls) -- \$10,058
- Peterson Fine Arts - Clerestory (design contract) -- \$29,440
- Recreation Center (plumbing projects) -- \$5,495
- Recreation Center Fire Alarm System (design contract) -- \$8,500
- Rice Auditorium Locker Room (specified mirror in alternate size) -- \$346
- Rice Auditorium Locker Room (enlarge return grills) -- \$318
- Rice Auditorium Locker Room (add drywall; finish 2 additional soffits) -- \$445
- Softball/Baseball Complex (install poles to support safety netting) -- \$10,830
- Softball/Baseball Complex (install netting) -- \$13,950
- Stadium Press Box (design services) -- \$18,000
- Student Center (fill planter boxes and repair floor in atrium) -- \$2,310
- Student Center (design work - replace electrical distribution panel) -- \$7,500

- Terrace Hall (design work - ADA improvements) -- \$18,560

8. Miscellaneous Action and Information Items

8.1 Proposed 2014-2015 Board of Trustees Meeting Dates

Board members were asked to review the meeting schedules for 2014-2015 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 2014-2015 at the June 10, 2014 meeting.

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

'SEPTEMBER	BOARD MEETING-PERU	September 6, 2014 Saturday
INOVEMBER	BOARD MEETING-CHADRON	November 6-7, 2014 Thursday-Friday
JANUARY	BOARD MEETING-LINCOLN	January 20, 2015 Tuesday
MARCH	BOARD MEETING-LINCOLN	March 20, 2015 Friday
JUNE	BOARD MEETING-WAYNE	June 18-19, 2015 Thursday-Friday

2014-15 Proposed Board Meeting Schedule (Six Meetings Per Year)

'SEPTEMBER	BOARD MEETING-PERU	September 6, 2014 Saturday
NOVEMBER	BOARD MEETING-CHADRON	November 6-7, 2014 Thursday-Friday
JANUARY	BOARD MEETING-LINCOLN	January 20, 2015 Tuesday
MARCH	BOARD MEETING-LINCOLN	March 6, 2015 Friday
APRIL	BOARD MEETING-LINCOLN	April 24, 2015 Friday

JUNE

BOARD MEETING-WAYNE

June 18-19, 2015
Thursday-Friday

Chair Suarez noted that she and Trustees Chaney and Peterson would serve as the nominating committee for the 2014-2015 Board and Facilities Corporation officers.

ii. Chancellor's Report

Chancellor Carpenter commented on the many changes that had occurred in the System in the last 10 years emphasizing the changes in the area of information technology. Vice Chancellor Hoffman stated that about 6 years ago the NeSIS computing system was born. This system allows for a sharing of all computing services for Admissions, Business Offices, Financial Aid and many other offices at the Colleges and System Office.

Chancellor Carpenter also indicated the Master Resolution for the sale of bonds is done for the System which allows for better interest rates and ratings for bond issues.

Chancellor Carpenter stated that the Board has indicated that it wants to have a retreat this year. He said he would coordinate the retreat with the June 10, 2014 Board meeting.

iii. Presidents' Report

WSC Vice President Carstens reported on the recent strategic planning process at Wayne State.

CSC President Rhine reported on the new Teaching and Learning Center at Chadron State.

PSC President Hanson reported on the strong relationship between Peru State and the Peru State College Foundation.

iv. Student Trustees' Report

WSC Student Trustee Becker reported on the many activities that had recently occurred at Wayne State. She also thanked the Board for the opportunity to serve as a student trustee.

CSC Student Trustee Reynaga reported on the various academic and athletic activities that had occurred at Chadron State. He thanked the Board for the Board of Trustees Scholarship and the Davis Chambers Scholarship as well as the opportunity to serve as a student trustee.

PSC Student Trustee Merrill reported on the various upcoming activities at Peru State and also thanked the Board for the opportunity to serve as a student trustee.

Board Chair, Michelle Suarez thanked the out-going student trustees for their service on the Board and presented them with certificates.

Adjournment

The meeting was closed at 9:50 AM

Stan Carpenter, Chancellor

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Faculty -- State Supported Positions											
Anderson, Timothy E	Professor	1.00	89,810.00	1,796.00	0.00	0.00	0.00	0.00	91,606.00	2.00%	
Bahr, Katherine E	Professor	1.00	68,955.00	1,379.00	0.00	0.00	0.00	0.00	70,334.00	2.00%	
Bentz, Laura A	Professor	1.00	56,136.00	1,123.00	0.00	3,000.00	5,082.00	0.00	65,341.00	16.40%	
Bird, Richard J	Professor	1.00	77,206.00	1,544.00	0.00	0.00	0.00	0.00	78,750.00	2.00%	
Blundell, E Patricia	Professor	1.00	71,432.00	1,429.00	0.00	0.00	0.00	0.00	72,861.00	2.00%	
Bogner, Michael P	Professor	1.00	69,288.00	1,386.00	0.00	0.00	0.00	0.00	70,674.00	2.00%	
Bruehlman, August	Professor	1.00	74,917.00	1,498.00	0.00	0.00	0.00	0.00	76,415.00	2.00%	
Donahue, Mary	Professor	1.00	64,694.00	1,294.00	0.00	0.00	0.00	0.00	65,988.00	2.00%	
Donahue, Timothy D	Professor	1.00	68,458.00	1,369.00	0.00	0.00	0.00	0.00	69,827.00	2.00%	
Evertson, Matthew Q	Professor	1.00	67,019.00	1,340.00	0.00	0.00	0.00	0.00	68,359.00	2.00%	
Gaudet, Laura B	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Hardy, Joyce	Professor	1.00	108,681.00	2,174.00	0.00	0.00	0.00	0.00	110,855.00	2.00%	
Haugland, Jerry	Professor	1.00	69,906.00	1,398.00	0.00	0.00	0.00	0.00	71,304.00	2.00%	
Keith, Tim J	Professor	1.00	70,834.00	1,417.00	0.00	0.00	0.00	0.00	72,251.00	2.00%	
King, Donald R	Professor	1.00	68,628.00	1,373.00	0.00	0.00	0.00	0.00	70,001.00	2.00%	
Kirsch, Kathleen C	Professor	1.00	56,740.00	1,135.00	0.00	3,000.00	4,466.00	0.00	65,341.00	15.16%	
Koza, Richard A	Professor	1.00	78,433.00	1,569.00	0.00	0.00	0.00	0.00	80,002.00	2.00%	
Leesch Bogner, Lisette D	Professor	1.00	63,475.00	1,270.00	0.00	3,000.00	0.00	0.00	67,745.00	6.73%	
Leite, Michael B	Professor	1.00	69,293.00	1,386.00	0.00	0.00	0.00	0.00	70,679.00	2.00%	
Limbach, Barbara	Professor	1.00	76,889.00	1,538.00	0.00	0.00	0.00	0.00	78,427.00	2.00%	
Madsen, Kim A	Professor	1.00	72,641.00	1,453.00	0.00	0.00	0.00	0.00	74,094.00	2.00%	
Mays, Roger W	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
McEwen, Robert F	Professor	1.00	78,690.00	1,574.00	0.00	0.00	0.00	0.00	80,264.00	2.00%	
Moody, Yvonne M	Professor	1.00	81,688.00	1,634.00	0.00	0.00	0.00	0.00	83,322.00	2.00%	
Nobiling, Tracy L	Professor	1.00	76,971.00	1,539.00	0.00	0.00	0.00	0.00	78,510.00	2.00%	
Ritzen, Scott	Professor	1.00	73,072.00	1,461.00	0.00	0.00	0.00	0.00	74,533.00	2.00%	
Roweton, William	Professor	1.00	87,497.00	1,750.00	0.00	0.00	0.00	0.00	89,247.00	2.00%	
Schaefer, George W	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Schreuder, Joel T	Professor	1.00	65,334.00	1,307.00	0.00	0.00	0.00	0.00	66,641.00	2.00%	
Stack, Robert V	Professor	1.00	80,050.00	1,601.00	0.00	0.00	0.00	0.00	81,651.00	2.00%	
Tucker, Thomas Deane	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Watt, Don E	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Waugh, Wendy	Professor	1.00	73,383.00	1,468.00	0.00	0.00	0.00	0.00	74,851.00	2.00%	
Wilburn, Brad	Professor	1.00	56,136.00	1,123.00	0.00	3,000.00	5,082.00	0.00	65,341.00	16.40%	
Sub-Total Professors		34.00	2,452,826.00	49,058.00	0.00	12,000.00	14,630.00	0.00	2,528,514.00		
Basnet, Hem C	Associate Professor	1.00	61,812.00	1,236.00	0.00	3,000.00	0.00	0.00	66,048.00	6.85%	
Bolze, Ronald P	Associate Professor	1.00	56,000.00	0.00	0.00	0.00	0.00	0.00	56,000.00	0.00%	F4
Brown, Linda	Associate Professor	1.00	55,025.00	1,101.00	0.00	0.00	0.00	0.00	56,126.00	2.00%	
Brust, Mathew	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Buchmann, Ann M	Associate Professor	1.00	55,076.00	1,102.00	0.00	0.00	0.00	0.00	56,178.00	2.00%	
Cary, Philip G	Associate Professor	1.00	69,743.00	1,395.00	0.00	0.00	0.00	0.00	71,138.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Ellington, H Elisabeth	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Enos, Karen	Associate Professor	1.00	59,483.00	1,190.00	0.00	0.00	0.00	0.00	60,673.00	2.00%	
Frink, Teresa	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Hoem, Bruce	Associate Professor	1.00	56,136.00	1,123.00	0.00	0.00	0.00	0.00	57,259.00	2.00%	
Hunn, Lorie	Associate Professor	1.00	58,689.00	1,174.00	0.00	0.00	0.00	0.00	59,863.00	2.00%	
Jamison, Wendy	Associate Professor	1.00	56,321.00	1,126.00	0.00	0.00	0.00	0.00	57,447.00	2.00%	
Knight, Robert	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Koehn, James	Associate Professor	1.00	68,461.00	1,369.00	0.00	0.00	0.00	0.00	69,830.00	2.00%	
Margetts, James	Associate Professor	1.00	59,483.00	1,190.00	0.00	0.00	0.00	0.00	60,673.00	2.00%	
McCallum, Henry	Associate Professor	1.00	56,270.00	1,125.00	0.00	3,000.00	0.00	0.00	60,395.00	7.33%	
Miller, Brandon L	Associate Professor	1.00	55,076.00	1,102.00	0.00	0.00	0.00	0.00	56,178.00	2.00%	
Rahman, Shafiqur	Associate Professor	1.00	60,843.00	1,217.00	0.00	0.00	0.00	0.00	62,060.00	2.00%	
Ritzen, Donna R	Associate Professor	1.00	51,727.00	1,035.00	0.00	3,000.00	0.00	0.00	55,762.00	7.80%	
Schaeffer, Susan	Associate Professor	1.00	56,194.00	1,124.00	0.00	0.00	0.00	0.00	57,318.00	2.00%	
Smith, Thomas E	Associate Professor	1.00	51,510.00	1,030.00	0.00	3,000.00	83.00	0.00	55,623.00	7.98%	
Stephens, Michael	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Taylor, Una D	Associate Professor	1.00	54,804.00	1,096.00	0.00	0.00	0.00	0.00	55,900.00	2.00%	
Varpness, Zachary	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Wada, James	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Wentworth, Beth	Associate Professor	1.00	56,421.00	1,128.00	0.00	0.00	0.00	0.00	57,549.00	2.00%	
Woods, Kathleen E	Associate Professor	1.00	51,941.00	1,039.00	0.00	3,000.00	0.00	0.00	55,980.00	7.78%	
Sub-Total Associate Professors		27.00	1,532,743.00	29,539.00	0.00	15,000.00	83.00	0.00	1,577,365.00		
Badura, Victoria R	Assistant Professor	1.00	51,005.00	1,020.00	0.00	0.00	0.00	0.00	52,025.00	2.00%	
Brammer, Dawn D	Assistant Professor	1.00	48,111.00	962.00	3,000.00	0.00	0.00	0.00	52,073.00	8.24%	
Cavin, Scott B	Assistant Professor	1.00	55,197.00	1,104.00	0.00	0.00	0.00	0.00	56,301.00	2.00%	
French, Shaunda M	Assistant Professor	1.00	46,359.00	927.00	0.00	0.00	0.00	0.00	47,286.00	2.00%	
Gallegos, Nathaniel P	Assistant Professor	1.00	52,020.00	1,040.00	0.00	0.00	0.00	0.00	53,060.00	2.00%	
Hamaker, Jamie L	Assistant Professor	1.00	56,000.00	1,120.00	0.00	0.00	0.00	0.00	57,120.00	2.00%	
Hoffman, William	Assistant Professor	1.00	46,736.00	935.00	0.00	0.00	0.00	0.00	47,671.00	2.00%	
Jamison, Todd E	Assistant Professor	1.00	46,736.00	935.00	0.00	0.00	0.00	0.00	47,671.00	2.00%	
Kendrick, Roger	Assistant Professor	1.00	55,850.00	1,117.00	0.00	0.00	0.00	0.00	56,967.00	2.00%	
Kenney Jr, Richard H	Assistant Professor	1.00	56,100.00	1,122.00	0.00	0.00	0.00	0.00	57,222.00	2.00%	
Kinbacher, Kurt E	Assistant Professor	1.00	48,000.00	960.00	0.00	0.00	0.00	0.00	48,960.00	2.00%	
Madison, Lara L	Assistant Professor	1.00	47,000.00	940.00	0.00	0.00	0.00	0.00	47,940.00	2.00%	
Nesheim, David A	Assistant Professor	1.00	50,480.00	1,010.00	0.00	0.00	0.00	0.00	51,490.00	2.00%	
VACANT	Assistant Professor	1.00	45,500.00	0.00	0.00	0.00	0.00	0.00	45,500.00	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	47,000.00	0.00	0.00	0.00	0.00	0.00	47,000.00	0.00%	
Perlinski, Anthony T	Assistant Professor	1.00	42,000.00	840.00	0.00	0.00	0.00	0.00	42,840.00	2.00%	
Poole, Loren D	Assistant Professor	1.00	60,782.00	1,216.00	0.00	0.00	0.00	0.00	61,998.00	2.00%	
Sealey, Jesse V	Assistant Professor	1.00	50,480.00	1,010.00	0.00	0.00	0.00	0.00	51,490.00	2.00%	
Shuler, Sidney E	Assistant Professor	1.00	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Tingley, Christopher M	Assistant Professor	1.00	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Vogl, Michael	Assistant Professor	1.00	49,069.00	981.00	0.00	0.00	0.00	0.00	50,050.00	2.00%	
Sub-Total Assistant Professors		22.00	1,095,425.00	19,039.00	3,000.00	0.00	0.00	0.00	1,117,464.00		
Albertazzi, Teri A	Instructor	1.00	36,720.00	734.00	0.00	0.00	0.00	0.00	37,454.00	2.00%	
Carey, Charles O	Instructor	1.00	40,585.00	812.00	0.00	0.00	0.00	0.00	41,397.00	2.00%	
Kennedy, Michael	Instructor	1.00	48,226.00	965.00	0.00	0.00	0.00	0.00	49,191.00	2.00%	
VACANT	Instructor	1.00	47,000.00	0.00	0.00	0.00	0.00	0.00	47,000.00	0.00%	
Schroeder, Breon G	Instructor	1.00	36,500.00	730.00	0.00	0.00	0.00	0.00	37,230.00	2.00%	
Sub-Total Instructors		5.00	209,031.00	3,241.00	0.00	0.00	0.00	0.00	212,272.00		
VACANT	Lecturer	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	
Sub-Total Lecturers		1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00		
TOTAL FACULTY		89.00	5,335,025.00	100,877.00	3,000.00	27,000.00	14,713.00	0.00	5,480,615.00		

NOTES

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

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
<u>NSCPA Professional Staff -- State Supported Positions</u>											
Binkard, Daniel	Digital Graphic Designer	1.00	36,897.00	738.00	0.00	0.00	0.00	0.00	37,635.00	2.00%	
Bogus, Kevin J	Teacher	1.00	26,000.00	520.00	0.00	0.00	0.00	0.00	26,520.00	2.00%	
Brennan, Blair	Construction Project Coordinator	1.00	53,395.00	1,068.00	0.00	0.00	0.00	0.00	54,463.00	2.00%	
Burke, Melissa F	Compliance Coordinator	1.00	40,370.00	807.00	0.00	0.00	0.00	0.00	41,177.00	2.00%	
Camerlinck, Angela	Project Coordinator	1.00	34,000.00	680.00	0.00	0.00	0.00	0.00	34,680.00	2.00%	
Cassiday, Jerry D	Licensed Student Counselor	0.75	36,959.00	739.00	0.00	0.00	0.00	0.00	37,698.00	2.00%	
Collins, Joby D	IT Analyst	1.00	60,835.00	1,217.00	0.00	0.00	0.00	0.00	62,052.00	2.00%	
Cook, Tena	Marketing Coordinator	1.00	60,976.00	1,220.00	0.00	0.00	0.00	0.00	62,196.00	2.00%	
Croft, Heather	Academic Advisor	1.00	36,977.00	740.00	0.00	0.00	0.00	0.00	37,717.00	2.00%	
Croft, Keith	IT Analyst	1.00	55,835.00	1,117.00	0.00	0.00	0.00	0.00	56,952.00	2.00%	
Diers, Ameer S	Project Coordinator	0.75	26,500.00	530.00	0.00	0.00	0.00	0.00	27,030.00	2.00%	
Dockweiler, Ann J	Nurse	0.83	40,967.00	819.00	0.00	0.00	0.00	0.00	41,786.00	2.00%	
Emerson, Sherrie B	IT Support	1.00	34,756.00	695.00	0.00	0.00	0.00	0.00	35,451.00	2.00%	
Frederick, Lori A	Project Coordinator	1.00	33,500.00	670.00	1,000.00	0.00	0.00	0.00	35,170.00	4.99%	
Fullerton, Christine	Librarian-Public Services	1.00	46,159.00	923.00	0.00	0.00	0.00	0.00	47,082.00	2.00%	
Gamble, Bradley G	Assistant Coach	0.83	30,000.00	600.00	1,000.00	0.00	0.00	0.00	31,600.00	5.33%	
Gimeson, Merle	Publications Specialist	1.00	51,706.00	1,034.00	0.00	0.00	0.00	0.00	52,740.00	2.00%	
Giorgi, Starr	IT Specialist	1.00	50,000.00	1,000.00	0.00	0.00	0.00	0.00	51,000.00	2.00%	
Gonzalez, Frances	Tutorial Services Counselor	0.83	47,088.00	942.00	0.00	0.00	0.00	0.00	48,030.00	2.00%	
Green, Christopher A	Physical Activity Center Coordinator	1.00	39,584.00	792.00	0.00	0.00	0.00	0.00	40,376.00	2.00%	
Harding, Ashley M	Admissions Representative	1.00	32,335.00	647.00	0.00	0.00	0.00	0.00	32,982.00	2.00%	
Hartman, Shawn	Librarian Outreach Services	1.00	59,284.00	1,186.00	0.00	0.00	0.00	0.00	60,470.00	2.00%	
Haynes, Teresa L	Academic Advisor	1.00	39,956.00	799.00	0.00	0.00	0.00	0.00	40,755.00	2.00%	
Huckfeldt, Bruce W	Print Shop Supervisor	1.00	46,250.00	925.00	0.00	0.00	0.00	0.00	47,175.00	2.00%	
Jersild, Craig R	Assistant Coach	0.83	30,394.00	608.00	0.00	0.00	0.00	0.00	31,002.00	2.00%	
Johnson, Roberta J	Extended Campus Program Coordinator	1.00	46,582.00	932.00	0.00	0.00	0.00	0.00	47,514.00	2.00%	
Kennell, Deena	Director Internships & Career Services	1.00	57,255.00	1,145.00	1,000.00	0.00	0.00	0.00	59,400.00	3.75%	
Kintz, Kayla R	IT Technician	1.00	36,035.00	721.00	0.00	0.00	0.00	0.00	36,756.00	2.00%	
Kuhnel, Kristal S	Director-Graduate Studies Program	1.00	45,230.00	905.00	0.00	0.00	0.00	0.00	46,135.00	2.00%	
Langford, Annette	Project Coordinator	1.00	37,557.00	751.00	0.00	0.00	0.00	0.00	38,308.00	2.00%	
Larson, Jeff L	Football Defensive Coordinator	1.00	43,572.00	871.00	0.00	0.00	0.00	0.00	44,443.00	2.00%	
Lecher, Danielle M	Academic Advisor	1.00	41,977.00	840.00	0.00	0.00	0.00	0.00	42,817.00	2.00%	
Ledbetter, Elizabeth	Instructional Tech & Design Specialist	1.00	55,500.00	1,110.00	0.00	0.00	0.00	0.00	56,610.00	2.00%	
Linegar, Malinda	IT Specialist	1.00	45,835.00	917.00	0.00	0.00	0.00	0.00	46,752.00	2.00%	
Mack, Jill E	Director-Health Professions Program	1.00	44,288.00	886.00	0.00	0.00	0.00	0.00	45,174.00	2.00%	
Newberg, Pamela J	Head of Technical Services	1.00	52,860.00	1,057.00	0.00	0.00	0.00	0.00	53,917.00	2.00%	
VACANT	IT Specialist	1.00	45,000.00	0.00	0.00	0.00	0.00	0.00	45,000.00	0.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
VACANT	Librarian-Public Services	1.00	46,235.00	0.00	0.00	0.00	0.00	0.00	46,235.00	0.00%	
VACANT	Accompanist	0.92	34,000.00	0.00	0.00	0.00	0.00	0.00	34,000.00	0.00%	
VACANT	Accountant	1.00	33,660.00	0.00	0.00	0.00	0.00	0.00	33,660.00	0.00%	
Omelanuk, Joy C	Project Coordinator	1.00	35,235.00	705.00	0.00	0.00	0.00	0.00	35,940.00	2.00%	
Pajeda, Kristina M	Admissions Representative	1.00	30,356.00	607.00	0.00	0.00	0.00	0.00	30,963.00	2.00%	
Patterson, Jereme	IT Analyst	1.00	55,000.00	1,100.00	0.00	0.00	0.00	0.00	56,100.00	2.00%	
Peters, Katherine A	Academic Support Center Coordinator	1.00	43,760.00	875.00	0.00	0.00	0.00	0.00	44,635.00	2.00%	
Phagan, Laura D	Admissions Representative	1.00	31,835.00	637.00	0.00	0.00	0.00	0.00	32,472.00	2.00%	
Polak, Sarah	Director-Museum	1.00	59,292.00	1,186.00	0.00	0.00	0.00	0.00	60,478.00	2.00%	
Pourier, Sheila	Financial Aid Counselor	1.00	33,226.00	665.00	0.00	0.00	0.00	0.00	33,891.00	2.00%	
Rickenbach, Michele	Assistant Registrar	1.00	38,897.00	778.00	0.00	0.00	0.00	0.00	39,675.00	2.00%	
Ritzen, Cassandra A	Coordinator of Admissions Services	1.00	29,835.00	597.00	0.00	0.00	0.00	0.00	30,432.00	2.00%	
Roberts, Eric W	IT Specialist	1.00	44,835.00	897.00	0.00	0.00	0.00	0.00	45,732.00	2.00%	
Rolfsmeier, Steven B	Director-Museum	0.92	55,476.00	1,110.00	0.00	0.00	0.00	0.00	56,586.00	2.00%	
Rutt, Aaron	Manager-Payroll	1.00	36,782.00	736.00	0.00	0.00	0.00	0.00	37,518.00	2.00%	
Sanders, Ricci L	Admissions Representative	1.00	29,000.00	580.00	0.00	0.00	0.00	0.00	29,580.00	2.00%	
Schmid, Andrew	IT Specialist	1.00	46,285.00	926.00	0.00	0.00	0.00	0.00	47,211.00	2.00%	
Scoggan, Alisha L	Financial Aid Counselor	0.76	22,746.00	455.00	0.00	0.00	0.00	0.00	23,201.00	2.00%	
Scoggan, Alisha L	Financial Aid Counselor	0.24	7,379.00	148.00	0.00	0.00	0.00	0.00	7,527.00	2.01%	
Serres, Bryant J	IT Specialist	1.00	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Singpiel, Christopher M	Coordinator of Admissions Services	1.00	32,145.00	643.00	0.00	0.00	0.00	0.00	32,788.00	2.00%	
Smith, Debra A	Coordinator of Admissions Services	1.00	36,395.00	728.00	0.00	0.00	0.00	0.00	37,123.00	2.00%	
Spencer, Caitlin J	Academic Advisor	1.00	36,619.00	732.00	0.00	0.00	0.00	0.00	37,351.00	2.00%	
Stein, Christopher	Football Offensive Coordinator	1.00	43,572.00	871.00	0.00	0.00	0.00	0.00	44,443.00	2.00%	
Summers, Molly R	Financial Aid Counselor	0.75	22,585.00	452.00	0.00	0.00	0.00	0.00	23,037.00	2.00%	
Summers, Molly R	Financial Aid Counselor	0.25	7,540.00	151.00	0.00	0.00	0.00	0.00	7,691.00	2.00%	
Tewahade, Tewahade M	IT Analyst	1.00	55,000.00	1,100.00	0.00	0.00	0.00	0.00	56,100.00	2.00%	
Van Vleet, Stefani L	Project Coordinator	1.00	33,485.00	670.00	0.00	0.00	0.00	0.00	34,155.00	2.00%	
Wellnitz, Eric	IT Technician	1.00	36,035.00	721.00	0.00	0.00	0.00	0.00	36,756.00	2.00%	
Williamson, Dale E	Registrar	1.00	77,440.00	1,549.00	0.00	0.00	0.00	0.00	78,989.00	2.00%	
Wright, Ottley	Academic Advisor	1.00	47,296.00	946.00	0.00	0.00	0.00	0.00	48,242.00	2.00%	
Zeller, Lawayne	Certification Officer	1.00	40,225.00	805.00	0.00	0.00	0.00	0.00	41,030.00	2.00%	
TOTAL		65.66	2,829,585.00	53,421.00	3,000.00	0.00	0.00	0.00	2,886,006.00		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>											
Ballard, Chelsea B	Assistant Director-Residence Life	1.00	24,495.00	490.00	0.00	0.00	0.00	0.00	24,985.00	2.00%	
Mitchell, Cassie H	Assistant Director-Residence Life	1.00	24,495.00	490.00	0.00	0.00	0.00	0.00	24,985.00	2.00%	
VACANT	Assistant Director-Residence Life	1.00	24,495.00	0.00	0.00	0.00	0.00	0.00	24,495.00	0.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Chadron State College

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Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
VACANT	Assistant Director-Residence Life	1.00	24,495.00	0.00	0.00	0.00	0.00	0.00	24,495.00	0.00%	
Sinn, Laure C	Student Activities Coordinator	1.00	50,928.00	1,019.00	0.00	0.00	0.00	0.00	51,947.00	2.00%	
Tallman, Philip E	Assistant Director-Residence Life	1.00	24,495.00	490.00	0.00	0.00	0.00	0.00	24,985.00	2.00%	
TOTAL		6.00	173,403.00	2,489.00	0.00	0.00	0.00	0.00	175,892.00		
Professional Staff (Non-Union) -- State Supported Positions											
Baily, Janel B	Head Volleyball Coach	0.83	40,800.00	816.00	1,000.00	0.00	0.00	0.00	42,616.00	4.45%	
Baily, Ryan J	Head Track & Field Coach	1.00	54,342.00	1,087.00	0.00	0.00	0.00	0.00	55,429.00	2.00%	P1
Bargen, Brent	Head Mens Basketball Coach	1.00	55,355.00	1,107.00	0.00	0.00	0.00	0.00	56,462.00	2.00%	
Bargen, Leslie	Development Officer	1.00	41,685.00	834.00	0.00	0.00	0.00	0.00	42,519.00	2.00%	
Bayne, Deann	Director Extended Campus Sites	1.00	49,638.00	993.00	0.00	0.00	0.00	0.00	50,631.00	2.00%	
Bullington, Justy R	Interim Admissions Representative	1.00	25,000.00	500.00	0.00	0.00	0.00	0.00	25,500.00	2.00%	P5
Burk, Ann M	Chief Information Officer	1.00	90,555.00	1,811.00	0.00	0.00	0.00	0.00	92,366.00	2.00%	
Butler, Cheryl A	Director-Transitional Studies Program	1.00	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Carey, Tamsyn	Project Director	1.00	49,450.00	989.00	0.00	0.00	0.00	0.00	50,439.00	2.00%	
Carnot, Mary Jo	Director of Teaching & Learning Center	1.00	86,700.00	1,734.00	0.00	0.00	0.00	0.00	88,434.00	2.00%	
Connealy, Theresa A	Head Golf Coach	0.50	18,000.00	360.00	0.00	0.00	0.00	0.00	18,360.00	2.00%	P3
Connealy, Timothy P	Head Womens Basketball Coach	1.00	50,771.00	1,015.00	0.00	0.00	0.00	0.00	51,786.00	2.00%	
Crouse, Margaret R	Dean	1.00	113,227.00	5,661.00	0.00	0.00	0.00	0.00	118,888.00	5.00%	
Dawson, Theresa	Director of Institutional Research	1.00	83,908.00	1,678.00	0.00	0.00	0.00	0.00	85,586.00	2.00%	
Douglas, Sherry	Senior Director of Student Services	1.00	73,144.00	1,463.00	0.00	0.00	0.00	0.00	74,607.00	2.00%	
Dunbar, Shelley D	Director Of Human Resources	1.00	66,000.00	1,320.00	0.00	0.00	0.00	0.00	67,320.00	2.00%	
Gaswick, Kari J	Comptroller	1.00	55,000.00	1,100.00	0.00	0.00	0.00	0.00	56,100.00	2.00%	
Grant, Dale E	Vice President Administration & Finance	1.00	116,698.00	5,835.00	0.00	0.00	0.00	0.00	122,533.00	5.00%	
Hansen, Jon P	Interim Vice Pres Enroll Mgmt & Mkting	1.00	97,654.00	4,883.00	0.00	0.00	0.00	0.00	102,537.00	5.00%	
Helmbrecht, Alex	Director of College Relations	0.50	32,000.00	640.00	0.00	0.00	0.00	0.00	32,640.00	2.00%	P1
Helmbrecht, Alex	Director of College Relations	0.50	32,000.00	640.00	0.00	0.00	0.00	0.00	32,640.00	2.00%	P1
Hines, Susan C	Assoc VP Teach & Learn Technologies	1.00	105,000.00	2,100.00	0.00	0.00	0.00	0.00	107,100.00	2.00%	
Hughes, Melany K	Budget Director	1.00	48,904.00	978.00	0.00	0.00	0.00	0.00	49,882.00	2.00%	
Hunter, Brett C	Head Wrestling Coach	1.00	38,760.00	775.00	0.00	0.00	0.00	0.00	39,535.00	2.00%	
Hyer, Joel R	Dean	1.00	99,691.00	4,985.00	0.00	0.00	0.00	0.00	104,676.00	5.00%	
Kingsley, Brittany L	Interim Accountant	1.00	32,500.00	650.00	0.00	0.00	0.00	0.00	33,150.00	2.00%	P5
Lacy, Kirk P	Special Assistant to the President	0.50	50,000.00	1,000.00	0.00	0.00	0.00	0.00	51,000.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Long, Jay B	Head Football Coach	0.92	79,841.00	1,597.00	0.00	0.00	0.00	0.00	81,438.00	2.00%	
Luper, Dustin	Head Rodeo Coach	0.65	26,566.00	531.00	0.00	0.00	0.00	0.00	27,097.00	2.00%	
Luper, Dustin	Head Rodeo Coach	0.27	11,385.00	228.00	0.00	0.00	0.00	0.00	11,613.00	2.00%	
Marshall, Conrad K	Information Services Officer	0.33	25,579.00	512.00	0.00	0.00	0.00	0.00	26,091.00	2.00%	P3
McLain, Joseph D	Assistant Game Management	0.40	16,065.00	321.00	0.00	0.00	0.00	0.00	16,386.00	2.00%	P3
Mitchell, Melissa A	Director of Records	0.15	7,212.00	144.00	0.00	0.00	0.00	0.00	7,356.00	2.00%	
Mitchell, Melissa A	Director of Records	0.85	46,823.00	936.00	0.00	0.00	0.00	0.00	47,759.00	2.00%	
VACANT	Dean	1.00	95,880.00	4,790.00	0.00	0.00	0.00	0.00	100,670.00	5.00%	
VACANT	Director-Assessment	1.00	69,000.00	0.00	0.00	0.00	0.00	0.00	69,000.00	0.00%	
VACANT	Senior Director of Student Affairs	1.00	73,000.00	1,460.00	0.00	0.00	0.00	0.00	74,460.00	2.00%	
VACANT	Head Softball Coach	0.43	3,000.00	0.00	0.00	0.00	0.00	0.00	3,000.00	0.00%	P3
Pope, Karen K	Director of Development & Alumni	1.00	50,390.00	1,008.00	0.00	0.00	0.00	0.00	51,398.00	2.00%	
Smith Jr, Joel R	Athletic Director	1.00	110,000.00	2,200.00	0.00	0.00	0.00	0.00	112,200.00	2.00%	
Snare, Charles	Vice President Academic Affairs	1.00	116,660.00	5,833.00	0.00	0.00	0.00	0.00	122,493.00	5.00%	
Stein, Lisa A	Director of Admissions	1.00	57,500.00	1,150.00	0.00	0.00	0.00	0.00	58,650.00	2.00%	
Stetson, Gayle	Human Resources Coordinator	1.00	39,065.00	781.00	0.00	0.00	0.00	0.00	39,846.00	2.00%	
Taylor, Stephen M	Assoc Vice President Market Development	1.00	98,158.00	1,963.00	0.00	0.00	0.00	0.00	100,121.00	2.00%	
Vroman, Lona K	Director - Child Development Center	1.00	30,600.00	612.00	0.00	0.00	0.00	0.00	31,212.00	2.00%	
TOTAL		38.83	2,608,506.00	69,920.00	1,000.00	0.00	0.00	0.00	2,679,426.00		
Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)											
Grant, Billie K	Manager of Residence Life Programs	1.00	36,000.00	720.00	0.00	0.00	0.00	0.00	36,720.00	2.00%	
Johns, Shellie	Coordinator of Conferences	1.00	42,388.00	848.00	0.00	0.00	0.00	0.00	43,236.00	2.00%	
Simons, Sheryl J	Director of Housing & Residence Life	1.00	66,106.00	1,322.00	0.00	0.00	0.00	0.00	67,428.00	2.00%	
TOTAL		3.00	144,494.00	2,890.00	0.00	0.00	0.00	0.00	147,384.00		
TOTAL PROFESSIONAL		113.49	5,755,988.00	128,720.00	4,000.00	0.00	0.00	0.00	5,888,708.00		

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 or interim appointment (Special Appointment)
- P6 = new appointment

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
NAPE/Support Staff -- State Supported Positions											
Ahrens, Heather E	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Allen, Jarrod O	Electrician	0.60	18,360.00	367.00	0.00	0.00	0.00	0.00	18,727.00	2.00%	S2
Barry-Schommer, Brenda D	Office Assistant IV	0.50	23,364.00	467.00	0.00	0.00	0.00	0.00	23,831.00	2.00%	S2
Blanford, Jason S	Maintenance Repair Worker III	0.70	20,300.00	406.00	0.00	0.00	0.00	0.00	20,706.00	2.00%	S2
Blonien, Sharla	Office Assistant II	1.00	25,193.00	504.00	0.00	0.00	0.00	0.00	25,697.00	2.00%	
Bolze, Rebecca K	Academic Credentials Technician	1.00	25,252.00	505.00	0.00	15.00	0.00	0.00	25,772.00	2.06%	
Bradley, Kimberly A	Accounting Clerk II	1.00	25,141.00	503.00	0.00	0.00	0.00	0.00	25,644.00	2.00%	
Brennan, Colleen G	Medical Assistant	0.75	16,396.00	328.00	0.00	16.00	0.00	0.00	16,740.00	2.10%	
Brown, Brenda	Office Assistant II	1.00	24,960.00	499.00	0.00	1.00	0.00	0.00	25,460.00	2.00%	
Butler, Gregory	Maintenance Repair Worker IV	0.60	29,896.00	598.00	0.00	0.00	0.00	0.00	30,494.00	2.00%	S2
Clark, Kim D	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Coates, Amy L	Custodian	1.00	28,119.00	562.00	0.00	897.00	0.00	0.00	29,578.00	5.19%	
Conway, Craig E	Publications Technician	1.00	31,704.00	634.00	0.00	2,537.00	0.00	0.00	34,875.00	10.00%	
Crawford, Jarid	Security Officer II	1.00	25,252.00	505.00	0.00	15.00	0.00	0.00	25,772.00	2.06%	
Cummings, Kristol	Office Assistant II	0.75	18,720.00	374.00	0.00	1.00	0.00	0.00	19,095.00	2.00%	
Diehl, Robert G	Maintenance Repair Worker III	0.50	13,562.00	271.00	0.00	10.00	0.00	0.00	13,843.00	2.07%	S2
Doescher, Randy	Maintenance Repair Worker III	0.50	13,832.00	277.00	0.00	0.00	0.00	0.00	14,109.00	2.00%	S2
Downs, Joanne	Office Assistant II	0.83	23,290.00	466.00	0.00	0.00	0.00	0.00	23,756.00	2.00%	
Eleson, Bonnie	Custodian	1.00	31,887.00	638.00	0.00	7.00	0.00	0.00	32,532.00	2.02%	
Enos, Bryan	Maintenance Repair Worker II	1.00	26,791.00	536.00	0.00	5.00	0.00	0.00	27,332.00	2.02%	
Frandsen, Connie	Office Assistant II	1.00	28,060.00	561.00	0.00	0.00	0.00	0.00	28,621.00	2.00%	
Fry, Jeremy J	Maintenance Repair Worker IV	1.00	31,304.00	626.00	0.00	19.00	0.00	0.00	31,949.00	2.06%	
Garza, Leon N	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Gilmore, Roberta	Office Assistant II	1.00	24,768.00	495.00	0.00	0.00	0.00	0.00	25,263.00	2.00%	
Hartman, Janet L	Office Assistant II	1.00	31,885.00	638.00	0.00	2,401.00	0.00	0.00	34,924.00	9.53%	
Hayford, Eric	Custodian	1.00	23,213.00	464.00	0.00	15.00	0.00	0.00	23,692.00	2.06%	
Huckfeldt, Kimberly	Office Assistant II	1.00	34,980.00	700.00	0.00	0.00	0.00	0.00	35,680.00	2.00%	
James, Casey	Maintenance Repair Worker III	0.50	14,084.00	282.00	0.00	1,127.00	0.00	0.00	15,493.00	10.00%	S2
Jordan, Joseph R	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	22,318.00	446.00	0.00	1.00	0.00	0.00	22,765.00	2.00%	S2
Katen, Sally J	Accounting Clerk III	1.00	36,156.00	723.00	0.00	0.00	0.00	0.00	36,879.00	2.00%	
Kern, Silas Wade	Maintenance Repair Worker IV	1.00	49,088.00	982.00	0.00	17.00	0.00	0.00	50,087.00	2.04%	
Kuhnel, Lorin	Maintenance Repair Worker II	1.00	36,754.00	735.00	0.00	14.00	0.00	0.00	37,503.00	2.04%	
Lafontsee, Craig	Maintenance Repair Worker II	1.00	36,754.00	735.00	0.00	14.00	0.00	0.00	37,503.00	2.04%	
Malone, Velinda	Custodian	1.00	26,084.00	522.00	0.00	18.00	0.00	0.00	26,624.00	2.07%	
Mason, Kathy	Office Assistant III	1.00	40,283.00	806.00	0.00	0.00	0.00	0.00	41,089.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Mefferd, Sandra K	Custodian	1.00	20,322.00	406.00	0.00	1,627.00	0.00	0.00	22,355.00	10.00%	
Mittleider, Stacie	Office Assistant II	0.75	18,720.00	374.00	0.00	1.00	0.00	0.00	19,095.00	2.00%	
Moore, Jim	Maintenance Repair Worker III	0.50	21,248.00	425.00	0.00	2.00	0.00	0.00	21,675.00	2.01%	S2
Mowry, Marianne	Office Assistant II	1.00	25,708.00	514.00	0.00	2,058.00	0.00	0.00	28,280.00	10.00%	
Mracek, Patricia	Office Assistant II	1.00	26,242.00	525.00	0.00	0.00	0.00	0.00	26,767.00	2.00%	
Myers, Lewis L	Maintenance Repair Worker IV	0.50	20,093.00	402.00	0.00	4.00	0.00	0.00	20,499.00	2.02%	S2
Neuharth, Geraldine M	Office Assistant II	1.00	30,362.00	607.00	0.00	793.00	0.00	0.00	31,762.00	4.61%	
VACANT	Office Assistant II	1.00	22,319.00	0.00	0.00	0.00	0.00	0.00	22,319.00	0.00%	
VACANT	Accounting Clerk II	1.00	21,861.00	0.00	0.00	0.00	0.00	0.00	21,861.00	0.00%	
VACANT	Office Assistant I	1.00	18,887.00	0.00	0.00	0.00	0.00	0.00	18,887.00	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 II	1.00	23,941.00	0.00	0.00	0.00	0.00	0.00	23,941.00	0.00%	
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	19,439.00	389.00	0.00	0.00	0.00	0.00	19,828.00	2.00%	S2
Overshiner, Kelly L	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Perlinski, Paula S	Office Assistant II	1.00	21,861.00	437.00	0.00	21.00	0.00	0.00	22,319.00	2.10%	
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%	
Reece, SuAn	Office Assistant II	1.00	21,861.00	437.00	0.00	21.00	0.00	0.00	22,319.00	2.10%	
Roberts, Casey	Electrician Master	0.60	23,076.00	462.00	0.00	0.00	0.00	0.00	23,538.00	2.00%	S2
Schefcik, Karma	Custodial Leader	0.50	13,396.00	268.00	0.00	3.00	0.00	0.00	13,667.00	2.02%	S2
Schrader, Marsha	Office Assistant III	1.00	28,351.00	567.00	0.00	494.00	0.00	0.00	29,412.00	3.74%	
Speirs, Christopher A	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Stroup, Stephanie	Office Assistant II	0.50	12,480.00	250.00	0.00	0.00	0.00	0.00	12,730.00	2.00%	S2
Tausan, Judy	Office Assistant II	1.00	24,711.00	494.00	0.00	255.00	0.00	0.00	25,460.00	3.03%	
Turman, Bridget S	Custodian	1.00	30,571.00	611.00	0.00	0.00	0.00	0.00	31,182.00	2.00%	
Walgren, Cynthia S	Accounting Clerk II	1.00	31,138.00	623.00	0.00	1.00	0.00	0.00	31,762.00	2.00%	
Weber, Steve L	Maintenance Repair Worker II	1.00	26,791.00	536.00	0.00	5.00	0.00	0.00	27,332.00	2.02%	
Wess, Patrick M	Maintenance Repair Worker III	0.50	13,562.00	271.00	0.00	10.00	0.00	0.00	13,843.00	2.07%	S2
Wyatt, Samantha J	Mail Clerk	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
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		57.08	1,595,253.00	28,595.00	0.00	12,495.00	0.00	0.00	1,636,343.00		
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>											
Ainslie, Melvin	Custodian	1.00	31,475.00	630.00	0.00	427.00	0.00	0.00	32,532.00	3.36%	
Allen, Jarrod O	Electrician	0.40	12,240.00	245.00	0.00	0.00	0.00	0.00	12,485.00	2.00%	S2
Barry-Schommer, Brenda D	Office Assistant IV	0.50	23,364.00	467.00	0.00	0.00	0.00	0.00	23,831.00	2.00%	S2
Blanford, Jason S	Maintenance Repair Worker III	0.30	8,700.00	174.00	0.00	0.00	0.00	0.00	8,874.00	2.00%	S2
Butler, Gregory	Maintenance Repair Worker IV	0.40	19,930.00	399.00	0.00	0.00	0.00	0.00	20,329.00	2.00%	S2
Carnahan, Melody M	Office Assistant II	1.00	31,138.00	623.00	0.00	1.00	0.00	0.00	31,762.00	2.00%	
Diehl, Robert G	Maintenance Repair Worker III	0.50	13,562.00	271.00	0.00	9.00	0.00	0.00	13,842.00	2.06%	S2

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Chadron State College

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Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Doescher, Randy	Maintenance Repair Worker III	0.50	13,832.00	277.00	0.00	0.00	0.00	0.00	14,109.00	2.00%	S2
Franey, Blythe A	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Franey, Max E	Maintenance Repair Worker III	1.00	34,467.00	689.00	0.00	350.00	0.00	0.00	35,506.00	3.01%	
Gortsema, Judy A	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Hansen, Maruta	Custodian	1.00	25,012.00	500.00	0.00	1,112.00	0.00	0.00	26,624.00	6.44%	
Hessler, Barbara K	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Hirose, Mihoko	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
James, Casey	Maintenance Repair Worker III	0.50	14,084.00	282.00	0.00	1,127.00	0.00	0.00	15,493.00	10.00%	S2
Kadlecek, Scott D	Maintenance Repair Worker IV	0.50	22,319.00	446.00	0.00	1.00	0.00	0.00	22,766.00	2.00%	S2
Knaub, Nancy C	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
McKinnon, Kenneth W	Custodian	1.00	23,213.00	464.00	0.00	15.00	0.00	0.00	23,692.00	2.06%	
Moore, Jim	Maintenance Repair Worker III	0.50	21,247.00	425.00	0.00	1.00	0.00	0.00	21,673.00	2.00%	S2
Myers, Lewis L	Maintenance Repair Worker IV	0.50	20,093.00	402.00	0.00	3.00	0.00	0.00	20,498.00	2.02%	S2
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	19,439.00	389.00	0.00	0.00	0.00	0.00	19,828.00	2.00%	S2
Phillips, Kelly A	Office Assistant II	1.00	22,553.00	451.00	0.00	1,805.00	0.00	0.00	24,809.00	10.00%	
Roberts, Casey	Electrician Master	0.40	15,384.00	308.00	0.00	0.00	0.00	0.00	15,692.00	2.00%	S2
Schefcik, Karma	Custodial Leader	0.50	13,395.00	268.00	0.00	2.00	0.00	0.00	13,665.00	2.02%	S2
Scherbarth, Roseann J	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Serbousek, Russell J	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Wess, Patrick M	Maintenance Repair Worker III	0.50	13,562.00	271.00	0.00	9.00	0.00	0.00	13,842.00	2.06%	S2
Wood, Elaine	Custodian	1.00	31,887.00	638.00	0.00	7.00	0.00	0.00	32,532.00	2.02%	
Wright, Brittany N	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
TOTAL		21.50	593,472.00	11,867.00	0.00	4,949.00	0.00	0.00	610,288.00		
Support Staff (Non-Union) -- State Supported Positions											
Anderson, Pamela J	Secretary To The President	1.00	46,736.00	935.00	0.00	0.00	0.00	0.00	47,671.00	2.00%	
Baumann, M Todd	Maintenance Supervisor	0.55	24,750.00	495.00	0.00	0.00	0.00	0.00	25,245.00	2.00%	S2
Mays, Lucinda W	Grounds Supervisor	0.83	35,027.00	701.00	0.00	0.00	0.00	0.00	35,728.00	2.00%	
Milanovich, Evelin	Interim Accounting Clerk II	1.00	21,861.00	437.00	0.00	21.00	0.00	0.00	22,319.00	2.10%	
Mitchell, Kay L	Office Assistant II	1.00	21,861.00	437.00	0.00	21.00	0.00	0.00	22,319.00	2.10%	
Mowry, Harold H	Maintenance Supervisor	0.55	24,750.00	495.00	0.00	0.00	0.00	0.00	25,245.00	2.00%	S2
Stokey, Katherine	Office Assistant III	1.00	42,808.00	856.00	0.00	0.00	0.00	0.00	43,664.00	2.00%	
Wittrock, Jennifer	Office Assistant I	0.50	10,280.00	206.00	0.00	0.00	0.00	0.00	10,486.00	2.00%	
TOTAL		6.43	228,073.00	4,562.00	0.00	42.00	0.00	0.00	232,677.00		
Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)											
Baumann, M Todd	Maintenance Supervisor	0.45	20,250.00	405.00	0.00	0.00	0.00	0.00	20,655.00	2.00%	S2
Keiper, Donald	Security Supervisor	0.92	36,057.00	721.00	0.00	0.00	0.00	0.00	36,778.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Mowry, Harold H	Maintenance Supervisor	0.45	20,250.00	405.00	0.00	0.00	0.00	0.00	20,655.00	2.00%	S2
TOTAL		1.82	76,557.00	1,531.00	0.00	0.00	0.00	0.00	78,088.00		
TOTAL SUPPORT STAFF		86.83	2,493,355.00	46,555.00	0.00	17,486.00	0.00	0.00	2,557,396.00		

NOTES

- S1 = reclassification
- S2 = position split between state and non-state support
- S3 = part-time position
- S4 = early retirement incentive program
- S5 = temporary position
- S6 = new hire

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Total Annual Salary	% Increase	NOTES
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Faculty -- Non-State Supported Positions (Federal/Restricted)

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

Curtis, Lisa	Retention Specialist	0.92	33,088.00	662.00					33,750.00	2.00%	
Dressel, Sonja	Licensed Student Counselor	0.83	37,898.00	758.00					38,656.00	2.00%	
		1.75	70,986.00	1,420.00	0.00	0.00	0.00	0.00	72,406.00		

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

Smith-Bruehlman, Martha	Project Director, Upward Bound	1.00	50,771.00	1,016.00					51,787.00	2.00%	
Schaer, Jennifer	Project Director	1.00	46,920.00	939.00					47,859.00	2.00%	
Stephens, Lauren	Test Coordinator/Academic Advisor	0.50	18,432.00	369.00					18,801.00	2.00%	
Capron, Megan	Test Coordinator/Academic Advisor	0.50	18,432.00	369.00					18,801.00	2.00%	
Koza, Kristin	Academic Advisor	0.50	18,615.00	373.00					18,988.00	2.00%	P6
Sager, Heather	Test Coordinator/Academic Advisor	0.50	18,250.00	365.00					18,615.00	2.00%	
		4.00	171,420.00	3,431.00	0.00	0.00	0.00	0.00	174,851.00		

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

Stroup, Stephanie	Office Assistant II	0.50	12,480.00	250.00					12,730.00	2.00%	
		0.50	12,480.00	250.00	0.00	0.00	0.00	0.00	12,730.00		

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

Vacant	Office Assistant II	0.415	9,073.00						9,073.00		
		0.415	9,073.00	0.00	0.00	0.00	0.00	0.00	9,073.00		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence or sabbatical
- F3 = temporary or interim appointment (Special 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 or interim appointment (Special Appointment)
- P6 = new appointment
- S1 = reclassification
- S2 = position split between state and non-state support
- S3 = part-time position
- S4 = early retirement incentive program
- S5 = temporary position
- S6 = new hire

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Professional Staff (Non-Union) -- State Supported Positions											
Hock, Amy M	Director of Systemwide Accounting	1.00	69,261.00	1,385.00	0.00	0.00	0.00	0.00	70,646.00	2.00%	
Hotovy, Steven P	Vice Chancellor Facil/Info Tech	1.00	110,000.00	5,500.00	0.00	0.00	0.00	0.00	115,500.00	5.00%	
Kohrs, Rebecca K	Operations Director	1.00	66,300.00	1,326.00	0.00	0.00	0.00	0.00	67,626.00	2.00%	
Kupper, Jodi	Vice Chancellor Acad. Planning & Partner	1.00	120,000.00	0.00	0.00	0.00	0.00	0.00	120,000.00	0.00%	P6
Murphy, Carolyn S	Vice Chancellor Administration/Finance	1.00	121,161.00	6,058.00	0.00	0.00	0.00	0.00	127,219.00	5.00%	
Petersen, Kristin J	General Counsel/Vice Chan Employee Rel	1.00	119,961.00	5,998.00	0.00	0.00	0.00	0.00	125,959.00	5.00%	
Tande, Korinne	Vice Chancellor SAME & Public Informatio	1.00	119,961.00	5,998.00	0.00	0.00	0.00	0.00	125,959.00	5.00%	
TOTAL		7.00	726,644.00	26,265.00	0.00	0.00	0.00	0.00	752,909.00		
TOTAL PROFESSIONAL		7.00	726,644.00	26,265.00	0.00	0.00	0.00	0.00	752,909.00		

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 or interim appointment (Special Appointment)
- P6 = new appointment

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Support Staff (Non-Union) -- State Supported Positions											
Glass, Lori M	Staff Assistant	1.00	35,545.00	711.00	0.00	0.00	0.00	0.00	36,256.00	2.00%	
Olson, Lynne M	Administrative Assistant/Office Manager	1.00	47,535.00	951.00	0.00	0.00	0.00	0.00	48,486.00	2.00%	
TOTAL		2.00	83,080.00	1,662.00	0.00	0.00	0.00	0.00	84,742.00		
TOTAL SUPPORT STAFF		2.00	83,080.00	1,662.00	0.00	0.00	0.00	0.00	84,742.00		

NOTES

- S1 = reclassification
- S2 = position split between state and non-state support
- S3 = part-time position
- S4 = early retirement incentive program
- S5 = temporary position
- S6 = new hire

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Faculty -- State Supported Positions											
Anderson, Kenneth E	Professor	1.00	79,450.00	1,589.00	0.00	0.00	0.00	0.00	81,039.00	2.00%	
Asmussen, Kelly J	Professor	1.00	71,265.00	1,425.00	0.00	0.00	0.00	0.00	72,690.00	2.00%	
Barger, Michael	Professor	1.00	65,334.00	1,307.00	0.00	0.00	0.00	0.00	66,641.00	2.00%	
Beischel, Mark L	Professor	1.00	70,829.00	1,417.00	0.00	0.00	0.00	0.00	72,246.00	2.00%	
Citrin, Anthony K	Professor	1.00	87,302.00	1,746.00	0.00	0.00	0.00	0.00	89,048.00	2.00%	
Clemente, William A	Professor	1.00	73,584.00	1,472.00	0.00	0.00	0.00	0.00	75,056.00	2.00%	
Clopton, Richard E	Professor	1.00	74,112.00	1,482.00	0.00	0.00	0.00	0.00	75,594.00	2.00%	
Crook, Sara B	Professor	1.00	72,213.00	1,444.00	0.00	0.00	0.00	0.00	73,657.00	2.00%	
Davis, Searl Spencer	Professor	1.00	88,244.00	1,765.00	0.00	0.00	0.00	0.00	90,009.00	2.00%	
Ediger, Thomas L	Professor	1.00	90,084.00	1,802.00	0.00	0.00	0.00	0.00	91,886.00	2.00%	
Grotrian, Judy A	Professor	1.00	67,370.00	1,347.00	0.00	0.00	0.00	0.00	68,717.00	2.00%	
Holtz, Daniel J	Professor	1.00	78,522.00	1,570.00	0.00	0.00	0.00	0.00	80,092.00	2.00%	
Hutchison, Christy L	Professor	1.00	64,429.00	1,289.00	3,000.00	0.00	0.00	0.00	68,718.00	6.66%	
Long, Daryl C	Professor	1.00	109,563.00	2,191.00	0.00	0.00	0.00	0.00	111,754.00	2.00%	
Nevitt, James R	Professor	1.00	65,334.00	1,307.00	0.00	0.00	0.00	0.00	66,641.00	2.00%	
Welsh, Dennis W	Professor	1.00	68,700.00	1,374.00	0.00	0.00	0.00	0.00	70,074.00	2.00%	
Sub-Total Professors		16.00	1,226,335.00	24,527.00	3,000.00	0.00	0.00	0.00	1,253,862.00		
Gardner, Kelli A	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Goebel-Lundholm, Mary C	Associate Professor	1.00	68,271.00	1,365.00	0.00	0.00	0.00	0.00	69,636.00	2.00%	
Grotrian-Ryan, Sheri	Associate Professor	1.00	57,592.00	1,152.00	0.00	0.00	0.00	0.00	58,744.00	2.00%	
Hinrichs, Paul E	Associate Professor	1.00	67,364.00	1,347.00	0.00	0.00	0.00	0.00	68,711.00	2.00%	
Preisman, Kristi A	Associate Professor	1.00	56,163.00	1,123.00	0.00	0.00	0.00	0.00	57,286.00	2.00%	
Ruskamp, Judith J	Associate Professor	1.00	59,555.00	1,191.00	0.00	0.00	0.00	0.00	60,746.00	2.00%	
Ryan, Kyle C	Associate Professor	1.00	57,166.00	1,143.00	0.00	0.00	0.00	0.00	58,309.00	2.00%	
Zost, Gregory	Associate Professor	1.00	54,804.00	1,096.00	0.00	0.00	0.00	0.00	55,900.00	2.00%	
Zost, Loretta	Associate Professor	1.00	51,409.00	1,028.00	3,186.00	0.00	0.00	0.00	55,623.00	8.20%	
Sub-Total Associate Professors		9.00	526,856.00	10,536.00	3,186.00	0.00	0.00	0.00	540,578.00		
Ahmad, Gul	Assistant Professor	1.00	59,160.00	1,183.00	0.00	0.00	0.00	0.00	60,343.00	2.00%	
Bartlett, Jacob K	Assistant Professor	1.00	52,020.00	1,040.00	0.00	0.00	0.00	0.00	53,060.00	2.00%	
Bittner, Gina L	Assistant Professor	1.00	48,235.00	965.00	0.00	0.00	0.00	0.00	49,200.00	2.00%	
Cielocha, Joanna J	Assistant Professor	1.00	47,000.00	940.00	0.00	0.00	0.00	0.00	47,940.00	2.00%	
Coe, Darrin F	Assistant Professor	1.00	52,000.00	1,040.00	0.00	0.00	0.00	0.00	53,040.00	2.00%	
Jackson, Alan W	Assistant Professor	1.00	52,961.00	1,059.00	0.00	0.00	0.00	0.00	54,020.00	2.00%	
James, Melissa A	Assistant Professor	1.00	50,500.00	0.00	0.00	0.00	0.00	0.00	50,500.00	0.00%	
Jones-Branch, Julie A	Assistant Professor	1.00	50,985.00	1,020.00	0.00	0.00	0.00	0.00	52,005.00	2.00%	
Kearney, Mary Elizabeth	Assistant Professor	1.00	52,210.00	1,044.00	0.00	0.00	0.00	0.00	53,254.00	2.00%	
Lee, Rebecca M	Assistant Professor	1.00	47,000.00	940.00	0.00	0.00	0.00	0.00	47,940.00	2.00%	
Lynott III, Francis J	Assistant Professor	1.00	54,000.00	0.00	0.00	0.00	0.00	0.00	54,000.00	0.00%	F4
McCauley, Laura J	Assistant Professor	1.00	48,000.00	960.00	0.00	0.00	0.00	0.00	48,960.00	2.00%	
Meints, Kenneth L	Assistant Professor	1.00	52,162.00	1,043.00	0.00	0.00	0.00	0.00	53,205.00	2.00%	
Nies, Kristi	Assistant Professor	1.00	49,709.00	994.00	0.00	0.00	0.00	0.00	50,703.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
VACANT	Assistant Professor	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
VACANT	Assistant Professor	1.00	59,500.00	0.00	0.00	0.00	0.00	0.00	59,500.00	0.00%	
Seay, Darolyn D	Assistant Professor	1.00	45,144.00	903.00	3,000.00	0.00	0.00	0.00	49,047.00	8.65%	
Tiner, John W	Assistant Professor	1.00	53,000.00	1,060.00	0.00	0.00	0.00	0.00	54,060.00	2.00%	
Wusk, Evi J	Assistant Professor	1.00	51,479.00	1,030.00	0.00	0.00	0.00	0.00	52,509.00	2.00%	
Sub-Total Assistant Professors		19.00	975,065.00	15,221.00	3,000.00	0.00	0.00	0.00	993,286.00		
Amen, Melissa A	Instructor	1.00	46,823.00	936.00	0.00	0.00	0.00	0.00	47,759.00	2.00%	
Griffin, Kenneth B	Instructor	1.00	60,521.00	1,210.00	0.00	0.00	0.00	0.00	61,731.00	2.00%	
Hayes, Daniel F	Instructor	1.00	50,490.00	1,010.00	0.00	0.00	0.00	0.00	51,500.00	2.00%	
Knape, Aaron P	Instructor	1.00	54,601.00	1,092.00	0.00	0.00	0.00	0.00	55,693.00	2.00%	
Parriott, Lisa L	Instructor	1.00	48,960.00	979.00	0.00	0.00	0.00	0.00	49,939.00	2.00%	
Pemberton, Heather L	Instructor	1.00	54,060.00	1,081.00	0.00	0.00	0.00	0.00	55,141.00	2.00%	
Schottel, Ronicka Sue	Instructor	1.00	48,960.00	979.00	0.00	0.00	0.00	0.00	49,939.00	2.00%	
Young, Joshua E	Instructor	1.00	43,285.00	866.00	0.00	0.00	0.00	0.00	44,151.00	2.00%	
Sub-Total Instructors		8.00	407,700.00	8,153.00	0.00	0.00	0.00	0.00	415,853.00		
TOTAL FACULTY		52.00	3,135,956.00	58,437.00	9,186.00	0.00	0.00	0.00	3,203,579.00		

NOTES

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- F4 = new appointment
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- F6 = terminal one year contract

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Peru State College

1.1.a

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
<u>NSCPA Professional Staff -- State Supported Positions</u>											
Allgood, Chelsea	Project Coordinator	1.00	33,000.00	660.00	0.00	0.00	0.00	0.00	33,660.00	2.00%	
Bergmeier, Wende S	Coordinator of Admissions Services	1.00	38,538.00	771.00	0.00	0.00	0.00	0.00	39,309.00	2.00%	
Blobaum, Kevin M	Instructional Technology and Design Spec	1.00	51,000.00	1,020.00	0.00	0.00	0.00	0.00	52,020.00	2.00%	
Bridgmon, Angela R	Project Coordinator	1.00	33,252.00	665.00	0.00	0.00	0.00	0.00	33,917.00	2.00%	
Christiansen, Cori	Distance Learning Coordinator	1.00	35,803.00	716.00	0.00	0.00	0.00	0.00	36,519.00	2.00%	
Crotty, Janny R	Certification Officer	1.00	39,780.00	796.00	0.00	0.00	0.00	0.00	40,576.00	2.00%	
Derr, Derek M	Assistant Coach	0.92	28,500.00	570.00	0.00	0.00	0.00	0.00	29,070.00	2.00%	
Dierking, Phyllis L	Project Coordinator	1.00	30,392.00	608.00	0.00	0.00	0.00	0.00	31,000.00	2.00%	
Dunekacke, Jari A	Coordinator of Admissions Services	1.00	37,538.00	751.00	0.00	0.00	0.00	0.00	38,289.00	2.00%	
Eberly, Jamie D	Licensed Student Counselor	0.84	40,000.00	800.00	0.00	0.00	0.00	0.00	40,800.00	2.00%	
Fender, Daniel G	Licensed Student Counselor	0.84	40,701.00	814.00	0.00	0.00	0.00	0.00	41,515.00	2.00%	
Hall, Karla B	Project Coordinator	1.00	36,260.00	725.00	0.00	0.00	0.00	0.00	36,985.00	2.00%	
Hansen, Tamara J	IT Analyst	1.00	61,835.00	1,237.00	0.00	0.00	0.00	0.00	63,072.00	2.00%	
Harshbarger, Ted L	Associate Athletic Director	0.84	56,398.00	1,128.00	0.00	0.00	0.00	0.00	57,526.00	2.00%	
Hart, Tammie R	Director-Budget	1.00	50,000.00	1,000.00	0.00	0.00	0.00	0.00	51,000.00	2.00%	
Haveman, Debra	Business Process Specialist	1.00	45,835.00	917.00	0.00	0.00	0.00	0.00	46,752.00	2.00%	
Jackson, William M	Admissions Representative	1.00	29,000.00	580.00	0.00	0.00	0.00	0.00	29,580.00	2.00%	
Johnson, Rebecca M	Graphic Designer	1.00	43,591.00	872.00	0.00	0.00	0.00	0.00	44,463.00	2.00%	
Jones, Sherry M	Distance Learning Coordinator	1.00	33,155.00	663.00	0.00	0.00	0.00	0.00	33,818.00	2.00%	
Kohls, Andrew A	Assistant Coach	0.92	28,500.00	570.00	1,000.00	0.00	0.00	0.00	30,070.00	5.51%	
Kreifels, Kaylee A	Accountant	1.00	34,000.00	680.00	0.00	0.00	0.00	0.00	34,680.00	2.00%	
Leise, Heather R	Assistant Registrar	1.00	34,294.00	686.00	0.00	0.00	0.00	0.00	34,980.00	2.00%	
Martin, Eric N	IT Specialist	1.00	49,000.00	980.00	0.00	0.00	0.00	0.00	49,980.00	2.00%	
Meland, Marie	Tutorial Services/ADA Coordinator	0.84	38,012.00	760.00	0.00	0.00	0.00	0.00	38,772.00	2.00%	
Melvin, Brent	Athletic Trainer	0.84	41,140.00	823.00	0.00	0.00	0.00	0.00	41,963.00	2.00%	
Melvin, Vickie	Athletic Trainer	0.84	35,507.00	710.00	0.00	0.00	0.00	0.00	36,217.00	2.00%	
Moser, Kevin R	IT Specialist	1.00	45,453.00	909.00	0.00	0.00	0.00	0.00	46,362.00	2.00%	
Norris, David M	Accompanist	0.84	31,500.00	0.00	0.00	0.00	0.00	0.00	31,500.00	0.00%	P6
VACANT	IT Analyst	1.00	50,772.00	0.00	0.00	0.00	0.00	0.00	50,772.00	0.00%	
VACANT	Retention Specialist	1.00	40,000.00	0.00	0.00	0.00	0.00	0.00	40,000.00	0.00%	
VACANT	Student Activities Coordinator	0.84	33,000.00	0.00	0.00	0.00	0.00	0.00	33,000.00	0.00%	
Pashinin, Roman	IT Specialist	1.00	50,000.00	1,000.00	0.00	0.00	0.00	0.00	51,000.00	2.00%	
Pugh, Debra J	Financial Aid Counselor	1.00	32,835.00	657.00	0.00	0.00	0.00	0.00	33,492.00	2.00%	
Ratakhin, Sergey O	IT Analyst	1.00	50,835.00	1,017.00	0.00	0.00	0.00	0.00	51,852.00	2.00%	
Rippe, Patricia	Director Field Exp/Teacher Cert Officer	0.92	62,014.00	1,240.00	0.00	0.00	0.00	0.00	63,254.00	2.00%	
Shaw, Cassie G	Coordinator of Admissions Services	1.00	34,335.00	687.00	0.00	0.00	0.00	0.00	35,022.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Peru State College

1.1.a

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Taylor-Costello, Julie Christine	Director - Inst. for Comm. Engagement	1.00	70,835.00	1,417.00	0.00	0.00	0.00	0.00	72,252.00	2.00%	
Varley, Louis G	Assistant Coach	0.92	35,613.00	712.00	0.00	0.00	0.00	0.00	36,325.00	2.00%	
Volker, Emily J	Project Coordinator	1.00	31,300.00	626.00	0.00	0.00	0.00	0.00	31,926.00	2.00%	
Williams, Krista K	Assistant Director-Financial Aid	1.00	35,804.00	716.00	0.00	0.00	0.00	0.00	36,520.00	2.00%	
TOTAL		38.40	1,629,327.00	29,483.00	1,000.00	0.00	0.00	0.00	1,659,810.00		
<u>N SCPA -- Non-State Supported Positions (Revenue Bond)</u>											
Stuckey, Owen T	Project Coordinator	1.00	30,000.00	600.00	0.00	0.00	0.00	0.00	30,600.00	2.00%	
TOTAL		1.00	30,000.00	600.00	0.00	0.00	0.00	0.00	30,600.00		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>											
Albury, Renetta J	Head Women's Basketball Coach	0.92	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Albury, Wayne K	Head Baseball Coach	0.92	47,384.00	948.00	0.00	0.00	0.00	0.00	48,332.00	2.00%	
Anson, Regan L	Director of Marketing & Communications	1.00	77,975.00	1,560.00	0.00	0.00	0.00	0.00	79,535.00	2.00%	
Baker, Nathan W	Head Volleyball Coach	0.92	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Beardslee, Eugene A	Director Of Computer Services	1.00	89,976.00	1,800.00	0.00	0.00	0.00	0.00	91,776.00	2.00%	
Behrens, Eric N	Head Men's Basketball Coach	0.92	56,000.00	1,120.00	0.00	0.00	0.00	0.00	57,120.00	2.00%	
Cade, Eulanda	Director Of Human Resources	1.00	70,484.00	1,410.00	0.00	0.00	0.00	0.00	71,894.00	2.00%	
Carroll, Kathy J	Vice President Administration & Finance	1.00	110,916.00	5,546.00	0.00	0.00	0.00	0.00	116,462.00	5.00%	
Christiansen, Heath D	Director - Admission	1.00	62,526.00	1,251.00	0.00	0.00	0.00	0.00	63,777.00	2.00%	
Clifton, Delyn B	Coordinator Of Computer Services	1.00	61,992.00	1,240.00	0.00	0.00	0.00	0.00	63,232.00	2.00%	
Drew, Todd	VP Academic Affairs	1.00	119,443.00	5,972.00	0.00	0.00	0.00	0.00	125,415.00	5.00%	
Fortney, Patrick	Dean of Arts & Sciences	1.00	86,526.00	4,326.00	0.00	0.00	0.00	0.00	90,852.00	5.00%	
Friesel, Dawn L	Human Resource Coordinator	1.00	38,250.00	765.00	0.00	0.00	0.00	0.00	39,015.00	2.00%	
Galardi, Gregory M	Dean Of Professional Studies	1.00	86,526.00	4,326.00	0.00	0.00	0.00	0.00	90,852.00	5.00%	
Mathews, Mark T	Head Softball Coach	0.92	48,461.00	969.00	0.00	0.00	0.00	0.00	49,430.00	2.00%	
McAsey, Veronica J	Director of the Library	1.00	72,000.00	1,440.00	0.00	0.00	0.00	0.00	73,440.00	2.00%	
McCormick, Jill R	Director Of Campus Services	1.00	76,000.00	1,520.00	0.00	0.00	0.00	0.00	77,520.00	2.00%	
VACANT	Dean of Education	1.00	97,611.00	0.00	0.00	0.00	0.00	0.00	97,611.00	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%	
Rawlings, Kristiaan A	Dean of Student Life	0.34	24,510.00	490.00	0.00	0.00	0.00	0.00	25,000.00	2.00%	P2
Schneider, Steve K	Director of Athletics/Head FB Coach	1.00	88,560.00	1,771.00	0.00	0.00	0.00	0.00	90,331.00	2.00%	
Seay, Gregory Wayne	Dean of Graduate Programs	1.00	86,526.00	4,326.00	0.00	0.00	0.00	0.00	90,852.00	5.00%	
Strode, Kelli S	Director-Accounting and Audit Services	1.00	61,765.00	1,235.00	0.00	0.00	0.00	0.00	63,000.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Peru State College

1.1.a

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Teten, Dixie L	Director of Student Records/College Reg.	1.00	69,206.00	1,384.00	0.00	0.00	0.00	0.00	70,590.00	2.00%	
Tynon, Katherine A	Director of Business Services	1.00	52,769.00	1,055.00	0.00	0.00	0.00	0.00	53,824.00	2.00%	
Volker, Janice P	Director Of Financial Aid	1.00	52,997.00	1,060.00	0.00	0.00	0.00	0.00	54,057.00	2.00%	
Willis, Michaela L	VP Enrollment Mgmt & Student Affairs	1.00	101,174.00	5,059.00	0.00	0.00	0.00	0.00	106,233.00	5.00%	
TOTAL		25.94	1,902,577.00	52,373.00	0.00	0.00	0.00	0.00	1,954,950.00		
Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)											
VACANT	Director of Residence Life	1.00	40,000.00	0.00	0.00	0.00	0.00	0.00	40,000.00	0.00%	
Rawlings, Kristiaan A	Dean of Student Life	0.67	49,020.00	980.00	0.00	0.00	0.00	0.00	50,000.00	2.00%	P2
TOTAL		1.67	89,020.00	980.00	0.00	0.00	0.00	0.00	90,000.00		
TOTAL PROFESSIONAL		67.00	3,650,924.00	83,436.00	1,000.00	0.00	0.00	0.00	3,735,360.00		

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 or interim appointment (Special Appointment)
- P6 = new appointment

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Peru State College

1.1.a

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
NAPE/Support Staff -- State Supported Positions											
Abrahams, Susan K	Library Technician	1.00	26,791.00	536.00	0.00	0.00	0.00	0.00	27,327.00	2.00%	
Adrian, Emily D	Office Assistant II	1.00	21,861.00	437.00	0.00	0.00	0.00	0.00	22,298.00	2.00%	
Allen, Jack G	Maintenance Repair Worker III	1.00	34,799.00	696.00	0.00	0.00	0.00	0.00	35,495.00	2.00%	
Bianchetta, Bruce M	Library Technician	1.00	23,460.00	469.00	0.00	0.00	0.00	0.00	23,929.00	2.00%	
Boden, Daniel M	Maintenance Repair Worker III	1.00	30,951.00	619.00	0.00	0.00	0.00	0.00	31,570.00	2.00%	
Chandler, Yvonne C	Computer Operator	1.00	37,991.00	760.00	0.00	0.00	0.00	0.00	38,751.00	2.00%	
Cummins, Dana	Custodian	1.00	26,084.00	522.00	0.00	0.00	0.00	0.00	26,606.00	2.00%	
Davis, Phyllis J	Academic Credentials Technician	1.00	35,964.00	719.00	0.00	0.00	0.00	0.00	36,683.00	2.00%	
Edris, Malinda L	Office Assistant III	1.00	40,271.00	805.00	0.00	0.00	0.00	0.00	41,076.00	2.00%	
Eltiste, Hal	Maintenance Repair Worker III	1.00	34,799.00	696.00	0.00	0.00	0.00	0.00	35,495.00	2.00%	
Furnas, Kelly L	Custodian	1.00	28,996.00	580.00	0.00	2,320.00	0.00	0.00	31,896.00	10.0%	
Goering, Kenneth L	Maintenance Repair Worker II	1.00	23,463.00	469.00	0.00	0.00	0.00	0.00	23,932.00	2.00%	
Haith, Jeanne M	Accounting Clerk III	1.00	27,352.00	547.00	0.00	1,513.00	0.00	0.00	29,412.00	7.53%	
Hardy, Jodie A	Custodian	1.00	20,322.00	406.00	0.00	0.00	0.00	0.00	20,728.00	2.00%	
Hawley, Nancy J	Accounting Clerk III	1.00	40,271.00	805.00	0.00	0.00	0.00	0.00	41,076.00	2.00%	
Jones, Barbara S	Office Assistant III	1.00	28,829.00	577.00	0.00	0.00	0.00	0.00	29,406.00	2.00%	
Kamenar, Tereza A	Office Assistant III	1.00	29,407.00	588.00	0.00	0.00	0.00	0.00	29,995.00	2.00%	
Kearney, Connie M	Office Assistant IV	1.00	46,419.00	928.00	0.00	0.00	0.00	0.00	47,347.00	2.00%	
Knight, Cathy J	Custodian	1.00	23,213.00	464.00	0.00	0.00	0.00	0.00	23,677.00	2.00%	
Mangnall, Richard W	Maintenance Repair Worker II	1.00	24,383.00	488.00	0.00	1,951.00	0.00	0.00	26,822.00	10.0%	
Martin, Gayle	Computer Operator	1.00	33,447.00	669.00	0.00	0.00	0.00	0.00	34,116.00	2.00%	
McMann, Clifford T	Maintenance Repair Worker III	1.00	30,951.00	619.00	0.00	2,477.00	0.00	0.00	34,047.00	10.0%	
McMann, Larry J	Custodian	1.00	20,322.00	406.00	0.00	0.00	0.00	0.00	20,728.00	2.00%	
Meyers, Jeffrey	Maintenance Repair Worker III	1.00	34,799.00	696.00	0.00	0.00	0.00	0.00	35,495.00	2.00%	
Miller, Julie K	Academic Credentials Technician	1.00	25,252.00	505.00	0.00	0.00	0.00	0.00	25,757.00	2.00%	
Moody, Connie S	Accounting Clerk III	1.00	39,576.00	792.00	0.00	0.00	0.00	0.00	40,368.00	2.00%	
Murphy, Charles J	Electrician	1.00	29,141.00	583.00	0.00	0.00	0.00	0.00	29,724.00	2.00%	
VACANT	Office Assistant II	1.00	24,000.00	0.00	0.00	0.00	0.00	0.00	24,000.00	0.00%	
Oestmann, Amy	Academic Records Clerk	1.00	20,322.00	406.00	0.00	0.00	0.00	0.00	20,728.00	2.00%	
Schultz, Ronald J	Maintenance Repair Worker III	1.00	30,951.00	619.00	0.00	0.00	0.00	0.00	31,570.00	2.00%	
Shimak, Tanja L	Office Assistant II	1.00	24,600.00	492.00	0.00	0.00	0.00	0.00	25,092.00	2.00%	
Sommerhalder, Tammy J	Accounting Clerk III	1.00	25,798.00	516.00	0.00	0.00	0.00	0.00	26,314.00	2.00%	
Strayer, Larue F	Custodian	1.00	23,213.00	464.00	0.00	0.00	0.00	0.00	23,677.00	2.00%	
Stutheit, Kurt J	Custodian	1.00	31,887.00	638.00	0.00	0.00	0.00	0.00	32,525.00	2.00%	
Trail, Brenda K	Office Assistant II	1.00	25,193.00	504.00	0.00	0.00	0.00	0.00	25,697.00	2.00%	
VonBergen, Annette R	Academic Credentials Technician	1.00	25,489.00	510.00	0.00	0.00	0.00	0.00	25,999.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Inkelhake, Tracey	Accounting Clerk III	1.00	27,352.00	547.00	0.00	1,513.00	0.00	0.00	29,412.00	7.53%	
Ren, Todda M	Custodian	1.00	20,322.00	406.00	0.00	0.00	0.00	0.00	20,728.00	2.00%	
TOTAL		38.00	1,098,241.00	21,483.00	0.00	9,774.00	0.00	0.00	1,129,498.00		
<u>APE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>											
Riger, Georgia M	Custodian	1.00	20,322.00	406.00	0.00	0.00	0.00	0.00	20,728.00	2.00%	
Ball, Jordan R	Security Officer II	1.00	27,744.00	555.00	0.00	0.00	0.00	0.00	28,299.00	2.00%	
Raywood, Mark R	Security Officer II	0.75	21,325.00	427.00	0.00	0.00	0.00	0.00	21,752.00	2.00%	
Barton, Joshua	Maintenance Repair Worker II	1.00	23,463.00	469.00	0.00	0.00	0.00	0.00	23,932.00	2.00%	
Reeves, Brett A	Maintenance Repair Worker III	1.00	30,951.00	619.00	0.00	0.00	0.00	0.00	31,570.00	2.00%	
Shutte, Andrew G	Security Officer II	0.75	21,000.00	420.00	0.00	0.00	0.00	0.00	21,420.00	2.00%	
Kangler, Antonia	Custodian	1.00	28,996.00	580.00	0.00	0.00	0.00	0.00	29,576.00	2.00%	
Welch, Grant D	Custodian	1.00	20,322.00	406.00	0.00	0.00	0.00	0.00	20,728.00	2.00%	
Whisler, Jackie R	Custodian	1.00	23,213.00	464.00	0.00	0.00	0.00	0.00	23,677.00	2.00%	
Williams, Arlin R	Maintenance Repair Worker III	1.00	32,084.00	642.00	0.00	0.00	0.00	0.00	32,726.00	2.00%	
TOTAL		9.50	249,420.00	4,988.00	0.00	0.00	0.00	0.00	254,408.00		
<u>Support Staff (Non-Union) -- State Supported Positions</u>											
Jess, Scott P	Grounds Supervisor	1.00	38,000.00	760.00	0.00	0.00	0.00	0.00	38,760.00	2.00%	
Wines, Roxann J	Office Assistant III	1.00	27,040.00	541.00	0.00	0.00	0.00	0.00	27,581.00	2.00%	
Godby, Linda K	Secretary To The President	1.00	53,221.00	1,064.00	0.00	0.00	0.00	0.00	54,285.00	2.00%	
Morris, Debra S	Custodial Supervisor	1.00	39,546.00	791.00	0.00	0.00	0.00	0.00	40,337.00	2.00%	
Synolds, James G	Maintenance Supervisor	1.00	50,244.00	1,005.00	0.00	0.00	0.00	0.00	51,249.00	2.00%	
TOTAL		5.00	208,051.00	4,161.00	0.00	0.00	0.00	0.00	212,212.00		
<u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u>											
Wachs, Tracy R	Security Supervisor	1.00	38,000.00	760.00	250.00	0.00	0.00	0.00	39,010.00	2.66%	S1
TOTAL		1.00	38,000.00	760.00	250.00	0.00	0.00	0.00	39,010.00		
TOTAL SUPPORT STAFF		53.50	1,593,712.00	31,392.00	250.00	9,774.00	0.00	0.00	1,635,128.00		

NOTES

- 31 = reclassification
- 32 = position split between state and non-state support
- 33 = part-time position
- 34 = early retirement incentive program
- 35 = temporary position
- 36 = new hire

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Peru State College

Employee Name	Rank or Position Title	FTE	2014-2014 Revised Salary Base	Salary Increase	Degree	Promotion on Matrix	Other	Special Use	2014-2015 Total Annual Salary	% Increase	Notes
<u>NSCPA - Non-State Supported Positions - Federal Restricted</u>											
Clopton, Deb	Research Technician	0.75	31,229.00	624.58	0.00	0.00	0.00	0.00	31,853.58	2.00	
Gebre, Tadiyos	Math-Science Skills Specialist	0.84	33,201.00	664.02	0.00	0.00	0.00	0.00	33,865.02	2.00	
Groff, Peggy	Student Intervention Coordinator	<u>0.84</u>	<u>38,149.00</u>	<u>762.98</u>	0.00	0.00	0.00	0.00	<u>38,911.98</u>	2.00	
	Total	2.43	102,579.00	2,051.58	0.00	0.00	0.00	0.00	104,630.56		
<u>Professional Staff Non-Union - Non-State Supported Positions - Federal Restricted</u>											
Jones, Vicki	TRIO Program Director	<u>1.00</u>	<u>50,480.00</u>	<u>1,009.60</u>	0.00	0.00	0.00	0.00	<u>51,489.60</u>	2.00	
	Total	1.00	50,480.00	1,009.60	0.00	0.00	0.00	0.00	51,489.60		
<u>NAPE Support Staff Non-State Supported Positions - Federal Restricted</u>											
Horn, Elaine	Office Assistant II	<u>0.84</u>	<u>23,625.00</u>	<u>472.50</u>	0.00	0.00	0.00	0.00	<u>24,097.50</u>	2.00	
	Total	0.84	23,625.00	472.50	0.00	0.00	0.00	0.00	24,097.50		

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Faculty -- State Supported Positions											
Adams, Franklin Delano	Professor	1.00	76,260.00	1,525.00	0.00	0.00	0.00	0.00	77,785.00	2.00%	
Agoumba, Darius	Professor	1.00	55,965.00	1,119.00	0.00	3,000.00	5,257.00	0.00	65,341.00	16.75%	
Alexander, William A	Professor	1.00	72,216.00	1,444.00	0.00	0.00	0.00	0.00	73,660.00	2.00%	
Anderson, Wayne	Professor	1.00	82,795.00	1,656.00	0.00	0.00	0.00	0.00	84,451.00	2.00%	
Arneson, Patricia M	Professor	1.00	87,550.00	1,751.00	0.00	0.00	0.00	0.00	89,301.00	2.00%	
Bauer, Jeffrey O	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Bertolas, Randy J	Professor	1.00	70,834.00	1,417.00	0.00	0.00	0.00	0.00	72,251.00	2.00%	
Black, Barbara A	Professor	1.00	72,629.00	1,453.00	0.00	0.00	0.00	0.00	74,082.00	2.00%	
Blankenau, Martin Joseph	Professor	1.00	67,968.00	1,359.00	0.00	0.00	0.00	0.00	69,327.00	2.00%	
Bohnert, David A	Professor	1.00	65,658.00	1,313.00	0.00	0.00	0.00	0.00	66,971.00	2.00%	
Bondhus, Joann E	Professor	1.00	92,328.00	1,847.00	0.00	0.00	0.00	0.00	94,175.00	2.00%	
Bruflat, Alan	Professor	1.00	77,610.00	1,552.00	0.00	0.00	0.00	0.00	79,162.00	2.00%	
Butler, Katherine M	Professor	1.00	107,254.00	2,145.00	0.00	0.00	0.00	0.00	109,399.00	2.00%	
Cacheiro, Adolfo J	Professor	1.00	65,658.00	1,313.00	0.00	0.00	0.00	0.00	66,971.00	2.00%	
Christensen, Douglas P	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Christensen, Linda	Professor	1.00	65,658.00	1,313.00	0.00	0.00	0.00	0.00	66,971.00	2.00%	
Conley, Donovan S	Professor	1.00	84,744.00	1,695.00	0.00	0.00	0.00	0.00	86,439.00	2.00%	
Conway, Kathleen M	Professor	1.00	90,210.00	1,804.00	0.00	0.00	0.00	0.00	92,014.00	2.00%	
Dalal, Meenakshi Nath	Professor	1.00	89,611.00	1,792.00	0.00	0.00	0.00	0.00	91,403.00	2.00%	
Dendinger, Laura L	Professor	1.00	70,001.00	1,400.00	0.00	0.00	0.00	0.00	71,401.00	2.00%	
Dinsmore, Steven C	Professor	1.00	91,810.00	1,836.00	0.00	0.00	0.00	0.00	93,646.00	2.00%	
Ellis, Susan	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Engebreetsen, Barbara J	Professor	1.00	67,986.00	1,360.00	0.00	0.00	0.00	0.00	69,346.00	2.00%	F2 sem with p
Ettel, Mary L	Professor	1.00	74,257.00	1,485.00	0.00	0.00	0.00	0.00	75,742.00	2.00%	
Garvin, Sharon K	Professor	1.00	68,068.00	1,361.00	0.00	0.00	0.00	0.00	69,429.00	2.00%	
Garvin, Timothy P	Professor	1.00	77,687.00	1,554.00	0.00	0.00	0.00	0.00	79,241.00	2.00%	
Hallgren, Kenneth G	Professor	1.00	90,685.00	1,814.00	0.00	0.00	0.00	0.00	92,499.00	2.00%	
Hammer, Mark F	Professor	1.00	69,293.00	1,386.00	0.00	0.00	0.00	0.00	70,679.00	2.00%	
Hansen, Pearl A	Professor	1.00	87,204.00	1,744.00	0.00	0.00	0.00	0.00	88,948.00	2.00%	
Harms, Sally R	Professor	1.00	65,986.00	1,320.00	0.00	0.00	0.00	0.00	67,306.00	2.00%	
Hayford, Barbara Lyn	Professor	1.00	55,610.00	1,112.00	0.00	3,000.00	5,619.00	0.00	65,341.00	17.50%	
Hickey, Donald R	Professor	1.00	92,328.00	1,847.00	0.00	0.00	0.00	0.00	94,175.00	2.00%	
Jensen, Gwen U	Professor	1.00	66,517.00	1,330.00	0.00	0.00	0.00	0.00	67,847.00	2.00%	
Karr, Paul A	Professor	1.00	71,518.00	1,430.00	0.00	0.00	0.00	0.00	72,948.00	2.00%	
Karsky, Jason L	Professor	1.00	66,626.00	1,333.00	0.00	0.00	0.00	0.00	67,959.00	2.00%	
Kietzmann, Glenn E	Professor	1.00	76,611.00	1,532.00	0.00	0.00	0.00	0.00	78,143.00	2.00%	
Lawrence, Gloria J	Professor	1.00	79,336.00	1,587.00	0.00	0.00	0.00	0.00	80,923.00	2.00%	
Leeper, Mark S	Professor	1.00	69,293.00	1,386.00	0.00	0.00	0.00	0.00	70,679.00	2.00%	
Lindberg, Judith K	Professor	1.00	79,945.00	1,599.00	0.00	0.00	0.00	0.00	81,544.00	2.00%	
Lutt, Patricia L	Professor	1.00	69,608.00	1,392.00	0.00	0.00	0.00	0.00	71,000.00	2.00%	
Marek, Michael	Professor	1.00	64,694.00	1,294.00	0.00	0.00	0.00	0.00	65,988.00	2.00%	
McCue, Robert O	Professor	1.00	96,946.00	1,939.00	0.00	0.00	0.00	0.00	98,885.00	2.00%	
McElwain, David W	Professor	1.00	67,095.00	1,342.00	0.00	0.00	0.00	0.00	68,437.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Mueller, J Marlene	Professor	1.00	85,610.00	1,712.00	0.00	0.00	0.00	0.00	87,322.00	2.00%	
Nelson, Jeryl L	Professor	1.00	75,740.00	1,515.00	0.00	0.00	0.00	0.00	77,255.00	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 r
Ossian, James E	Professor	1.00	65,658.00	1,313.00	0.00	0.00	0.00	0.00	66,971.00	2.00%	
Parker, Charles J	Professor	1.00	72,458.00	1,449.00	0.00	0.00	0.00	0.00	73,907.00	2.00%	
Paxton, John R	Professor	1.00	94,656.00	1,893.00	0.00	0.00	0.00	0.00	96,549.00	2.00%	
Pearcy, Shawn D	Professor	1.00	68,628.00	1,373.00	0.00	0.00	0.00	0.00	70,001.00	2.00%	
Peitz, David J	Professor	1.00	68,628.00	1,373.00	0.00	0.00	0.00	0.00	70,001.00	2.00%	
Ronnow, Gretchen L	Professor	1.00	75,396.00	1,508.00	0.00	0.00	0.00	0.00	76,904.00	2.00%	
Rudin, Catherine	Professor	1.00	83,215.00	1,664.00	0.00	0.00	0.00	0.00	84,879.00	2.00%	
Sharer, Timothy J	Professor	1.00	79,039.00	1,581.00	0.00	0.00	0.00	0.00	80,620.00	2.00%	
Slaymaker, William E	Professor	1.00	82,501.00	1,650.00	0.00	0.00	0.00	0.00	84,151.00	2.00%	
Snowden, Monica A	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Taber, Douglass	Professor	1.00	86,012.00	1,720.00	0.00	0.00	0.00	0.00	87,732.00	2.00%	
Walker, Karen	Professor	1.00	67,968.00	1,359.00	0.00	0.00	0.00	0.00	69,327.00	2.00%	
Whitt, Deborah L	Professor	1.00	75,525.00	1,511.00	0.00	0.00	0.00	0.00	77,036.00	2.00%	
Whitt, Ronald E	Professor	1.00	86,070.00	1,721.00	0.00	0.00	0.00	0.00	87,791.00	2.00%	
Willis, Keith A	Professor	1.00	70,071.00	1,401.00	0.00	0.00	0.00	0.00	71,472.00	2.00%	
Worner, Tamara	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Young, Todd S	Professor	1.00	67,314.00	1,346.00	0.00	0.00	0.00	0.00	68,660.00	2.00%	
Sub-Total Professors		62.50	4,704,111.00	93,700.00	0.00	6,000.00	10,876.00	0.00	4,814,687.00		
Brummels, James V	Associate Professor	1.00	81,569.00	1,631.00	0.00	0.00	0.00	0.00	83,200.00	2.00%	
Carrigg, Maureen E	Associate Professor	1.00	69,822.00	1,396.00	0.00	0.00	0.00	0.00	71,218.00	2.00%	
Conway, Gerald A	Associate Professor	1.00	86,886.00	1,738.00	0.00	0.00	0.00	0.00	88,624.00	2.00%	
Cupp, Rodney	Associate Professor	1.00	54,804.00	1,096.00	0.00	0.00	0.00	0.00	55,900.00	2.00%	
Davis, Adam N	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Dilliard, Kelly A	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Fox, Kristi R	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Garden, Randa S	Associate Professor	1.00	51,740.00	1,035.00	0.00	3,000.00	0.00	0.00	55,775.00	7.80%	
Geisert, Cameron M	Associate Professor	1.00	56,880.00	1,138.00	0.00	0.00	0.00	0.00	58,018.00	2.00%	
Greene, Todd W	Associate Professor	1.00	46,045.00	921.00	0.00	3,000.00	5,657.00	0.00	55,623.00	20.80%	
Hepworth, Elise M	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Hill, Kevin	Associate Professor	1.00	90,975.00	1,820.00	0.00	0.00	0.00	0.00	92,795.00	2.00%	
Langdon, Jennifer	Associate Professor	1.00	54,804.00	1,096.00	0.00	0.00	0.00	0.00	55,900.00	2.00%	
Langlie-Willers, Pamela	Associate Professor	1.00	54,804.00	1,096.00	0.00	0.00	0.00	0.00	55,900.00	2.00%	
Lofgren, Ronald R	Associate Professor	1.00	62,420.00	1,248.00	0.00	0.00	0.00	0.00	63,668.00	2.00%	
Loggins, Ronald E	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Maas, Chad	Associate Professor	1.00	54,533.00	1,091.00	0.00	0.00	0.00	0.00	55,624.00	2.00%	
Miller, Daniel J	Associate Professor	1.00	66,898.00	1,338.00	0.00	0.00	0.00	0.00	68,236.00	2.00%	
Miller, Kevin M	Associate Professor	1.00	65,911.00	1,318.00	0.00	0.00	0.00	0.00	67,229.00	2.00%	
Nicholson, Lori	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Ras, Gerard Jm	Associate Professor	1.00	65,794.00	1,316.00	0.00	0.00	0.00	0.00	67,110.00	2.00%	
Volk, Gary A	Associate Professor	1.00	91,485.00	1,830.00	0.00	0.00	0.00	0.00	93,315.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Weixelman, Joseph	Associate Professor	1.00	54,936.00	1,099.00	0.00	0.00	0.00	0.00	56,035.00	2.00%	
Zardeneta, Gustavo	Associate Professor	1.00	54,532.00	1,091.00	0.00	0.00	0.00	0.00	55,623.00	2.00%	
Sub-Total Associate Professors		24.00	1,492,033.00	29,844.00	0.00	6,000.00	5,657.00	0.00	1,533,534.00		
Amend, Tracie N	Assistant Professor	1.00	44,741.00	895.00	0.00	0.00	0.00	0.00	45,636.00	2.00%	
Barnes, Johanna S	Assistant Professor	1.00	50,427.00	1,009.00	0.00	0.00	0.00	0.00	51,436.00	2.00%	
Buryanek, Donald J	Assistant Professor	1.00	66,494.00	1,330.00	0.00	0.00	0.00	0.00	67,824.00	2.00%	
Clark, Sally A	Assistant Professor	1.00	47,532.00	951.00	0.00	0.00	0.00	0.00	48,483.00	2.00%	
Colvard, Robert E	Assistant Professor	1.00	48,500.00	970.00	0.00	0.00	0.00	0.00	49,470.00	2.00%	
Curnyn, Molly	Assistant Professor	1.00	47,262.00	945.00	3,000.00	0.00	0.00	0.00	51,207.00	8.35%	
Dinsmore, Janice S	Assistant Professor	1.00	65,852.00	1,317.00	0.00	0.00	0.00	0.00	67,169.00	2.00%	
Franklin, Laura O	Assistant Professor	1.00	48,900.00	978.00	0.00	0.00	0.00	0.00	49,878.00	2.00%	
Hindman, Tara A	Assistant Professor	1.00	48,000.00	0.00	0.00	0.00	0.00	0.00	48,000.00	0.00%	F4
Hull, Michael M	Assistant Professor	1.00	48,500.00	0.00	0.00	0.00	0.00	0.00	48,500.00	0.00%	F4
Hurner, Casey J	Assistant Professor	1.00	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Irlmeier, Joni L	Assistant Professor	1.00	47,840.00	957.00	0.00	0.00	0.00	0.00	48,797.00	2.00%	
Knezevic, Branislava	Assistant Professor	1.00	48,000.00	960.00	0.00	0.00	0.00	0.00	48,960.00	2.00%	
Kolbeck, Karl F	Assistant Professor	1.00	46,359.00	927.00	0.00	0.00	0.00	0.00	47,286.00	2.00%	
Kufner, Brian E	Assistant Professor	1.00	54,000.00	1,080.00	0.00	0.00	0.00	0.00	55,080.00	2.00%	
Marcellus, Stephanie A	Assistant Professor	1.00	46,000.00	920.00	0.00	0.00	0.00	0.00	46,920.00	2.00%	
Murphy, Richard E	Assistant Professor	1.00	46,737.00	935.00	0.00	0.00	0.00	0.00	47,672.00	2.00%	
Newcomb, Lori A	Assistant Professor	1.00	48,217.00	964.00	0.00	0.00	0.00	0.00	49,181.00	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	48,000.00	0.00	0.00	0.00	0.00	0.00	48,000.00	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	50,900.00	0.00	0.00	0.00	0.00	0.00	50,900.00	0.00%	
Pease, Craig W	Assistant Professor	1.00	53,055.00	1,061.00	0.00	0.00	0.00	0.00	54,116.00	2.00%	
Piersanti, Joshua R	Assistant Professor	1.00	46,359.00	927.00	0.00	0.00	0.00	0.00	47,286.00	2.00%	
Rawlings, Lesli M	Assistant Professor	1.00	44,741.00	895.00	0.00	0.00	0.00	0.00	45,636.00	2.00%	
Ryherd, Lisa M	Assistant Professor	1.00	48,500.00	0.00	0.00	0.00	0.00	0.00	48,500.00	0.00%	F4
Vander Weil, Greg P	Assistant Professor	1.00	63,045.00	1,261.00	0.00	0.00	0.00	0.00	64,306.00	2.00%	
Walsh, Sara J	Assistant Professor	1.00	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Weixelman, Chris Tee	Assistant Professor	1.00	45,000.00	900.00	0.00	0.00	0.00	0.00	45,900.00	2.00%	
Sub-Total Assistant Professors		29.00	1,438,961.00	21,982.00	3,000.00	0.00	0.00	0.00	1,463,943.00		
Calkin, Joshua	Instructor	1.00	44,202.00	884.00	0.00	0.00	0.00	0.00	45,086.00	2.00%	
Christensen, Chad M	Instructor	1.00	41,000.00	820.00	0.00	0.00	0.00	0.00	41,820.00	2.00%	
DeBoer, Buffany D	Instructor	1.00	42,052.00	841.00	0.00	0.00	0.00	0.00	42,893.00	2.00%	
Dorman, Sherry	Instructor	1.00	39,796.00	796.00	0.00	0.00	0.00	0.00	40,592.00	2.00%	
Erwin, Carol J	Instructor	1.00	42,330.00	847.00	0.00	0.00	0.00	0.00	43,177.00	2.00%	
Kuchta, Mary J	Instructor	1.00	38,000.00	0.00	0.00	0.00	0.00	0.00	38,000.00	0.00%	F4
Meyer, Jeffrey Reed	Instructor	1.00	52,967.00	1,059.00	0.00	0.00	0.00	0.00	54,026.00	2.00%	
Meyer, Tony W	Instructor	1.00	40,000.00	0.00	0.00	0.00	0.00	0.00	40,000.00	0.00%	F4
Moeller, Judith A	Instructor	1.00	38,666.00	773.00	0.00	0.00	0.00	0.00	39,439.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Doctorate	Promotion	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Sub-Total Instructors		9.00	379,013.00	6,020.00	0.00	0.00	0.00	0.00	385,033.00		
Dahlseid, Thomas A	Lecturer	1.00	32,000.00	640.00	0.00	0.00	0.00	0.00	32,640.00	2.00%	F3
Holton, Christopher J	Lecturer	1.00	32,000.00	640.00	0.00	0.00	0.00	0.00	32,640.00	2.00%	F3
McCawley, Paul F	Lecturer	1.00	38,000.00	0.00	0.00	0.00	0.00	0.00	38,000.00	0.00%	F3 F4
VACANT	Lecturer	1.00	36,000.00	0.00	0.00	0.00	0.00	0.00	36,000.00	0.00%	
Powicki, Liesel H	Lecturer	1.00	38,000.00	760.00	0.00	0.00	0.00	0.00	38,760.00	2.00%	F3
Sub-Total Lecturers		5.00	176,000.00	2,040.00	0.00	0.00	0.00	0.00	178,040.00		
TOTAL FACULTY		129.50	8,190,118.00	153,586.00	3,000.00	12,000.00	16,533.00	0.00	8,375,237.00		

NOTES

F1 = part-time position

F2 = employee on leave of absence or sabbatical

F3 = temporary or interim appointment (Special Appointment)

F4 = new appointment

F5 = position split between state and non-state support

F6 = terminal one year contract

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
<u>NSCPA Professional Staff -- State Supported Positions</u>											
Aldrich, Michael J	Football Defensive Coordinator	1.00	41,749.00	835.00	0.00	0.00	0.00	0.00	42,584.00	2.00%	
Bargholz, Darin	IT Specialist	1.00	44,835.00	897.00	0.00	0.00	0.00	0.00	45,732.00	2.00%	
Burns, Jana	Admissions Representative	0.75	26,757.00	535.00	0.00	0.00	0.00	0.00	27,292.00	2.00%	
Carstens, Mary K	Learning Skills Specialist	0.75	37,178.00	744.00	0.00	0.00	0.00	0.00	37,922.00	2.00%	
Costa, Andrew D	IT Technician	1.00	38,000.00	760.00	0.00	0.00	0.00	0.00	38,760.00	2.00%	
Denklau, Susan K	Accountant	1.00	39,369.00	787.00	0.00	0.00	0.00	0.00	40,156.00	2.00%	
DePew, Kimberly M	Assistant Coach	1.00	37,443.00	749.00	0.00	0.00	0.00	0.00	38,192.00	2.00%	
Derechailo, Melissa	Theatre Technician	0.88	40,938.00	819.00	0.00	0.00	0.00	0.00	41,757.00	2.00%	
Donahue, Robert A	Librarian-Reference	1.00	41,835.00	837.00	0.00	0.00	0.00	0.00	42,672.00	2.00%	
Eckmann, Brandon A	IT Analyst	1.00	55,711.00	1,114.00	0.00	0.00	0.00	0.00	56,825.00	2.00%	
Elfers, Edmund B	Director-Teaching & Learning	1.00	74,677.00	1,494.00	0.00	0.00	0.00	0.00	76,171.00	2.00%	
Gade, Amy J	Coordinator of Admissions Services	1.00	34,148.00	683.00	0.00	0.00	0.00	0.00	34,831.00	2.00%	
Granberg, Karen M	Licensed Student Counselor	0.80	52,242.00	1,045.00	0.00	0.00	0.00	0.00	53,287.00	2.00%	
Grosz, Michael T	Director-Sports Information	1.00	39,034.00	781.00	0.00	0.00	0.00	0.00	39,815.00	2.00%	
Hix, Karla	Assistant Registrar	1.00	40,089.00	802.00	0.00	0.00	0.00	0.00	40,891.00	2.00%	
Janke, Kathy K	Coordinator of Admissions Services	1.00	34,104.00	682.00	0.00	0.00	0.00	0.00	34,786.00	2.00%	
Johnson, Jennifer L	IT Support	1.00	32,835.00	657.00	0.00	0.00	0.00	0.00	33,492.00	2.00%	
Keino, Leah C	Director-Multicultural Affairs	1.00	50,000.00	1,000.00	0.00	0.00	0.00	0.00	51,000.00	2.00%	
Kielsmeier, Kelly	Assistant Coach	1.00	40,669.00	813.00	0.00	0.00	0.00	0.00	41,482.00	2.00%	
Knight, Valerie R	Librarian-Reference	1.00	45,726.00	915.00	0.00	0.00	0.00	0.00	46,641.00	2.00%	
Krueger, Jacob R	IT Technician	1.00	39,215.00	784.00	0.00	0.00	0.00	0.00	39,999.00	2.00%	
Kucera, Loren L	Director-NBDC	0.09	5,832.00	117.00	0.00	0.00	0.00	0.00	5,949.00	2.01%	P2
Loftis, Charissa A	Librarian-Reference	1.00	46,932.00	939.00	0.00	0.00	0.00	0.00	47,871.00	2.00%	
Mackling, Jamie L	Licensed Student Counselor	0.88	39,146.00	783.00	0.00	0.00	0.00	0.00	39,929.00	2.00%	
McLaughlin, Scott Joseph	Assistant Coach	1.00	32,826.00	657.00	0.00	0.00	0.00	0.00	33,483.00	2.00%	
McMenamin, John J	Football Offensive Coordinator	1.00	39,383.00	788.00	0.00	0.00	0.00	0.00	40,171.00	2.00%	
Meyer, Michelle A	Licensed Student Counselor	0.88	43,947.00	879.00	0.00	0.00	0.00	0.00	44,826.00	2.00%	
Mohlfeld, Kathy	Licensed Student Counselor	1.00	52,129.00	1,043.00	0.00	0.00	0.00	0.00	53,172.00	2.00%	
Moyer, Tricia	Marketing Coordinator	1.00	52,247.00	1,045.00	0.00	0.00	0.00	0.00	53,292.00	2.00%	
Muir, Trudy I	Graphic Designer	1.00	47,000.00	940.00	0.00	0.00	0.00	0.00	47,940.00	2.00%	
Neeman, Donna D	Admissions Representative	0.80	24,668.00	494.00	0.00	0.00	0.00	0.00	25,162.00	2.00%	
Neeman, Donna D	Admissions Representative	0.20	6,167.00	123.00	0.00	0.00	0.00	0.00	6,290.00	1.99%	
Neibaur, Carly M	Admissions Representative	1.00	30,835.00	617.00	0.00	0.00	0.00	0.00	31,452.00	2.00%	
Nelson, Jeremy	IT Analyst	1.00	55,375.00	1,108.00	0.00	0.00	0.00	0.00	56,483.00	2.00%	
Nelson, Lisa L	Service Learning Coordinator	1.00	36,185.00	724.00	0.00	0.00	0.00	0.00	36,909.00	2.00%	
Nisley, Quinn C	Admissions Representative	1.00	31,354.00	627.00	0.00	0.00	0.00	0.00	31,981.00	2.00%	
VACANT	Graphic Designer	1.00	35,222.00	0.00	0.00	0.00	0.00	0.00	35,222.00	0.00%	
VACANT	IT Analyst	1.00	50,772.00	0.00	0.00	0.00	0.00	0.00	50,772.00	0.00%	
VACANT	IT Technician	1.00	36,623.00	0.00	0.00	0.00	0.00	0.00	36,623.00	0.00%	
VACANT	Admissions Representative	1.00	29,485.00	0.00	0.00	0.00	0.00	0.00	29,485.00	0.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Wayne State College

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Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
VACANT	Admissions Representative	1.00	29,485.00	0.00	0.00	0.00	0.00	0.00	29,485.00	0.00%	
VACANT	Learning Skills Specialist	0.75	27,923.00	0.00	0.00	0.00	0.00	0.00	27,923.00	0.00%	
VACANT	Student Activities Coordinator	0.74	25,108.00	0.00	0.00	0.00	0.00	0.00	25,108.00	0.00%	P2
VACANT	Assistant Coach	1.00	31,522.00	0.00	0.00	0.00	0.00	0.00	31,522.00	0.00%	
VACANT	Athletic Trainer	1.00	35,074.00	0.00	0.00	0.00	0.00	0.00	35,074.00	0.00%	
O'Reilly, Gretchen T	Nurse	0.88	40,787.00	816.00	0.00	0.00	0.00	0.00	41,603.00	2.00%	
Pfaltzgraff, Philip	Accompanist	1.00	43,453.00	869.00	0.00	0.00	0.00	0.00	44,322.00	2.00%	
Piper, Jeffrey A	Digital Graphic Designer	1.00	46,320.00	926.00	0.00	0.00	0.00	0.00	47,246.00	2.00%	
Piper, Jessica M	Cooperative Education Coordinator	1.00	40,157.00	803.00	0.00	0.00	0.00	0.00	40,960.00	2.00%	
Putnam, Jenny D	Instructional Resources Coordinator	1.00	35,149.00	703.00	0.00	0.00	0.00	0.00	35,852.00	2.00%	
Quance, Marilyn S	Librarian-Technical Services	1.00	58,178.00	1,164.00	0.00	0.00	0.00	0.00	59,342.00	2.00%	
Reinhardt, Heather M	Career Development Specialist	1.00	44,199.00	884.00	1,000.00	0.00	0.00	0.00	46,083.00	4.26%	
Reynolds, Lisa C	Extended Campus Program Coordinator	1.00	41,612.00	832.00	0.00	0.00	0.00	0.00	42,444.00	2.00%	
Risinger, Matthew	IT Technician	1.00	38,000.00	760.00	0.00	0.00	0.00	0.00	38,760.00	2.00%	
Rusch, Amanda S	IT Specialist	1.00	44,835.00	897.00	0.00	0.00	0.00	0.00	45,732.00	2.00%	
Schlichter, Marcus	Librarian-Acquisitions and Archivist	1.00	61,208.00	1,224.00	0.00	0.00	0.00	0.00	62,432.00	2.00%	
Smith, Chad C	IT Analyst	1.00	55,375.00	1,108.00	0.00	0.00	0.00	0.00	56,483.00	2.00%	
Smith, Ruth E	Construction Project Coordinator	1.00	48,916.00	978.00	0.00	0.00	0.00	0.00	49,894.00	2.00%	
Stout, Rebecca A	Project Coordinator	0.50	17,150.00	343.00	0.00	0.00	0.00	0.00	17,493.00	2.00%	P2
Suckstorf, Brett J	Assistant Coach	1.00	35,000.00	700.00	0.00	0.00	0.00	0.00	35,700.00	2.00%	
Swan, Evan D	Librarian-Circulation	1.00	41,000.00	820.00	0.00	0.00	0.00	0.00	41,820.00	2.00%	
Sydow, Suzanne R	Director-Assessment	1.00	80,389.00	1,608.00	0.00	0.00	0.00	0.00	81,997.00	2.00%	
Vick Sr, Ronald D	Licensed Student Counselor	1.00	55,183.00	1,104.00	0.00	0.00	0.00	0.00	56,287.00	2.00%	
Young, Kaye L	Accountant	1.00	41,602.00	832.00	0.00	0.00	0.00	0.00	42,434.00	2.00%	
Zamzow, Lora M	Manager, Payroll	1.00	40,617.00	812.00	0.00	0.00	0.00	0.00	41,429.00	2.00%	
TOTAL		60.88	2,640,924.00	46,800.00	1,000.00	0.00	0.00	0.00	2,688,724.00		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>											
Kratz, Brianna J	Assistant Director Residence Life	0.88	27,250.00	545.00	0.00	0.00	0.00	0.00	27,795.00	2.00%	
VACANT	Assistant Director-Residence Life	1.00	39,270.00	0.00	0.00	0.00	0.00	0.00	39,270.00	0.00%	
VACANT	Manager-Student Center	1.00	46,130.00	0.00	0.00	0.00	0.00	0.00	46,130.00	0.00%	
VACANT	Student Activities Coordinator	0.13	4,431.00	0.00	0.00	0.00	0.00	0.00	4,431.00	0.00%	P2
Osnes, Thomas R	Assistant Director Residence Life	1.00	41,661.00	833.00	0.00	0.00	0.00	0.00	42,494.00	2.00%	
Otto, Heather M	Assistant Director-Residence Life	0.88	27,639.00	553.00	0.00	0.00	0.00	0.00	28,192.00	2.00%	
Parker, Brett R	IT Specialist	1.00	45,835.00	917.00	0.00	0.00	0.00	0.00	46,752.00	2.00%	
Peterson, Ryan E	Assistant Director Residence Life	0.88	28,581.00	572.00	0.00	0.00	0.00	0.00	29,153.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Pitkin, Chad	Physical Activity Center Coordinator	1.00	33,000.00	660.00	0.00	0.00	0.00	0.00	33,660.00	2.00%	
Stout, Rebecca A	Project Coordinator	0.50	17,150.00	343.00	0.00	0.00	0.00	0.00	17,493.00	2.00%	P2
Wynia, Jeremy A	IT Technician	1.00	38,835.00	777.00	0.00	0.00	0.00	0.00	39,612.00	2.00%	
TOTAL		9.26	349,782.00	5,200.00	0.00	0.00	0.00	0.00	354,982.00		
Professional Staff (Non-Union) -- State Supported Positions											
Altwine, Chad	Director Facility Services	1.00	84,054.00	1,681.00	0.00	0.00	3,783.00	0.00	89,518.00	6.50%	
Anderson, Michael F	VP Academic Affairs	1.00	124,800.00	2,496.00	0.00	0.00	3,744.00	0.00	131,040.00	5.00%	
Barelman, Jason L	Director Career Services	1.00	60,904.00	1,218.00	0.00	0.00	0.00	0.00	62,122.00	2.00%	
Barry, Jeannette M	Research Analyst	1.00	54,940.00	1,099.00	0.00	0.00	0.00	0.00	56,039.00	2.00%	
Benson, Vaughn L	Dean	0.75	85,691.00	1,714.00	0.00	0.00	0.00	0.00	87,405.00	2.00%	
Benson, Vaughn L	Dean	0.25	28,564.00	571.00	0.00	0.00	0.00	0.00	29,135.00	2.00%	
Brink, Marlon D	Head Coach	1.00	51,869.00	1,037.00	0.00	0.00	1,556.00	0.00	54,462.00	5.00%	
Brummels, Linda M	Director Counseling	0.94	65,214.00	1,304.00	0.00	0.00	0.00	0.00	66,518.00	2.00%	
Carstens, Jeffrey B	VP & Dean Of Students	1.00	109,200.00	2,184.00	0.00	0.00	3,276.00	0.00	114,660.00	5.00%	
Cliff, Tom H	Head Coach	1.00	46,000.00	920.00	0.00	0.00	0.00	0.00	46,920.00	2.00%	
Collier, Jerry W	Director Of College Relations	1.00	74,802.00	1,496.00	0.00	0.00	0.00	0.00	76,298.00	2.00%	
DeBoer, Mitch	Comptroller	1.00	66,667.00	1,333.00	0.00	0.00	0.00	0.00	68,000.00	2.00%	
Disch, Brian	Head Coach	1.00	44,020.00	880.00	0.00	0.00	0.00	0.00	44,900.00	2.00%	
Dolan, Brian O	Head Coach	0.92	74,500.00	1,490.00	0.00	0.00	0.00	0.00	75,990.00	2.00%	
Drahota, Shane A	Assistant AD for Internal Affairs	0.15	7,803.00	156.00	0.00	0.00	0.00	0.00	7,959.00	2.00%	
Drahota, Shane A	Assistant AD for Internal Affairs	0.85	44,217.00	884.00	0.00	0.00	0.00	0.00	45,101.00	2.00%	
Dunning, John B	Chief Information Officer	1.00	95,726.00	1,915.00	0.00	0.00	0.00	0.00	97,641.00	2.00%	
Elliott, Steven T	Dean	0.75	72,675.00	0.00	0.00	0.00	0.00	0.00	72,675.00	0.00%	P6
Elliott, Steven T	Dean	0.25	24,225.00	0.00	0.00	0.00	0.00	0.00	24,225.00	0.00%	P6
Evetovich, Tammy	Dean	0.75	72,675.00	0.00	0.00	0.00	0.00	0.00	72,675.00	0.00%	P6
Evetovich, Tammy	Dean	0.25	24,225.00	0.00	0.00	0.00	0.00	0.00	24,225.00	0.00%	P6
Fredrickson, Angela S	VP Administration And Finance	1.00	110,000.00	2,200.00	0.00	0.00	3,300.00	0.00	115,500.00	5.00%	
Graber, David R	Director, Library	1.00	72,389.00	1,448.00	0.00	0.00	0.00	0.00	73,837.00	2.00%	
Halle, Kevin E	Director, Admissions	1.00	57,228.00	1,145.00	0.00	0.00	0.00	0.00	58,373.00	2.00%	
Jammer, Susan	Controller	0.91	43,574.00	871.00	0.00	0.00	0.00	0.00	44,445.00	2.00%	P2
Kielsmeier, Chris J	Head Coach	0.92	77,605.00	1,552.00	0.00	0.00	2,328.00	0.00	81,485.00	5.00%	
Kielty, John M	HVAC/Energy Manager	1.00	69,182.00	1,384.00	0.00	0.00	0.00	0.00	70,566.00	2.00%	
Kneifl, Scott D	Head Coach	0.92	65,000.00	1,300.00	0.00	0.00	0.00	0.00	66,300.00	2.00%	
Korth, Regina	Nurse	0.88	44,693.00	894.00	0.00	0.00	0.00	0.00	45,587.00	2.00%	
Lentz, Lynette K	Registrar	1.00	66,729.00	1,335.00	0.00	0.00	0.00	0.00	68,064.00	2.00%	
Lichty, Dennis A	Dean	0.75	72,675.00	0.00	0.00	0.00	0.00	0.00	72,675.00	0.00%	P6
Lichty, Dennis A	Dean	0.25	24,225.00	0.00	0.00	0.00	0.00	0.00	24,225.00	0.00%	P6
McLaughlin, Dan	Head Coach	0.92	82,234.00	1,645.00	0.00	0.00	0.00	0.00	83,879.00	2.00%	
Meyer, Barbara J	Director Budget	1.00	70,754.00	1,415.00	0.00	0.00	3,184.00	0.00	75,353.00	6.50%	
Morris, Muffin	Head Athletic Trainer	1.00	45,231.00	905.00	0.00	0.00	0.00	0.00	46,136.00	2.00%	

Wayne State College

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Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Muir, Nicholas S	Director Of IT User Support	1.00	53,570.00	1,071.00	0.00	0.00	0.00	0.00	54,641.00	2.00%	
Nelsen, Kyle R	Asst Director Facility Services	1.00	64,615.00	1,292.00	0.00	0.00	4,807.00	0.00	70,714.00	9.44%	
VACANT	Assist to the President	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
VACANT	Associate Dean	1.00	76,336.00	0.00	0.00	0.00	0.00	0.00	76,336.00	0.00%	P5
VACANT	Asst Ath Dir Business Mgmt	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
VACANT	Coaching Assistant, Baseball	0.63	19,702.00	0.00	0.00	0.00	0.00	0.00	19,702.00	0.00%	P3
VACANT	Director Business Services	1.00	52,000.00	0.00	0.00	0.00	0.00	0.00	52,000.00	0.00%	
VACANT	Director Financial Aid	1.00	75,000.00	0.00	0.00	0.00	0.00	0.00	75,000.00	0.00%	
Oswald, Laurie L	Asst Dir of Student Financial Services	1.00	38,500.00	770.00	0.00	0.00	0.00	0.00	39,270.00	2.00%	
Powicki, Michael M	Athletic Director	1.00	96,900.00	1,938.00	0.00	0.00	2,907.00	0.00	101,745.00	5.00%	
Scardino, Janell	Director, Administrative Systems	1.00	70,000.00	1,400.00	0.00	0.00	0.00	0.00	71,400.00	2.00%	
Spethman, Phyllis J	Director Professional Education Services	1.00	65,252.00	1,305.00	0.00	0.00	0.00	0.00	66,557.00	2.00%	
Travnicek, Nancy G	Director Learning Center	1.00	53,500.00	0.00	0.00	0.00	0.00	0.00	53,500.00	0.00%	P6
Waddington, Cheryl A	Director Human Resources	1.00	87,414.00	1,748.00	0.00	0.00	0.00	0.00	89,162.00	2.00%	
Wood, Krista A	Head Coach	1.00	53,663.00	1,073.00	0.00	0.00	0.00	0.00	54,736.00	2.00%	
TOTAL		44.02	3,120,742.00	49,069.00	0.00	0.00	28,885.00	0.00	3,198,696.00		
Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)											
Barry, Michael J	Assoc Dir Athlctcs/Dir Of Sprt & Rec Ctr	1.00	68,342.00	1,367.00	0.00	0.00	0.00	0.00	69,709.00	2.00%	
Carithers, Bartley D	Director Student Act & Student Center	1.00	50,000.00	1,000.00	0.00	0.00	0.00	0.00	51,000.00	2.00%	
VACANT	Security Manager	1.00	50,000.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00%	
VACANT	Director of Accounting	1.00	52,000.00	0.00	0.00	0.00	0.00	0.00	52,000.00	0.00%	
Schramm, Kim	Grounds, Arboretum/Landscape Manager	1.00	49,280.00	986.00	0.00	0.00	0.00	0.00	50,266.00	2.00%	
Weekley, Matthew R	Asst Dean Of Students/Dir Of Res Life	1.00	58,031.00	1,161.00	0.00	0.00	0.00	0.00	59,192.00	2.00%	
TOTAL		6.00	327,653.00	4,514.00	0.00	0.00	0.00	0.00	332,167.00		
TOTAL PROFESSIONAL		120.16	6,439,101.00	105,583.00	1,000.00	0.00	28,885.00	0.00	6,574,569.00		

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

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 or interim appointment (Special Appointment)
- P6 = new appointment

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
NAPE/Support Staff -- State Supported Positions											
Ahmann, Nancy A	Office Assistant II	1.00	25,193.00	504.00	0.00	0.00	0.00	0.00	25,697.00	2.00%	
Backstrom, Leslie A	Accounting Clerk II	1.00	22,950.00	459.00	0.00	0.00	0.00	0.00	23,409.00	2.00%	
Baier, Matthew E	Maintenance Repair Worker III	1.00	27,152.00	543.00	0.00	0.00	0.00	0.00	27,695.00	2.00%	
Benshoof, Karlene J	Office Assistant II	1.00	21,861.00	437.00	0.00	21.00	0.00	0.00	22,319.00	2.10%	
Bijlsma, Karyn D	Office Assistant II	1.00	23,557.00	471.00	0.00	1,432.00	0.00	0.00	25,460.00	8.08%	
Bottger, Bridget	Office Assistant II	1.00	25,193.00	504.00	0.00	0.00	0.00	0.00	25,697.00	2.00%	
Brandow, Jennifer D	Office Assistant II	1.00	23,361.00	467.00	0.00	0.00	0.00	0.00	23,828.00	2.00%	
Burke, Kathy J	Office Assistant II	1.00	24,936.00	499.00	0.00	0.00	0.00	0.00	25,435.00	2.00%	
Burtwistle, Laura M	Office Assistant II	1.00	24,960.00	499.00	0.00	0.00	0.00	0.00	25,459.00	2.00%	
Campbell, Terrill L	Maintenance Repair Worker III	1.00	27,124.00	542.00	0.00	19.00	0.00	0.00	27,685.00	2.07%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	18,499.00	370.00	0.00	0.00	0.00	0.00	18,869.00	2.00%	
Carroll, Dennis D	Maintenance Repair Worker II	0.50	18,499.00	370.00	0.00	0.00	0.00	0.00	18,869.00	2.00%	
Chase, Debra E	Office Assistant II	0.25	8,745.00	175.00	0.00	0.00	0.00	0.00	8,920.00	2.00%	
Chase, Debra E	Office Assistant II	0.75	26,235.00	525.00	0.00	0.00	0.00	0.00	26,760.00	2.00%	
Craig, Patrick	Maintenance Repair Worker I	0.75	15,242.00	305.00	0.00	7.00	0.00	0.00	15,554.00	2.05%	
Dolan, Kristen M	Office Assistant II	1.00	24,960.00	499.00	0.00	0.00	0.00	0.00	25,459.00	2.00%	
Donner, Colette	Custodian	1.00	25,012.00	500.00	0.00	1,112.00	0.00	0.00	26,624.00	6.44%	
Echtenkamp, Cathleen A	Library Assistant	1.00	47,586.00	952.00	0.00	0.00	0.00	0.00	48,538.00	2.00%	
Franzen, Cynthia A	Academic Credentials Technician	1.00	25,807.00	516.00	0.00	0.00	0.00	0.00	26,323.00	2.00%	
Frevert, Cynthia J	Office Assistant I	0.50	12,502.00	250.00	0.00	987.00	0.00	0.00	13,739.00	9.89%	
Frevert, Cynthia J	Office Assistant I	0.50	12,501.00	250.00	0.00	987.00	0.00	0.00	13,738.00	9.90%	
Gathje, Richard A	Custodian	1.00	31,887.00	638.00	0.00	7.00	0.00	0.00	32,532.00	2.02%	
Guilliams, Pamela K	Library Assistant	1.00	23,192.00	464.00	0.00	0.00	0.00	0.00	23,656.00	2.00%	
Gustafson, Heather L	Office Assistant II	1.00	24,960.00	499.00	0.00	0.00	0.00	0.00	25,459.00	2.00%	
Hank, Amanda M	Office Assistant II	1.00	28,078.00	562.00	0.00	0.00	0.00	0.00	28,640.00	2.00%	
Hansen, Cathleen A	Office Assistant III	1.00	32,429.00	649.00	0.00	0.00	0.00	0.00	33,078.00	2.00%	
Hart, Britney	Office Assistant III	1.00	27,661.00	553.00	0.00	0.00	0.00	0.00	28,214.00	2.00%	
Headley, Terri Lynn	Library Assistant	1.00	26,764.00	535.00	0.00	0.00	0.00	0.00	27,299.00	2.00%	
Hirschman, Dawn R	Office Assistant II	1.00	29,881.00	598.00	0.00	0.00	0.00	0.00	30,479.00	2.00%	
Holloway, Racquel J	Custodian	1.00	24,632.00	493.00	0.00	0.00	0.00	0.00	25,125.00	2.00%	
Jacobsen, Renee M	Facility Operations Assistant	1.00	28,805.00	576.00	0.00	0.00	0.00	0.00	29,381.00	2.00%	
Janke, Michael S	Maintenance Repair Worker III	1.00	27,124.00	542.00	0.00	19.00	0.00	0.00	27,685.00	2.07%	
Jech, Brook Anne	Office Assistant III	1.00	26,313.00	526.00	0.00	2,106.00	0.00	0.00	28,945.00	10.00%	
Jensen, Chad M	Security Officer II	0.38	10,811.00	216.00	0.00	0.00	0.00	0.00	11,027.00	2.00%	S2
Jensen, Debra L	Custodian	1.00	21,548.00	431.00	0.00	0.00	0.00	0.00	21,979.00	2.00%	
Jensen, Jason C	Maintenance Repair Worker III	1.00	30,951.00	619.00	0.00	0.00	0.00	0.00	31,570.00	2.00%	
Jensen, Karla S	Office Assistant II	1.00	24,936.00	499.00	0.00	0.00	0.00	0.00	25,435.00	2.00%	
Jensen, Lesa R	Office Assistant III	1.00	40,283.00	806.00	0.00	0.00	0.00	0.00	41,089.00	2.00%	
Kastrup, Tama	Office Assistant II	1.00	34,465.00	689.00	0.00	0.00	0.00	0.00	35,154.00	2.00%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Kennedy, Gerald R	Maintenance Repair Worker III	1.00	35,457.00	709.00	0.00	2,837.00	0.00	0.00	39,003.00	10.00%	
Kenny, Kelly R	Office Assistant II	1.00	22,604.00	452.00	0.00	0.00	0.00	0.00	23,056.00	2.00%	
Long, William M	Custodian	1.00	31,887.00	638.00	0.00	7.00	0.00	0.00	32,532.00	2.02%	
Loofe, Vickie J	Office Assistant III	1.00	40,283.00	806.00	0.00	0.00	0.00	0.00	41,089.00	2.00%	
Marr, Daniel A	Electrician	1.00	46,427.00	929.00	0.00	0.00	0.00	0.00	47,356.00	2.00%	
Mecseji, Karen A	Office Assistant II	1.00	25,193.00	504.00	0.00	0.00	0.00	0.00	25,697.00	2.00%	
Meier, Tammy J	Office Assistant III	1.00	40,283.00	806.00	0.00	0.00	0.00	0.00	41,089.00	2.00%	
Meyer, Nancy L	Accounting Clerk II	1.00	34,980.00	700.00	0.00	0.00	0.00	0.00	35,680.00	2.00%	
Meyer, Roger P	Electrician	1.00	33,512.00	670.00	0.00	0.00	0.00	0.00	34,182.00	2.00%	
Monahan, Pamela R	Accounting Clerk III	1.00	32,635.00	653.00	0.00	0.00	0.00	0.00	33,288.00	2.00%	
Mosley, Greg K	Maintenance Repair Worker III	1.00	42,504.00	850.00	0.00	0.00	0.00	0.00	43,354.00	2.00%	
Mostek, Denise M	Office Assistant IV	1.00	41,559.00	831.00	0.00	1.00	0.00	0.00	42,391.00	2.00%	
Nelson, Duane S	Maintenance Repair Worker III	1.00	30,930.00	619.00	0.00	0.00	0.00	0.00	31,549.00	2.00%	
Nelson, Roxanne	Custodian	1.00	23,213.00	464.00	0.00	15.00	0.00	0.00	23,692.00	2.06%	
Neuhalfen, Kathy	Custodian	1.00	23,213.00	464.00	0.00	15.00	0.00	0.00	23,692.00	2.06%	
VACANT	Office Assistant II	1.00	22,319.00	0.00	0.00	0.00	0.00	0.00	22,319.00	0.00%	
VACANT	Maintenance Repair Worker III	1.00	27,685.00	0.00	0.00	0.00	0.00	0.00	27,685.00	0.00%	
VACANT	Maintenance Repair Worker III	0.50	13,843.00	0.00	0.00	0.00	0.00	0.00	13,843.00	0.00%	S2
VACANT	Custodian	1.00	20,738.00	0.00	0.00	0.00	0.00	0.00	20,738.00	0.00%	
VACANT	Custodian	1.00	20,738.00	0.00	0.00	0.00	0.00	0.00	20,738.00	0.00%	
Ohlrich, Angela	Accounting Clerk III	1.00	26,004.00	520.00	0.00	2,081.00	0.00	0.00	28,605.00	10.00%	
Paulson, Debra M	Custodian	1.00	28,118.00	562.00	0.00	898.00	0.00	0.00	29,578.00	5.19%	
Pedersen, Kathleen M	Office Assistant I	1.00	21,609.00	432.00	0.00	0.00	0.00	0.00	22,041.00	2.00%	
Penn, Suzanne L	Office Assistant II	1.00	31,829.00	637.00	0.00	2,458.00	0.00	0.00	34,924.00	9.72%	
Peterson, Ricky J	Maintenance Repair Worker III	1.00	34,799.00	696.00	0.00	11.00	0.00	0.00	35,506.00	2.03%	
Rahn, Terry L	Maintenance Repair Worker III	1.00	31,489.00	630.00	0.00	0.00	0.00	0.00	32,119.00	2.00%	
Rastede, Brian G	Electrician Master	1.00	38,422.00	768.00	0.00	0.00	0.00	0.00	39,190.00	2.00%	
Reifenrath, Corrine C	Accounting Clerk III	1.00	28,829.00	577.00	0.00	0.00	0.00	0.00	29,406.00	2.00%	
Reklaitis, Joe	Custodian	1.00	25,012.00	500.00	0.00	1,112.00	0.00	0.00	26,624.00	6.44%	
Ritze, David H	Maintenance Repair Worker II	1.00	30,348.00	607.00	0.00	0.00	0.00	0.00	30,955.00	2.00%	
Ritze, Randy G	Maintenance Repair Worker III	1.00	42,710.00	854.00	0.00	0.00	0.00	0.00	43,564.00	2.00%	
Roeber, Janet C	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Roeber, Merle D	Custodian	1.00	31,238.00	625.00	0.00	669.00	0.00	0.00	32,532.00	4.14%	
Roland, Charles G	Maintenance Repair Worker II	1.00	37,514.00	750.00	0.00	0.00	0.00	0.00	38,264.00	2.00%	
Ruskamp, Bernie J	Maintenance Repair Worker IV	1.00	45,340.00	907.00	0.00	0.00	0.00	0.00	46,247.00	2.00%	
Schenck, Joyce Ann	Custodian	1.00	23,213.00	464.00	0.00	1,858.00	0.00	0.00	25,535.00	10.00%	
Schmitz, Cynthia S	Custodial Leader	1.00	33,447.00	669.00	0.00	17.00	0.00	0.00	34,133.00	2.05%	

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Schmitz, Thomas R	Broadcast Engineer	1.00	44,668.00	893.00	0.00	0.00	0.00	0.00	45,561.00	2.00%	
Schroeder, Molly A	Office Assistant II	1.00	25,646.00	513.00	0.00	0.00	0.00	0.00	26,159.00	2.00%	
Schulz, Karen M	Custodian	1.00	26,084.00	522.00	0.00	18.00	0.00	0.00	26,624.00	2.07%	
Schutte, Ray W	Maintenance Repair Worker II	1.00	28,395.00	568.00	0.00	0.00	0.00	0.00	28,963.00	2.00%	
Sebade, Rhonda S	Office Assistant III	1.00	37,745.00	755.00	0.00	1,852.00	0.00	0.00	40,352.00	6.91%	
Sharer, Beth Ann	Office Assistant II	0.88	21,870.00	437.00	0.00	0.00	0.00	0.00	22,307.00	2.00%	
Sherman, Stacie	Custodian	1.00	23,213.00	464.00	0.00	15.00	0.00	0.00	23,692.00	2.06%	
Sinniger, Carolyn J	Office Assistant II	1.00	31,138.00	623.00	0.00	1.00	0.00	0.00	31,762.00	2.00%	
Spahr, Connie S	Accounting Clerk III	1.00	32,635.00	653.00	0.00	0.00	0.00	0.00	33,288.00	2.00%	
Spriek, Theresa J	Custodian	1.00	20,322.00	406.00	0.00	1,627.00	0.00	0.00	22,355.00	10.00%	
Steffen, Angela M	Office Assistant III	1.00	35,964.00	719.00	0.00	9.00	0.00	0.00	36,692.00	2.02%	
Stephens, Carol A	Office Assistant III	1.00	32,635.00	653.00	0.00	0.00	0.00	0.00	33,288.00	2.00%	
Suckstorf, Erin N	Office Assistant II	1.00	24,960.00	499.00	0.00	0.00	0.00	0.00	25,459.00	2.00%	
Swinney, William L	Maintenance Repair Worker IV	1.00	46,343.00	927.00	0.00	0.00	0.00	0.00	47,270.00	2.00%	
Thompson, Patricia K	Library Technician	1.00	36,754.00	735.00	0.00	14.00	0.00	0.00	37,503.00	2.04%	
Trevett, Joyce F	Office Assistant III	1.00	39,541.00	791.00	0.00	20.00	0.00	0.00	40,352.00	2.05%	
Wagner, Amy R	Office Assistant II	1.00	24,960.00	499.00	0.00	0.00	0.00	0.00	25,459.00	2.00%	
Weber, Deborah K	Office Assistant II	1.00	34,928.00	699.00	0.00	0.00	0.00	0.00	35,627.00	2.00%	
Wert, Dorothy	Office Assistant II	0.75	18,703.00	374.00	0.00	0.00	0.00	0.00	19,077.00	2.00%	
Wurdinger, Mark R	Maintenance Repair Worker III	1.00	30,932.00	619.00	0.00	0.00	0.00	0.00	31,551.00	2.00%	
Wurdinger, Sandra J	Office Assistant III	1.00	28,378.00	568.00	0.00	466.00	0.00	0.00	29,412.00	3.64%	
Ziska, Brandon K	Security Officer II	1.00	33,135.00	663.00	0.00	0.00	0.00	0.00	33,798.00	2.00%	
TOTAL		93.25	2,795,790.00	53,811.00	0.00	22,708.00	0.00	0.00	2,872,309.00		
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>											
Adkins, Kelly J	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Armendariz, Leticia Z	Custodian	1.00	26,084.00	522.00	0.00	0.00	0.00	0.00	26,606.00	2.00%	
Beckman, Cindy L	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Bessmer, Jill M	Custodian	1.00	22,032.00	441.00	0.00	0.00	0.00	0.00	22,473.00	2.00%	
Casey, V Gene	Maintenance Repair Worker III	1.00	39,083.00	782.00	0.00	3,127.00	0.00	0.00	42,992.00	10.00%	
Casteel, Wade E	Custodian	1.00	22,057.00	441.00	0.00	0.00	0.00	0.00	22,498.00	2.00%	
Clausen, Vickie L	Custodian	1.00	27,809.00	556.00	0.00	0.00	0.00	0.00	28,365.00	2.00%	
Gray, Bradley	Custodian	1.00	26,084.00	522.00	0.00	18.00	0.00	0.00	26,624.00	2.07%	
Gustafson, Carol A	Custodial Leader	1.00	23,463.00	469.00	0.00	1,878.00	0.00	0.00	25,810.00	10.00%	
Haney, Kathy R	Custodian	1.00	31,238.00	625.00	0.00	669.00	0.00	0.00	32,532.00	4.14%	
Harm, Debra J	Office Assistant II	1.00	34,975.00	700.00	0.00	0.00	0.00	0.00	35,675.00	2.00%	
Jammer, William M	Maintenance Repair Worker II	1.00	27,090.00	542.00	0.00	0.00	0.00	0.00	27,632.00	2.00%	
Jensen, Chad M	Security Officer II	0.38	10,811.00	216.00	0.00	0.00	0.00	0.00	11,027.00	2.00%	S2
Kamrath, Vernon K	Custodian	1.00	31,887.00	638.00	0.00	7.00	0.00	0.00	32,532.00	2.02%	
Loberg, Jeffery R	Maintenance Repair Worker II	1.00	26,791.00	536.00	0.00	5.00	0.00	0.00	27,332.00	2.02%	
Lofquest, Diana R	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Lowe, Kimberlee J	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	

Wayne State College

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Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Base Salary	% Incr	Notes
Mrsny, Jason J	Security Officer II	1.00	40,271.00	805.00	0.00	0.00	0.00	0.00	41,076.00	2.00%	
Niemann, Joey D	Maintenance Repair Worker II	1.00	26,816.00	536.00	0.00	0.00	0.00	0.00	27,352.00	2.00%	
VACANT	Maintenance Repair Worker III	0.50	13,842.00	0.00	0.00	0.00	0.00	0.00	13,842.00	0.00%	S2
VACANT	Custodian	1.00	20,738.00	0.00	0.00	0.00	0.00	0.00	20,738.00	0.00%	
VACANT	Custodian	1.00	20,738.00	0.00	0.00	0.00	0.00	0.00	20,738.00	0.00%	
Penlerick, Norma J	Custodian	1.00	28,996.00	580.00	0.00	2.00	0.00	0.00	29,578.00	2.01%	
Reichmuth, Michael F	Custodian	1.00	20,322.00	406.00	0.00	10.00	0.00	0.00	20,738.00	2.05%	
Schmidt, Wendy A	Custodian	1.00	28,118.00	562.00	0.00	898.00	0.00	0.00	29,578.00	5.19%	
Stalling, Mary M	Custodian	1.00	31,238.00	625.00	0.00	669.00	0.00	0.00	32,532.00	4.14%	
Weldon, Kevan V	Custodian	1.00	21,892.00	438.00	0.00	1,362.00	0.00	0.00	23,692.00	8.22%	
TOTAL		25.88	683,663.00	12,566.00	0.00	8,685.00	0.00	0.00	704,914.00		
Support Staff (Non-Union) -- State Supported Positions											
Agler, Leah	Office Assistant III	0.75	20,720.00	414.00	0.00	0.00	0.00	0.00	21,134.00	2.00%	
Ankeny, Valerie A	Office Assistant I	0.61	13,046.00	261.00	0.00	0.00	0.00	0.00	13,307.00	2.00%	S3
Backer, Joni S	Secretary To The President	1.00	48,207.00	964.00	0.00	0.00	0.00	0.00	49,171.00	2.00%	
Furlich, Amanda	Office Assistant III	0.88	22,747.00	455.00	0.00	0.00	0.00	0.00	23,202.00	2.00%	
Hinkel, Jesse L	Office Assistant I	0.50	9,880.00	198.00	0.00	0.00	0.00	0.00	10,078.00	2.00%	S3
Hoile, Kathleen C	Office Assistant IV	1.00	33,255.00	665.00	0.00	0.00	0.00	0.00	33,920.00	2.00%	
Meyer, Lona Lee	Office Assistant II	0.88	19,780.00	396.00	0.00	0.00	0.00	0.00	20,176.00	2.00%	
Soden, Dustin	Facility Services Manager	0.50	18,655.00	373.00	0.00	0.00	1,388.00	0.00	20,416.00	9.44%	S2
TOTAL		6.11	186,290.00	3,726.00	0.00	0.00	1,388.00	0.00	191,404.00		
Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)											
Soden, Dustin	Facility Services Manager	0.50	18,655.00	373.00	0.00	0.00	1,388.00	0.00	20,416.00	9.44%	S2
TOTAL		0.50	18,655.00	373.00	0.00	0.00	1,388.00	0.00	20,416.00		
TOTAL SUPPORT STAFF		125.73	3,684,398.00	70,476.00	0.00	31,393.00	2,776.00	0.00	3,789,043.00		

NOTES

- S1 = reclassification
- S2 = position split between state and non-state support
- S3 = part-time position
- S4 = early retirement incentive program
- S5 = temporary position
- S6 = new hire

Attachment: 2014-15 Salary Recommendations (1244 : Acceptance of the Employee Salary

Employee Name	Rank or Position Title	FTE	2013-2014 Revised Salary Base	Salary Increase	Degree	Matrix	Other	Special Use	2014-2015 Total Annual Salary	% Increase	NOTES
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Faculty -- Non-State Supported Positions (Federal/Restricted)**NSCPA -- Non-State Supported Positions (Federal/Restricted)**

Kucera, Loren L	Director-NBDC	0.91	58,970.00	1,179.00					60,149.00	2.00%	P2
Woehler, Kara	Retention Specialist, TRiO	0.92	32,809.00	656.00					33,465.00	2.00%	
VACANT	Learning Skills Specialist, TRiO	0.92	34,140.00						34,140.00	0.00%	
VACANT	Math-Science Skills Specialist, TRiO	0.80	27,203.00						27,203.00	0.00%	
		3.55	153,122.00	1,835.00	0.00	0.00	0.00	0.00	154,957.00		

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

Driskell, Sandra	Director TRiO	1.00	50,440.00	1,009.00					51,449.00	2.00% inc effective 9/01/14	
		1.00	50,440.00	1,009.00	0.00	0.00	0.00	0.00	51,449.00		

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

Jorgensen, Stephanie	Office Assistant II	1.00	25,237.00	505.00					25,742.00	2.00%	
		1.00	25,237.00	505.00	0.00	0.00	0.00	0.00	25,742.00		

NOTES

- F1 = part-time position
- F2 = employee on leave of absence or sabbatical
- F3 = temporary or interim appointment (Special 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 or interim appointment (Special Appointment)
- P6 = new appointment
- S1 = reclassification
- S2 = position split between state and non-state support
- S3 = part-time position
- S4 = early retirement incentive program
- S5 = temporary position
- S6 = new hire

ITEMS FOR CONSENT AGENDA

June 10, 2014

ACTION: Approve the Depositories and Signatories Submitted by the Colleges

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

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

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

Chadron State College

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Peru State College

[Redacted]

[Redacted]

[Redacted]

Wayne State College

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

System Office recommends approval of the Depositories and Signatories

ITEMS FOR CONSENT AGENDA

June 10, 2014

***ACTION:* Appoint Professional Design Services Selection Committee
for Campus Athletic Facilities for Chadron State College**

Chadron State and the System Office request that the Board appoint the following professional design services selection committee for campus athletic facilities (including a track facility and stadium renovation).

Gary Bieganski, Chair, Academic & Personnel Committee, Board of Trustees
Steve Hotovy, Vice Chancellor for Facilities and Information Technology, NSCS
Randy Rhine, President, CSC
Joel Smith, Athletic Director, CSC
Dale Grant, Vice President for Administration and Finance, CSC
Blair Brennan, Physical Facilities Coordinator, CSC
Randy Bauer, Community Representative

The purpose of this study will be to:

- assess deterioration of existing conditions
- determine feasibility of construction and site considerations for a new stadium
- consider location and construction needs for a track facility at the college (currently, the college has no outdoor track facility)

The System Office and Chadron State College recommend approval of the Appointment of a Professional Design Services Selection Committee for Chadron State College

ITEMS FOR CONSENT AGENDA

June 10, 2014

ACTION: **Authorize Chancellor to Sign Contracts for Chadron State College**

Chadron State requests authorization to construct an acoustical concert system shell in Memorial Hall and has advertised for bids to complete carpet and tiling in the Student Center lobby and dining area.

To expedite these projects, CSC respectfully requests authorization for the Chancellor to be given authority to sign both contracts after negotiations are complete.

The System Office and Chadron State College recommend approval of the Authorization for the Chancellor to Sign Contracts for Chadron State College

**AN INTERLOCAL AGREEMENT
TO SHARE LAW ENFORCEMENT RESOURCES
BETWEEN THE CITY OF WAYNE AND
THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES
dba WAYNE STATE COLLEGE**

THIS AGREEMENT (“Agreement”) is made and entered into by and between the governmental entities which are The City of Wayne, hereinafter called the “City” and the Board of Trustees of the Nebraska State Colleges dba Wayne State College, hereinafter called the “College” which on its effective date are, or become signatories hereto:

WITNESSETH THAT:

WHEREAS, it is the recognized responsibility of general purpose political subdivisions to provide and maintain a certain basic level of public services for their residents, including the areas of health and public safety; and

WHEREAS, it is the recognized responsibility of the College to provide and maintain a certain basic level of public services for its student population, including the areas of health and public safety, and

WHEREAS, it is recognized that the provisions of said basic services are sometimes best accomplished jointly because of certain hardships which might be experienced if undertaken singularly, and

WHEREAS, it is recognized that certified, sworn law enforcement officers can enhance the level of protection provided to the students by civilian security officers, and

WHEREAS, it is the desire of the parties hereto signed to participate in the joint use of the city’s law enforcement personnel and resources.

NOW, THEREFORE, BE IT RESOLVED, that the City of Wayne and the College do hereby agree to the following:

1. Authority and Purpose

- a. Article XV, Section 18 of the Constitution of the State of Nebraska and the Interlocal Cooperation Act of the State of Nebraska, Neb. Rev. Stat. 13-801 et *et seq.*, (the “Act”), authorize any two or more public agencies to enter into agreements for joint or cooperative exercise of any power, privilege or authority exercised or capable of exercise individually by such public agencies. College and the City are public agencies within the meaning of the Act.

- b. The City has the authority to provide law enforcement services and the College has the authority to ensure safety services on the Wayne State College campus (the “Campus”), and to enter into any contracts to effectuate this authority and responsibility.
- c. It is the purpose of this Agreement for the College and the City to make the most efficient use of their powers by cooperating with each other on the basis of mutual advantage and timely providing services as identified in this Agreement and in any addendum to this Agreement.

2. Administration of Agreement

- a. The City and the College will jointly administer and monitor all aspects, terms, and conditions of this Agreement. The Dean of Students of the College, or his identified designee, will be the College’s contact person for the purpose of this Agreement.
- b. Any real and personal property shall be acquired, held, and disposed as set forth in this Agreement; or any amendment hereto.
- c. No separate legal or administrative entity is created under this Agreement.

3. Law Enforcement Services To Be Provided By The City

The City will provide on the Campus the following law enforcement services:

- a. City will assign a certified police officer, hereafter called the “School Resource Officer,” to the Campus for twenty-two (22) hours per week when regular classes are in session and beginning two (2) weeks prior to the start of the fall semester and ending the day before graduation of the spring semester. The City will be allowed to schedule the School Resource Officer to two (2) non-consecutive weeks per school year for Police Department specific training without backfilling the position. Training specific to or on behalf of the College will not be counted against the above described two training weeks. The College will be notified as soon as possible prior to any training to allow them to adjust their normal staffing schedules. The Police Department will respond to calls for service on Campus with their regularly scheduled officers during these periods;
- b. The City will be allowed to provide the School Resource Officer with two (2) sick days per semester without backfilling the position. The Police Department will respond to calls for service on Campus with their regularly scheduled officers during these periods;

- c. The School Resource Officer will patrol the Campus, in a Police vehicle, on foot, or on a patrol bicycle; enforce traffic and criminal laws of the State of Nebraska and/or the City of Wayne; conduct criminal investigations; respond to calls for service, perform community policing duties, and be a positive presence on Campus. The School Resource Officer will respond to Police calls off-campus for emergencies, backup assistance for other City Police officers and to handle calls for service if an on-duty City Police officer has two (2) or more calls for service backed up or is unable to respond to a crime in progress report, or a traffic accident. The College recognizes that the City's ability to respond to police calls off-campus, as needed, will maximize the Police Department's ability to respond to citizen calls for service received while maintaining the spirit of this inter-local agreement. The Wayne Police Department will make efforts to make up missed hours if the School Resource Officer is called off-campus. When the School Resource Officer responds to Police calls for service off-campus the Police dispatcher will notify Campus Security of this change in status in a timely manner;
- d. The Wayne Police Department will run requests for vehicle registration information as long as that information is requested through and in conjunction with a Wayne Police Officer's involvement on campus.

4. Criminal Investigation

- a. The City will investigate all property crimes reported on the Campus where the loss value is \$100 or greater or involves the theft of any identification or financial transaction device. If the loss value of any reported property crime is less than \$100 the School Resource Officer may refer the case to Campus Security for follow up.
- b. The City will investigate all crimes against persons reported on the Campus.
- c. Any property crimes with a loss greater than \$100 and all crimes against persons reported to Campus Security will be immediately referred to the School Resource Officer when on duty, or the Police Department when the School Resource Officer is not on duty, for investigation. These investigations will be made independent of Campus Security unless their assistance is required or requested by the City. If the Police Department does not have an officer immediately available to report to a crime reported on Campus, Campus Security will gather preliminary information, e.g. victim's name, witnesses' names, date, time and location of offense, for the School Resource Officer. For the purpose of this agreement preliminary information does not include obtaining written statements, conducting any type of crime scene investigation, taking photographs, etc.

- d. The Police Department will provide Campus Security with reports of all crimes investigated on Campus containing sufficient information for the completion of legally mandated reporting requirements. To prevent duplication of work the School Resource Officer will complete only the Police Department's investigative report. A copy of these investigative reports will be provided to Campus Security for data entry purposes. Except that the Police Department will use its discretion, on a case by case basis, as to when to provide full or partial investigative reports to Campus Security, depending on the case.
- e. When any criminal investigation conducted by the Police Department involves a College residence hall or includes an apparent conflict between students, the Director of Residence Life and/or the Dean of Students will also be provided investigatory reports. The Police Department will use its discretion, on a case by case basis, as to when to provide full or partial investigative reports to Campus Security, depending on the case.
- f. The Police Department will refer all property crimes reported on the Campus, and which they investigate, to the College judicial process, however;
 - (1) Any crime victim, including the College, may request criminal charges;
 - (2) Suspects involved in second and subsequent offenses may be referred to the Wayne County Attorney for prosecution;
 - (3) Crimes may be referred for prosecution before the College judicial process begins;
 - (4) Both the College disciplinary process and criminal prosecution may happen concurrently;
 - (5) Police Officers will appear for College disciplinary hearings as needed.
- g. The Police Department will refer all crimes against persons to the Wayne County Attorney's Office for prosecution.
- h. To facilitate investigative follow up the School Resource Officer will be provided access to any Campus surveillance camera recordings and/or allowable student information currently maintained in hard copy or electronically in the Campus Security Office.

5. Community Policing & Crime Prevention

- a. The College and the City recognize that positive interaction between the School Resource Officer, students, faculty and staff is beneficial to both parties. It is further recognized that crime prevention efforts on Campus should reflect those of the community as well.

- b. The School Resource Officer will be given an opportunity to co-present at crime prevention and/or education programs given by Campus Security, or upon the request of other Campus entities. To ensure adequate planning for any presentation, the School Resource Officer will be provided a minimum of five (5) days written notice. Said notice shall include the topic, date, time, and location of the presentation. The decision to participate in any on-campus crime prevention and/or education presentation will be left to the discretion of the School Resource Officer and/or the Dean of Students. If an officer participates he or she will be given a minimum of 15 minutes participation per hour of scheduled presentation.
- c. To provide a community policing presence the School Resource Officer will regularly attend Clery/Behavioral Intervention Team meetings and other Campus meetings and activities as part of his/her assigned duties.
- d. The City will not provide overtime pay for the School Resource Officer to attend these meetings. Any extra shift time spent at these or similar meetings will be taken off before or after the officer's regularly assigned Campus shift.
- e. The School Resource Officer will meet regularly with the Residence Life Staff in each housing unit.
- f. The School Resource Officer will respond to fire alarms on Campus and, in the absence of Campus Security personnel, will reset the fire alarm panels.
- g. The Campus Security Director will provide training specific to the fire alarm systems to the School Resource Officer before the start of the school year. A laminated flip chart of alarm procedures for each building will be placed in each alarm box as a ready reference.

6. Security Responsibilities

- a. The following duties will be performed solely by College Campus Security personnel and not by the City:
 - (1) Fueling vehicles for the College motor pool
- b. Campus Security will be the first to respond to calls for service on the Wayne State College campus. If the Campus Security Officer is occupied with Security Department business and a call for service is received, the School Resource Officer may be asked to help with the following types of calls:
 - (1) Helping to lock and unlock Campus facilities
 - (2) Respond to calls for service and fire alarm panels

7. Use of Equipment

- a. The Police Department will provide the School Resource Officer with all uniforms, equipment, leather, firearms, and continuing education at all times relevant to this agreement.
- b. The Police Department will provide a multi-channel portable radio programmed with the Campus Security frequency. The priority frequency will be that of the Wayne Police Department but the Campus Security frequency will be monitored.
- c. The City will provide a vehicle for the School Resource Officer to use.

8. Training Provided by College

- a. Fire Alarm Panels – School Resource Officers will receive training specific to the fire alarm panels of each College building. Quick reference laminated charts will be provided to the School Resource Officer and/or Police Department and placed at each alarm panel.
- b. School Resource Officers will attend Residence Life staff training.
- c. Written training defining the College student disciplinary procedures.
- d. Training on procedures for notification of campus staff for after-hours assistance, including when, who, and how to request assistance.
- e. When possible all training will be done beginning two (2) weeks prior to the start of each fall semester.
- f. It is recognized that the School Resource Officer's schedule will be modified during the training period to facilitate attendance at some orientations.
- g. A current roster of Residence Life staff and contact information will be provided to the School Resource Officer each semester.
- h. Monthly Campus Security work schedules, and updates, will be provided to the School Resource Officer and Wayne Police dispatch, including a contact person(s) in the event no one answers the Campus Security number.

9. Direct Oversight of the Agreement to Provide Police Coverage on Campus

Certified Police Officers are employees of the City of Wayne Police Department and as such must be under the direct supervision of the Chief of Police or his

designate. Campus Security employees shall remain under the direct supervision of the College.

The City of Wayne Police Department shall control the manner in which law enforcement services are performed; however, the Agreement shall specify the nature of the services to be performed. The School Resource Officer is not to be deemed an employee of the College and has no authority to make any binding commitments or obligations on behalf of the College except as expressly provided herein. Liability and all other insurance coverage as well as Workers Compensation coverage for the School Resource Officer is the responsibility of the City of Wayne.

The Chief of Police will meet monthly with the Dean of Students and the Campus Security Director to review and evaluate the provisions of this Agreement.

Three (3) Wayne State College student representatives selected by Student Services will meet jointly with the Police Chief, the School Resource Officer and any Campus Security official at least two (2) times per year to review the student perspective of this Agreement, one during the fall semester, and one during the spring semester. These meetings may be scheduled by either party with not less than thirty (30) days' notice. Only those representatives designated in this paragraph, or a designee thereof, shall attend the meeting.

10. Dispatch Services

The City agrees to provide the following dispatch services to the Campus:

- a. Answer Campus Security telephone after hours and refer calls to Campus Security Staff and assign police officers to crimes reported;
- b. Monitor Campus fire alarm system and dispatch fire trucks as needed. Police Dispatch staff will also coordinate with the Director of Facility Services and his staff to prevent unwarranted fire alarm responses.

11. Fees for Service

The total charge to the College by the City for the above defined law enforcement services shall be a total of \$30,000.00 per year to be paid in 12 monthly installments.

12. Agreement Duration

The term of this agreement will be effective beginning July 1, 2014 and shall be in effect until June 30, 2015 except that either the City or the College may execute a written sixty (60) day notice to quit or withdraw from the Agreement.

13. Agreement Amendments

This Agreement may be amended at any time by the written agreement of both parties.

14. Indemnification

To the maximum extent permitted by law, each party agrees to indemnify and defend the other party against, and to hold it harmless from, all claims, suits, liability, expense or damage (including reasonable attorneys' fees and court costs) for damage to property, injury to persons (including death) and any other claims, suits, or liability resulting from the negligence or willful misconduct of such party or any of its employees or agents; provided however, the indemnification under this Section 14 shall not apply if such claims, suits, liability, expense or damage is the direct result of the negligence of the party entitled to indemnification hereunder. In no event shall either party be liable for any punitive, consequential, or special damages or lost profits incurred or alleged to have been incurred.

15. New Employee Work Eligibility Status. - *One box below must be selected and marked.*

Employee Work Eligibility Status. The Contractor is required and hereby agrees to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

The Contractor is an individual or sole proprietorship. The Contractor must complete the "United States Citizenship Attestation Form," available on the Department of Administrative Services website at http://das.nebraska.gov/lb403/attestation_form.pdf. If the Contractor indicates on such attestation form that he or she is a qualified alien, the Contractor agrees to provide US Citizenship and Immigration Services (USCIS) documentation required to verify the Contractor's lawful presence in the United States using the Systematic Alien Verification for Entitlements (SAVE) Program. *The attestation form and USCIS documents (if applicable) must be attached to the contract.*

The Contractor understands and agrees that lawful presence in the United States is required and the Contractor may be disqualified or the contract terminated if such lawful presence cannot be verified as required by Neb. Rev. Stat. §4-108.

16. Liability Insurance Requirements

The City is required to carry liability insurance in the amount of one (1) million dollars per occurrence with a six (6) million dollar umbrella. The City’s insurance policy shall be primary and non-contributory. The College shall be named as an additional insured party on the policy and the certificate of insurance shall reflect that the policy waives its right of subrogation against the College. A copy of the certificate shall be provided to the College.

17. Designated College Representative

The designated College representative for purposes of monitoring and oversight of this contract is:

<u>Jeff Carstens</u>	<u>(402) 375-7213</u>	<u>jecarst1@wsc.edu</u>
Printed Name	Telephone	Email Address

This Agreement is hereby executed by the City of Wayne and the Board of Trustees of the Nebraska State Colleges dba Wayne State College upon the respective dates set forth following the executory signature attached to this agreement.

AND BE IT FURTHER RESOLVED that the Board of Trustees of the Nebraska State Colleges dba Wayne State College and the City of Wayne each declares itself to be a participant in the joint efforts to provide law enforcement services on the Wayne State College Campus.

Passed and approved this ___ day of _____, 2014.

CITY OF WAYNE

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

By: _____

By: _____

Name: Ken Chamberlain

Name: Michelle Suarez

Title: Mayor

Title: Chair, Board of Trustees

Attested By: _____
City Clerk

Date: _____

Date: _____

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

BY-LAWS

Page 1 of 6

ARTICLE I -- NAME

The legal name of the Board is the Board of Trustees of the Nebraska State Colleges, herein after referred to as "Board."

ARTICLE II -- PURPOSE

The Board is a body corporate created by the State Constitution and empowered by statutory authority with the general government of the State Colleges as now existing, and such other State Colleges as may be established by law.

ARTICLE III -- MEMBERSHIP

The Board consists of seven (7) members, six (6) of whom shall be appointed by the Governor, with the advice and consent of the Legislature, two (2) each for terms of two (2), four (4), and six (6) years, and two (2) each biennium thereafter for a term of six (6) years, and the Commissioner of Education shall be a member ex-officio. Board appointees, even if the appointment is for a specified term, hold office until their successors are duly appointed and qualified. The duties and authorities of the Board shall be prescribed by law.

Student Members on the Board

An undergraduate student enrolled full time shall be appointed by the Governor from each of the Nebraska State Colleges to serve a one (1) year term. An ad hoc selection committee shall be established on each campus by the respective current Student Trustee and the Student Senate Speaker/President. The selection committee shall consist of the current Student Trustee, one (1) Student Senate faculty advisor, the Vice President/Dean of Student Affairs, and four (4) other students as appointed by the Board member and Student Senate Speaker/President. Only students serving on the committee shall have a vote. The committee shall nominate at least three (3) candidates to the Student Senate for approval. After January 1, but before March 1, the Student Senate or similar body shall nominate three (3) candidates to the Governor of Nebraska. The representatives appointed by the Governor will serve one (1) year terms ending May 1. If, during the term of the appointment, the representative is no longer enrolled as a student, a vacancy shall be created requiring the Governor to appoint another qualified representative for the balance of the appointment. Student Trustees are accorded full Board membership and participation except for certain personnel and legal matters, and that they are non-voting members.

ARTICLE IV -- OFFICERS

Board Officers shall consist of a Chair and Vice-Chair, and are elected from the appointed membership of the Board for a term of one (1) year. Term of office begins July 1, except that said two (2) officers shall hold office until their successors are elected and qualified. Any such officer may be removed from office by five (5) affirmative votes. A vote for removal of an officer must be at a regular or special meeting of the Board, preceded by the mailing of notice to each Board member and to such officer five (5) days prior to such meeting which notice shall set out the proposed action.

The Secretary shall be selected by the Board and hold office of indefinite tenure at the pleasure of the Board. The State Treasurer shall be Treasurer of the Board by virtue of his/her office.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

BY-LAWS

Page 2 of 6

The Chair's principal duties shall be to provide leadership in planning the work of the Board; to aid the Chancellor in interpreting the educational needs of the colleges and in devising effective ways to present them to the Board, to preside at meetings of the Board; to recommend to the Board the appointment of committees; to act for the Board, when such action is required by law, in signing contracts and other official documents; to represent the Board or to designate a representative upon occasions when such representation is deemed desirable; and to perform such other duties as may be prescribed by law or state regulation or assigned by the Board.

The Board Chair shall preside at its meetings with full power to vote on and discuss all matters, and shall submit information and recommendations, as that officer may consider proper, concerning the business and interests of the colleges. The Chancellor and/or College President will sign all contracts approved by the Board.

A Vice-Chair shall be elected by the Board at the annual meeting and shall assume the duties in the Chair's absence or incapacity. In the event of the permanent disability or death of the Chair, the Vice-Chair shall become Chair for the remainder of that term and the Board shall elect a new Vice-Chair.

ARTICLE V -- MEETINGS

The Board shall meet at least quarterly and will hold its official annual meeting at or near the close of the spring semester. The election of officers for the next fiscal year will occur at the annual meeting.

All meetings of the Board shall be held within the state of Nebraska at such place as determined by the Board or the Board's delegates, including a meeting at each institution under its jurisdiction at least once each year, absent extenuating circumstances.

All regular or special meetings of the Board shall be publicized as required by State law and provided in Board policy.

~~All meetings of the Board~~ Board of Trustees Business Meetings are open to the public. Committee meetings and executive sessions are not open to the public but must be held ~~except that the Board may hold executive sessions~~ in accordance with the provisions of state law. One (1) current copy of the Open Meetings Act shall be posted in the business meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by means of electronic or telecommunication equipment. The provisions of the law shall be complied with in conducting emergency meetings.

The Board may hold a work session preceding regular or special Board meetings upon request and/or concurrence of the Board. The purpose of a work session shall be to provide information concerning items of in-depth interest in education, briefing and background information items related to the Nebraska State Colleges activities, items to be proposed for future consideration, and a review of items on the public agenda in order to assume adequate information has been provided to the Board. A work session agenda stating the time and place of the session shall be included with the agenda for the regular Board meeting. Work sessions shall be open to the public. No formal action shall be taken at a work session.

Attachment: Revisions to Board By-Laws (1250 : Revisions to Board By-Laws)

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

BY-LAWS

Page 3 of 6

ARTICLE VI -- QUORUM

Four members of the Board in actual attendance of all meetings of the Board shall constitute a quorum. Action may be taken by a majority of a quorum on all matters not requiring a positive vote of a majority of the Board as specified in these policies or by-laws or by statute.

ARTICLE VII -- MEETING AGENDA

The Chancellor, with the approval of the Chair, shall prepare an agenda to be furnished each member of the Board and each college president three (3) days in advance of the meeting, describing briefly the nature of each item and providing background information which will enable parties to weigh the subject in advance and research such facts as may be helpful in Board deliberation.

ARTICLE VIII -- ORDER OF BUSINESS

At all regular meetings and special meetings the order of business will be determined by the Chancellor and Chair.

ARTICLE IX – CLOSED SESSIONS

The Board may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, the reason for the closed session, and the time of commencement and conclusion of the closed session shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The Board shall restrict its consideration of matters during the closed session to only those purposes set forth in the minutes' motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. Any formal official action on any question or motion duly moved and seconded shall be taken only by roll call vote of the Board in open session convened and the record shall show how each member voted. Any formal action of any type, including expenditure of funds, adopted or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty (120) days of the meeting at which the alleged violation occurred. Any formal action in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty (120) days after but within one (1) year of the meeting at which the alleged violation occurred.

Any board member shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is not necessary. Such challenge shall be overruled only by a majority vote of the board members. Such challenge and disposition shall be recorded in the minutes.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

BY-LAWS

Page 4 of 6

ARTICLE X -- COMMITTEES

All committees of the Board shall be appointed by the Chair. Committees shall serve one (1) year commencing July 1, and thereafter until the committees are reconstituted or discharged.

Academic and Personnel
Student Affairs, Marketing and Enrollment
Fiscal, Facilities and Audit

Committees shall have at least three (3) members, and the Board Chair shall be an ex-officio member of all committees. Other regular committees may be created as the Board directs. The first named member of each committee shall act as Chair, call the meeting and direct the proceedings, but shall not otherwise have greater power or authority than other members.

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

ARTICLE XI -- PARLIAMENTARY PROCEDURE

Robert's Rules of Order (current) shall govern the consideration of all business and debate as far as applicable to this body and when not in conflict with Board policies or law.

A record of the Board's vote shall be preserved in the minutes on all propositions involving the creation of indebtedness; the sale, purchase, or leasing of any real estate; or on any contract for the construction, alteration, or repair of any building; or area which requires Board action; or on any amendment to the policies and by-laws of the Board; and also on any proposition submitted at the request of any members of the Board made before the announcement of a vote otherwise taken.

ARTICLE XII -- AMENDMENT OF BY-LAWS

These by-laws may be altered, repealed, amended or added to by a majority vote of all members of the Board at any regular meeting of the Board or at any special meeting called for that purpose, provided notice is given to the Board and each Board member shall have been furnished a copy of the proposed amendment or change (at least ten (10) days) prior to the meeting at which such amendment or change is to be acted on.

ARTICLE XIII -- FORMULATION OF POLICIES

When policies are found to be inadequate, contradictory or unclear, the appropriate committee of the Board or the Chancellor shall propose a policy for consideration by the Board for adoption to guide future related action. Such new policies as adopted shall be incorporated in the policy manual.

Policies may be adopted after consideration at one (1) or two (2) meetings of the Board by a majority vote. The Board can decide on the number of meetings required for adoption of the new policy based on the subject matter of the policy and the urgency of need for the new policy. Formal adoption of the policies shall be recorded and noted in the minutes of the Board.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

BY-LAWS

Page 5 of 6

Policies are subject to amendment only by a majority vote and after consideration at one (1) or two (2) meetings. The Board can decide on the number of meetings required to make amendments to current policies based on the extent of the amendment and the urgency of need for the amendment. All amendments of the policies shall be recorded and noted in the minutes of the Board.

A policy may be waived at any meeting, with a quorum of the Board, to permit a specific action.

ARTICLE XIV – REVISOR OF BOARD BY-LAWS AND POLICIES

The Chancellor is hereby designated as the Revisor of Bylaws and Policies adopted by the Board of Trustees. The Chancellor shall, from time to time as he or she shall deem necessary, prepare amendments, corrections or clarifications to Board bylaws and policies for publication and distribution. Publication and distribution is to be accomplished in such manner as the Chancellor determines to be most appropriate. In preparing any amendment, correction or clarification for publication and distribution, the Chancellor shall not alter the sense, meaning or effect of any act of the Board of Trustees, but may:

- 1) renumber sections and parts of sections;
- 2) rearrange sections;
- 3) change reference numbers to agree with renumbered sections or subsections;
- 4) change capitalization for the purpose of uniformity;
- 5) correct manifest clerical or typographical errors;
- 6) remove obsolete matter within any section;
- 7) remove within any section language that conflicts with any lawful and controlling statute or regulation of the State of Nebraska or of the United States, or that has been determined to be unlawful as a result of a controlling decision of a court of the State of Nebraska or of the United States, when the same can be accomplished without impairing the sense or legality of the remainder of the section;
- 8) omit any section or sections that conflict with any lawful and controlling statute or regulation of the State of Nebraska or of the United States, or that have been determined to be unlawful as a result of a controlling decision of a court of the State of Nebraska or of the United States;
- 9) correct faulty internal references, and
- 10) harmonize provisions with former acts of the Board of Trustees in these By-laws or former policies adopted by the Board.

ARTICLE XV -- CONFLICT OF INTEREST; BOARD MEMBERS

No member of the Board shall in any manner, directly or indirectly, participate in the deliberation upon or the determination of any question affecting his or her personal interests, or the interests of any corporation, partnership or association in which the Board member is directly or indirectly personally interested. In addition, each member of the Board will file a disclosure statement as required by state law.

ARTICLE XVI – MEMBERS; REIMBURSEMENT AND REMUNERATION

Members of the Board shall receive no compensation for the performance of their Board duties, but may be reimbursed for their actual expenses incurred on Board affairs, including telephone and telegraph charges, postage, and travel expenses.

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGE SYSTEM

BY-LAWS

Page 6 of 6

Legal Reference:	Article VII, Section 13	Constitution
	RRS 49-1106	Disclosure; contracts; filing; fines or incomplete filing penalty
	RRS 83-306	Director of administrative services; claims against the state; limitations
	RRS 84-302	Board of Trustees; officers
	RRS 84-306.1	Claims against the state; claim; content; automobile; airplane; statement required; receipts; personal maintenance expense
	RRS 84-1410	Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions or workshops
	RRS 84-1411	Meetings of public body; notice; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body
	RRS 84-1412	Meetings of public body; rights of public; public body; powers and duties
	RRS 84-1414	Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties
	RRS 85-301	State Colleges; official names; board of trustees; appointment; no compensation; traveling expenses
	RRS 85-303	Board of Trustees; secretary; duties
	RRS 85-304	Board of Trustees; rules and regulations
	RRS 85-304	Board of Trustees; powers; enumerated
	RRS 85-314	Board of Trustees; utilities, service, sale or lease

By-Laws Adopted:	1/28/77
By-Laws Revised:	6/5/93
By-Laws Revised:	12/3/98
By-Laws Revised:	9/17/04
By-Laws Revised:	3/31/06
By-Laws Revised:	9/15/06
By-Laws Revised:	11/14/08
By-Laws Revised:	3/26/10
By-Laws Revised:	9/9/11

Attachment: Revisions to Board By-Laws (1250 : Revisions to Board By-Laws)

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 10, 2014

ACTION: **First and Final Round Approval of the Revisions to Board Policy 5006; Drug-Free Workplace; Standards of Conduct**

Policy 5006 has been revised to allow for alcoholic beverages to be possessed and consumed in conjunction with approved academic course offerings. This policy revision is proposed in conjunction with a change in Policy 8035 regarding facility use.

System Office recommends approval of the Revisions to Board Policy 5006; Drug-Free Workplace; Standards of Conduct

ATTACHMENTS:

- Revisions to Board Policy 5006 (PDF)

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 1 of 3

BOARD POLICY

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

The term "controlled substance" refers to a controlled substance as defined by the Federal Controlled Substances Act (21 U.S.C. 801) et seq, or Nebraska Drug Control Laws, Neb. Rev. Stat. 28-401 et seq.

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

SCOPE: Applicable to all employees.

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

STANDARDS OF CONDUCT

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

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

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5006 Drug-Free Workplace; Standards of Conduct

Page 2 of 3

7. Notwithstanding the standards stated above, possession and consumption of alcohol may be allowed pursuant to an academic course exception in conjunction with Policy 8035. Under an academic course exception, faculty and students are still required to abide by Board, College, state and federal laws/regulations regarding access to, use, distribution, and consumption of alcohol. No students under the age of twenty-one (21) shall be allowed to register or attend such a course. All alcoholic beverages shall be removed from the classroom or lab at the end of each course session and shall be locked in a secured cupboard with restricted access.

PROCEDURE

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

The signed and dated statement will be provided to the Director of Human Resources. The signed and dated statement will be permanently maintained in the employee's personnel file.

3. All current employees will receive drug and alcohol abuse awareness training. New hires will receive the training within the first six (6) months of date of hire. This training shall include:
 - A. A definition of drug and alcohol abuse;
 - B. Information on specific drugs and alcohol and the effects of drug and alcohol abuse;
 - C. Dangers of drug and alcohol abuse in the workplace;
 - D. Availability of counseling and treatment services; and
 - E. Disciplinary actions which may be imposed on employees for violations of this policy.
4. If an employee violates the drug free workplace policy, disciplinary action may be imposed according to established Board policy and procedures. Disciplinary action shall include one or more of the following actions:
 - A. Referral to an assistance program for evaluation and assessment to determine the appropriate treatment for rehabilitation; and/or
 - B. Participation in a drug rehabilitation program; and/or
 - C. Termination of employment.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

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

Page 3 of 3

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5. If an employee is convicted of violating any criminal drug statute while in or at the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the College may require the employee to successfully complete a drug abuse program sponsored by an approved private or governmental institution at the employee's expense.
 6. If the employee is hired on federal contracts or grants, as a condition of employment, the College shall notify the Federal granting agency within ten (10) days after receiving notice of an employee's drug or alcohol statute conviction.

Policy Adopted: 4/14/89
 Policy Revised: 3/11/94
 Policy Revised: 6/2/11
Policy Revised:

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5040 Criminal Background Checks; Employees

Page 1 of 4

BOARD POLICY

The Board of Trustees is committed to protecting the safety and welfare of its employees, students, and visitors and the security of its assets. In accordance with that commitment, criminal background checks will be conducted for new employees at the time of hire and periodically thereafter according to the terms of this policy. Prior to conducting the criminal background check, the applicant or employee must consent by completing the Disclosure and Authorization form designated by the Board.

Note: An “investigative consumer report” is a detailed report that summarizes information about a person’s character, reputation, lifestyle, and personal characteristics. Information for “investigative consumer reports” is often gathered through interviews with neighbors, friends and associates. **The Nebraska State College System shall not conduct “investigative consumer reports.”** All references to background checks and reports in this policy specifically exclude such investigative consumer practices and reports.

This policy applies to all full-time and part-time employees. This policy also applies to temporary or student employees working in designated positions per this policy (*see “Temporary and Student Employees” section on page 2*).

The costs for the criminal background checks shall be borne by the employing College or System Office and not by the applicant or employee.

PROCEDURES

Pre-Employment

Offers of employment for all full-time and part-time employees, and for designated temporary or student employees will be conditional upon satisfactory results of a criminal background check. A statement notifying applicants of this requirement will be included in the vacancy announcement and/or offer letter.

An applicant’s refusal to consent to a criminal background check or an unsatisfactory criminal background check report shall result in withdrawal of the employment offer.

Applicants will be asked to self disclose law violations and juvenile court adjudications that resulted in probation, community service, jail sentence, or revocation/suspension of a driver’s license during the selection process ~~on the employment application form~~. Applicants are not obligated to disclose a sealed juvenile record of arrest, custody, complaint, disposition, diversion, adjudication, or sentence. The criminal history information provided by the applicant will not automatically disqualify them from employment but will be considered during the review process.

Falsification or omission of any requested information ~~on~~ during the ~~employment application form~~ selection process may result in disqualification from employment consideration ~~in the selection process~~ for applicants, or if currently employed, termination of employment.

At the discretion of the employing College or System Office, employees may begin working before the background check report has been received. Employees shall be informed that employment may end immediately if unsatisfactory results are received.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5040 Criminal Background Checks; Employees

Page 2 of 4

Continuing Employment

As a condition of continued employment, all full-time and part-time employees and designated temporary or student employees shall have criminal background checks completed at least once every five (5) years. An employee's refusal to consent to a criminal background check or an unsatisfactory criminal background check report may result in disciplinary action. Any disciplinary action shall comply with the provisions of applicable collective bargaining agreements and/or other Board Policies. Employees are entitled to receive a copy of the background check report prior to the imposition of any disciplinary action.

Each President shall determine the methodology in which the Human Resources Office will implement an ongoing background review process in coordination with the Vice Chancellor for Employee Relations.

All College employees are required to report to the Director of Human Resources if they are convicted of a criminal misdemeanor or felony offense or if they are subject to a restraining order no later than five (5) days after such conviction or order. Employees in the System Office are also required to report criminal misdemeanor or felony convictions or restraining orders to the Vice Chancellor for Employee Relations within five (5) days. Such convictions and/or orders will be considered in light of employee job responsibilities to determine if disciplinary action is warranted.

Temporary and Student Employees

The College shall conduct criminal background checks on temporary and student employees as designated below:

- 1) Any employee working in a College child care center, preschool program, "Kiddie College", residence hall, any type of athletic/academic camp or event involving minor children (under the age of nineteen (19) years);

In addition to a criminal background check, each College child care center or preschool program is required to conduct pre-employment background checks through the Nebraska Department of Health and Human Services (Nebraska Central Registry of Child Abuse and Neglect and the Adult Protective Services Central Registry).

- 2) Any employee with access to money or financial information of the College or System;
- 3) Any employee with access to campus master keys;
- 4) Any employee with access to confidential student/employee information;
- 5) Activity center staff;
- 6) Athletic staff positions including any level of coaching staff, managers, athletic trainers/assistants;
- 7) Bus drivers;
- 8) Graduate Assistants;
- 9) Housing and residence life staff;

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5040 Criminal Background Checks; Employees

Page 3 of 4

Criminal background checks are also required for anyone who has requested to reside with residence life staff in on-campus housing and who is 19 years of age or older (e.g. spouse, domestic partner, boyfriend/girlfriend, fiancée). A satisfactory criminal background check must be completed before they are allowed to reside in on-campus housing with the employee.

- 10) Information technology employees; and,
- 11) Security employees.

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

Note: **International Students.** International student employees who have resided in the United States for less than six (6) months, will not be subject to a criminal background check at the time of initial hire given that there will be no history available. After a period of six (6) months, they will be subject to criminal background checks on an ongoing basis in accordance with this policy.

Results

If the background check report documents criminal misdemeanor or felony convictions, the Director of Human Resources will contact the President and consult with the Vice Chancellor for Employee Relations to discuss and determine what employment or disciplinary action, if any, will be taken. In the System Office, the Vice Chancellor for Employee Relations will contact the Chancellor to make such a determination.

A conviction is not an automatic disqualification to or termination from employment. Factors that will be taken into consideration include: the relevance of the offense/conviction to the position's job responsibilities; the amount of time that has elapsed since the last offense/conviction; the severity and number of offenses/convictions; extenuating circumstances; sex offender registry reporting classification; reparations, remediation or treatment, etc., that occurred after the conviction; terms of probation, parole or prison release; evidence of continuing treatment/counseling and rehabilitation information; evidence or opinions from law enforcement officers, parole officers, or mental health providers; and, other extenuating circumstances surrounding the offense/conviction.

The background check report will be considered without regard to race, color, national origin, gender, disability, religion or age.

Upon request to the Human Resources Director, the employee shall receive a copy of the background check report once it is completed. For employees in the System Office, a copy of the report can be obtained by making such a request to the Vice Chancellor for Employee Relations. A copy of the report will be maintained in the Human Resources Office or System Office in the employee's personnel file. The Human Resources Director, President, Vice Chancellor for Employee Relations and/or Chancellor will only discuss the background check report on a need to know basis with supervisors/administrators. Supervisors will not receive a copy of the background check report unless otherwise directed by the President or Chancellor for disciplinary purposes.

Applicants and employees may dispute/appeal the results of the criminal background check by contacting the background check vendor.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5040 Criminal Background Checks; Employees

Page 4 of 4

Credit Checks

Credit checks will be conducted in addition to the criminal background check on a limited basis for new hires or transferring employees who will work in positions involving significant financial responsibilities at the discretion of the College or System Office.

Driving Record Checks

Driving Record Checks will be conducted in conjunction with the criminal background check. Alcohol or drug related driving offenses within the last three (3) years will disqualify an applicant for positions that require driving and possession of a valid driver's license.

Policy Adopted: 1/14/14

Policy Revised:

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5701 Veteran's Preference; Employment

Page 1 of 1

BOARD POLICY

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

The veteran's preference extends to the spouse of a veteran who has a one hundred percent (100%) permanent disability as determined by the U.S. Department of Veteran's Affairs.

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

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

Policy Adopted: 6/2/11
Policy Revised: Effective Date: 1/1/15

Attachment: Revisions to Board Policy 5701 (1253 : Revisions to Board Policy 5701; Veteran's Preference; Employment)

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

Page 1 of 6

BOARD POLICY

Pursuant to Article VII, Section 13 of the Constitution of the State of Nebraska, and Sections 85-501 to 85-504 of the Nebraska Revised Statutes, the Board shall fix and collect tuition and fees for resident and non-resident students who matriculate at one of the State Colleges.

PROCEDURES

1. An individual who has been enrolled at a Nebraska State College or at the University of Nebraska as a resident student shall be afforded that privilege during the balance of that and any subsequent enrollments at the State College.

An individual who moves to Nebraska primarily to enroll at a Nebraska State College is presumed to be a non-resident for tuition purposes for the duration of his or her attendance at the College, unless the individual is able to establish residency status for tuition purposes as outlined below.

Individuals seeking to establish resident status for tuition purposes who are subject to the 180 days minimum requirement must have established a home in Nebraska at least 180 days prior to the time at which they request such a determination. In addition, they must also initiate the various other domiciliary contacts which will support their application within a reasonable period of time after they have established their domicile in Nebraska.

If it is subsequently determined that an individual has provided false information in support of his or her application for resident student determination for tuition purposes, he or she may be subjected to disciplinary action by the College before the individual will be permitted to continue with his or her studies at the College. Such disciplinary action will be determined on an individual basis, and may include measures such as disciplinary probation or suspension, expulsion from the College, or a requirement that the individual reimburse the College for the difference between the tuition paid and the nonresident tuition rate.

Individuals who are undocumented aliens seeking a resident student determination for tuition purposes will be required to sign a notarized affidavit outlining the reasons under which they believe that they qualify and are attesting to the truth and accuracy of their statements.

Individuals who believe that they have been incorrectly denied a resident tuition determination may appeal that decision through channels established by the President where the adverse decision was made. The decision by the President or his or her designee shall be final in any such appeals.

2. Definitions

For the purpose of this policy, the following definitions apply:

- a. Resident tuition shall mean the resident tuition rate set by the Board.
- b. Non-Resident Tuition shall mean the non-resident tuition rate set by the Board.
- c. Legal age shall be the age of majority set by Nebraska statute.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

Page 2 of 6

- d. Emancipated minor shall mean an individual who, by virtue of marriage, financial status, or other reasons, has become independent of his or her parents or guardians.
- e. "Established a home" shall mean that the individual continuously maintains a primary place of residence in Nebraska where the individual is habitually present.
- f. For the purpose of determining tuition rates, students living in on-campus housing for 180 consecutive days have "established a home."
- g. Legal residence shall mean the place of domicile or permanent abode as distinguished from temporary residence.
- h. Dependent refers to a person who is claimed as a dependent or an exemption for federal income tax purposes by a parent, guardian, or spouse.

3. Resident Tuition Categories

An individual will qualify as a resident of the State of Nebraska for tuition purposes at a Nebraska State College if, prior to the commencement of the term for which residency is sought, he or she meets the standards set forth in any one of the following categories:

- a. A person of legal age (19 years or older) or an emancipated minor who for a period of at least 180 days has resided in Nebraska where he or she is habitually present prior to application for resident status, and who can verify by documentary proof that he or she intends to make Nebraska his or her permanent residence.
 - i. In addition to documentation of occupancy of a home, residence, or on-campus housing in Nebraska for the previous 180 days, intent to make Nebraska a permanent residence may be demonstrated by any three of the following factors:
 1. a current Nebraska driver's license;
 2. documentation that the individual is registered to vote in Nebraska;
 3. a current Nebraska automobile registration in the individual's name;
 4. documentation of individual checking or savings accounts maintained with a Nebraska financial institution;
 5. documentation of current employment in Nebraska, and withholding of Nebraska income tax;
 6. copies of the provisions of an individual's most recent state income tax return indicating a Nebraska taxpayer status; or
 7. documentation that the student has lived in on-campus housing for 180 days.
- b. A minor whose parent, parents, or guardian have established a home in Nebraska where such parent, parents, or guardian are habitually present with the bona fide intention of making Nebraska their permanent place of residence.
 - i. For the purpose of this section, an individual shall be required to present documentary proof that his or her parent, parents, or guardians have established a home in Nebraska. Such proof shall consist of the following:
 1. documentation that the parent or guardian has established a home in Nebraska;
 2. documentation that the individual seeking a resident tuition determination is a dependent for federal income tax purposes of the parent or guardian who has established a home in Nebraska; and
 3. other supporting documents of the parent or guardian's Nebraska residency including, but not limited to, the following factors:
 - a. a current Nebraska driver's license;
 - b. documentation that the individual is registered to vote in Nebraska;

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

Page 3 of 6

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- c. a current Nebraska automobile registration in the individual's name;
 - d. documentation of individual checking or savings account maintained with a Nebraska financial institution; or
 - e. documentation of current employment in Nebraska.
 - ii. For purposes of this section, an individual, once enrolled as a resident student, whose parent, parents, or guardian have previously established a home in Nebraska, as documented through evidence such as that outlined above in this section, shall continue to be classified as a resident for tuition purposes if the parent, parents, or guardian upon whom he or she remains dependent move from the state.
 - iii. There shall be no minimum period of residence for the parent or guardian under this section.
 - c. A person of legal age who has established a home in Nebraska and is a dependent for federal income tax purposes of a parent or former legal guardian who has established a home in Nebraska.
 - i. For purposes of this section, an individual shall be required to present the following:
 - 1. documentation that both he or she and the parent or former guardian have established a home in Nebraska. Such documentation shall be the same as that required under section 3b (i) above; and
 - 2. documentation that he or she is, for federal income tax purposes, the dependent of the parent or former guardian for the most recent tax year.
 - ii. There shall be no minimum period of residence under this section.
 - d. An individual who has married a resident of Nebraska.
 - i. For the purpose of this section, an individual shall be required to verify that he or she is married to an individual who, prior to the marriage, had already established a home in Nebraska. Such verification shall consist of:
 - 1. a valid marriage license; and
 - 2. documentation of his or her spouse's Nebraska residence status, as required in section 3a above.
 - e. An individual who has become a permanent resident alien of the United States or has been granted asylee or refugee status.
 - i. For purposes of this section, an individual will be required to present documentation that he or she:
 - 1. has been a resident of the State of Nebraska for a period of at least 180 days, verified as required in section 3a(i) above; and
 - 2. is a holder of a permanent resident alien, asylee, or refugee status.
 - f. An individual who is a staff member or a dependent or spouse of a staff member of one of the Nebraska State Colleges, the University of Nebraska, or one of the Nebraska Community Colleges.
 - i. For the purposes of this section, an individual will be required to verify that he or she is either:
 - 1. a permanent, full-time staff member holding at least a .75 FTE appointment at a State College, the University of Nebraska, or one of the Nebraska Community Colleges; or the spouse or a dependent of such a staff member for federal income tax purposes.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

Page 4 of 6

- g. An individual on active duty with the armed services of the United States, and who has been assigned a permanent duty station in Nebraska, or a spouse or dependent of an individual who has been assigned a permanent duty station in Nebraska.
- i. An individual on active duty with the United States armed services will be granted resident tuition status if he or she verifies:
 1. that he or she is on active duty with the armed forces; and
 2. that his or her permanent duty station is in Nebraska.
 - ii. An individual who is a spouse or a dependent of a person on active duty with the United States armed services will be granted resident tuition status if he or she verifies that he or she is a spouse or a dependent, for federal income tax purposes, of an individual meeting the qualifications outlined above in this section.
 - iii. There shall be no minimum period of residence under this section.

h. An individual who is a veteran as defined by Neb. Rev. Stat. §§80-401.01 and has been off active duty for two years or less, as documented, who enrolls in one of the Nebraska State Colleges shall be considered a resident student (notwithstanding the provisions of section 85-502) if:

- i. Registered to vote in Nebraska; and
- ii. Demonstrates objective evidence of intent to be a resident of Nebraska.
 1. Objective evidence of intent to be a resident of Nebraska includes either a Nebraska driver's license or state identification card or a Nebraska motor vehicle registration.

A person who is a spouse or dependent of such a veteran who enrolls in one of the Nebraska State Colleges shall be considered a resident student (notwithstanding the provisions of section 85-502) if:

- i. Registered to vote in Nebraska; and
- ii. Demonstrates objective evidence of intent to be a resident of Nebraska.
 1. Objective evidence of intent to be a resident of Nebraska includes either a Nebraska driver's license or state identification card or a Nebraska motor vehicle registration.
- iii. A person who is a spouse or dependent of such a veteran and who is younger than eighteen (18) years of age is not required to comply with subdivision i until he or she attains eighteen (18) years of age.

This section does not apply to a veteran who qualifies for benefits pursuant to 38 U.S.C. 3317, as such section existed on January 1, 2014. This subsection does not affect the applicability of this section with respect to the spouse or dependent of such a veteran.

- hi. An individual who has established a home in Nebraska and is a graduate of an accredited Nebraska senior high school and was a legal resident of the state at the time of graduation.
- i. For the purposes of this section, documentary proof of a Nebraska residence shall consist of:
 1. an official transcript from an accredited Nebraska senior high school indicating that the individual graduated from that school.
 - ii. There shall be no minimum period of residence for the individual under this section.
- ij. An individual who has been enrolled at one of the Nebraska State Colleges, a Nebraska Community College, or the University of Nebraska as a resident student, shall be afforded the same privilege during the balance of that and any subsequent enrollments at a State College.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

Page 5 of 6

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- jk. An individual who is an alien and who has applied to or has a petition pending with the United States Immigration and Naturalization Service to attain lawful status under federal immigration law, and has established a home in Nebraska for a period of at least one hundred eighty (180) days where he or she is habitually present with the bona fide intention to make this state his or her permanent residence. supported by documentary proof.
- kl. An individual who is an alien and has resided with his or her parent, guardian, or conservator while attending a public or private high school in the State of Nebraska and:
- i. Graduated from a public or private high school in this state or received the equivalent of a high school diploma in this state;
 - ii. Resided in this state for at least three years before the date the student graduated from the high school or received the equivalent of a high school diploma;
 - iii. Registered as an entering student in a state postsecondary educational institution not earlier than the 2006 fall semester; and
 - iv. Provided to the Nebraska State College an affidavit stating that he or she will file an application to become a permanent resident at the earliest opportunity he or she is eligible to do so.
4. Non-Residents Working Who Pay Nebraska Income Tax
- Individuals, who reside outside of Nebraska but pay Nebraska income tax, and the spouses or dependents of such individuals as defined by IRS regulations, are eligible for resident tuition upon documented evidence of such payment to the State.
5. Non-Residents Working Full-Time in Nebraska
- Individuals working full-time in Nebraska, and their legal dependents as defined by IRS regulations, who reside out-of-state but within states contiguous to Nebraska and file Nebraska non-resident income taxes shall be eligible for resident tuition.
- a. For purposes of this section, individuals requesting resident tuition status under this section shall annually provide the College with evidence of current full-time employment in the State of Nebraska and evidence of filing of Nebraska income tax forms for the most recent tax year.
 - b. Eligible dependents shall annually provide proof of their parent, parents, or guardian's full-time employment in the State of Nebraska and evidence of their parent, parents, or guardians having filed a Nebraska income tax form proving dependency for the most recent tax year.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

Page 6 of 6

Legal Reference:	RRS 85-501	State educational institutions; non-resident fee
	RRS 85-502	State educational institutions; residence requirements
	RRS 85-503	State educational institutions; tuition
	RRS 85-504	State educational institutions; fees; waiver
	Legislative Bill 740	

Policy Adopted:	1/28/77
Policy Revised:	10/4/80
Policy Revised:	6/5/93
Policy Revised:	6/2/06
Policy Revised:	9/15/06
Policy Revised:	4/13/07
Policy Revised:	3/25/11
Policy Revised:	9/7/12
Policy Revised:	3/15/13
Policy Revised:	

Attachment: Revisions to Board Policy 3050 (1263 : Revisions to Board Policy 3050; Residency)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2014

ACTION: **Approve Revised Operating Budgets for 2013-2014**

The budgets have been revised to reflect encumbrances and carryforwards from 2012-13, cash fund adjustments approved by the Board, as well as Nebraska Opportunity Grant (NOG) and other funds received through the Coordinating Commission for Postsecondary Education (CCPE). Federal funds awarded during 2013-14 are also included.

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

2013-2014 Operating Budgets

	Chadron		Peru		Wayne	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$16,254,400	\$16,254,400	\$9,109,061	\$9,113,207	\$20,534,418	\$20,534,418
Cash Fund	\$10,000,000	\$11,839,791	\$6,900,000	\$7,801,023	\$14,478,608	\$18,220,214
Federal Funds	\$13,689,798	\$14,539,798	\$12,820,000	\$13,032,229	\$20,229,900	\$20,229,900
TOTAL	\$39,944,198	\$42,633,989	\$28,829,061	\$29,946,459	\$55,242,926	\$58,984,532

System Office recommends approval of the Revised Operating Budgets for 2013-2014

ATTACHMENTS:

- CSC revised operating budget (PDF)
- WSC Revised Operating Budget (PDF)
- PSC Revised Operating Budget (PDF)

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	1.92		3.00	39.84	25.15	35.58			105.49
Support Staff FTE	1.00		2.00	8.33	4.75	17.00	31.43		64.51
Salaries	5,930,269	0	307,933	2,332,309	1,465,112	2,282,225	871,944		13,189,792
Benefits	1,825,488		108,708	721,942	451,165	1,007,737	410,028		4,525,068
Total Permanent Salaries & Benefits	7,755,757	0	416,641	3,054,251	1,916,277	3,289,962	1,281,972	0	17,714,860
Temporary Staff:									
Part-time Faculty FTE	21.75								21.75
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	12.00	0.00	0.00	4.00	3.00	2.50	0.00	0.00	21.50
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	917,440	8,316	87,901	138,486	140,068	189,970	55,437	0	1,537,618
Benefits									
Total Temporary Salaries & Benefits	917,440	8,316	87,901	138,486	140,068	189,970	55,437	0	1,537,618
Total Personal Services	\$ 8,673,197	\$ 8,316	\$ 504,542	\$ 3,192,737	\$ 2,056,345	\$ 3,479,932	\$ 1,337,409	\$ -	\$ 19,252,478
Total Operating Expenses	834,762	10,237	24,713	581,942	264,950	1,769,930	1,222,365	0	4,708,899
Total Supplies	313,332	3,874	32,754	472,053	277,781	242,887	372,332	0	1,715,013
Total Travel	521,235	1,449	2,509	98,427	469,752	135,983	18,190	0	1,247,545
Total Capital Outlay	54,524	0	0	330,167	27,637	92,602	16,984	0	521,914
Tuition Remissions and Exemptions	25,813				0	20,424	0	602,105	648,342
Total General/Cash Budget	\$10,422,863	\$23,876	\$564,518	\$4,675,326	\$3,096,465	\$5,741,758	\$2,967,280	\$602,105	\$28,094,191
Federal FTE	0.00	0.00	0.50	0.00	6.20	0.00	0.00	0.00	6.70
Total Federal Funds	0	26,000	46,000		560,000	1,000	0	13,906,798	14,539,798
Total Expenditures	\$10,422,863	\$49,876	\$610,518	\$4,675,326	\$3,656,465	\$5,742,758	\$2,967,280	\$14,508,903	\$42,633,989
General Funds	7,696,885		110,000	2,724,000	1,906,400	2,662,115	1,155,000		16,254,400
Cash Funds	2,725,978	23,876	454,518	1,951,326	1,190,065	3,079,643	1,812,280	602,105	11,839,791
Federal Funds		26,000	46,000	0	560,000	1,000	0	13,906,798	14,539,798
Total Funds	10,422,863	49,876	610,518	4,675,326	3,656,465	5,742,758	2,967,280	14,508,903	42,633,989

General Funds: Includes new appropriation of 16,254,400

Cash Funds: Includes new appropriation of 10,000,000, including board action adjustment after biennium request submission, adjustment for NOG funding 317,096, and carryforward encumbrances of 1,522,695

Attachment: CSC revised operating budget (1234 : Revised Operating Budgets for 2013-2014)

WAYNE STATE COLLEGE
2013-14 OPERATING BUDGET

June 10, 2014

*** 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	27.66	4.00	0.00	99.68
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	2,331,897	1,470,890	0	18,935,603
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	3,414,785	2,047,792	0	24,973,946
<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	3,572,773	2,125,110	0	26,645,645
Total Operating Expenses	1,833,941	0	99,250	393,491	454,092	780,692	1,533,122	0	5,094,588
Total Supplies	1,976,962	17,386	97,620	544,029	469,369	779,093	679,852	0	4,564,311
Total Travel	258,455	6,000	2,771	300,000	550,000	90,000	12,891	0	1,220,117
Total Capital Outlay	90,000	0	0	184,000	7,036	79,803	250,000	0	610,839
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	619,132	619,132
Total General/Cash Budget	19,297,742	23,386	226,016	3,989,170	4,695,850	5,302,361	4,600,975	619,132	38,754,632
<u>FEDERAL FUNDS</u>									
FTE	3.75	0.00	0.00	0.00	4.75	4.09	0.00	7.05	19.64
Total Federal Funds	475,000	0	0	0	450,500	21,000	0	19,283,400	20,229,900
Total Expenditures	19,772,742	23,386	226,016	3,989,170	5,146,350	5,323,361	4,600,975	19,902,532	58,984,532
<u>Fund Sources</u>									
General Funds*	10,345,350	0	0	2,179,910	2,733,105	3,314,293	1,961,760	0	20,534,418
Cash Funds*	8,952,392	23,386	226,016	1,809,260	1,962,745	1,988,068	2,639,215	619,132	18,220,214
Federal Funds	475,000	0	0	0	450,500	21,000	0	19,283,400	20,229,900
Total Funds	19,772,742	23,386	226,016	3,989,170	5,146,350	5,323,361	4,600,975	19,902,532	58,984,532

*General Funds: Includes new appropriation of \$20,534,418.

*Cash Funds: Includes new appropriation of \$14,158,608, adjustment for base/fee increases of \$415,000, carryforward balance of \$3,027,474, 13-14 NOG funds of \$567,882, 13-14 NDE Attracting Excellence to Teaching funds of \$48,000; 13-14 CCPE ACE Scholar funds of \$4,650 and 12-13 NOG funds of \$1,400 returned.

Attachment: WSC Revised Operating Budget (1234 : Revised Operating Budgets for 2013-2014)

PERU STATE COLLEGE
2013-14 REVISED OPERATING BUDGET

June 10, 2014

<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	3,778,998	0	0	925,134	884,475	1,772,876	704,284	0	8,065,767
Benefits	1,173,689	0	0	271,254	335,031	659,925	321,378	0	2,761,276
Total Permanent Salaries & Benefits	4,952,688	0	0	1,196,387	1,219,506	2,432,801	1,025,661	0	10,827,043
<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	758,703	0	16,596	77,788	158,098	69,816	43,197	0	1,124,198
Benefits	58,041	0	1,141	4,707	12,094	5,341	3,305	0	84,629
Total Temporary Salaries & Benefits	816,744	0	17,737	82,495	170,192	75,157	46,501	0	1,208,827
Total Personal Services	\$5,769,432	\$0	\$17,737	\$1,278,882	\$1,389,698	\$2,507,958	\$1,072,163	\$0	\$12,035,870
Total Operating Expenses	988,154	0	0	669,981	621,490	942,597	1,046,961	0	4,269,183
Total Supplies	15,218	0	0	2,577	6,111	18,588	2,222	0	44,716
Total Travel	39,734	0	0	26,679	188,200	50,411	892	0	305,916
Total Capital Outlay	0	0	0	0	0	0	7,600	0	7,600
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	250,945	250,945
Total General/Cash Budget	\$6,812,538	\$0	\$17,737	\$1,978,119	\$2,205,499	\$3,519,554	\$2,129,837	\$250,945	\$16,914,230
Federal FTE	0.00	0.75	0.00	0.00	3.52	0.00	0.00	0.00	4.27
Total Federal Funds	0	322,225	0	0	286,923	550,000	0	11,873,081	13,032,229
Total Expenditures	\$6,812,538	\$322,225	\$17,737	\$1,978,119	\$2,492,422	\$4,069,554	\$2,129,837	\$12,124,026	\$29,946,459
<u>Fund Sources</u>									
General Funds (1)	\$3,977,423	\$0	\$0	\$1,207,460	\$1,072,700	\$1,900,795	\$939,925	\$14,904	\$9,113,207
Cash Funds (2)	2,835,115	0	17,738	770,659	1,132,798	1,618,759	1,189,912	236,041	7,801,023
Federal Funds (3)		322,225	0		286,923	550,000		11,873,081	13,032,229
Total Funds	\$6,812,538	\$322,225	\$17,738	\$1,978,119	\$2,492,422	\$4,069,554	\$2,129,837	\$12,124,026	\$29,946,459

(1) General Fund Appropriation: \$9,109,061 plus carryforward of \$4,146

(2) Cash Fund Appropriation: \$6,900,000 plus carryforward of \$901,023

(3) Federal Appropriation: \$12,820,000 plus carryforward of \$212,229

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

Attachment: PSC Revised Operating Budget (1234 : Revised Operating Budgets for 2013-2014)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2014

ACTION: **Approve Revised Revenue Bond Operations Budgets for 2013-2014**

The Colleges have submitted their revised revenue bond budgets for the 2013-2014 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:

	Preliminary	Revised
Chadron	280%	288%
Peru	181%	296%
Wayne	211%	185%

System Office recommends approval of the Revised Revenue Bond Operations Budgets

ATTACHMENTS:

- CSC Revised Revenue Bond Budget (PDF)
- PSC Revised Revenue Bond Budget (PDF)
- WSC Revised Revenue Bond Budget (PDF)

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

June 10, 2014

REVISED BUDGET

Revised
Budgeted
FY 2014

Revenues:

Dormitory Rentals	\$2,390,000
Apartment/House Rentals	\$193,000
Facilities Rentals	\$28,000
Food Service Contracts	\$2,225,000
Food Service Commissions	\$368,000
Facilities Fees*	\$1,058,000
Bookstore Commissions	\$60,000
Investment/Interest Income	\$8,000
Other Income	\$60,000
Total Revenues	\$6,390,000

Expenditures:

Salaries and Benefits	\$1,610,000
Utilities	\$550,000
Insurance	\$30,000
Equipment & Furnishings	\$15,000
Capital Outlay	\$15,000
Telephone/Cable T.V & Internet Services	\$170,000
Supplies	\$160,000
Repairs and Maintenance	\$200,000
Other Operating Expenses	\$100,000
Subtotal - Operations and Maintenance	\$2,850,000
Food Service Payments	1,835,000
Debt Service	591,170
Total Expenditures	\$5,276,170

Available for Distribution

to Subsidiary Funds	\$1,113,830
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Debt Service Coverage Ratio **288.41%**

*All student derived fees

Attachment: CSC Revised Revenue Bond Budget (1235 : Revised Revenue Bond Operations Budgets)

June 6, 2014

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

PERU STATE COLLEGE

REVISED BUDGET

REVENUE SOURCE	REVISED BUDGET FY 2014
Residence Hall/Dormitory Rentals	1,437,316
Apartment/House Rentals	104,453
Facilities Rentals	6,848
Food Service Contracts	1,401,119
Food Service Commissions	19,581
Facilities Fees	717,531
Bookstore Commissions/Income	34,792
Trustee Investment/Interest Income	16,900
Parking Fees/Fines	7,015
Other	51,574
TOTAL REVENUE	3,797,129
 EXPENDITURES AND DEBT SERVICE	
Salaries and Benefits	606,774
Utilities	288,090
Insurance	11,555
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	50,606
Supplies	83,197
Repairs and Maintenance	118,038
Other Operating Expenses	155,263
Operations/Maintenance Total	1,313,523
Food Service Payments	1,063,942
Debt Service	479,805
TOTAL EXPENSES	2,857,270
Available for Distribution to Subsidiary Funds	939,859
DEBT SERVICE COVERAGE RATIO	295.88%

Attachment: PSC Revised Revenue Bond Budget (1235 : Revised Revenue Bond Operations Budgets)

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

WAYNE STATE COLLEGE

REVISED BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY14
Residence Hall/Dormitory Rentals	3,255,000
Apartment/House Rentals	4,400
Facilities Rentals	5,275
Food Service Contracts	4,146,000
Food Service Commissions	50,500
Facilities Fees	1,105,000
Bookstore Commissions/Income	160,000
Trustee Investment/Interest Income	140,000
Parking Fees/Fines	85,000
Other	135,000
TOTAL REVENUE	9,086,175

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,531,827
Utilities	949,400
Insurance	40,000
Equipment & Furnishings	120,900
Capital Outlay	75,000
Telephone/Cable Television/Internet	250,000
Supplies	292,000
Repairs and Maintenance	275,000
Other Operating Expenses	191,363
Operations/Maintenance Total	4,725,490
Food Service Payments	2,530,000
Debt Service	988,964
TOTAL EXPENSES	8,244,454
Available for Distribution to Subsidiary Funds	841,721

DEBT SERVICE COVERAGE RATIO	185.11%
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Attachment: WSC Revised Revenue Bond Budget (1235 : Revised Revenue Bond Operations Budgets)

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	1.92		3.00	39.84	25.15	35.58			105.49
Support Staff FTE	1.00		2.00	8.33	4.75	17.00	31.43		64.51
Salaries	5,650,087		165,718	2,434,186	1,426,963	2,569,053	939,151		13,185,158
Benefits	1,921,030		56,344	827,623	485,167	822,891	319,311		4,432,366
Total Permanent Salaries & Benefits	7,571,117	0	222,062	3,261,809	1,912,130	3,391,944	1,258,462	0	17,617,524
Temporary Staff:									
Part-time Faculty FTE	21.75								21.75
Graduate Assistant FTE	9.00								9.00
Federal Work-study FTE	12.00	0.00	0.00	4.00	3.00	2.50	0.00	0.00	21.50
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	900,000	2,700	112,000	123,000	98,750	120,000	46,000	0	1,402,450
Benefits									
Total Temporary Salaries & Benefits									0
	900,000	2,700	112,000	123,000	98,750	120,000	46,000	0	1,402,450
Total Personal Services	\$ 8,471,117	\$ 2,700	\$ 334,062	\$ 3,384,809	\$ 2,010,880	\$ 3,511,944	\$ 1,304,462	\$ -	\$ 19,019,974
Total Operating Expenses	610,000	6,500	58,000	445,171	645,400	1,604,200	1,199,554		4,568,825
Total Supplies	305,000	3,500	61,482	464,522	301,041	210,000	427,383		1,772,928
Total Travel	196,503	11,000	33,000	37,000	349,000	175,000	2,000		803,503
Total Capital Outlay	32,000		26,456	198,000	226,079	456,794	75,000		1,014,329
Tuition Remissions and Exemptions	32,000				11,000	6,000		285,009	334,009
Total General/Cash Budget	\$9,646,620	\$23,700	\$513,000	\$4,529,502	\$3,543,400	\$5,963,938	\$3,008,399	\$285,009	\$27,513,568
Federal FTE									
Total Federal Funds	0.00	0.00	0.50	0.00	6.20		0.00	0	6.70
	10,000	52,000	31,000		500,000	1,000	0	13,095,798	13,689,798
Total Expenditures	\$9,656,620	\$75,700	\$544,000	\$4,529,502	\$4,043,400	\$5,964,938	\$3,008,399	\$13,380,807	\$41,203,366
General Funds	7,696,885		110,000	3,084,382	1,906,400	2,910,901	1,205,000		16,913,568
Cash Funds	1,949,735	23,700	403,000	1,445,120	1,637,000	3,053,037	1,803,399	285,009	10,600,000
Federal Funds	10,000	52,000	31,000		500,000	1,000		13,095,798	13,689,798
Total Funds	9,656,620	75,700	544,000	4,529,502	4,043,400	5,964,938	3,008,399	13,380,807	41,203,366

General Funds: Include new appropriation of 16,913,568 and no carryforward

Cash Funds: Based on adjustment to base funds during the past fiscal year and additional revenue, cash funds set at 10,600,000

Attachment: CSC preliminary operating budget (1236 : Preliminary Operating Budgets for 2014-2015)

PERU STATE COLLEGE
2014-15 PRELIMINARY OPERATING BUDGET

June 10, 2014

<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	3,592,626	0	0	960,187	968,707	1,799,367	716,010	0	8,036,896
Benefits	1,103,038	0	0	278,263	344,279	527,206	326,888	0	2,579,674
Total Permanent Salaries & Benefits	4,695,664	0	0	1,238,451	1,312,985	2,326,573	1,042,897	0	10,616,570
<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	977,230	0	7,521	58,414	95,005	69,413	45,374	0	1,252,957
Benefits	144,931	0	429	3,344	4,987	143,404	2,621	0	299,716
Total Temporary Salaries & Benefits	1,122,161	0	7,950	61,757	99,992	212,818	47,995	0	1,552,673
Total Personal Services	\$5,817,824	\$0	\$7,950	\$1,300,208	\$1,412,977	\$2,539,391	\$1,090,893	\$0	\$12,169,243
Total Operating Expenses	666,589	0	900	560,412	512,097	1,039,951	1,027,485	0	3,807,435
Total Supplies	16,382	0	0	6,072	6,554	20,703	2,223	0	51,934
Total Travel	39,714	0	0	22,997	175,859	49,012	1,015	0	288,597
Total Capital Outlay	16,680	0	0	0	0	0	9,120	0	25,800
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	250,945	250,945
Total General/Cash Budget	\$6,557,190	\$0	\$8,850	\$1,889,689	\$2,107,487	\$3,649,057	\$2,130,736	\$250,945	\$16,593,954
Federal FTE	0.00	0.75	0.00	0.00	3.52	0.00	0.00	0.00	4.27
Total Federal Funds	0	145,656	0	0	266,445	486,847	0	12,102,876	13,001,824
Total Expenditures	\$6,557,190	\$145,656	\$8,850	\$1,889,689	\$2,373,932	\$4,135,903	\$2,130,736	\$12,353,821	\$29,595,777
<u>Fund Sources</u>									
General Funds (1)	\$3,593,047	\$0	\$0	\$1,238,451	\$1,312,985	\$2,326,573	\$1,042,897	\$0	\$9,513,954
Cash Funds (2)	2,964,142	0	8,850	651,238	794,502	1,322,484	1,087,839	250,945	7,080,000
Federal Funds (3)		145,656	0		266,445	486,847		12,102,876	13,001,824
Total Funds	\$6,557,190	\$145,656	\$8,850	\$1,889,689	\$2,373,932	\$4,135,903	\$2,130,736	\$12,353,821	\$29,595,777

(1) General Fund Appropriation: \$9,513,954.

(2) Cash Fund Appropriation: \$7,080,000.

(3) Federal Appropriation: \$13,001,824.

(4) Total Appropriation: \$29,595,777.

Attachment: PSC Preliminary Operating Budget (1236 : Preliminary Operating Budgets for 2014-2015)

WAYNE STATE COLLEGE
2014-15 OPERATING BUDGET

June 10, 2014

*** 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	129.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	129.50
Professional Staff FTE	4.09	0.00	0.00	28.00	38.71	31.11	4.00	0.00	105.91
Support Staff FTE	16.00	0.00	0.00	8.00	8.48	25.63	41.25	0.00	99.36
Salaries	11,530,970	0	0	1,920,595	2,430,802	2,618,492	1,571,319	0	20,072,178
Benefits	3,247,570	0	0	659,138	806,169	1,293,713	707,607	0	6,714,197
Total Permanent Salaries & Benefits	14,778,540	0	0	2,579,733	3,236,971	3,912,205	2,278,926	0	26,786,375
<u>Temporary Staff:</u>									
Part-time Faculty FTE	35.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	35.50
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	850,435	2,310	39,500	178,260	210,955	144,700	78,350	0	1,504,510
Benefits	65,060	177	3,021	9,637	9,138	11,070	3,994	0	102,097
Total Temporary Salaries & Benefits	915,495	2,487	42,521	187,897	220,093	155,770	82,344	0	1,606,607
Total Personal Services	15,694,035	2,487	42,521	2,767,630	3,457,064	4,067,975	2,361,270	0	28,392,982
Total Operating Expenses	543,909	13,000	89,494	359,036	375,000	854,167	1,826,610	0	4,061,216
Total Supplies	575,530	5,236	37,620	359,908	500,066	532,027	378,669	0	2,389,056
Total Travel	260,795	10,000	2,500	231,500	492,000	70,200	20,325	0	1,087,320
Total Capital Outlay	65,000	0	0	76,500	15,000	15,000	150,000	0	321,500
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	0	0
Total General/Cash Budget	17,139,269	30,723	172,135	3,794,574	4,839,130	5,539,369	4,736,874	0	36,252,074
<u>FEDERAL FUNDS</u>									
FTE	1.50	0.00	0.00	0.00	4.65	0.00	0.00	7.05	13.20
Total Federal Funds	425,000	0	0	500	450,000	21,000	0	19,333,400	20,229,900
Total Expenditures	17,564,269	30,723	172,135	3,795,074	5,289,130	5,560,369	4,736,874	19,333,400	56,481,974
<u>Fund Sources</u>									
General Funds	9,737,196	2,500	0	2,496,995	3,078,975	3,828,800	2,164,500	0	21,308,966
Cash Funds	7,402,073	28,223	172,135	1,297,579	1,760,155	1,710,569	2,572,374	0	14,943,108
Federal Funds	425,000	0	0	500	450,000	21,000	0	19,333,400	20,229,900
Total Funds	17,564,269	30,723	172,135	3,795,074	5,289,130	5,560,369	4,736,874	19,333,400	56,481,974

Attachment: WSC Preliminary Operating Budget (1236 : Preliminary Operating Budgets for 2014-2015)

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2014-15 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	CASH FUNDS	TOTAL
Professional FTE	8		8
Salaries	986,564		986,564
Benefits	250,239		250,239
Sub-Total	1,236,803		1,236,803
Support Staff FTE	2		2
Salaries	84,742		84,742
Benefits	26,479		26,479
Sub-Total	111,221		111,221
Total Personal Serv	1,348,024	0	1,348,024
Total Operating Exp	235,918	576,810	812,728
Total Travel	75,600		75,600
Total Capital Outlay	0	0	0
TOTAL	1,659,542	576,810	2,236,352

PRELIMINARY MARKETING INITIATIVES

New Funds for 2014-15	\$154,787
Advertising*	\$154,787

*Includes TV, Radio & Print and related advertising expenses

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2014

ACTION: **Approve Preliminary Revenue Bond Budgets for 2014-2015**

The Colleges have submitted their preliminary revenue bond operating budgets for the 2014-2015 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 exceed those required coverages as follows:

Chadron	282%
Peru	300%
Wayne	233%

Approval of these preliminary budgets will authorize the Colleges' appropriation to be revised to the "Operations/Maintenance Total" level for 2014-15 as follows:

	Distribution of Funds	Adjustment	Revised Appropriation
Chadron State	\$2,850,000	\$0.00	\$2,850,000
Peru State	\$1,313,523	\$89,659	\$1,403,182
Wayne State	\$4,725,490	\$134,313	\$4,859,803

The Board has the authority to adjust the appropriation level based on revenue bond operating budgets.

System Office recommends approval of the Preliminary Revenue Bond Budgets for 2014-2015

ATTACHMENTS:

- CSC preliminary revenue bond budget (PDF)
- PSC Preliminary Revenue Bond Budget (PDF)
- WSC Preliminary Revenue Bond Budget (XLSX)

NEBRASKA STATE COLLEGE SYSTEM
 2014-2015 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 10, 2014

PRELIMINARY BUDGET

	<i>Budgeted FY 2015</i>
<u>Revenues:</u>	
Dormitory Rentals	\$2,438,000
Apartment/House Rentals	209,000
Facilities Rentals	28,000
Food Service Contracts	2,279,000
Food Service Commissions	365,000
Facilities Fees*	1,060,000
Bookstore Commissions	60,000
Investment/Interest Income	8,000
Other Income	75,000
Total Revenues	<u>\$6,522,000</u>
<u>Expenditures:</u>	
Salaries and Benefits	\$1,615,000
Utilities	550,000
Insurance	35,000
Equipment & Furnishings	10,000
Capital Outlay	10,000
Telephone/Cable T.V & Internet Services	170,000
Supplies	160,000
Repairs and Maintenance	200,000
Other Operating Expenses	100,000
Subtotal - Operations and Maintenance	<u>\$2,850,000</u>
Food Service Payments	2,000,000
Debt Service	593,674
Total Expenditures	<u>\$5,443,674</u>
Available for Distribution to Subsidiary Funds	<u><u>\$1,078,326</u></u>
Debt Service Coverage Ratio	281.64%

*All student derived fees

Attachment: CSC preliminary revenue bond budget (1237 : Preliminary Revenue Bond Budgets for 2014-2015)

June 6, 2014

**NEBRASKA STATE COLLEGE SYSTEM
2014-15 REVENUE BOND OPERATIONS BUDGET**

PERU STATE COLLEGE

PRELIMINARY BUDGET

REVENUE SOURCE	BUDGET FY 2015
Residence Hall/Dormitory Rentals	1,574,493
Apartment/House Rentals	119,658
Facilities Rentals	0
Food Service Contracts	1,513,850
Food Service Commissions	22,300
Facilities Fees	864,062
Bookstore Commissions/Income	35,000
Trustee Investment/Interest Income	15,034
Parking Fees/Fines	6,688
Other	73,624
	<hr/>
TOTAL REVENUE	4,224,709
	<hr/> <hr/>
 EXPENDITURES AND DEBT SERVICE	
Salaries and Benefits	613,896
Utilities	302,500
Insurance	40,600
Equipment & Furnishings	0
Capital Outlay	0
Telephone/Cable Television/Internet	52,200
Supplies	110,317
Repairs and Maintenance	169,413
Other Operating Expenses	114,256
Operations/Maintenance Total *	1,403,182
	<hr/>
Food Service Payments	1,359,996
Debt Service	487,305
TOTAL EXPENSES	3,250,483
	<hr/> <hr/>
Available for Distribution to Subsidiary Funds	974,226
 DEBT SERVICE COVERAGE RATIO	 299.92%

Attachment: PSC Preliminary Revenue Bond Budget (1237 : Preliminary Revenue Bond Budgets for 2014-2015)

June 10, 2014

**NEBRASKA STATE COLLEGE SYSTEM
2014-15 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

PRELIMINARY BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY15
Residence Hall/Dormitory Rentals	3,394,500
Apartment/House Rentals	0
Facilities Rentals	0
Food Service Contracts	4,297,825
Food Service Commissions	52,975
Facilities Fees	1,119,430
Bookstore Commissions/Income	160,000
Trustee Investment/Interest Income	130,650
Parking Fees/Fines	90,000
Other	146,450
TOTAL REVENUE	9,391,830

EXPENDITURES AND DEBT SERVICE

Salaries and Benefits	2,607,782
Utilities	934,752
Insurance	60,000
Equipment & Furnishings	120,000
Capital Outlay	120,000
Telephone/Cable Television/Internet	260,000
Supplies	290,000
Repairs and Maintenance	268,000
Other Operating Expenses	199,269
Operations/Maintenance Total	4,859,803
Food Service Payments	2,611,245
Debt Service	825,261
TOTAL EXPENSES	8,296,309
Available for Distribution to Subsidiary Funds	1,095,521

DEBT SERVICE COVERAGE RATIO **232.75%**

Attachment: WSC Preliminary Revenue Bond Budget (1237 : Preliminary Revenue Bond Budgets for 2014-2015)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2014

ACTION: **Approve the Biennium Budget Requests for 2015-17**

The Colleges and System Office have prepared their respective requests for state general fund operating budgets, capital construction budgets, and LB309 building renewal budgets for the 2015-17 biennium. Approval is requested for these requests.

OPERATING BUDGET REQUESTS

The requests were prepared in accordance with the budget request guidelines approved by the Board at its January 14, 2014 meeting. These guidelines included core needs increases as well as strategic initiatives for the operating budget. The operating request includes the following:

	CORE NEEDS	STRATEGIC INITIATIVES	TOTAL
FY 2015-16 (over 2014-15)	\$1,315,405	\$1,804,527	\$3,119,932
FY 2016-17 (over 2015-16)	\$1,232,107	\$ (359,332)	\$ 872,775
BIENNIUM	\$2,547,512	\$1,445,195	\$3,992,707

The total amount of General Funds requests, therefore, are:

FY 2014-15 \$49,396,030
BASE

FY 2015-16 \$52,515,962
REQUEST

FY2016-17 \$53,388,737
REQUEST

As has been the case historically, requests related to any salary increase are provided later, following completion of collective bargaining. In addition, the impact of rate changes based on tables from the Department of Administrative Services (DAS) will be included once the information is received.

Requests will be submitted to the Coordinating Commission for Postsecondary Education in August and to the Governor and the Legislature in September. Adjustments may occur as requests are prepared in accordance with instructions from the Governor's office.

CAPITAL CONSTRUCTION REQUESTS AND PRIORITIES

The Colleges have prepared capital construction requests for the 2015-17 biennium. The capital request includes three parts:

- *Reaffirmations of projects with funding already underway
- *New capital project requests
- *Task Force for building renewal (309 Task Force) projects

Reaffirmations include:

	FY16	FY17	Future
LB605 (2006) Bond Repayment (General)	\$1,125,000	\$1,125,000	\$3,375,000
Sports Facilities Cash Fund	\$ 400,000	\$ 400,000	\$4,000,000 (10 years)
LB198 (2012) Bond Repayment	\$2,216,000	\$2,216,000	\$8,864,000

New Capital Requests include:

	FY16	FY17	Future
CSC Math/Science Building Renovation	\$9,500,000	\$3,000,000	\$4,560,210
PSC Theatre Renovation Planning	\$ 70,000		
PSC Biomass Energy Center	\$1,200,000	\$2,362,000	\$ -0-
WSC Industrial Tech Facilities Planning	\$ 227,000		
Syst Sustainable Practices and Renewable Energy Master Plan	\$ 75,000		

Task Force for Building Renewal requests are provided in the areas of fire and life safety, deferred repair, ADA, and Energy Conservation.

PRIORITIZATION OF CAPITAL REQUESTS

The budget request process requires a prioritization of capital projects, including building renewal requests. The System Office recommends the following prioritization:

Priority

- 1 Fire/Life Safety - Class 1
- 2 Deferred Repair - Class 1
- 3 ADA - Class 1
- 4 Energy Conservation - Class 1
- 5 Math/Science Building Renovation/Addition (CSC)
- 6 Biomass Energy Center (PSC)
- 7 Industrial Technology Facilities Planning (WSC)
- 8 Theater Renovation Planning (PSC)
- 9 Sustainable Practices and Renewable Energy Master Plan (System Wide)
- 10 Fire/Life Safety - Class 2
- 11 Deferred Repair - Class 2
- 12 ADA - Class 2
- 13 Energy Conservation - Class 2

System Office recommends approval of the Biennium Budget Requests for 2015-17

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2014

ACTION: Accept and Approve Naming of Oak Bowl Facilities for Peru State College

The System Office and Peru State recommend approval of the naming of the Oak Bowl north and middle entrances.

Board Policy 8020 provides for the naming of NSCS buildings and other facilities. According to paragraph 4 of the policy, "The proposed name shall come to the Board as a recommendation of the College President." Pursuant to this policy, Peru State proposes to name the north and middle seating entrance of the Oak Bowl in recognition of substantial contributions designated for the Oak Bowl renovations.

Peru State proposes to name the north entrance the James Kanter Seating Entrance. Tony Kanter and his family's gift is one of the larger commitments to the Oak Bowl project. This naming request memorializes Peru State alumnus, James Kanter who passed away in 2012. James was a student and a member of the Bobcat football team in the early 1960s. He met his wife, Mary, in the lounge of PSC's Eliza Morgan Hall. He and his family have a strong sense of loyalty to the College.

Pat and Cathy Mertens have requested that their gift be used to name a stadium entrance in honor of Peru State classmate and friend, James Krajicek. Peru State proposes to name the middle seating entrance at the Oak Bowl the James Krajicek Seating Entrance.

Jim Krajicek, a 1986 graduate, is a loyal Bobcat alumnus. He and his two brothers attended Peru State College and played football at the Oak Bowl. Jim has been especially loyal to the College bringing many students to visit campus and advocating for the renovation of the Oak Bowl. Because of a serious and debilitating illness he is no longer able to act as an "ambassador" for the college. Many of his Bobcat classmates have rallied around Jim and his family with Pat and Cathy being two of the most supportive individuals. This is a fitting way to recognize and support a loyal Bobcat.

The System Office and Peru State College recommend approval of the Naming of Oak Bowl Facilities

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2014

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

The proposed revisions to Policy #7002 include further clarifications and changes to the capitalization of building renovations.

At its January, 2014 meeting, the Board approved significant changes to Board Policy 7002 to clarify capitalization of building renovations and intangible assets and provide greater consistency in its application across the System. As the Colleges have worked to implement the earlier revisions, a few additional clarifications are needed to building renovations, including telephone and data cabling, as well as other building improvements.

System Office recommends approval of the Revisions to Board Policy 7002; Capitalization; Definitions and Classifications

ATTACHMENTS:

- Revisions to Board Policy 7002 (PDF)

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 1 of 8

BOARD POLICY

Asset -- Type and Classification

		Expected Life *
1.	Land	--
2.	Buildings	
	a. Major Buildings and Structures	50 years
	b. Minor Buildings and Structures	25 years
	c. Building Improvements/Renovations	35 years
3.	Improvements Other Than Buildings	
	a. Utility Generation and Distribution Systems	30 years
	b. Telephone and Data Cabling	10 years
	eb. Fences	10 years
	dc. Landscaping Improvements	20 years
	ed. Digital or lighted signs	10 years
4.	Equipment	
	a. Heavy Equipment	10 years
	b. Autos, Vans, and Other Passenger Vehicles Used in Motor Pool	3 years
	c. Trucks, Busses, and Cargo Vehicles	8 years
	d. Mowers, Skid Steer, Toolcat, and Other Grounds Equipment	5 years
	e. Computer Equipment	3 years
	f. Miscellaneous Educational Materials Stored on Computer-Related Equipment/Devices	3 years
	g. Specimens, Collections, and Library Holdings	--
	h. Leases	--
	i. Office Furnishings	7 years
	j. Used Equipment	3 years
	k. All Equipment Not Specifically Defined in Other Classifications	10 years
5.	Intangible Assets	10 years
6.	Construction Work in Progress	--

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

Depreciation Method

The depreciation method used will be straight-line beginning with the month of purchase donation, or final construction payment.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 2 of 8

Interest Capitalization

Interest should be capitalized for the following types of assets (“qualifying assets”): assets that are constructed or otherwise produced for the College’s own use, assets intended for sale or lease that are constructed or otherwise produced as discrete projects, investments accounted for by the equity method while the investee has activities in progress necessary to commence its planned principal operations provided that the investee’s activities include the use of resources to acquire qualifying assets for its operations, and assets that are donated or granted to other entities.

The amount of interest cost to be capitalized for qualifying assets is intended to be that portion of the interest cost incurred during the assets’ acquisition periods that theoretically could have been avoided if outlays for the assets had not been made. Capitalized interest shall be calculated in accordance with applicable accounting guidance.

1. Land

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

2. Buildings

a. Major Buildings and Structures

1) Acquisition by Construction

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

2) Acquisition by Purchase

Buildings acquired by outright purchase will be capitalized at acquisition cost with proportionate allocation of the purchase price and associated closing costs allocated to land on the basis of current fair market values.

3) Building Additions

Additions are extensions, enlargements, or expansions made to an existing asset. Additions are capitalized and depreciated over 50 years because they are considered extraordinary or major alterations. If an addition project exceeds five hundred thousand dollars (\$500,000), then the project costs should be added to the capitalized value of a building. Any addition project of less than five hundred thousand dollars (\$500,000) should be charged to expense as long as the cost does not exceed twenty five percent

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 3 of 8

(25%) of the building cost before the addition is built. Also, work done on the existing asset to accommodate the addition should be regarded as part of the cost of the addition and capitalized. Examples of additions are extra floor space added to a building, the addition of an air conditioning system to an office, the addition of pollution control devices, the addition of attached ramps, the addition of truck docks, the addition of fire escapes, and other appurtenances.

b. **Minor Buildings and Structures**

Capitalization and renovation policy would be the same as (a) above, except this classification would consist of any building whose value exceeds one hundred thousand dollars (\$100,000) and is less than five hundred thousand dollars (\$500,000) and may include the following: garages, sheds, greenhouses, and shops. Buildings whose value is less than one hundred thousand dollars (\$100,000) should be expensed.

c. **Building Improvement/Renovation**

Capital improvements should be distinguished from ordinary repairs that are expenses that maintain the existing asset in normal operating condition and should be expensed immediately.

Ordinary repairs are recurring in nature and are normally small relative to the value of the asset; they do not materially add to the use of the asset, and do not substantially extend its operational life. Examples of ordinary repairs include replacing minor parts, janitorial and utility services, and care of grounds.

Improvements and replacements are substitutions of a part of an asset for another. While replacement is the substitution of an asset of basically the same type and performance capabilities, improvement is the substitution of a better asset with superior performance capabilities. Replacements are considered as ordinary repairs and maintenance and are expensed as opposed to capitalized. The example of a replacement expense is replacing an old carpet with a new one. The replacement will not increase the service life of the building to which the original cost of the old carpet was added.

Major renovation and remodeling will be capitalized if the renovation when viewed as a single project exceeds five hundred thousand dollars (\$500,000) and the project objective and scope includes modernization of the structure as a whole, and not merely a rearrangement of selective office/classroom areas. In the event a renovation project involves significant razing of the existing structure, an estimate of the cost of initial construction, which was razed, should be removed from the existing building asset valuation. Office furnishings of renovations should be capitalized separately from any structural renovation costs. [Costs of repairs and updates of roofs; sprinklers and fire alarms; data \(telephone\)/electrical wiring systems within the building; and heating, ventilation and air conditioning \(HVAC\) systems should be considered building improvement/renovation costs.](#)

3. **Improvements Other Than Buildings**

The following classifications of improvements will be capitalized:

a. **Utility Generation and Distribution System**

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 4 of 8

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

Cost includes actual equipment, related transportation costs and installation costs, as well as any legal or other fees, licenses, surveying, equipment rental, or other such costs incurred in connection with the installation of the facilities. Additions or extensions to existing utility generators and distribution capacity will be capitalized in the year such addition was completed. Utility

Generation and Distribution System projects will be capitalized if the project exceeds two hundred thousand dollars (\$200,000). Repairs and related maintenance of current systems should be charged to expenses.

~~b. Telephone and Data Cabling~~

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

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

~~eb.~~ Fences

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

~~ec.~~ Landscaping Improvements

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

Additions to existing landscaping improvements should be capitalized in the year completed. Maintenance, partial replacement, and resurfacing projects are to be charged to expense.

Landscaping improvement projects with a cost under fifty thousand dollars (\$50,000) should be

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 5 of 8

charged to expense.

ed. Digital or Lighted Signs

Digital or lighted signs are a stand-alone signs which displays information and other messages. Digital or lighted signs shall include the costs of installation and wiring. Costs under twenty thousand dollars (\$20,000) should be expensed.

4. Equipment

Equipment items acquired by the Colleges with a cost exceeding five thousand dollars (\$5,000), and having an economic useful life of two (2) years, will be capitalized at net invoice price plus freight, installation charges, and trade-in allowance, if any. Items purchased in bulk quantity will be classified according to the smallest useable unit, (e.g., ten (10) computers purchased for one thousand five hundred dollars (\$1,500). Although the invoice will be for fifteen thousand dollars (\$15,000), these items will not be capitalized.) Component parts, which individually cost less than the capitalization level but when combined exceed the capitalization level shall be capitalized when purchased as a functional unit. Items of lesser value may be capitalized when required by a regulatory agency.

a. Heavy Equipment

Includes tractors, frontend loaders, and telehandlers.

b. Autos, Vans, and Other Passenger Vehicles Used in Motor Pool

Includes all vehicles which are used primarily for the transportation of individuals.

c. Trucks, Busses, and Cargo Vehicles

Includes all busses used to transport individuals as well as vehicles used to transport cargo.

d. Mowers, Skid Steer, Toolcat, and Other Grounds Equipment

Includes all equipment which is used for the upkeep of groups.

e. Computer Equipment

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

f. Miscellaneous Education Materials Stored on Computer-Related Equipment/Devices

Miscellaneous educational materials that are stored on computerized hardware or software devices shall be capitalized at acquisition cost or, if donated, at fair market value at the date of donation.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 6 of 8

The miscellaneous education materials will be capitalized as a single unit entry each year (not as the smallest useable unit) if in excess of five thousand dollars (\$5,000) per year.

g. Specimens, Collections, and Library Holdings

Art objects, specimens, and artifacts shall be capitalized only when they are installed as an integral part of a building structure and cannot be easily moved from the building. In that case, they are capitalized as part of the building project. All other art objects, specimens, artifacts, and collections, including library materials, shall be expensed, so long as the items meet the following three conditions:

- 1) Items are held for public exhibition, education, or research in furtherance of public service, rather than financial gain
- 2) Items are protected, kept unencumbered, cared for, and preserved; and
- 3) The proceeds from sales of any collection items must be used to acquire other items for collections

h. Leases

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

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

- 1) The lease transfers ownership of the property to the lessee by the end of the lease term.
- 2) The lease contains a bargain purchase option.
- 3) The lease term is equal to 75 percent (75%) or more of the estimated economic life of the leased property. However, if the beginning of the lease term falls within the last 25 percent (25%) of the total estimated economic life of the lease property, including earlier years of use, this criterion should not be used for the purposes of classifying the lease.
- 4) The present value at the beginning of the lease term of the minimum lease payments, excluding that portion of the payments representing executory costs such as insurance and maintenance to be paid by the lessor, including any profit thereon, equals or exceeds 90 percent (90%) of the excess of the fair value of the leased property to the lessor at the inception of the lease over any related investment tax credit retained by and expected to be realized by the lessor. However, if the beginning of the lease term falls within the last 25 percent (25%) of the total estimated economic life of the leased property, including earlier years of use, this criterion should not be used for purposes of classifying the leases. A lessor should compute the present value of the minimum lease payments using the interest rate implicit in the lease. A lessee should compute the present value of the minimum lease payments using the lessee's incremental borrowing rate unless it is practicable to obtain the implicit rate computed by the lessor and the implicit rate computed by the lessor is less than the lessee's incremental borrowing rate. If both of those conditions are met, the lessee shall use the implicit rate.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 7 of 8

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

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

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

i. **Office Furnishings**

Includes furniture such as desks, chairs, cabinets, and appliances in a building.

j. **Used Equipment**

Includes all heavy equipment, autos, vans, passenger vehicles, trucks, busses, cargo vehicles, mowers, skid steers, toolcats, computers, office furnishings, and all other equipment which is purchased in a used condition by the Colleges.

k. **All Equipment Not Specifically Defined in Other Classifications**

This classification includes apparatus, machinery, implements, and tools used on campus grounds or in classrooms, laboratories, offices, shops, production operations, storerooms, and auxiliary enterprises which do not fall into one of the categories noted above.

5. **Intangible Assets**

Intangible assets are those that lack physical substance, nonfinancial in nature, and has an initial useful life that extends beyond a single reporting period. To be recorded as an asset the intangible must be owned by the Colleges and be separately identifiable. Examples of intangible assets are computer software and website, easements, various rights (e.g. land use, water, timber, and mineral), licenses and permits, patents, copyrights and trademarks. Intangible assets must have an acquisition cost of five hundred thousand dollars (\$500,000) and a life greater than two (2) years to be capitalized. Purchased intangible assets shall be capitalized using the asset's purchase price while donated intangible assets shall be capitalized at the asset's fair value at the time it is acquitted. Intangible assets with indefinite useful lives should not be amortized. For intangible assets that are the result of contractual or legal rights, including patents, license, trademarks, etc. these assets should be amortized over the contractual or legal life.

Internally developed software for capitalization purposes includes software that is developed in-house by the Colleges' own personnel or by a contractor on the Colleges' behalf and commercially available software that is purchased or licensed by the Colleges that requires more than minimal incremental effort before being put into operation. Such software shall be amortized over 10 years.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7002

Capitalization; Definitions and Classifications

Page 8 of 8

Software development generally involves three (3) phases as follows:

a) Preliminary project stage

Activities in this stage will generally include the conceptual formulation and evaluation of alternatives for the software project, the determination of the existence of needed technology, and the final selection of alternatives for the development of the software.

b) Application development stage

Activities in this stage will generally include the design of the chosen path, including software configuration and software interfaces, coding, installation of hardware, and testing, including the parallel processing phase.

c) Post-implementation/operation stage

Activities in this stage include user application training and system maintenance.

Costs associated with activities of the preliminary project stage and post-implementation/operation stage should be expensed as incurred. Once preliminary project stage activities are completed and management has authorized and committed to funding the software project, costs associated with activities of the application development stage should be capitalized until the software is in place and operational.

6. Construction Work in Progress

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

Upon completion of the project, all costs will be removed from the Construction Work in Progress account and charged to appropriate building, improvements other than buildings, equipment, and intangible asset accounts in accordance with the capitalization policy.

Policy Adopted: 3/11/94
 Policy Revised: 11/11/95
 Policy Revised: 5/21/01
 Policy Revised: 4/13/07
 Policy Revised: 4/17/09
 Policy Effective: 7/1/10
 Policy Revised: 3/25/11
 Policy Revised: 1/14/14

Approved: 6/3/10

Policy Revised:

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 10, 2014

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

Policy 8035 has been revised to allow for alcoholic beverages to be possessed and consumed in conjunction with approved academic course offerings at the discretion of the President. This policy revision is proposed in conjunction with a change in Policy 5006 regarding drug-free workplace and standards of conduct.

System Office recommends approval of the Revisions to Board Policy 8035; Facilities; Alcohol Use

ATTACHMENTS:

- Revisions to Board Policy 8035 (PDF)

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8035 Facilities; Alcohol Use

Page 1 of 1

BOARD POLICY

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

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

5.6. The College may, at the discretion of the President, allow alcoholic beverages to be possessed and consumed in conjunction with an approved academic course and curriculum. For example, a chemistry course addressing technical/chemical composition may be combined with wine tasting opportunities.

PROCEDURES

The following guidelines will be applicable to dispensing and consumption of alcoholic beverages at scheduled events on College property or at College sponsored events that occur off campus.

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

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

Policy Adopted: 7/24/87
 Policy Revised: 3/11/94
 Policy Revised: 4/9/02
 Policy Revised: 9/15/06
 Policy Revised: 6/2/11

Policy Revised:

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2014

ACTION: **First and Final Round Approval of Revisions to Board Policy 8070; Capital Construction; Gifts and Bequests for Facilities**

The policy has been modified to reflect current management practices at each of the Colleges. All capital construction contracts are and will remain an agreement between the Board of Trustees and the identified contractor.

System Office recommends approval of the Revisions to Board Policy 8070; Capital Construction; Gifts and Bequests for Facilities

ATTACHMENTS:

- Revisions to Board Policy 8070 (PDF)

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8070 Capital Construction; Gifts and Bequests for Facilities

Page 1 of 1

BOARD POLICY

Grants, gifts and/or bequests of private funds offered to any of the State Colleges for use in constructing, renovating or equipping facilities or for the purpose of acquiring real estate shall be submitted to the Board of Trustees for acceptance prior to any commitment by the College. This shall include funds from private corporations, college foundations and other non-state sources.

Such gifts and/or bequests cannot require the commitment of State College capital funds but may be sought and accepted for the purpose of providing funds for projects not adequately funded by state appropriations, bond proceeds/surplus funds, or other revenue resources.

PROCEDURE

When the College receives notification of a grant, gift or bequest, the Board of Trustees shall be asked to take action to accept the funds and to authorize the project. Authorization for the project and the understanding of the project scope shall be incorporated into an agreement form developed by the System Office and signed by a representative of the donor and the Chancellor or Vice Chancellor for Finance and Administration or General Counsel

The process for advertising the project and selecting the contractor must follow Board policies for capital construction projects.

~~One of the following two options for finalizing the contract for the project shall be selected.~~

- ~~1. The contract for the project shall be between the contractor and the donor of the funds (or an appointed representative). The project funds shall remain under the control of and expended by the donor (or the appointed representative). A campus representative, appointed by the College Presidents, is authorized by the Board to coordinate the billing and payment activities with the donor.~~
2. The contract for the project shall be between the Board of Trustees/State College and the contractor. The College shall be in control of the funds and is authorized to approve all payments upon proper billing by the contractor.

If the project involves major renovation of a facility or construction of a new facility, the procedures adopted by the Board of Trustees for review of design documents, oversight during construction, capital construction reports, and final acceptance of the project, shall be followed.

While state law does not require the approval of projects by various state agencies when private funds are used for capital construction projects in the State College system, information will be provided to the Budget Office, Building Division, Legislative Fiscal Office and Coordinating Commission for Postsecondary Education after such projects have been approved by the Board of Trustees.

Legal Reference: RRS 85-317.01 State colleges; endowments and gifts; acceptance

Policy Adopted: 3/11/94

Policy Revised: 9/15/06

Policy Revised: 3/15/13

Policy Revised:

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2014

***ACTION:* Contracts and Change Orders for Approval**

Peru State Contract

- Student Medical Services/Private Clinic (Operation of the Health Center for 2014-15 Academic Year) -- \$45,000

Peru State requests approval of an agreement with the Auburn Family Health Center which will provide staffing for a Health Center at the Al Wheeler Activity Center, including receptionists, nurses, and physicians. The Health Center will operate 20 hours per week. The System Office recommends approval of this agreement.

The System Office and Peru State College recommend approval of the Contracts and Change Orders for Approval

ATTACHMENTS:

- PSC Contracts and Change Orders for Approval (PDF)

CONTRACTS AND CHANGE ORDERS FOR APPROVAL – 1) construction contracts for more than \$100,000; b) architect/engineer fees of more than \$55,000; c) consultant contracts for more than \$50,000; and d) any other contracts not exempt per Policy 7015.

Peru State College	
Location on Campus:	AWAC
Contracted Work:	Operation of the Health Center for 2014-15 academic year
Contract Amount:	\$45,000
Fund Source:	Cash
Contractor:	Auburn Family Health Center (AFHC)

Attachment: PSC Contracts and Change Orders for Approval (1274 : Contracts and Change Orders for Approval)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 10, 2014

INFORMATION ONLY: Selection of Collective Bargaining Teams

The following management bargaining teams have been appointed in preparation for the next collective bargaining sessions with the State Colleges Education Association (SCEA); the Nebraska State Colleges Professional Association (NSCPA); and the National Association of Public Employees, Local #61, of the American Federation of State, County and Municipal Employees (NAPE/AFSCME) bargaining units:

Chief Negotiator:	Kristin Petersen
SCEA:	Charles Snare, CSC Todd Drew, PSC Michael Anderson, WSC
NSCPA:	Shelley Dunbar, CSC Eulanda Cade, PSC TBD, WSC
NAPE/AFSCME:	Shelley Dunbar, CSC Eulanda Cade, PSC TBD, WSC

Negotiations for the next biennium (2015-2017) are to commence in September, 2014.

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 10, 2014

INFORMATION ONLY: Foundation Employee Compensation Report

Chadron State Foundation's employee salary information for 2014-2015 is attached as an information item.

ATTACHMENTS:

- CSC 2014-15 Foundation Salaries (PDF)

Employee Name	SAP Position	Position Title	FTE	2013-2014 Base Salary	Adjustments increase	2014-2015 Total Annual Salary	Notes
<u>Professional Staff (Non-Union) -- Foundation</u>							
Rasmussen, Connie	600005	EXECUTIVE DIRECTOR	1.000	100,000.00	8,000.00	108,000.00	
Haag, Cricket	600008	BUSINESS MANAGER	1.000	48,786.00	1,951.00	50,737.00	
		Total	2.000	148,786.00	9,951.00	158,737.00	
Total Foundation Funded Positions			2.000	148,786.00	9,951.00	158,737.00	

Attachment: CSC 2014-15 Foundation Salaries (1255 : Foundation Employee Compensation Report)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 10, 2014

***INFORMATION ONLY:* Employee Demographic Report**

This annual employee demographic report is being provided to the Board as an information item. The report data is from the fall of 2013, which corresponds with the timing of the first report in 2010.

Employee data from the fall of 2012 was reported to the Board in September of 2013.

ATTACHMENTS:

- Employee Demographic Profile Report (PDF)

FALL 2013 EMPLOYEE PROFILE

	FEMALE	MALE	AMERICAN INDIAN OR ALASKAN NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC/LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	WHITE	TWO OR MORE RACES	UNKNOWN
CSC	219	176	2	5	5	4	3	370	-	6
PSC	133	109	3	1	2	3	-	226	-	7
WSC	400	259	1	4	9	7	-	637	-	1
SO	7	3	-	-	-	-	-	10	-	-
TOTAL	759	547	6	10	16	14	3	1,243	0	14

Source: SAP Query (Active, Monthly Employees - Fall 2013)

TOTAL Fall 2012	722	536	7	11	16	17	4	1,186	0	17
TOTAL Fall 2011	648	511	5	6	18	NA	5	1,107	0	18
TOTAL Fall 2010	658	518	6	10	16	NA	4	1,124	0	16

Attachment: Employee Demographic Profile Report (1256 : Employee Demographic Report)

ITEMS FOR INFORMATION AND DISCUSSION

June 10, 2014

INFORMATION ONLY: Reports of Personnel Actions

The personnel action reports are provided to the Board for information.

Board Policy 5021 states that all full-time (0.75 FTE or more) and part-time (less than 0.75 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.

ATTACHMENTS:

- CSC Personnel Report June 2014 (PDF)
- PSC Personnel Report June 2014 (PDF)
- WSC Personnel Report June 2014 (PDF)
- SO Personnel Report June 2014 (PDF)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2014

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
Bolze, Ronald	BEAMSS; Applied Sciences	Associate Professor	56,000.00	State	08/14/2014 - 05/09/2015	1.000	New appointment; replaces Georgia Younglove	Tenure-track
Ellis, Joshua	BEAMSS; Applied Sciences	Assistant Professor	51,000.00	State	08/14/2014 - 05/09/2015	1.000	New appointment; replaces Norma Nealeigh	Tenure-track

RANKED FACULTY (OTHER)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Badura, Victoria	Business	Assistant Professor	280.14	State	03/17/2014 - 05/10/2014	NA	Over 30 in an online course; ACTG 438-79B1 (1 students)	NA
Basnet, Hem	Business	Assistant Professor	1,120.56	State	03/17/2014 - 05/10/2014	NA	Over 30 in an online course; ECON 231-79B1 (4 students)	NA
Bruehlman, August	Business	Associate Professor	355.68	State	03/17/2014 - 05/10/2014	NA	Over 30 in an online course; MGMT 634-79B1 (1 student)	NA
Cavin, Scott	Visual & Performing Arts	Assistant Professor	1,600.00	Rev	02/04/2014 - 04/07/2014	NA	32 hrs @ \$50; Conferencing	NA
Gallegos, Nathaniel	Business	Assistant Professor	1,400.70	State	03/17/2014 - 05/10/2014	NA	Over 30 in an online course; BA 431-79B1 (5 students)	NA
Hamaker, Jamie	Business	Assistant Professor	280.14	State	03/17/2014 - 05/10/2014	NA	Over 30 in an online course; MGMT 432-79B1 (1 students)	NA
Madison, Lara	Physical & Life Sciences	Assistant Professor	2,000.00	State	07/03/2013 - 04/14/2014	NA	OER condition II c completed	NA
Tingley, Christopher	Business	Assistant Professor	1,960.98	State	03/17/2014 - 05/10/2014	NA	Over 30 in an online course; MKTG 336-79B1 (7 students)	NA

Attachment: CSC Personnel Report June 2014 (1247 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2014

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
Bernhardt, Sarah	Market Development	NA	125.00	State	03/01/2014 - 03/31/2014	NA	Course grading	Special
Pogue, Laura	Career & Academic Planning Services	NA	6,625.00	State	08/19/2013 - 12/13/2013	NA	Internship grading	Special
Pogue, Laura	Career & Academic Planning Services	NA	7,700.00	State	01/13/2014 - 05/10/2014	NA	Internship grading	Special

UNIONIZED PROFESSIONAL STAFF

(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Ballard, Chelsea	Assistant Director-Residence Life	NA	1,125.00	Revenue Bond	04/02/2014 - 05/10/2014	NA	Additional duties	NA
Diers, Ameer	Project Coordinator	NA	26,500.00 prorated 4,215.91	State	05/05/2014 - 06/30/2014	0.750	New appointment	Special
Ledbetter, Elizabeth	Instructional Technology & Design Specialist	NA	55,500.00 prorated 9,250.00	State	05/01/2014 - 06/30/2014	1.000	New appointment	Special
Lemmon, Terri	Accountant	NA	33,660.00	State	08/26/2011 - 04/24/2014	1.000	Resignation	NA
Murray, Chelsea	Assistant Director-Residence Life	NA	24,495.00	Revenue Bond	05/05/2013 - 05/12/2014	1.000	Resignation	NA
Wright, Ottley	Academic Advisor	NA	51.00	State	03/01/2014 - 03/31/2014	NA	Course grading	Special
Wright, Ottley	Academic Advisor	NA	48,242.00	State	07/16/2008 - 08/14/2014	1.000	Resignation	NA

NON-UNIONIZED PROFESSIONAL STAFF

(FULL TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Beu, Pat	Senior Executive Director of Student Affairs	NA	73,000.00 prorated 6,083.34	State	06/01/2014 - 06/30/2014	1.000	New appointment; replaces Aaron Prestwich	Special
Bullington, Justy	Interim Admissions Representative	NA	25,000.00 prorated 3,503.79	State	05/12/2014 - 06/30/2014	1.000	Appointment; replaces Seth Hulquist	Special
Cook, Tena	Interim Marketing Coordinator	NA	59,976.00 prorated 49,980.00	State	07/01/2013 - 04/30/2014	1.000	Interim Position	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2014

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
Cook, Tena	Marketing Coordinator	NA	60,976.00 prorated 10,162.66	State	05/01/2014- 06/30/2014	1.000	Appointment; replaces Justin Haag	Special
Kingsley, Brittany	Interim Accountant	NA	32,500.00 prorated 5,170.45	State	05/05/2014 - 06/30/2014	1.000	Appointment; replaces Kari Gaswick	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
Overshiner, Steven	Graduate Assistant	NA	6,000.00	State	08/16/2014 - 03/31/2014	0.250	Resignation	NA

UNIONIZED SUPPORT STAFF

(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Camerlinck, Angela	Office Assistant II	NA	627.90	State	01/13/2014 - 04/30/2014	NA	Temp pay increase	NA
Diehl, Robert	Custodial Leader	NA	443.52	State / Rev Bond	02/03/2014 - 04/30/2014	NA	Temp pay increase	NA
Garza, Leon	Custodian	NA	1,693.50	State	4/28/2014	1.000	New appointment; replaces Joseph Smith	Probationary
Mohan, Darla	Custodian	NA	1,693.50	State	07/15/2013 - 04/18/2014	1.000	Resignation	NA
Reece, SuAn	Office Assistant II	NA	1,821.75	State	4/8/2014	1.000	New appointment; replaces Jessica Schwager	Probationary
Smith, Joseph	Custodian	NA	1,693.50	State	09/23/2013 - 03/29/2014	1.000	Resignation	NA
Swanson, Courtney	Accounting Clerk II	NA	1,821.75	State	3/19/2014	1.000	New appointment; replaces Anessa Stewart	Probationary
Swanson, Courtney	Accounting Clerk II	NA	1,821.75	State	4/8/2014	1.000	Resignation	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 10, 2014

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
Adams, Margaret	School of Arts and Sciences	Assistant Professor	\$50,000	State	8/19/13-08/31/14	N/A	Resignation	N/A
James, Melissa	School of Education	Assistant Professor	\$50,500	State	08/14/14 - 05/09/15	1 AY	Appointment	Specific
Lynott, Frank	School of Education	Assistant Professor	\$54,000	State	08/14/14 - 05/09/15	1 AY	Appointment	Specific
Petersen, Sheli	School of Arts and Sciences	Assistant Professor	\$59,500	State	08/14/14 - 05/09/15	1 AY	Appointment	Specific

RANKED FACULTY (OTHER)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Gardner, Kelli Anne	School of Professional Studies	Associate Professor	\$563	State	01/13/14-05/10/14	N/A	HP 499 000C Independent Study (3 cr hr)	N/A
Hinrichs, Paul	School of Arts and Sciences	Associate Professor	\$2,021	State	01/13/14-05/10/14	N/A	MATH 112-000A (3 cr hr), Overload	N/A
Holtz, Dan	School of Arts and Sciences	Professor	\$442	State	01/13/14-05/10/14	N/A	ENG 497 049A Directed Study (3 cr hr)	N/A
Hutchison, Christy	School of Professional Studies	Associate Professor	\$250	State	01/13/14-05/10/14	N/A	Blended Courses BUS 252 000Y and BUS 252 049Y (3 cr hrs each)	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 10, 2014

RANKED FACULTY (OTHER)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hutchison, Christy	School of Professional Studies	Associate Professor	\$250	State	01/13/14-05/10/14	N/A	Blended Courses BUS 493 000Y and BUS 493 0049Y (3 cr hr each)	N/A
Jackson, Alan	School of Professional Studies	Assistant Professor	\$250	State	01/13/14-05/10/14	N/A	Blended Courses BUS 355 000Y and BUS 355 049Y (3 cr hr each)	N/A
Ryan, Kyle	School of Education	Associate Professor	\$1,500	State	01/13/14-05/10/14	N/A	OER Course Development, HPER 222 00A (3 cr hr)	N/A
Waln, Randy	School of Arts and Sciences	Professor	\$1,200	State	08/19/13-05/10/14	N/A	Course Development, ART 319 (3 cr hr)	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
Albers, Stephanie	School of Professional Studies	N/A	\$1,704	State	03/17/14-05/09/14	N/A	PSYC 121 049Y (3 cr hr)	Special
Anderson, Elizabeth	School of Professional Studies	N/A	\$3,948	State	03/17/14-05/09/14	N/A	CMIS 101 049Y (3 cr hr)	Special
Anderson, Josh	School of Arts and Sciences	N/A	\$4,152	State	03/17/14-05/09/14	N/A	ART 206-049Y (3 cr hr)	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 10, 2014

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
Bennett, Pam	School of Arts and Sciences	N/A	\$2,418	State	03/17/14-05/09/14	N/A	ANTH 225-049Y (3 cr hr)	Special
Benscoter, Andrew	School of Arts and Sciences	N/A	\$3,234	State	03/17/14-05/09/14	N/A	ENG 101-049Y (3 cr hr)	Special
Bliss, Stacy	School of Professional Studies	N/A	\$3,540	State	03/17/14-05/09/14	N/A	PSYC 305 049Y (3 cr hr)	Special
Breed, Roger	School of Education	N/A	\$1,200	State	01/13/14-05/09/14	N/A	HP 330-000Z (3 cr hr)	Special
Brizuela, Francisco	Graduate Programs	N/A	\$1,908	State	03/17/14-04/04/14	N/A	INS 500-049S (1 cr hr)	Special
Broady, Lori	School of Education	N/A	\$2,214	State	03/17/14-05/09/14	N/A	EDUC 300-00Z (3 cr hr)	Special
Campbell, Jacquelyn	Graduate Programs	N/A	\$2,418	State	05/17/14-05/09/14	N/A	EDUC 556-049Y (3 cr hr)	Special
Clark, James	School of Arts and Sciences	N/A	\$5,754	State	03/17/14-05/09/14	N/A	HIST 114-049Y (3 cr hr); HIST 202-049Y (3 cr hr)	Special
Craver, Susan	School of Professional Studies	N/A	\$4,662	State	03/17/14-05/09/14	N/A	BUS 480 049Y (3 cr hr)	Special
Dreier, Libby	School of Education	N/A	\$1,602	State	03/17/14-05/09/14	N/A	EDUC 255-49Y (3 cr hr)	Special
Falcon, Lori	Graduate Programs	N/A	\$2,622	State	03/08/14-04/04/14	N/A	EDUC 552-0ICX (3 cr hr)	Special
Feldmann, Ann	Graduate Programs	N/A	\$2,418	State	03/08/14-04/04/14	N/A	EDUC 552-0IAX (3 cr hr)	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 10, 2014

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
Fiala, Maryjan	School of Professional Studies	N/A	\$4,050	State	03/17/14-05/09/14	N/A	BUS 201 049Y (3 cr hr)	Special
Forsberg, Peggy	School of Professional Studies	N/A	\$1,602	State	03/17/14-05/09/14	N/A	SOC 201 049Y (3 cr hr)	Special
Friesen, Brent	School of Arts and Sciences	N/A	\$3,336	State	03/17/14-05/09/14	N/A	STAT 210-049W (3 cr hr)	Special
Hays, Jon	School of Arts and Sciences	N/A	\$1,704	State	03/17/14-05/09/14	N/A	HIST 302-049Y (3 cr hr)	Special
Heng, Lynn	School of Professional Studies	N/A	\$2,826	State	03/17/14-05/09/14	N/A	BUS 328 049Y (3 cr hr)	Special
Jacobsen, Linda	School of Professional Studies	N/A	\$2,622	State	03/17/14-05/09/14	N/A	BUS 380 049Y (3 cr hr)	Special
Martinelli, Jason	School of Arts and Sciences	N/A	\$4,356	State	03/17/14-05/09/14	N/A	ESCI 215-049Y (3 cr hr)	Special
McGee, Mary Karol	Graduate Programs	N/A	\$2,010	State	03/08/14-04/04/14	N/A	EDUC 552-01BX (3 cr hr)	Special
Muthersbaugh, Kelly	Graduate Programs	N/A	\$2,010	State	03/17/14-05/09/14	N/A	EDUC 500-049Y (3 cr hr)	Special
Nielsen, Nila	Graduate Programs	N/A	\$1,200	State	03/17/14-05/09/14	N/A	EDUC 540-049Y (3 cr hr)	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 10, 2014

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
Odum, Jay	School of Professional Studies	N/A	\$3,744	State	03/17/14-05/09/14	N/A	CJUS 190 049Y (3 cr hr)	Special
Paul, Kimberly	School of Professional Studies	N/A	\$2,316	State	03/17/14-05/09/14	N/A	PSYC 320 049Y (3 cr hr)	Special
Paul, Kimberly	School of Professional Studies	N/A	\$2,622	State	03/17/14-05/09/14	N/A	SOC 300 049W (3 cr hr)	Special
Ridge, Ashley	School of Professional Studies	N/A	\$3,540	State	03/17/14-05/09/14	N/A	PSYC 320 049Y (3 cr hr)	Special
Roberts, Laura	School of Professional Studies	N/A	\$2,622	State	03/17/14-05/09/14	N/A	PSYC 250-049Y (3 cr hr)	Special
Sawyer, Stephani	School of Professional Studies	N/A	\$3,540	State	03/17/14-05/09/14	N/A	PSYC 305 049Y (3 cr hr)	Special
Snyder, Randall	School of Arts and Sciences	N/A	\$3,948	State	03/17/14-05/09/14	N/A	MUSC 215-049Y (3 cr hr)	Special
Tiner, Billi	School of Arts and Sciences	N/A	\$5,808	State	03/17/14-05/09/14	N/A	BIOL 130-049Y (3 cr hr)	Special
Vandelaar-Arens, Debb	School of Arts and Sciences	N/A	\$1,200	State	03/17/14-05/09/14	N/A	SPCH 154-049Y (3 cr hr)	Special
Weichel, Mark	Graduate Programs	N/A	\$1,050	State	03/17/14-05/09/14	N/A	EDUC 530-049Y (3 cr hr)	Special

Attachment: PSC Personnel Report June 2014 (1247 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 10, 2014

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
Wellman, Eldon	School of Arts and Sciences	N/A	\$4,254	State	03/17/14-05/09/14	N/A	STAT 210-049Y (3 cr hr)	Special
Weninger, Hope	School of Professional Studies	N/A	\$4,356	State	03/17/14-05/09/14	N/A	BUS 373 049Y (3 cr hr)	Special
Wilhelm, David	School of Professional Studies	N/A	\$4,662	State	03/17/14-05/09/14	N/A	BUS 214 049Y (3 cr hr)	Special

UNIONIZED PROFESSIONAL STAFF (FULL-TIME/.75 FTE OR MORE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Albury, Renetta	Head Women's Basketball Coach	N/A	\$3,150	State	04/17/14-05/09/14	N/A	Math 100 00B, Math 110 00A, Math 112 00B (3 cr hr each)	Special
Allgood, Chelsea	Project Coordinator	N/A	\$33,000 prorated \$5,500	State	05/01/14 - 6/30/14	1 FY	Appointment	Special
Bergmeier, Wende	Coordinator of Admissions Services	N/A	\$38,538	State	07/01/07-05/31/14	1 FY	Resignation	N/A
Dierking, Phyllis	Project Coordinator	N/A	\$31,000	State	07/01/14 - 06/30/15	1 FY	Reclassification	Specific

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: PERU STATE COLLEGE

MEETING DATE: June 10, 2014

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
Fender, Dan	Licensed Student Counselor	N/A	\$3,438	State	03/17/14-05/09/14	N/A	SOC 300 049Y (3 cr hr)	Special
Hart, Tammie	Director - Budget	N/A	\$50,000 prorated \$5,513	State	05/22/14-06/30/14	1 FY	Appointment	Special
Jackson, William	Admissions Representative	N/A	\$29,000	State	09/09/13-07/31/14	1 FY	Resignation	N/A
Norris, David	Accompanist	N/A	\$31,500	State	07/01/14-06/30/15	.84 FY	Appointment	Specific

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
Behrens, Eric	Head Men's Basketball Coach	N/A	\$56,000 prorated \$4,667	State	06/01/14-06/30/14	.92 FY	Appointment	Special
Galardi, Greg	Dean, School of Professional Studies	N/A	\$600	State	03/17/14-05/09/14	N/A	COLL 201 049Y (3 cr hr)	Special
Katen, Troy	Head Men's Basketball Coach	N/A	\$53,078	State	07/01/08-06/30/14	.92 FY	Nonrenewal	N/A
Kreifels, Kaylee	Accountant	N/A	\$34,000	State	4/1/2014-06/30/14	1 FY	Appointment	Special
Kupper, Jodi	Dean of Education	N/A	\$97,611	State	07/01/05-06/30/14	1 FY	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 10, 2014

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
McCormick, Jill	Director of Campus Services	N/A	\$76,000 prorated \$12,667	State	05/01/14- 06/30/14	1 FY	Appointment	Special
Seay, Greg	Dean, Graduate Programs	N/A	\$2,214	State	03/17/14- 05/09/14	N/A	EDUC 520 049X (3 cr hr)	Special
Strode, Kelli	Director - Accounting and Audit Services	N/A	\$61,765 prorated \$6,097	State	05/27/14 - 06/30/14	1 FY	Appointment	Special
Unruh, Susan	Director - Accounting and Audit Services	N/A	\$58,437	State	07/01/00 - 06/16/14	1 FY	Resignation	N/A

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
Adrian, Emily	Office Assist. II	N/A	\$1,822	State	4/1/2014	1 FY	Appointment	Probationary
Garey, Ann	OA II	N/A	\$2,000/mo.	State	09/01/13- 05/31/14	1 FY	Resignation	N/A
Purdy, Michelle	Office Assist. II	N/A	\$1,958/ month	State	11/01/13- 03/31/14	1 FY	Resignation	N/A
Shimak, Tanja	OA II	N/A	\$2,050/mo	State	5/1/2014	1 FY	Appointment	Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2014

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
Cooper, Andria	Sociology, Psychology and Criminal Justice	Assistant Professor	\$50,900.00 + \$1,000 moving expenses	State	8/14/14 – 5/13/15	1.0	New hire, replaced Pamela Everett	Tenure-Track
Hansen, Pearl	Art and Design	Professor	\$88,948.00	State	8/16/14 – 12/17/14	N/A	Sabbatical for Fall 2014 rescinded (change from 6/25/13 Board Report)	N/A
Hull, Michael	Physical Sciences and Mathematics	Assistant Professor	\$48,500.00 + \$1,000 moving expenses	State	8/14/14 – 5/13/15	1.0	New hire	Tenure-Track
Kuchta, Mary	Physical Sciences and Mathematics	Instructor	\$38,000.00	State	8/14/14 – 5/13/15	1.0	New hire	Tenure-Track
Sweetland, Robert	Educational Foundations and Leadership	Professor	\$83,680.00	State	8/24/87 – 8/11/14	N/A	Retirement	N/A

Ranked Faculty (Other)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Alexander, W. Andrew	Language and Literature	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, ENG 371-60 (3 cr hr)	N/A
Arneson, Patricia	Business and Economics	Professor	\$2,627.00	State	8/16/13 – 12/17/13	N/A	Overload; BUS 327-01 (1.5 cr hr)	N/A
Arneson, Patricia	Business and Economics	Professor	\$876.00	State	1/13/14 – 5/14/14	N/A	Overload; BUS 367-01 (.50 cr hr)	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 10, 2014

Ranked Faculty (Other)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Arneson, Patricia	Business and Economics	Professor	\$1,430.00	State	1/13/14 – 5/14/14	N/A	Directed Study, BUS 602-60 (3 cr hr), BUS 621-60 (3 cr hr)	N/A
Barnes, Johanna	Educational Foundations and Literature	Assistant Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, EDU 499-31 (3 cr hr)	N/A
Bauer, Jeffrey	Physical Sciences and Mathematics	Professor	\$563.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, MAT 395-30 (3 cr hr), MAT 405-60 (3 cr hr)	N/A
Bertolas, Randy	History, Politics and Geography	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, GEO 499-30 (3 cr hr)	N/A
Blankenau, Joseph	History, Politics and Geography	Professor	\$996.00	State	1/13/14 – 5/14/14	N/A	Directed Study, POS 444-60 (3 cr hr), POS 530-60 (3 cr hr)	N/A
Brummels, J. V.	Language and Literature	Associate Professor	\$1,278.00	State	1/13/14 – 5/14/14	N/A	Independent Study, ENG 395-30 (3 cr hr), ENG 499-30 (3 cr hr), ENG 699-30 (6 cr hr.)	N/A
Buryanek, Donald	Technology and Applied Sciences	Assistant Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, ITE 109-60 (3 cr hr)	N/A
Butler, Katherine	Language and Literature	Professor	\$715.00	State	1/13/14 – 5/14/14	N/A	Directed Study, ENG 621-60 (3 cr hr), ENG 632-60 (3 cr hr)	N/A
Dalal, Meenakkshi	Business and Economics	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, ECO 395-30 (3 cr hr)	N/A
Davis, Adam	Physical Sciences and Mathematics	Associate Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, PHY 345-60 (3 cr hr)	N/A
Dilliard, Kelly	Physical Sciences and Mathematics	Associate Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, EAS 395-30 (3 cr hr)	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 10, 2014

Ranked Faculty (Other)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Dinsmore, Janice	Educational Foundations and Leadership	Assistant Professor	\$921.00	State	1/13/14 – 5/14/14	N/A	Directed Study, EDU 417-60 (3 cr hr), EDU 693-63 (3 cr hr)	N/A
Ellis, Susan	Sociology, Psychology and Criminal Justice	Professor	\$657.00	State	1/13/14 – 5/14/14	N/A	Directed Study, SOC 465-60 (3 cr hr), SSC 485-60 (3 cr hr)	N/A
Engebretsen, Barbara	Health, Human Performance and Sport	Professor	\$921.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, PED 400-60 (3 cr hr), PED 695-31 (3 cr hr)	N/A
Erwin, Carol	Technology and Applied Sciences	Instructor	\$847.00	State	8/16/14 – 12/17/14	N/A	Overload; FCS 340-01 (1 cr hr)	N/A
Everett, Pamela	Sociology, Psychology and Criminal Justice	Assistant Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, CJA 499-30 (3 cr hr)	N/A
Fox, Kristi	Health, Human Performance and Sport	Associate Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, PED 395-30 (3 cr hr)	N/A
Garden, Randa	Communication Arts	Assistant Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, CNA 395-32 (3 cr hr)	N/A
Geisert, Cameron	Health, Human Performance and Sport	Associate Professor	\$563.00	State	1/13/14 – 5/14/14	N/A	Directed Study, PED 410-60 (3 cr hr), PED 485-60 (3 cr hr)	N/A
Greene, Todd	Sociology, Psychology and Criminal Justice	Assistant Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, SOC 480-60 (3 cr hr)	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2014

Ranked Faculty (Other)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Hallgren, Kenneth	Business and Economics	Professor	\$4,081.00	State	1/31/14 – 5/14/14	N/A	Overload; Covering BUS 372-01 (3 cr hr) – 12 of 16 weeks due to faculty on medical leave	N/A
Hammer, Mark	Life Sciences	Professor	\$188.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, BIO 395-31 (1 cr hr), BIO 465-61 (1 cr hr)	N/A
Hayford, Barbara	Life Sciences	Associate Professor	\$94.00	State	1/13/14 – 5/14/14	N/A	Directed Study, BIO 465-60 (1 cr hr)	N/A
Hepworth, Elise	Art and Design	Associate Professor	\$188.00	State	1/13/14 – 5/14/14	N/A	Directed Study, MUS 444-60 (2 cr hr)	N/A
Jensen, Gwen	Educational Foundations and Leadership	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, EDU 409-60 (3 cr hr)	N/A
Knezevic, Branis	Counseling and Special Education	Assistant Professor	\$239.00	State	1/13/14 – 5/14/14	N/A	Directed Study, CSL 642-60 (2 cr hr)	N/A
Kolbeck, Karl	Music	Assistant Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, MUS 395-30 (3 cr hr)	N/A
Leeper, Mark	History, Politics and Geography	Professor	\$563.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, POS 490-60 (3 cr hr), SSC 499-30 (3 cr hr)	N/A
Lindberg, Judith	Technology and Applied Sciences	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, FCS 202-60 (3 cr hr)	N/A
Loggins, Ronald	Life Sciences	Associate Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, BIO 395-30 (3 cr hr)	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2014

Ranked Faculty (Other)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
McCue, Robert	Life Sciences	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, BIO 499-30 (3 cr hr)	N/A
Miller, Kevin	Educational Foundations and Leadership	Associate Professor	\$358.00	State	1/13/14 – 5/14/14	N/A	Directed Study, EDU 693-61 (3 cr hr)	N/A
Miller, Kevin	Technology and Applied Sciences	Associate Professor	\$1,278.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, ITE 207-60 (3 cr hr), ITE 605-60 (3 cr hr), ITE 695-30 (3 cr hr)	N/A
Mueller, J. Marlene	Art and Design	Professor	\$845.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, ART 395-30 (3 cr hr), ART 421-60 (3 cr hr)	N/A
Nicholson, Lori	Computer Technology and Information Systems	Associate Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, CSC 395-30 (3 cr hr)	N/A
Ossian, James	Educational Foundations and Leadership	Professor	\$358.00	State	1/13/14 – 5/14/14	N/A	Directed Study, EDU 693-62 (3 cr hr)	N/A
Parker, Charles	Business and Economics	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, ECO 470-60 (3 cr hr)	N/A
Pease, Craig	Educational Foundations and Leadership	Assistant Professor	\$358.00	State	1/13/14 – 5/14/14	N/A	Directed Study, EDU 639-60 (3 cr hr)	N/A
Piersanti, Joshua	Art and Design	Assistant Professor	\$1,126.00	State	1/13/14 – 5/14/14	N/A	Independent Study, ART 395-31 (3 cr hr), ART 499-30 (3 cr hr), ART 499-31 (3 cr hr), ART 499-32 (3 cr hr)	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2014

Ranked Faculty (Other)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Peitz, David	Physical Sciences and Mathematics	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, CHE 499-30 (3 cr hr)	N/A
Ras, Gerard	Business and Economics	Associate Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, BUS 395-30 (3 cr hr)	N/A
Ronnow, Gretchen	Language and Literature	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, ENG 499-31 (3 cr hr)	N/A
Sharer, Tim	Educational Foundations and Literature	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, EDU 499-30 (3 cr hr)	N/A
Snowden, Monica	Sociology, Psychology and Criminal Justice	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, SOC 499-30 (3 cr hr),	N/A
Sweetland, Robert	Educational Foundations and Leadership	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Independent Study, EDU 395-30 (3 cr hr)	N/A
Vander Weil, Greg	Technology and Applied Sciences	Assistant Professor	\$1,892.00	State	8/16/13 – 12/17/13	N/A	Overload; ITE 105-01 (1.5 cr hr)	N/A
Vander Weil, Greg	Technology and Applied Sciences	Assistant Professor	\$3,153.00	State	1/13/14 – 5/14/14	N/A	Overload; ITE 105-01 (2.5 cr hr)	N/A
Vander Weil, Greg	Technology and Applied Sciences	Assistant Professor	\$563.00	State	1/13/14 – 5/14/14	N/A	Directed Study, ITE 315-60 (3 cr hr)	N/A
Walker, Karen	Sociology, Psychology and Criminal Justice	Professor	\$845.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, PSY 395-30 (3 cr hr), PSY 395-31 (3 cr hr), PSY 403-60 (3 cr hr)	N/A
Weixelman, Joseph	History, Politics and Geography	Associate Professor	\$715.00	State	1/13/14 – 5/14/14	N/A	Directed Study, HIS 665-60 (3 cr hr)	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College

MEETING DATE: June 10, 2014

Ranked Faculty (Other)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Whitt, Deborah	Communication Arts	Professor	\$1,126.00	State	1/13/14 – 5/14/14	N/A	Independent and Directed Study, CNA 395-30 (3 cr hr), CNA 395-31 (3 cr hr), CNA 395-33 (3 cr hr), CNA 477-60 (3 cr hr)	N/A
Young, Todd	Physical Sciences and Mathematics	Professor	\$282.00	State	1/13/14 – 5/14/14	N/A	Directed Study, PHY 410-60 (3 cr hr)	N/A

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
McCawley, Paul	Health, Human Performance and Sport Lecturer	N/A	\$38,000.00	State	8/14/14 – 5/13/15	1.0	Appointment	Special

Non-Ranked Faculty (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Case, Timothy	Communication Arts	N/A	\$1,133.00	State	1/13/14 – 5/14/14	N/A	Set building for Children's Play	Special
Case, Timothy	Communication Arts	N/A	\$630.00	State	1/13/14 – 5/14/14	N/A	CNA 331-60 (3 cr hr, 2 students)	Special
Daehnke, Elizabeth	Language and Literature	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/14 – 5/13/15	.25	Graduate Assistant	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 10, 2014

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
Davey, Christopher	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/14/14 – 5/13/15	.25	Graduate Assistant	Special
Grove, Michael	Language and Literature	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/14 – 5/13/15	.25	Graduate Assistant	Special
Kibugi, Barbara	Counseling and Special Education	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/14 – 5/13/15	.25	Graduate Assistant	Special
Parker, Karen	Computer Technology and Information Systems	N/A	\$755.00	State	4/2-30/14	N/A	CIS 231-03 (1 cr hr)	Special
Peterson, Paula	Counseling and Special Education	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/14 – 5/13/15	.25	Graduate Assistant	Special
Reeves, Trevor	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/14/14 – 5/13/15	.25	Graduate Assistant	Special
Wickersham, Tina	Counseling and Special Education	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/14 – 5/13/15	.25	Graduate Assistant	Special
Van Wyk, Kyle	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/14 – 5/13/15	.25	Graduate Assistant	Special
von Glan, Leroy	Art and Design	N/A	\$1,260.00	State	1/13/14 - 5/14/14	N/A	ART 451-60 (3 cr hr, 4 students)	Special
Warehime, Shane	Health, Human Performance and Sport	N/A	\$5,000.00 + 18 hours tuition waiver	State	8/15/14 – 5/13/15	.25	Graduate Assistant	Special

Attachment: WSC Personnel Report June 2014 (1247 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**COLLEGE:** Wayne State College**MEETING DATE:** June 10, 2014

Unionized Professional Staff (Full-Time/.75 FTE or More)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Derechailo, Melissa	Theatre Technician	N/A	\$2,265.00	State	1/13/14 – 5/14/14	N/A	MUS 304 (3 cr hr)	Special
Knight, Valerie	Librarian – Reference	N/A	\$525.00	State	1/13/14 – 5/9/14	N/A	IDS 368-W2 (1 cr hr)	Special
Knight, Valerie	Librarian – Reference	N/A	\$210.00	State	1/13/14 – 5/9/14	N/A	IDS 368-W3 (2 cr hr)	Special
Mitchell, Trapper	Assistant Director – Residence Life	N/A	\$38,500.00; prorated \$2,445.00	Revenue Bond	6/9/14 – 6/30/14	1.0	New hire, replaced Derek Nolan	Special
Pitkin, Chad	Physical Activity Center Coordinator	N/A	\$33,000.00; prorated \$4,000.00	Revenue Bond	5/17/14 – 6/30/14	1.0	New hire; formerly interim position	Special
Quance, Marilyn	Librarian – Technical Services	N/A	\$105.00	State	1/13/14 – 5/9/14	N/A	IDS 196-W0 (1 cr hr)	Special
Quance, Marilyn	Librarian – Technical Services	N/A	\$525.00	State	1/13/14 – 5/9/14	N/A	IDS 368-W1 (1 cr hr)	Special
Reid, Jordan	Athletic Trainer	N/A	\$35,221.00	State	7/19/10 – 6/30/14	N/A	Resignation	N/A
Vick, Sr., Ron	Continuing Education	N/A	\$525.00	State	3/17/14 – 5/9/14	N/A	IDS 196-W2 (1 cr hr)	Special
Wriedt, Jeannine	Math Skills Specialist – TRiO	N/A	\$36,993.00	State	8/28/95 – 6/30/14	N/A	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
Buhrman, Bev	Comptroller	N/A	\$70,754.00	State	7/29/87 – 4/2/14	N/A	Correction to 4/25/14 Board Report; Ending date changed from 4/4/14	N/A
Dale, Jean	Vice President for Administration and Finance	N/A	\$110,292.00	State	7/1/10 – 3/31/14	1.0	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 10, 2014

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
Dale, Jean	Special Assistant to the President	N/A	\$110,292.00, prorated \$27,573.00	State	4/1/14 – 6/30/14	1.0	New position	Specific
DeBoer, Mitch	Assistant Athletic Director for Business Management	N/A	\$58,747.00	State	9/1/00 – 4/2/14	1.0	Resignation	N/A
DeBoer, Mitch	Comptroller	N/A	\$66,667.00, prorated \$16,162.00	State	4/3/14 – 6/30/14	1.0	New hire, replaced Bev Buhrman	Specific
Fredrickson, Angie	Vice President for Administration and Finance	N/A	\$110,000.00, prorated \$27,500.00	State	4/1/14 – 6/30/14	1.0	New hire, replaced Jean Dale	Specific
Muir, Nick	Director of IT User Support	N/A	\$6,250.00	State	2/1/14 – 6/30/14	N/A	Additional job responsibilities	Special
Young, Kaye	Interim Director of Accounting	N/A	\$48,000.00, prorated \$11,637.00	Revenue Bond	4/3/14 – 6/30/14	1.0	Interim Appointment	Specific

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
Casteel, Wade	Custodian	N/A	\$1,838.03/mo.	Revenue Bond	3/25/14	1.0	New hire, replaced Vickie Clausen	Probationary
Reifenrath, Corrine	Accounting Clerk III	N/A	\$2,402.40/mo.	State	4/7/14	1.0	New hire, replaced Becky Stout	Probationary

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
Furlich, Amanda	Office Assistant III	N/A	\$1,895.55/mo.	State	3/18/14	.875	Reclassification	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
 NEBRASKA STATE COLLEGE SYSTEM OFFICE
 MEETING DATE: June 10, 2014

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
Hock, Amy	Director of Systemwide Accounting	NA	\$69,261 Prorated \$17,315	State	4/1/14-6/30/14	1.000	CPA Requirement Completed	NA
Hoffman, Ed	Vice Chancellor for Facilities, Planning & Information Technology	NA	\$121,161	State	7/1/06-6/30/14	1.000	Retirement	NA
Hotovy, Steve	Vice Chancellor for Facilities & Information Technology	NA	\$110,000 Prorated \$10,833	State	5/27/14-6/30/14	1.000	New Appointment, Replaces Ed Hoffman	Special
Kupper, Jodi	Associate Vice Chancellor for Academic Planning & Partnerships	NA	\$120,000	State	7/1/14-6/30/15	1.000	New Appointment, Replaces Oren Yagil	Specific
Yagil, Oren	Associate Vice Chancellor for Academic Planning & Partnerships	NA	\$110,000	State	8/5/13-6/30/14	1.000	Resignation	NA

Attachment: SO Personnel Report June 2014 (1247 : Reports of Personnel Actions)

ITEMS FOR INFORMATION AND DISCUSSION\STUDENT AFFAIRS, MARKETING, AND ENROLLMENT

June 10, 2014

INFORMATION ONLY: **Annual Retreat and 2014-15 Plans**

System marketing and enrollment staff from the Colleges met with Vice Chancellor Tande for their annual retreat. Several key ideas were discussed during the meeting with strategic planning providing a focus for the next year. A joint meeting with the chief academic officers was also held as part of the retreat.

Key Strategies for 2014-2015 include a continuation of the counselor tour with an emphasis on our "Three Colleges, Thousands of Opportunities" brand. The group decided to host a tour stop on each campus along with stops in Omaha, Lincoln, and Kearney. The group is currently exploring dates for each tour stop.

Another key strategy focused on the Board of Trustees Scholarship and changes that are needed to make it more competitive for recruiting and enrollment. Plans are to provide the Colleges the opportunity to offer scholarships in the fall based on merit (GPA and ACT scores) when high school seniors are visiting the colleges.

The third key strategy for the upcoming year will be to develop an RFP to again develop tv/radio commercials for the colleges. Working together on the project allows greater impact of the funding available for the project.

**ITEMS FOR INFORMATION AND DISCUSSION\STUDENT AFFAIRS, MARKETING,
AND ENROLLMENT**

June 10, 2014

INFORMATION ONLY: **Key Dates**

Please mark your calendars:

Senators' Reception is scheduled for January 20, 2015 from 4:00 p.m. - 7:00 p.m.

Scholarship Luncheon is tentatively scheduled for April 10, 2015 from noon - 1:30 p.m.

**ITEMS FOR INFORMATION AND DISCUSSION\STUDENT AFFAIRS, MARKETING,
AND ENROLLMENT**

June 10, 2014

INFORMATION ONLY: Scholarship Luncheon Report

The NSCS Scholarship Luncheon was held at Hillcrest Country Club on Friday, April 11, 2014. The Luncheon started at noon and concluded around 1:30 p.m. Forty-two scholarship recipients, their families, and a number of state Senators joined the NSCS Trustees, the College Presidents, and staff members from the System Office and Chadron, Peru and Wayne State Colleges. Chancellor Stan Carpenter served as the emcee while Governor Dave Heineman provided the keynote address to the 165 people in the audience. Chadron State College alumnus John Freudenberg served as the student speaker for the event. Mr. Freudenberg currently serves as the Criminal Bureau Chief for the Nebraska Attorney General's Office.

Scholarship recipients and their families were introduced by the College Presidents. Group photos of the recipients 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.

**ITEMS FOR INFORMATION AND DISCUSSION\STUDENT AFFAIRS, MARKETING,
AND ENROLLMENT**

June 10, 2014

***INFORMATION ONLY:* Student Demographic Report**

This is an annual demographic report for students in the Nebraska State College System provided to the Board for information. Please note that comparison data is provided for Fall 2010, Fall 2011, and Fall 2012.

ATTACHMENTS:

- Student Demographic Report Fall 2013 (PDF)

FALL 2013 STUDENT DEMOGRAPHIC REPORT (UNDERGRADUATE/GRADUATE)

	FEMALE	MALE	AMERICAN INDIAN OR ALASKAN NATIVE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	WHITE	HISPANIC	TWO OR MORE RACES	OTHER	UNKNOWN ETHNICITY
CSC	1,761	1,295	27	89	28	9	2,302	168	71	37	325
PSC	1,474	948	16	108	19	7	1,912	101	48	-	210
WSC	1,998	1,508	18	86	14	4	2,650	212	64	20	438
TOTAL	5,233	3,751	61	283	61	20	6,864	481	183	57	973

TOTAL Fall 2012	5,174	3,765	96	329	74	23	6,982	360	96	55	924
TOTAL Fall 2011	5,039	3,687	92	277	71	16	6,949	343	108	78	792
TOTAL Fall 2010	5,158	3,688	74	223	62	13	7,240	301	106	59	768

Source: IPEDS Student Enrollment 2012 (Full and Part Time)

Attachment: Student Demographic Report Fall 2013 (1269 : Student Demographic Report)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: **Fall 2013 Occupancy and Income Reports**

Fall 2013 occupancy and income reports from each of the Colleges are provided to the Board for information.

As required by the bond indentures, the Colleges have provided information on occupancy and the income earned by their revenue bond facilities during Fall 2013.

In summary, the following ratios are noted:

	% Residence Hall Room Occupancy Fall 2013	% Residence Hall Bed Occupancy Fall 2013	% Actual Residence Hall Income Fall 2013
Chadron State	96%	73%	77%
Peru State	88%	82%	60%
Wayne State	90%	85%	76%

	Chadron	Peru	Wayne	Chadron	Peru	Wayne
	Bed Occupancy			Room Occupancy		
Fall 07	822	406	1,344	602	243	769
Fall 08	867	408	1,346	628	236	762
Fall 09	889	438	1,348	638	240	763
Fall 10	888	455	1,376	641	247	742
Fall 11	943	415	1,380	636	224*	711**
Fall 12	871	435	1,386	611	255	743
Fall 13	913	483	1,333	625	273	715

*36 rooms in Morgan Hall were off-line during fall 2011.

**Pile Hall rooms were not available due to renovation during fall 2011.

ATTACHMENTS:

- CSC Fall 2013 Occupancy and Income Report (PDF)
- PSC Fall 2013 Occupancy and Income Report (PDF)
- WSC Fall 2013 Occupancy and Income Report (PDF)

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: FALL 2013

REPORT DATE: April 24, 2014
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Fall 2012	Beds Occupied Fall 2013	Percent of Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Fall 2012	Rooms Occupied Fall 2013	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	178	182	2.25%	64.08%	148	143	140	94.59%
BROOKS	110	84	50	63	26.00%	75.00%	40	32	40	100.00%
EDNA WING	94	94	71	72	1.41%	76.60%	49	48	49	100.00%
EDNA WORK	92	92	64	67	4.69%	72.83%	46	46	45	97.83%
HIGH RISE	400	422	294	304	3.40%	72.04%	218	211	212	97.25%
KENT HALL	304	275	214	225	5.14%	81.82%	151	131	139	92.05%
SUBTOTALS	1,304	1,251	871	913	4.82%	72.98%	652	611	625	95.86%

	Apartment Available	Apartment Occupied Fall 2012	Apartment Occupied Fall 2013	Percent of Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0.00%	0.00%
WEST COURT	41	28	37	32.14%	90.24%
SUBTOTALS	41	28	37	32.14%	90.24%
TOTALS	1,304	1,292	899	5.67%	73.53%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,304	1,251	1381-2177	1,879,536	1,445,909	76.93%
Student Apartments						
Family Housing	41	41	462-561	98,224	67,603	68.83%
Faculty Apartments Summer, Guest Housing & Rentals				80,000	66,054	82.57%
Other						
TOTALS				\$2,057,760	\$1,579,566	76.76%

* 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: FALL 2013

REPORT DATE: APRIL 25, 2014
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity***	Beds Occupied Fall 2012	Beds Occupied Fall 2013	Percent of Change	Percent Bed Occupancy	Available Room Capacity****	Rooms Occupied Fall 2012	Rooms Occupied Fall 2013	Percent Room Occupancy
Residence Hall										
ELIZA MORGAN **	148	148	126	139	10.32%	93.92%	88	80	80	90.91%
DELZELL	146	146	110	112	1.82%	76.71%	73	65	60	82.19%
CLAYBURN/MATHEWS	120	120	85	91	7.06%	75.83%	60	41	53	88.33%
DAVIDSON/PALMER	116	116	66	91	37.88%	78.45%	58	41	51	87.93%
NICHOLAS/PATE	24	60	48	50	4.17%	83.33%	30	28	29	96.67%
SUBTOTALS	554	590	435	483	11.03%	81.86%	309	255	273	88.35%

	Apartment Available	Apartment Occupied Fall 2012	Apartment Occupied Fall 2013	Percent of Change	Percent Occupancy
Family Housing					
OAK HILL	11	10	11	0	100.00%
FACULTY	8	7	7	0	87.50%
SUBTOTALS	0	19	17	0	94.74%
TOTALS	554	609	452	0	82.27%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	554	483	1457-3005	\$1,291,749	\$774,521	59.96%
Student Apartments	11	11	2550-3000	\$32,100	\$27,207	84.76%
Faculty Apartments	8	7	2700-3450	\$24,900	\$20,238	81.28%
Summer, Guest Housing & Rentals					\$9,975	
Other					\$20,677	
TOTALS				\$1,348,749	\$852,617	63.22%

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

** Designed Capacity in Eliza Morgan is adjusted to better reflect renovation which decreased capacity due to addition of classroom, added storage, floor lounges, and additional mechanical equipment space needs.

***Actual bed capacity is adjusted based on all rooms in Clayburn/Mathews, Davidson/Palmer, and Nicholas/Pate being double occupancy and Hall Director Apartments for all halls included in actual bed occupancy counts.

**** Available room capacity has been adjusted to include bedrooms in Hall Director apartments

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: FALL 2013

REPORT DATE: April 25, 2014
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Fall 2012	Beds Occupied Fall 2013	Percent of Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Fall 2012	Rooms Occupied Fall 2013	Percent Room Occupancy
Residence Hall	165	159	136	147	8.09%	92.45%	66	57	63	95.45%
Anderson Hall	328	306	281	267	-4.98%	87.25%	159	153	146	91.82%
Berry Hall	448	435	371	335	-9.70%	77.01%	208	195	179	86.06%
Morey Hall	240	231	190	190	0.00%	82.25%	119	106	106	89.08%
Neihardt Hall	185	161	146	147	0.68%	91.30%	91	86	85	93.41%
Pile Hall	142	139	130	125	-3.85%	89.93%	75	72	68	90.67%
Terrace Hall	147	140	132	122	-7.58%	87.14%	74	74	68	91.89%
SUBTOTALS	1,655	1,571	1,386	1,333	-3.82%	84.85%	792	743	715	90.28%

	Apartment Available	Apartment Occupied Fall 2012	Apartment Occupied Fall 2013	Percent of Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,655	1,571	1,386	1,333	-3.82%	84.85%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,655	1,571	\$1500-\$2750	\$2,306,531	\$1,750,859	75.91%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	2,200	NA
Other				\$62,842	62,842	100.00%
TOTALS				\$2,369,373	\$1,815,901	76.64%

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

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: Spring Occupancy and Income Reports

The Spring 2014 occupancy and income reports from each of the Colleges are provided to the Board for information.

As required by the bond indentures, the Colleges have provided information for occupancy and the income earned by their revenue bond facilities during spring 2014.

In summary, the following ratios are noted with comparative data from 2013:

	% Residence Hall Bed Occupancy for Spring 2014	% Residence Hall Room Occupancy for Spring 2014	% Residence Hall Income for Spring 2014
Chadron	62%	88%	66%
Peru	72%	78%	48%
Wayne	73%	83%	65%

	% Residence Hall Bed Occupancy for Spring 2013	% Residence Hall Room Occupancy for Spring 2013	% Residence Hall Income for Spring 2013
Chadron	60%	84%	65%
Peru	65%	72%	50%
Wayne	76%	89%	70%

ATTACHMENTS:

- CSC Final Spring Occupancy and Income Report (PDF)
- PSC Final Spring Occupancy and Income Report (PDF)
- WSC Final Spring Occupancy and Income Report (PDF)

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2014

REPORT DATE: June 10, 2014
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2013	Beds Occupied Spring 2014	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2013	Rooms Occupied Spring 2014	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	171	174	1.75%	61.27%	148	141	136	91.89%
BROOKS	110	84	39	53	35.90%	63.10%	40	25	38	95.00%
EDNA WING	94	94	59	59	0.00%	62.77%	49	39	45	91.84%
EDNA WORK	92	92	66	66	0.00%	71.74%	46	46	46	100.00%
HIGH RISE	400	422	261	254	-2.68%	60.19%	218	189	192	88.07%
KENT HALL	304	275	156	171	9.62%	62.18%	151	106	114	75.50%
SUBTOTALS	1,304	1,251	752	777	3.32%	62.11%	652	546	571	87.58%

	Apartment Available	Apartment Occupied Spring 2013	Apartment Occupied Spring 2014	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0.00%	0.00%
WEST COURT	41	30	31	3.33%	75.61%
SUBTOTALS	41	30	31	3.33%	75.61%
TOTALS	1,304	1,292	782	3.32%	62.54%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,304	1,251	1453-2273	1,906,776	1,253,250	65.73%
Student Apartments						
Family Housing	41	41	467-566	106,239	58,368	54.94%
Faculty Apartments						
Summer, Guest Housing & Rentals				20,000	0	0.00%
Other						
TOTALS				\$2,033,015	\$1,311,618	64.52%

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

**Report updated 5/5/14.

Attachment: CSC Final Spring Occupancy and Income Report (1261 : Spring Occupancy and Income

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2014

REPORT DATE: JUNE 10, 2014
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity***	Beds Occupied Spring 2013	Beds Occupied Spring 2014	Percent of Change	Percent Bed Occupancy	Available Room Capacity****	Rooms Occupied Spring 2013	Rooms Occupied Spring 2014	Percent Room Occupancy
Residence Hall										
ELIZA MORGAN**	148	148	112	130	16.07%	87.84%	88	68	74	84.09%
DELZELL	146	146	82	100	21.95%	68.49%	73	51	56	76.71%
CLAYBURN/MATHEWS	120	120	66	65	-1.52%	54.17%	60	41	38	63.33%
DAVIDSON/PALMER	116	116	54	79	46.30%	68.10%	58	32	45	77.59%
NICHOLAS/PATE	24	60	44	48	9.09%	80.00%	30	26	27	90.00%
SUBTOTALS	554	590	358	422	17.88%	71.53%	309	218	240	77.67%

	Apartment Available	Apartment Occupied Spring 2013	Apartment Occupied Spring 2014	Percent of Change	Percent Occupancy
Family Housing					
OAK HILL	11	10	10	0%	90.91%
FACULTY	8	8	8	0%	100.00%
SUBTOTALS	0	19	18	0	94.74%
TOTALS	554	609	376	440	72.25%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Potential Actual Income	Percent of Potential Income
Residence Halls *	554	422	1525-3125	\$1,346,175	\$642,461	47.72%
Student Apartments	11	10	1525-2673	\$23,098	\$18,155	78.60%
Faculty Apartments	8	8	2850-3600	\$25,800	\$11,575	44.86%
Summer, Guest Housing & Rentals					\$682	
Other					\$33,975	
TOTALS				\$1,395,073	\$706,847	50.67%

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

**Designed Capacity in Eliza Morgan is adjusted to better reflect renovations which decreased capacity due to addition of classroom, added storage, floor lounges, and additional mechanical equipment space needs.

*** Actual bed capacity is adjusted based on all rooms in Clayburn/Mathews, Davidson/Palmer, and Nicholas/Pate being double occupancy and Hall Director Apartments for all halls included in actual bed occupancy counts.

****Available room capacity has been adjusted to include bedrooms in Hall Director apartments

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2014

REPORT DATE: JUNE 10, 2014
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2013	Beds Occupied Spring 2014	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2013	Rooms Occupied Spring 2014	Percent Room Occupancy
Residence Hall	165	159	121	141	16.53%	88.68%	66	57	63	95.45%
Anderson Hall	328	306	233	212	-9.01%	69.28%	159	142	126	79.25%
Berry Hall	448	435	310	306	-1.29%	70.34%	208	180	170	81.73%
Morey Hall	240	231	159	161	1.26%	69.70%	119	100	96	80.67%
Neihardt Hall	185	161	134	122	-8.96%	75.78%	91	82	78	85.71%
Pile Hall**	142	139	120	97	-19.17%	69.78%	75	71	62	82.67%
Terrace Hall	147	140	118	107	-9.32%	76.43%	74	70	66	89.19%
SUBTOTALS	1,655	1,571	1,195	1,146	-4.10%	72.95%	792	702	661	83.46%

	Apartment Available	Apartment Occupied Spring 2013	Apartment Occupied Spring 2014	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,655	1,571	1,195	1,146	-4.10%	72.95%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,655	1,571	\$1500-\$2750	\$2,308,759	\$1,502,890	65.10%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	1,100	NA
Other				\$30,478	30,478	100.00%
TOTALS				\$2,339,237	\$1,534,468	65.60%

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

ITEMS FOR INFORMATION AND DISCUSSION\FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: Potential Occupancy and Income Reports

Potential fall 2014 and spring 2015 occupancy and income reports from each of the Colleges are provided to the Board for information.

The attached reports provide the estimated occupancy and related income expected at each College, given certain assumptions. Room occupancy rates, based on the market demand for private rooms at the Colleges, are projected at 96% for CSC, 93% for PSC, and 90% for WSC for the fall semester, 2014.

ATTACHMENTS:

- CSC Potential Fall 2014 Occupancy and Income Report (PDF)
- CSC Potential Spring 2015 Occupancy and Income Report (PDF)
- PSC Potential Fall 2014 Occupancy and Income Report (PDF)
- PSC Potential Spring 2015 Occupancy and Income Report (PDF)
- WSC Potential Fall 2014 Occupancy & Income Report (PDF)
- WSC Potential Spring 2015 Occupancy & Income Report (PDF)

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: FALL 2014

REPORT DATE: April 24, 2014
POTENTIAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Fall 2013	Beds Occupied Fall 2014	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Fall 2013	Rooms Occupied Fall 2014	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	182	182	0.00%	64.08%	148	140	140	94.59%
BROOKS	110	84	63	63	0.00%	75.00%	40	43	43	107.50%
EDNA WING	94	94	72	72	0.00%	76.60%	49	49	49	100.00%
EDNA WORK	92	92	67	67	0.00%	72.83%	46	45	45	97.83%
HIGH RISE	400	422	304	304	0.00%	72.04%	218	212	212	97.25%
KENT HALL	304	275	225	225	0.00%	81.82%	151	136	136	90.07%
SUBTOTALS	1,304	1,251	913	913	0.00%	72.98%	652	625	625	95.86%

	Apartment Available	Apartment Occupied Fall 2013	Apartment Occupied Fall 2014	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0.00%	0.00%
WEST COURT	41	37	37	0.00%	90.24%
SUBTOTALS	41	37	37	0.00%	90.24%
TOTALS	1,304	1,292	950	0.00%	73.53%

POTENTIAL INCOME

	Original Design	Present Use	Potential Rates	Total Potential Income	Potential Actual Income	Percent of Potential Income
Residence Halls *	1,304	1,251	1453-2273	1,954,717	1,503,745	76.93%
Student Apartments						
Family Housing	41	41	467-566	100,188	68,955	68.83%
Faculty Apartments Summer, Guest Housing & Rentals				80,000	66,054	82.57%
Other						
TOTALS				\$2,134,905	\$1,638,754	76.76%

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

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2015

REPORT DATE: April 24, 2014
POTENTIAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2014	Beds Occupied Spring 2015	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2014	Rooms Occupied Spring 2015	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	174	174	0.00%	61.27%	148	132	132	89.19%
BROOKS	110	84	53	53	0.00%	63.10%	40	38	38	95.00%
EDNA WING	94	94	58	58	0.00%	61.70%	49	46	46	93.88%
EDNA WORK	92	92	67	67	0.00%	72.83%	46	43	43	93.48%
HIGH RISE	400	422	253	253	0.00%	59.95%	218	190	190	87.16%
KENT HALL	304	275	175	175	0.00%	63.64%	151	115	115	76.16%
SUBTOTALS	1,304	1,251	780	780	0.00%	62.35%	652	564	564	86.50%

	Apartment Available	Apartment Occupied Spring 2014	Apartment Occupied Spring 2015	Percent of Change	Percent Occupancy	
Family Housing						
EDNA WORK WING	0	0	0	0	0.00%	
WEST COURT	41	34	34	0	82.93%	
SUBTOTALS	41	34	34	0	82.93%	
TOTALS	1,304	1,292	814	814	0	63.00%

POTENTIAL INCOME

	Original Design	Present Use	Potential Rates	Total Potential Income	Potential Actual Income	Percent of Potential Income
Residence Halls *	1,304	1,251	1453-2273	1,906,776	1,236,853	64.87%
Student Apartments N/A						
Family Housing	41	41	467-566	106,239	65,815	61.95%
Faculty Apartments N/A						
Summer, Guest Housing & Rentals				20,000	1,500	7.50%
Other						
TOTALS				\$2,033,015	\$1,304,168	64.15%

* 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: FALL 2014

REPORT DATE: APRIL 25, 2014
POTENTIAL REPORT

OCCUPANCY

Residence Hall	Designed Bed Capacity	Actual Bed Capacity***	Beds Occupied Fall 2013	Beds Occupied Fall 2014	Percent of Change	Percent Bed Occupancy	Available Room Capacity****	Rooms Occupied Fall 2013	Rooms Occupied Fall 2014	Percent Room Occupancy
ELIZA MORGAN **	148	148	139	142	2.16%	95.95%	88	80	86	97.73%
DELZELL	146	146	112	146	30.36%	100.00%	73	60	70	95.89%
CLAYBURN/MATHEWS	120	120	91	110	20.88%	91.67%	60	53	58	96.67%
DAVIDSON/PALMER	116	116	91	112	23.08%	96.55%	58	51	56	96.55%
NICHOLAS/PATE	24	60	50	29	-42.00%	48.33%	30	29	16	53.33%
SUBTOTALS	554	590	483	539	11.59%	91.36%	309	273	286	92.56%

Family Housing	Apartment Available	Apartment Occupied Fall 2013	Apartment Occupied Fall 2014	Percent of Change	Percent Occupancy	
OAK HILL	11	11	11	0%	100.00%	
FACULTY	8	7	8	0	100.00%	
SUBTOTALS	0	19	18	0	100.00%	
TOTALS	554	609	501	558	0	91.63%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Potential Actual Income	Percent of Potential Income
Residence Halls *	554	540	1525--3125	\$1,255,500	\$1,136,440	90.52%
Student Apartments	11	11	3050-6100	\$122,000	\$106,750	87.50%
Faculty Apartments	8	7	2850-3600	\$25,800	\$22,575	87.50%
Summer, Guest Housing & Rentals					\$10,474	
Other					\$21,711	
TOTALS				\$1,403,300	\$1,297,950	92.49%

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

** Designed Capacity in Eliza Morgan is adjusted to better reflect renovation which decreased capacity due to addition of classroom, added storage, floor lounges, and additional mechanical equipment space needs.

***Actual bed capacity is adjusted based on all rooms in Delzell, Clayburn/Mathews, Davidson/Palmer, and Nicholas/Pate being double occupancy and Hall Director Apartments included in actual bed occupancy counts.

**** Available room capacity has been adjusted to include bedrooms in Hall Director apartments

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2015

REPORT DATE: APRIL 25, 2014
POTENTIAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity***	Beds Occupied Spring 2014	Beds Occupied Spring 2015	Percent of Change	Percent Bed Occupancy	Available Room Capacity****	Rooms Occupied Spring 2014	Rooms Occupied Spring 2015	Percent Room Occupancy
Residence Hall	148	148	132	135	2.27%	91.22%	88	83	86	97.73%
ELIZA MORGAN **	146	146	106	139	31.13%	95.21%	73	66	73	100.00%
DELZELL	120	120	65	79	21.54%	65.83%	60	43	60	100.00%
CLAYBURN/MATHEWS	116	116	77	95	23.38%	81.90%	58	52	56	96.55%
DAVIDSON/PALMER	24	60	50	29	-42.00%	48.33%	30	29	16	53.33%
NICHOLAS/PATE										
SUBTOTALS**	554	590	430	477	10.93%	80.85%	309	273	291	94.17%

	Apartment Available	Apartment Occupied Spring 2014	Apartment Occupied Spring 2015	Percent of Change	Percent Occupancy	
Family Housing						
OAK HILL	11	9	11	22%	100.00%	
FACULTY	8	8	8	0	100.00%	
SUBTOTALS	0	19	17	0	100.00%	
TOTALS	554	609	447	496	0	81.44%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Potential Actual Income	Percent of Potential Income
Residence Halls *	554	477	1525-3125	\$1,346,175	\$989,965	73.54%
Student Apartments	11	11	3050-6100	\$122,000	\$106,750	87.50%
Faculty Apartments	8	8	2850-3600	\$25,800	\$25,800	100.00%
Summer, Guest Housing & Rentals					\$10,474	
Other					\$21,711	
TOTALS				\$1,493,975	\$1,154,700	77.29%

* Residence Hall rental revenue is less waivers, refunds and receivables.
 ** Designed Capacity in Eliza Morgan is adjusted to better reflect renovation which decreased capacity due to addition of classroom, added storage, floor lounges and additional mechanical equipment space needs.
 *** Actual bed capacity is adjusted based on all rooms in Delzell, Clayburn/Mathews, Davidson/Palmer, and Nicholas/Pate being double occupancy and Hall Director Apartments included in actual bed occupancy counts.
 **** Available room capacity has been adjusted to include bedrooms in Hall Director apartments

Attachment: PSC Potential Spring 2015 Occupancy and Income Report (1189 : Potential Occupancy and

**REVENUE BOND FACILITIES
POTENTIAL OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: FALL 2014

REPORT DATE: April 25, 2014
POTENTIAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Actual Beds Occupied Fall 2013	Projected Beds Occupied Fall 2014	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Actual Rooms Occupied Fall 2013	Projected Rooms Occupied Fall 2014	Percent Room Occupancy
Residence Hall	165	159	147	147	0.00%	92.45%	66	63	63	95.45%
Anderson Hall	328	306	267	267	0.00%	87.25%	159	146	146	91.82%
Berry Hall	448	435	335	335	0.00%	77.01%	208	179	179	86.06%
Morey Hall	240	231	190	190	0.00%	82.25%	119	106	106	89.08%
Neihardt Hall	185	161	147	147	0.00%	91.30%	91	85	85	93.41%
Pile Hall	142	139	125	125	0.00%	89.93%	75	68	68	90.67%
Terrace Hall	147	140	122	122	0.00%	87.14%	74	68	68	91.89%
SUBTOTALS	1,655	1,571	1,333	1,333	0.00%	84.85%	792	715	715	90.28%

	Projected Apartments Available	Apartments Occupied Fall 2013	Projected Apartments Occupied Fall 2014	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,655	1,571	1,333	1,333	0.00%	84.85%

POTENTIAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,655	1,571	\$1500-\$2750	\$2,306,531	\$1,779,149	77.14%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	0	NA
Other				\$62,800	62,800	100.00%
TOTALS				\$2,369,331	\$1,841,949	77.74%

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

**REVENUE BOND FACILITIES
POTENTIAL OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2015

REPORT DATE: April 25, 2014
POTENTIAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Actual Beds Occupied Spring 2014	Projected Beds Occupied Spring 2015	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Actual Rooms Occupied Spring 2014	Projected Rooms Occupied Spring 2015	Percent Room Occupancy
Residence Hall	165	159	141	141	0.00%	88.68%	66	63	63	95.45%
Anderson Hall	328	306	215	215	0.00%	70.26%	159	131	131	82.39%
Berry Hall	448	435	306	306	0.00%	70.34%	208	170	170	81.73%
Morey Hall	240	231	162	162	0.00%	70.13%	119	97	97	81.51%
Neihardt Hall	185	161	122	122	0.00%	75.78%	91	79	79	86.81%
Pile Hall	142	139	97	97	0.00%	69.78%	75	62	62	82.67%
Terrace Hall	147	140	110	110	0.00%	78.57%	74	66	66	89.19%
SUBTOTALS	1,655	1,571	1,153	1,153	0.00%	73.39%	792	668	668	84.34%

	Projected Apartments Available	Apartments Occupied Spring 2014	Projected Apartments Occupied Spring 2015	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,655	1,571	1,153	1,153	0.00%	73.39%

POTENTIAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,655	1,571	\$1500-\$2750	\$2,307,219	\$1,515,571	65.69%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	0	NA
Other				\$20,000	20,000	100.00%
TOTALS				\$2,327,219	\$1,535,571	65.98%

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

Attachment: WSC Potential Spring 2015 Occupancy & Income Report (1189 : Potential Occupancy and

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: Modification Budgets

A requirement of the September 15 budget submission is a priority list indicating how the NSCS would choose to restore requested and reduced programs and funding, if requests and current operation budgets cannot be fully funded. This is an exercise we are asked to do each biennium cycle. The budget instructions have not yet been received from the Department of Administrative Services (DAS) for the 2014 submittal to indicate the level of the reduction we will be asked to prepare.

The Colleges and the System Office will list reductions to arrive at the reduced base applicable for each unit. Items to be added back, similar to prior budget requests, will be in the following order:

- Priority 1 Health insurance increase request
- Priority 2 Reductions made from existing base
- Priority 3 Other core needs requests
- Priority 4 Strategic Initiative requests

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: Physical Plant Status Reports (Jan 1 - March 31, 2014)

Physical plant status reports from each of the Colleges are provided to the Board for information.

ATTACHMENTS:

- CSC Physical Plant Status Report (PDF)
- PSC Physical Plant Status Report (PDF)
- WSC Physical Plant Status Report (PDF)

PHYSICAL PLANT STATUS REPORT (January 1-March 31, 2014)		
College: Chadron State College		Meeting Date: 6/10/14
Project Description	Status	Fund Source
LB 309 Projects		
Campus Utility Metering	In Progress	LB 309
Heat Plant Boiler Repair	Complete	LB 309
Memorial Hall Design Elevator Upgrades	In Progress	LB 309
NPAC Design Elevator Upgrades	In Progress	LB 309
Contingency Maintenance Projects		
Brooks Hall Repairs	Funded	Contingency Maintenance
Campus Lighting Upgrades	Funded	Contingency Maintenance
High Rise Renovation	Funded	Contingency Maintenance
High Rise Elevator Upgrades	Complete	Contingency Maintenance
Kent Hall Sprinkler System	Funded	Contingency Maintenance
Mechanical Room Upgrades	In Progress	Contingency Maintenance
Revenue Bond Buildings Asbestos Abatement	In Progress	Contingency Maintenance
Revenue Bond Buildings Flooring Replacement	In progress	Contingency Maintenance
Revenue Bond Buildings Furnishings	In progress	Contingency Maintenance
Student Center Speciality Equipment	In Progress	Contingency Maintenance
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	Foundation/State/Cash/309
Coffee Agriculture Pavilion Construction	Complete	Foundation/Cash
Eagle Ridge Housing Design/Replacement	In Progress	Cash/Contingency Maint.
Rangeland Lab Facility Design	In Progress	State Building Funds

PHYSICAL PLANT STATUS REPORT

College: Peru State College

Meeting Date: June 6, 2014

Project Description	Status	Fund Source
LB 309 Projects		
Campus Utility Metering	In Progress	LB 309
Hoyt Science - HVAC Controls Upgrade	Completed	LB 309
Auditorium/Theater - Replace Roof D	In Progress	LB 309
Administration Stair Tread Replacement	Completed	LB 309
TJ Majors Hall Door Locksets	Completed	LB 309
Auditorium/Theater FLS Ceiling	Completed	LB 309
Revenue Bond Projects		
Contingency Maintenance Projects		
Other Capital Construction Projects		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
New College Entry	Pending	Foundation
Oak Bowl Renovations	In Progress	State Appropriation Foundation

Attachment: PSC Physical Plant Status Report (1232 : Physical Plant Status Reports)

PHYSICAL PLANT STATUS REPORT

As of March 31, 2014

College: Wayne State College

Meeting Date: June 10, 2014

LB 309 Projects

Project Description	Status	Fund Source
Peterson FA Clerestory	In Progress	LB 309
Benthack Structural Analysis	In Progress	LB 309
Water Line Improvements	Complete	LB 309
Fine Arts Windows/Vestibules	Complete	LB 309

Revenue Bond Projects

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Contingency Maintenance Projects

Project Description	Status	Fund Source
Rec Center Fire Alarm Upgrade	In Design	Contingency Maint.
Rec Center A/C	Complete	Contingency Maint.
Morey Tuckpointing/Windows	In Design	Contingency Maint.
Student Center Electrical Distribution Upgrade	In Design	Contingency Maint.
Terrace ADA Ramp	In Design	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)

Project Description	Status	Fund Source
U.S. Conn Library Renovation	In Progress	Gen./Cash/309/Cap. Improvement Fees/WS Foundation
Lindahl Drive Improvements	In Design	Cash/Cap Impr Fees
Carhart Renov – Phase III	In Progress (art work)	Cash/LB 309/WS Foundation
Football Field/Track Renov.	In Progress	Cash/Foundation
Soccer Field Renov.	In Progress	Cash
Rice Locker Room Code Upgrade	Complete	Cash
Humanities Update	In Design	Cap Impr Fees
Veterans Plaza	In Design	WS Foundation

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: **Capital Construction Quarterly Status Reports**

The following capital construction quarterly status reports are provided to the Board for information.

Chadron

1. Armstrong Gymnasium - Phase I - Interim Report
2. Eagle Ridge Housing - Interim Report
3. Rangeland Center - Phase I - Interim Report
4. Rangeland Center - Phase II - 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. Lindahl Drive Improvement - Initial Report
4. Soccer Field Expansion - Interim Report
5. U.S. Conn Library Renovation - Interim Report

ATTACHMENTS:

- CSC Capital Construction Quarterly Report--Armstrong (PDF)
- CSC Capital Construction Quarterly Report-Eagle Ridge (PDF)
- CSC Capital Construction Quarterly Report--Rangeland I (PDF)
- CSC Capital Construction Quarterly Report--Rangeland Phase II (PDF)
- PSC Capital Construction Quarterly Report - Oak Bowl (PDF)
- WSC Capital Construction Quarterly Report - Carhart Ph. (PDF)
- WSC Capital Construction Quarterly Report - Field Turf-Track Resurfacing (PDF)
- WSC Capital Construction Quarterly Report - Lindahl Drive (PDF)
- WSC Capital Construction Quarterly Report - Soccer Field (PDF)
- WSC Capital Construction Quarterly Report - U.S. Conn Library Renovation (PDF)

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT			
As of March, 31, 2013			
College: Chadron State College		Meeting Date: June 10, 2014	
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	\$1,200,000.00	
	Other	\$4,447,000.00	
	Total Available	\$16,667,000.00	
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.	\$1,205,422.00	\$1,183,769.32	\$21,652.68
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$14,279,812.00	\$5,694,944.56	\$8,584,867.44
2. Fixed Equipment			
3. Sitework/Utilities			
Furnishings/Moveable Equip.	\$750,000.00	\$203,993.00	\$546,007.00
Contingency	\$431,766.00		\$431,766.00
Artwork			\$0.00
Other Items			
1. Special/Tech. Equipment			
2. Asbestos Abatement			\$0.00
3. Signage			\$0.00
4. Venetian Blinds			\$0.00
Change Orders			
TOTALS	\$16,667,000.00	\$7,082,706.88	\$9,584,293.12

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT			
As of March 31, 2013			
College: Chadron State College		Meeting Date: June 10, 2014	
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		
Project Dates	Final Acceptance Date		
	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	
Report Information	Substantial Completion		
	Final Completion		
	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	\$0.00	
	Capital Imp. Fee Commitment	\$0.00	
	Other	\$62,550.00	
	Total Available	\$0.00	
Revenue Bond Buildings	Bonds Sold	\$0.00	
	Costs of Issuance/Reserves	\$0.00	
	Balances of Proceeds	\$0.00	
Revenue Sources for Construction	1. Bond Proceeds	\$6,170,923.00	
	2. Interest Earnings	\$49,825.00	
	3. Other	\$0.00	
	Total Available	\$6,283,298.00	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$51,300.00		
Professional Fees & Reimb.	\$439,000.00	\$459,641.81	-\$20,641.81
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$5,191,763.00	\$2,826,011.00	\$2,365,752.00
2. Fixed Equipment	\$0.00		\$0.00
3. Sitework/Utilities	\$528,341.00	\$16,631.37	\$511,709.63
Furnishings/Moveable Equip.			\$0.00
Contingency	\$72,894.00		\$72,894.00
Artwork			\$0.00
Other Items			
1. Special/Tech. Equipment			
2. Asbestos Abatement			\$0.00
3. Signage			\$0.00
4. Venetian Blinds			\$0.00
Change Orders			
TOTALS	\$6,283,298.00	\$3,302,284.18	\$2,929,713.82

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT			
as of March 31, 2014			
College: Chadron State College		Meeting Date: June 10, 2014	
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	\$1,791,823.00	
	Capital Imp. Fee Commitment	\$0.00	
	Other	\$1,564,462.00	
	Total Available	\$3,356,285.00	
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.	\$409,545.00	\$409,545.00	\$0.00
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$2,516,612.00	\$2,516,612.00	\$0.00
2. Fixed Equipment	\$0.00		\$0.00
3. Sitework/Utilities	\$345,819.00	\$332,069.00	\$13,750.00
Furnishings/Moveable Equip.			\$0.00
Contingency	\$40,297.00	\$40,297.00	\$0.00
Artwork			\$0.00
Other Items			
1. Special/Tech. Equipment			
2. Asbestos Abatement			\$0.00
3. Signage			\$0.00
4. Venetian Blinds			\$0.00
Change Order #1	\$44,012.00	\$44,012.00	
TOTALS	\$3,356,285.00	\$3,298,523.00	\$13,750.00

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT			
as of March 31, 2014			
College: Chadron State College		Meeting Date: June 10, 2014	
Project Information	Project Title:	Rangeland Center - Phase II	
	Program Number:		
	Professional Consultant:	Bahr Vermeer and Haecker	
	General Contractor:		
	Net Square Footage:	Gross Square Footage: 12,349	
	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	10/14/2013	
	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	\$3,696,470.00	
	Federal Funds	\$0.00	
	LB 309 Funds	\$0.00	
	Cash Funds	\$0.00	
	Capital Imp. Fee Commitment	\$0.00	
	Other	\$0.00	
	Total Available	\$3,696,470.00	
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.	\$170,810.00	\$63,537.63	\$107,272.37
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,525,660.00	\$0.00	\$3,525,660.00
2. Fixed Equipment	\$0.00		\$0.00
3. Sitework/Utilities	\$0.00	\$0.00	\$0.00
Furnishings/Moveable Equip.			\$0.00
Contingency	\$0.00	\$0.00	\$0.00
Artwork			\$0.00
Other Items			
1. Special/Tech. Equipment			
2. Asbestos Abatement			\$0.00
3. Signage			\$0.00
4. Venetian Blinds			\$0.00
Change Orders	\$0.00	\$0.00	
TOTALS	\$3,696,470.00	\$63,537.63	\$3,632,932.37

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2014

College: Peru State College		Meeting Date: June 10, 2014		
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	\$599,746.51	\$2,370.49	
Life Cycle Cost Analysis				
Construction				
1. General, Mech., Elec.	\$7,741,471.71	\$7,188,867.58	\$552,604.13	
2. Fixed Equipment				
3. Sitework/Utilities	\$1,435.29	\$1,435.29	\$0.00	
Furnishings/Moveable Equip.	\$95,000.00	\$45,989.80	\$49,010.20	
Contingency			\$0.00	
Artwork			\$0.00	
Other Items				
1. Construction Administration	\$354,805.00	\$123,283.44	\$231,521.56	
2. Relocation Costs			\$0.00	
Change Orders				
1			\$0.00	
2			\$0.00	
TOTALS	\$8,794,829.00	\$7,959,322.62	\$835,506.38	

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2014**

College: Wayne State College		Meeting Date: Jun. 10, 2014	
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		4/23/12	
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		\$3,818,332.00 \$3.0M cash + Ph.2 remain
	Cash Operating Funds		\$15,320.00
	Other - Wayne State Foundation		\$258,343.00 Ph. 2 remaining
Total Available		\$4,767,995.00	
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	\$376,250.00	\$0.00
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,875,140.00	\$3,570,553.00	\$304,587.00
2. Fixed Equipment			\$0.00
3. Exterior Repairs	\$98,955.00	\$98,955.00	\$0.00
Furnishings/Moveable Equip.	\$155,570.00	\$155,567.66	\$2.34
Contingency			\$0.00
Artwork	\$114,000.00	\$14,000.00	\$100,000.00
Other Items			
1. Legal, ins., moving			\$0.00
2. Special technical/lab eqpmt.	\$145,483.00	\$126,713.15	\$18,769.85
3. Misc. (advert., abatement)	\$15,320.00	\$15,320.00	\$0.00
Change Orders			
1.			\$0.00
2.			\$0.00
TOTALS	\$4,780,718.00	\$4,357,358.81	\$423,359.19

Attachment: WSC Capital Construction Quarterly Report - Carhart Ph. (1238 : Capital Construction Quarterly Status Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2014**

College: Wayne State College		Meeting Date: June 10, 2014			
Project Information	Project Title: Field Turf/Track Resurfacing				
	Program Number: 955				
	Professional Consultant: The Clark Enersen Partners				
	General Contractor: Fauss Construction				
	Net Square Footage:		Gross Square Footage:		
	Bid Opening Date				
	Notice of Proceed Date				
Estimated Completion Date					
Final Acceptance Date					
Project Dates	Professional Consultants:				
	Needs Statement (enter dates)				
	Program Statement 11/16/12				
	Professional Services Contract 1/15/13				
	Bonds Sold				
	Preliminary Plans				
	Design Development 1/15/13				
	Construction Contract 4/22/2013				
	Substantial Completion 10/14/13 (partial)				
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		\$35,968.00		
	Cash Operating Funds		\$30,000.00		
	Other - Wayne State Foundation		\$400,000.00		
Total Available		\$620,968.00			
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 \$10,287.50		\$9,606.04	\$681.46	
	Professional Fees \$64,050.00		\$60,947.50	\$3,102.50	
	Life Cycle Cost Analysis			\$0.00	
	Construction				
	1. General, Mech., Elec. \$516,950.00		\$481,545.40	\$35,404.60	
	2. Fixed Equipment			\$0.00	
	3. Sitework/Utilities			\$0.00	
	Furnishings/Moveable Equip. \$8,718.00		\$8,718.00	\$0.00	
	Contingency			\$0.00	
	Artwork			\$0.00	
	Other Items				
	1. Legal, ins., moving			\$0.00	
	2. Special technical/lab eqpmt.			\$0.00	
	3. Miscellaneous \$5,699.91		\$5,699.91	\$0.00	
	Change Orders				
	1. \$249.00			\$249.00	
	2.			\$0.00	
	TOTALS		\$605,954.41	\$566,516.85	\$39,437.56

Attachment: WSC Capital Construction Quarterly Report - Field Turf-Track Resurfacing (1238 : Capital Construction Quarterly Status Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2014**

College: Wayne State College		Meeting Date: Jun. 10, 2014	
Project Information	Project Title: Lindahl Drive Improvements		
	Program Number: 930		
	Professional Consultant: BVH		
	General Contractor:		
	Net Square Footage: Gross Square Footage:		
	Bid Opening Date		
	Notice of Proceed Date		
Estimated Completion Date		Sept., 2015	
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement		
	Professional Services Contract		2/7/14
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract		
	Substantial Completion		
Final Completion			
Report Information	Status		Initial Report: x
			Interim Report:
			Final Report:
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	Cash Operating		\$75,579.00
	Cash Capital		\$100,000.00
	Capital Imp. Fee Commitment		\$200,000.00
	Other-Wayne State Foundation		
Total Available		\$375,579.00	
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	\$32,876.30	\$30,020.26	\$2,856.04
Professional Fees	\$42,702.30		\$42,702.30
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.			\$0.00
2.			\$0.00
Change Orders		(included above)	
1.		\$0.00	\$0.00
2.		\$0.00	\$0.00
3.		\$0.00	\$0.00
4.		\$0.00	\$0.00
5.		\$0.00	\$0.00
TOTALS	\$75,578.60	\$30,020.26	\$45,558.34

Attachment: WSC Capital Construction Quarterly Report - Lindahl Drive (1238 : Capital Construction Quarterly Status Reports)

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**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2014**

College: Wayne State College		Meeting Date: Jun. 10, 2014		
Project Information	Project Title: Soccer Field Expansion			
	Program Number: 955			
	Professional Consultant: The Clark Enersen Partners			
	General Contractor: Nemaha Landscape Construction, Inc.			
	Net Square Footage:		Gross Square Footage:	
	Bid Opening Date			
	Notice of Proceed Date			
Estimated Completion Date				
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement (enter dates)			
	Program Statement 11/16/12			
	Professional Services Contract 1/15/13			
	Bonds Sold			
	Preliminary Plans			
	Design Development 1/15/13			
	Construction Contract 4/22/2013			
Substantial Completion 11/12/13				
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 \$835,968.00			
	Cash Operating Funds			
Other - Wayne State Foundation \$170,000.00				
Total Available \$1,005,968.00				
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 \$10,287.50	\$9,606.03	\$681.47	
	Professional Fees \$19,020.00	\$18,119.00	\$901.00	
	Life Cycle Cost Analysis		\$0.00	
	Construction			
	1. General, Mech., Elec. \$768,600.00	\$855,219.06	-\$86,619.06	
	2. Fixed Equipment \$36,888.87	\$36,888.87	\$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)	\$1,084.21	-\$1,084.21	
	Change Orders			
	1. \$86,619.06		\$86,619.06	
	2.		\$0.00	
	TOTALS	\$921,415.43	\$920,917.17	\$498.26

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MAR. 31, 2014**

College: Wayne State College		Meeting Date: June 10, 2014		
Project Information	Project Title:	U.S. Conn Library Renovation		
	Program Number:	912		
	Professional Consultant:	Jackson Jackson & Assoc.		
	Construction Mgr.	Beckenhauer Construction, Inc.		
	Net Square Footage:	Gross Square Footage:		
	Bid Opening Date			
	Notice of Proceed Date			
Estimated Completion Date				
Final Acceptance Date				
Project Dates	Professional Consultants:	Jackson Jackson & Assoc.		
	Needs Statement			
	Program Statement	9/7/12		
	Professional Services Contract	10/1/12		
	Bonds Sold	Febr., 2014		
	Preliminary Plans			
	Design Development	9/6/13		
	Construction Contract	8/19/13 GMP - 2/27/14		
	Substantial Completion			
Final Completion				
Report Information	Status	Initial Report:		
		Interim Report:	x	
		Final Report:		
Financial Information				
State Buildings	State Funds--LB No: 198	\$12,000,000.00		
	Other - Chartwells	\$366,000.00		
	LB 309 Funds	\$1,500,000.00		
	Cash Funds	\$1,975,000.00		
	Capital Imp. Fee Commitment	\$700,000.00		
	Other-Wayne State Foundation	\$2,500,000.00 (est.)		
	Total Available	\$19,041,000.00		
Revenue Bond Buildings	Bonds Sold			
	Costs of Issuance/Reserves			
	Balances of Proceeds			
Revenue Sources for Construction	1. Bond Proceeds			
	2. Interest Earnings			
	3. 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	\$1,385,500.00	\$1,066,250.67	\$319,249.33
	Life Cycle Cost Analysis			
	Construction			
	1. General, Mech., Elec.			
	2. Fixed Equipment			
	3. Sitework/Utilities	\$9,475.50	\$9,475.50	\$0.00
	Furnishings/Moveable Equip.			
	Contingency			
	Artwork	\$17,563.00	\$17,563.00	
	Other Items			
	1. Advertising, Printing	\$35,649.91	\$35,649.91	\$0.00
	2. Asbestos tests/abatement	\$4,319.90	\$4,319.90	\$0.00
	Misc.			
	1. Spec. Technical Costs	\$692.90	\$692.90	
	2.			
	TOTALS	\$1,521,701.21	\$1,197,039.73	\$324,661.48

Attachment: WSC Capital Construction Quarterly Report - U.S. Conn Library Renovation (1238 : Capital Construction Quarterly Status Reports)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: Optimal Enrollment Reports

The optimal enrollment report is provided to the Board for information.

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

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

- Resident Hall Capacity
- Resident Parking Capacity
- Commuter Parking Capacity
- Cafeteria Capacity

ATTACHMENTS:

- NSCS Optimal Enrollment Model (PDF)

NSCS Optimal Enrollment Capacity Model

#1 Resident Hall Capacity

Source: Occupancy & Income Report - Fall 2009

	Room Capacity	Rooms Occupied	% Occupied
CSC	652	642	98%
PSC	266	259	97%
WSC	789	763	97%

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

Source: Occupancy & Income Report - Fall 2010

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

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

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

Source: Occupancy & Income Report - Fall 2013

	Room Capacity	Rooms Occupied	% Occupied
CSC*	661	621	94%
PSC**	309	273	88%
WSC	792	715	90%

Current Bed Capacity	Beds Occupied	% Occupied
1,322	916	69%
590	483	82%
1,571	1,333	85%

*Three rooms were divided and others were made available as assignable rooms.

**Full explanation is available on Fall 2013 occupancy report.

#2 Parking Capacity Resident

Source: Facility Master Plan

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

Fall 2013 End of Term Report/Enrollment

	Residence Parking Space Ct.	Residence HC	Occupied Ratio	Target Ratio
CSC*	762	916	1.20	1.5
PSC	391	452	1.16	1.5
WSC	906	1,333	1.47	1.5

*CSC parking spaces increased due to a physical inventory of the available spaces

#3 Parking Capacity Commuter

Source: Facility Master Plan or actual count
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.

Fall 2013 End of Term Report/Enrollment

	Commuter Parking Space Ct.	Commuter HC	Occupied Ratio	Target Ratio
CSC*	688	755	1.10	3
PSC	470	543	1.16	3
WSC**	383	1,662	4.34	3

* A physical inventory of the available parking spaces was taken. CSC commuter headcount is based on total campus based end of term headcount less resident headcount in this report

**WSC commuter parking is down one space from 2012 due to adjustments made when the City of Wayne took over parking enforcement on 10th Street south of Berry Hall.

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 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.

Fall 2013 End of Term Report/Enrollment

	Residence Hall HC	# of Dining Stations	Hourly Capacity	Hours of Service @ 1.5 hrs.	% of capacity utilized
CSC	916	385	600	1,200	76%
PSC	452	277	554	831	54%
WSC**	1,333	618	1,236	1,854	72%

*CSC - Number of dining stations is based on actual count from Food Service personnel.
**WSC - slight reduction in square footage from Fall 2012 due to Cat's Corner renovation.

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

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.

Report due at the second regular Board of Trustees meeting following the close of each fall semester.

ITEMS FOR INFORMATION AND DISCUSSION/FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: Grant Applications and Awards for Information

The following grant applications are provided to the Board for information.

Wayne Applications

- Anodization of Aluminum: Modernization of Thin-Layer Chromatography (National Science Foundation Infrastructure Grant/Nebraska EPSCoR) -- \$5,000
- Annual National Geographic Alliance Grant 2014-15 (National Geographic Education Foundation) -- \$26,000
- Collaborative Research: Hierarchical Functioning of River Macrosystems in Temperate Steppes-From Continental to Hydrogeomorphic Patch Scales (National Science Foundation) -- \$76,669
- Habitat and Stream Monitoring of Dog Creek: A Community Collaboration (The Nebraska Environmental Trust) -- \$3,000

ATTACHMENTS:

- WSC Grant Application Anodization of Aluminum (PDF)
- WSC Grant Application National Geographic (PDF)
- WSC Grant Application Collaborative Research Hierarchical (PDF)
- WSC Grant Application Habitat and Stream Monitoring (PDF)

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

College: Wayne State College		Date: June 10, 2014
Notice of Intent	Application: X	Accept Award:
Name of Program: Anodization of Aluminum: Modernization of Thin-Layer Chromatography		
Funding Source: National Science Foundation Infrastructure Grant/Nebraska EPSCoR		
Amount Requested: \$5,000	Amount Awarded:	Funding Period: 5/1/14-12/30/14
Closing Date for Application Submission: March 31, 2014		
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.): Match was required only if requesting faculty summer salary. Wayne State College will cover \$1,500 of the travel and supplies expenses for the project.		
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: 0.14	
How many of these are new positions?	New FTE: 0.14	
Briefly describe the purpose(s) of this application/award: This proposal requests funds for a student stipend for ten weeks during the summer, travel expenses, chemicals and supplies costs. The objective of the project is to broaden and modernize thin-layer chromatography by using anodized aluminum plates. This project will provide a research experience which is intended to encourage students to consider a research career.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. David Peitz and Dr. Mary Ettel, Professors, Physical Sciences and Mathematics Department		
Administrator responsible for approving the application: Ms. Jean Dale, Vice President Administration and Finance		

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

College: Wayne State College		Date: June 10, 2014
Notice of Intent	Application: X	Accept Award:
Name of Program: Annual National Geographic Alliance Grant 2014-15		
Funding Source: National Geographic Education Foundation		
Amount Requested: \$26,000	Amount Awarded:	Funding Period: 09/01/14-11/1/2015
Closing Date for Application Submission: 04/25/2014		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0.00	
Briefly describe the purpose(s) of this application/award: This proposal would provide funding which will be used for operations and programming for the 2014-15 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 a stipend for the Alliance Coordinator and funding to attend the 2015 Alliance Network Annual Meeting. It would help fund committee meetings throughout the year and presenters at the annual NCGE meeting. Funding would be used for sponsorship of four giant traveling maps to Nebraska schools. Dr. Randy Bertolas is now the coordinator for GEON and Wayne State College would serve as the fiscal agent for the grant.		
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. Angela Fredrickson, 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 10, 2014
Notice of Intent	Application: X	Accept Award:
Name of Program: Collaborative Research: Hierarchical Functioning of River Macrosystems in Temperate Steppes-From Continental to Hydrogeomorphic Patch Scales		
Funding Source: National Science Foundation		
Amount Requested: \$76,669	Amount Awarded:	Funding Period: 02/01/2015-01/31/2020
Closing Date for Application Submission: 04/07/2014		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?		Yes: X No:
Will this grant require State Matching Funds ?		Yes: No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?		Yes: 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: 0.16
How many of these are new positions?		New FTE: 0.16
Briefly describe the purpose(s) of this application/award: This five year collaborative grant proposal of ten institutions which includes Wayne State College is led by the University of Kansas Center for Research. Dr. Barbara Hayford, from Wayne State College, will serve as a co-principal investigator. This macrosystem project focuses on a comparative and hierarchically scaled study. It will emphasize responses of temperate steppe riverine macrosystems to inherent ecosystem characteristics, zoogeographic differences and terrestrial landscape characteristics. The North American Great Plains is the temperate steppe being evaluated for intercontinental climate change effects and assessing impacts on river macrosystems from altered terrestrial landscapes and river channels by Dr. Hayford. This proposal requests funding over five years for summer salary/benefits for a faculty member and wages for undergraduate students as well as travel, supplies, publication expenses and indirect costs.		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Barbara Hayford, Associate Professor, Life Sciences		
Administrator responsible for approving the application: Ms. Jean Dale, Vice President Administration and Finance		

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

College: Wayne State College		Date: June 10, 2014
Notice of Intent	Application: X	Accept Award:
Name of Program: Habitat and Stream Monitoring of Dog Creek: A Community Collaboration		
Funding Source: The Nebraska Environmental Trust		
Amount Requested: \$3,000	Amount Awarded:	Funding Period: April 2014-March 2015
Closing Date for Application Submission: 04/04/2014		
When reporting Grant Award-- Has Grant Application been approved by the Board?		Date Approved:
Does this grant include Indirect Cost Funds for the College's use?	Yes:	No: X
Will this grant require State Matching Funds ?	Yes:	No: X
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.):		
Will this grant require In-Kind Funds ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In Kind support includes the time commitment of a faculty member and college equipment.		
Is State Maintenance of Effort or Future Fiscal Responsibility required?	Yes:	No: X
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: 0.00	
How many of these are new positions?	New FTE: 0.00	
Briefly describe the purpose(s) of this application/award: This proposal attempts to expand the groups monitoring stream habitat and shoreline vegetation along the micro-watershed of Dog Creek near Wayne to include high school students, 4-H and scout members and adults in non-profit wildlife organizations. A pre- and post-project survey for all participants will be conducted to determine if environmental education and outreach enhances environmental awareness and conservation actions. The proposal requests funds for transportation and supplies expenses.		
Is this grant a continuation of a previous/existing grant?	Yes:	No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?	Yes:	No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Barbara Hayford, Associate Professor, Life Sciences		
Administrator responsible for approving the application: Ms. Jean Dale, Vice President Administration and Finance		

Attachment: WSC Grant Application Habitat and Stream Monitoring (1239 : Grant Applications and Awards for Information)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2014

INFORMATION ONLY: **Contracts and Change Orders for Information**

The following contracts and change orders are provided to the Board for information.

Chadron State contracts

- IT Department (provide consulting services for the implementation of SharePoint online) -- \$24,750
- Rodeo Program (spring cattle lease) -- \$2,250
- Memorial Hall (practice sessions and recruiting for Lystrata production) -- \$200
- Memorial Hall (provide saxophone accompaniment for Lystrata production) -- \$150
- Administration Building - Education Department (workshop on student engagement) -- \$470.24
- Campus (fuels reduction) -- \$1,900
- Student Center (speaker and book signing) -- \$1,275
- Student Center (provide mobile video game theater) -- \$532
- Student Center (self-defense class for project Strive students) -- \$150
- Residence Halls (laundry service) -- \$2,208/month
- Campus (vending) -- \$20,000/year marketing support; 35% vending commission; \$12,500 misc. support
- Campus (SteriSafe service agreement) -- \$324/month
- Student Center (provide music for Omega Phi Rho party) -- \$200
- Memorial Hall (assistant costumer for Lysistrata) - \$575
- Student Center (ballroom and Scottsbluff Room rental) -- \$1,200
- NPAC and Football Field (space rental) -- \$30/hr for football field; \$45/hr for NPAC
- President's Office (learning resources consulting) -- \$15,000
- Market Development Office (recruitment of international students) - not to exceed 10% of out-of-state tuition (112 International recruiting contracts - for details see CSC attachment)

Chadron State Change Orders

- High Rise Residence Hall (#1-replaced 50 gal/min sump pump with 100 gal/min) -- \$1,597
- Armstrong Event Center (design locker rooms, athletic offices & sports medicine spaces) -- \$163,360

Peru State Contracts

- Al Wheeler Activity Center (comedian for spring) -- \$500
- Jindra Fine Arts (President for Black History Month) -- \$1,500
- Quad (inflatables for students Sumo) -- \$512.17
- Student Center (aqua massage) -- \$900
- Student Center (signature DJ and photo booth) -- \$929.50

- Campus (intramural referee) -- \$10/game
- Student Center (DJ for student dance) -- \$250
- Campus (intramural referee) -- \$60
- TJ Majors (KidsBetter Book presenter) -- \$350
- Campus (intramural referee) -- \$10/game
- Theatre (distinguished speaker) -- \$15,000
- CATS Conference Center (guest speaker - mileage only) -- \$78.40
- Terra Sancta Retreat Center, Rapid City, SD (speaker at Fusion Leadership Retreat) -- \$300
- Terra Sancta Retreat Center, Rapid City, SD (leadership retreat) -- \$864
- Kansas City, MO (group travel coordinator) -- \$12,728
- Marketing and Communications Office (advertising in Lincoln Companion Directory) - - \$120.55
- Marketing and Communications Office (advertising in spring 2014 Business Directory) -- \$400
- Marketing and Communications Office (advertising - May 2014 graduation) -- \$360
- Marketing and Communications Office (advertising - April 2014) -- \$949
- Marketing and Communications Office (advertising - area high school senior graduation) -- \$500
- Marketing and Communications Office (advertising - radio sponsorship for districts and state) -- \$100
- Marketing and Communications Office (advertising - Career Fair ad) -- \$499.50
- Marketing and Communications Office (advertising - half page horizontal color page in the Nebraska Sherriff's Association Spring/Summer magazine) -- \$350
- Marketing and Communications Office (advertising - half page color ad in State Troopers Association Spring edition) -- \$493
- Marketing and Communications Office (advertising - March 2014) -- \$247.40
- Campus (extended warranty on servers) -- \$7,180.29

Wayne State Contracts

- U.S. Conn Library (design work for water lines under Library project [addendum to agreement]) -- \$17,590
- Campuswide (inspect automatic doors) -- \$1,560
- Neihardt Hall (new packing for elevator) -- \$4,727
- Student Center (build 3 game rooms) -- \$13,970
- Softball Complex (bore and install conduit for fiber) -- \$4,234
- Benthack Hall (structural analysis on wall cracks) -- \$1,776.35
- 1304 Walnut Street House (abatement) -- \$800
- Benthack Hall (geotechnical exploration of floor distress) -- \$5,000
- Connell Hall (install doors in computer lab) -- \$5,240
- 1205 Schreiner Drive House (remove basement, foundation, fill in basement) -- \$10,500
- 1304 Walnut Street House (remove basement, foundation, fill in basement) -- \$9,600
- Student Center (replace metal door and frame) -- \$2,634
- Humanities Building (provide asbestos PCM air clearance samples) -- \$1,200
- Humanities Building (abatement of floor tile, wall base and carpet) -- \$14,930

- 1304 Walnut Street House (sale of house) -- \$200
- 1205 Schreiner Drive House (sale of house) -- \$10

Wayne State Change Orders

- Anderson Hall (#3-additional metal fascia) -- \$1,483
- Baseball/Softball Complex (#1-netting) -- \$2,597
- Baseball/Softball Complex (#2-netting) -- \$925
- U.S. Conn Library (#1removal of material) -- \$500
- U.S. Conn Library (#2-removal of material) -- \$1,817

NSCS Contract

- Nebraska State College System and College Employee Assistance Program (employee assistance program) -- \$23.50 per employee per year
- Nebraska State College System Office and Colleges (online media monitoring and online media access and services) -- \$4,000

ATTACHMENTS:

- CSC Contracts and Change Orders for Information (PDF)
- PSC Contracts and Change Orders for Information (PDF)
- WSC Contracts Change Orders for Information (PDF)
- NSCS Contracts and Change Orders for Information (PDF)

CONTRACTS AND CHANGE ORDERS FOR INFORMATION
June 10, 2014

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); d) exempt contracts over \$50,000; and e) legal counsel and auditor contracts for durations greater than 5 days, requiring Chancellor's approval.

Chadron State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	IT Department Provide consulting services for the implementation of SharePoint online \$24,750 Cash Cloudbearing
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rodeo Program Spring Cattle Lease \$2,250 Cash Arthur Ferguson
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Practice sessions & recruiting for Lystrata production \$200 Cash Ryan Head
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Provide saxophone accompaniment for Lystrata production \$150 Cash Drew Kasch
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Administration Building—Education Department Workshop on Student engagement \$470.24 Cash Barbara Looney
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Fuels reduction \$1,900.00 Cash Phillip Young
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Speaker and Book Signing \$1,275 Cash Fred Whitfield
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Provide Mobile Video Game Theater \$532 Cash Dale Chaney dba Dozers Games
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Self Defense Class for Project Strive Students \$150 Cash Anthony Shaw
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Residence Halls (authorization for Chancellor to sign rec'd 4/24/14) Laundry Service \$2,208/Month Revenue Bond Jetz Service Co., Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus (authorization for Chancellor to sign rec'd 4/24/14) Vending \$20,000/year marketing support; 35% vending commission; \$12,500 misc. support NA Pepsi Cola Bottling Company of Alliance, Nebraska

Attachment: CSC Contracts and Change Orders for Information (1230 : Contracts and Change Orders for Information)

Chadron State College		Page 2
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus SteriSafe Service Agreement \$324/month Cash Stericycle	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Provide music for Omega Phi Rho Party \$200 Cash Brad Moore	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Assistant costumer for Lysistrata \$575 Cash Jesse Manke	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Ballroom and Scottsbluff Room Rental \$1,200 Paid to CSC Chadron High School	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	NPAC and Football Field Space rental \$30/hr for Football Field, \$45/hr for NPAC Paid to CSC Tasha Pieper—Home School Track Meet	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	President's Office Learning Resources Consulting \$15,000 Cash Greg Marsello, LERN	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Recruitment of International Students Not to exceed 10% of out-of-state tuition Cash Lawand Education	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Recruitment of International Students Not to exceed 10% of out-of-state tuition Cash Index Education Services LTD	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Recruitment of International Students Not to exceed 10% of out-of-state tuition Cash Language Corporation dba Global Study	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Recruitment of International Students Percent of non-resident tuition Cash Maxway Education	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Recruitment of International Students Not to exceed 10% of out-of-state tuition Cash Lefops Educational Service	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Recruitment of International Students Not to exceed 10% of out-of-state tuition Cash Global Education Counseling Limited	

Chadron State College		Page 3
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Educational Leader	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Genuine Education Consult	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash The Oval Office for Studies & Research	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Career Mosaic Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Representacioner Academicas	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash OPNOVA Kft.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash ALS Study International Education	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash My Future Agency	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Aims Global Education-India	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Aims Global Study Consultancy Ltd-New Zealand	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Intelligent Partners	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash UniZone for Academic Services	

Chadron State College		Page 4
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Arabian Centre of Technology	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Lincon Education Services	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Prime Education Information Center	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Academic Creativity for Edu Services	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash American Education Centre, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Goldenchips Educational Services International	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Alsarh Travel & Tourism	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash AYA Group International	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Dalp Consultancy Services, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Education Links	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Syess Consulting Services dba YES	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Lefops Educational Service	

Chadron State College		Page 5
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash WR Educational Placement Consultants, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Alimu M. Sillah	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Capstone Vietnam	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash GoCool International	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash International Academic	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Edwise Foundation	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Canam Consultants, Ltd,	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Glory Educational Services – Nigeria	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Mentor Career Consultants Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Marconis Institute Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Echo International	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Global Study – UK	

Chadron State College		Page 6
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Mod Educaition – Nigeria	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Global Education Placement	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Nepal International Educational Consulting	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Europe Study Centre Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Education World	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash International Educational Window	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Milton International Education Group	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Maple International Education Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Shimamura LLC dba EduAbroad	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash North American ESL School – Chengdu, China	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash CIP Globus	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash FDS International Education China Operations	

Chadron State College		Page 7
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Euro Consultants Canada	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Grand Pacific Consulting Inc.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Golden Link University Services	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Canadian AGM Education & Business Group, Inc.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash International Academic Est.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Great China International Education	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Optima Study, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash IGEC-AL Massa International	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash EastWest (Shang Hai) Cultural Exchange, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Global Reach	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Exclusive Education Expert (P) Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Kanan International Pvt., Ltd.	

Chadron State College		Page 8
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Educom Overseas	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash International Consulting	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Global Vizyon Education	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Beijing Prepare Education Consulting Co., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Centre for Tourism Education "Starway"	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash FAB Consulting, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Message of Knowledge for Educational Consulting	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Lingualand Agency	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Lincoln University College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Al-Moofad for Educational Consultancy & Training	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Egitim-AL	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Hai thong Education & Travel	

Chadron State College		Page 9
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash United Towers	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Sprakpunkten	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Can Achieve Consultants, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash KCR Consultants	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash J One Camp Korea	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash JY HRD Consulting	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Tara International Education Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash VISA-World Wide Admission	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Angels Immigration & Education Consultants, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Dolphin Education Cons Center, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Envision Study Group	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash St. Louis Prospect International Consultant	

Chadron State College		Page 10
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Shaanxi Ruizhi International Cultural Exchange, Co., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Success Route Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Beijing Century Consulting & Service, Co., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Edu World	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Genuine Education Consult	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Turning Point Studies Consultants Pvt., Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Center for Career & Educational Abroad	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Adventus Education	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Chinese American Educational Group, LLC	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash The Professional Network (TPNL)	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Educational Leader	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Maxway Education	

Chadron State College		Page 11
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Index Education services	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Global Education Counseling, Ltd	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Lawand Education	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Sindibad Education Consultancy	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash AZZ Management, Ltd.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash SIEC Education P/L	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash UCAC International	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Study Abroad Association	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Vision Consultants	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash EgyTEFL Organization	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash York International Educational Consultancy, Pvt., Ltd	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Market Development Office Student Recruitment Not to exceed 10% of out-of-state tuition Cash Lead My World, LLC	

CHANGE ORDERS – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are equal to \$40,000. If approval of change order is critical to project schedule, \$40,000 to \$80,000 range change orders may be approved by Chancellor and reported for ratification at next Board meeting.

Chadron State College		Page 12
Location on Campus:	High Rise Residence Hall	
No. & Description:	1-replaced 50 gal/min sump pump with 100 gal/minute	
Change Order Amount:	\$1,597	
Fund Source:	Contingency Maintenance	
Contractor:	Mac Construction	
Location on Campus:	Armstrong Event Center (approval @ 4/24/14 Board meeting)	
No. & Description:	Design locker rooms, athletic offices & sports medicine spaces	
Change Order Amount:	\$163,360	
Fund Source:	Cash	
Contractor:	Leo A. Daly	

Attachment: CSC Contracts and Change Orders for Information (1230 : Contracts and Change Orders for 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.

Peru State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	AWAC Comedian for Spring \$500 BAA James Kuddes
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Jindra President for Black History Month \$1,500 Trust Funds Brandon Thornton
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Quad Inflatables for students Sumo \$512.17 Trust Funds All Star Inflatables, Inc
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Aqua Massage \$900 Trust Funds Aqua Massage and More, Inc
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Signature DJ and Photo Booth \$929.50 Trust Funds Complete Music Video
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Intramural Referee \$10 per game Cash Derreon Richardson
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center DJ for Student Dance \$250 Trust Funds Disc Jockey
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Intramural Referee \$60 Cash Jacob Austin Kelley
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	TJ Major KidsBetter Book presentor \$350 Cash Julia L. Cook
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Intramural Referee \$10 per game Cash Kyle Rodero-Workman
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Theatre Distinguished Speaker \$15,000.00 Cash JB Bernstein /Keppler Associates

Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	CATS Conference Center Guest Speaker/ paid mileage only \$78.40 Cash Lisa Ann Kovanda
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Terra Sancta Retreat Center, Rapid City, SD Speaker at Fusion Leadership Retreat \$300 Revenue Bond Peggy Schlechter
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Terra Sancta Retreat Center, Rapid City, SD Leadership Retreat \$864 Revenue Bond Terra Sancta Retreat Center
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Kansas City, MO Group Travel Coordinator \$12,728 Cash Travel with Barb
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/Lincoln Companion Directory \$120.55 Cash Berry Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/Spring 2014 Business Directory \$400 Cash Falls City Chamber of Commerce
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/May 2014 Graduation \$360 Cash Farmer Publishing, LLC
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/April 2014 \$949 Cash Gatehouse Media
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/ Area High School Senior Graduation \$500 Cash KNZA Radio
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/Radio Sponsorship for Districts and State \$100 Cash KNZA Radio
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/Career Fair Ad \$499.50 Cash Nebraska City News Press
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/Half Page Horizontal Color page, Spring/Summer Magazine \$350 Cash Nebraska Sheriff's Association
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/1/2 page color ad in Spring Edition \$493 Cash State Troopers Association

Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Marketing and Communications Office Advertising/March 2014 \$247.40 Cash Nemaha County Herald
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Extended warranty on servers \$7,180.29 Cash DELL

Attachment: PSC Contracts and Change Orders for Information (1230 : Contracts and Change Orders for Information)

CONTRACTS AND CHANGE ORDERS FOR INFORMATION ONLY

College: Wayne State College	Meeting Date: June
CONTRACTS -- a) construction contracts for less than \$100,000; b) architect/engineer fees of less than \$40,000; c) consultant contracts for less than \$50,000; and d) exempt contracts exceeding \$50,000.	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	U.S. Conn Library Design work for water lines under Library project (Addendum to Agreement) \$17,590.00 Cash Jackson Jackson & Associates, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus-wide Inspect automatic doors \$1,560.00 Cash/Revenue Bond M&O Door Products
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Neihardt Hall New packing for elevator \$4,727.00 Revenue Bond Eletech, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Build 3 game rooms \$13,970.00 Revenue Bond Hattig Construction
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Softball Complex Bore & install conduit for fiber \$4,234.00 Cash S&W Underground
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Benthack Hall Structural analysis on wall cracks \$1,776.35 Cash Kenneth D. Lathrum & Associates, P.C.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	1304 Walnut Street House Abatement \$800.00 Revenue Bond Environmental Services, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Benthack Hall Geotechnical exploration of floor distress \$5,000.00 Cash Certified Testing Services, Inc.

Attachment: WSC Contracts Change Orders for Information (1230 : Contracts and Change Orders for Information)

Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Connell Hall Install doors in computer lab \$5,240.00 Cash Christiansen Construction Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	1205 Schreiner Drive house Remove basement, foundation, fill in basement \$10,500.00 Revenue Bond Milo Meyer Construction, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	1304 Walnut Street house Remove basement, foundation, fill in basement \$9,600.00 Revenue Bond Milo Meyer Construction, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Replace metal door & frame \$2,634.00 Revenue Bond Christiansen Construction Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Humanities Building Provide asbestos PCM air clearance samples \$1,200.00 Cash AQS Environmental
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Humanities Building Abatement of floor tile, wall base & carpet \$14,930.00 Cash Environmental Services Inc.
Location on Campus: Contract: Contract Amount: Fund Source: Contractor:	1304 Walnut (House) Sale of House \$200.00 Receipt to Revenue Bond Steven B. Meyer
Location on Campus: Contract: Contract Amount: Fund Source: Contractor:	1205 Schreiner (House) Sale of House \$10.00 Receipt to Revenue Bond Michael Jasa

CHANGE ORDERS -- (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are less than \$20,000.

Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson Hall Additional metal fascia, #3 \$1,483.00 Revenue Bond Stonebrook Roofing
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball/Softball Complex Netting, #1 \$2,597.00 Cash Christiansen Construction Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Baseball/Softball Complex Netting, #2 \$925.00 Cash Christiansen Construction Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	US Conn Library Removal of material, #1 \$500.00 Cash ABC Abatement Co.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	US Conn Library Removal of material, #2 \$1,817.00 Cash ABC Abatement Co.

Attachment: WSC Contracts Change Orders for Information (1230 : Contracts and Change Orders for Information)

CONTRACTS AND CHANGE ORDERS FOR 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); d) exempt contracts over \$50,000; and e) legal counsel and auditor contracts for durations greater than 5 days, requiring Chancellor’s approval.

Nebraska State College System	
Location on Campus:	Nebraska State College System and Colleges Employee Assistance Program Agreement
Contracted Work:	Employee Assistance Program
Contract Amount:	\$23.50 per employee per year
Fund Source:	Cash
Contractor:	Continuum Employee Assistance, Training, Consulting, Lincoln, NE
Location on Campus:	Nebraska State College System Office and Colleges
Contracted Work:	Online media monitoring and online media access and services
Contract Amount:	\$4,000
Fund Source:	Cash
Contractor	Meltwater News

Attachment: NSCS Contracts and Change Orders for Information (1230 : Contracts and Change Orders for Information)

Chancellor's Report

Insurance Renewals

As is the case every year at this time, we are in the process of renewing insurance coverages for the 2014-15 fiscal year. We are marketing the Liability coverage as well as the Directors & Officers (D&O) insurance this year. This requires a significant amount of data gathering in responding to insurer's questions. All of us appreciate the Colleges' efforts in responding to numerous requests for additional information. We will have more information on the renewals by mid-June for these two coverages as well as on the Property Insurance and Internet Liability coverage. All of these policies have a July 1 renewal date. The Athletic Injury insurance follows one month behind, with an August 1 renewal date.

Capital Construction Update

Oak Bowl – After several months of inactivity because of weather conditions, the Oak Bowl project is moving toward a targeted June 25 substantial completion date. Warm weather and dryer conditions are allowing concrete and masonry work to move forward.

Armstrong Athletic Complex – Work on this project continues to track closely with early November targeted as the substantial completion date. Exterior walls and finishes are nearing completion, the roof is weather tight, and interior activity is moving at a rapid pace. Design work is being completed on areas previously designated as unfinished space.

Rangeland Phase I – The substantial completion review of this project identified several items for the construction manager to address with contractors. Chadron reports that all items have been addressed with the exception of some exterior paint items which require sustained warm temperatures to correct.

Rangeland Phase II – Chadron State is currently reviewing final documents for the next phase of the Rangeland Center. This phase of the project will include laboratory, classroom, and office space for the rangeland program.

Eagle Ridge – Chadron is proceeding on the construction of three buildings of a proposed seven building residential complex. CSC is working closely with the construction manager of this project to monitor progress with the intent of occupying space in the complex this fall. Exterior finishes are nearing completion, interior finishes are in progress, and final site grading will be scheduled as conditions permit.

U.S. Conn Library – Wayne State has worked closely with the project's construction manager throughout the spring semester to address environmental concerns for the project, to relocate and create redundancy for the college's data hub, and to generally prepare for the first major renovation to this structure since original construction. Phasing for this project calls for the library to remain in operation throughout the project.

Summer Hours

Chadron State College: 7:30 a.m. to 4:30 p.m. Monday through Friday

Peru State College: 7:30 a.m. to 4:00 p.m. Monday through Friday

Wayne State College: 7:00 a.m. to 4:00 p.m. Monday through Thursday;
7:00 a.m. to 1:00 p.m. Friday
All essential offices will remain open from 7:00 to 4:00 every day.

New Employees at the System Office

As you all know, Steve Hotovy has joined the System Office as the new Vice Chancellor for Facilities and Information Technology. Steve joins the NSCS following 23 years working with the 309 Task Force for Building Renewal and the State Building Division. We are happy to have someone with Steve's expertise and experience in capital construction and Nebraska's funding process.

Jodi Kupper will join the System Office on July 1 as the Vice Chancellor for Academic Planning and Partnerships. Jodi has served as the Dean of Education at Peru State College since 2005 and has been instrumental in leading the college in teacher education accreditation efforts.

Dates Board Meetings Scheduled at the Colleges

Saturday, September 6, 2014 – Peru State College (held in conjunction with the dedication of the Oak Bowl)

November 6-7, 2014 – Chadron State College

June 18-19, 2015 – Wayne State College

Federal Accountability and Transparency Efforts

We continue to monitor the US Department of Education's progress in developing the ratings agenda proposed by President Obama. Our concern has been that a "one-size fits all" ratings plan will be developed which will result in unintended negative consequences for colleges of opportunity like Chadron, Peru and Wayne. We are also following the conversations taking place at the federal level that will extend some type of ratings plan to teacher education programs. Discussions around the country emphasize measuring the impact our teacher education majors have on Pre K-12 students during their early field placements, student teaching assignments, and eventually in the classrooms where they serve as certified teachers. This type of assessment is also becoming a component of the Council for the Accreditation of Educator Preparation (CAEP) accreditation process (formerly NCATE). Teacher education programs would then receive a rating based on these outcomes along with a myriad of others.

MISCELLANEOUS ACTION AND INFORMATION ITEMS

June 10, 2014

***ACTION:* Nominating Committee Report and Election of Officers**

At the April 25, 2014 Board meeting, Chair Suarez reported that she and Trustees Chaney and Peterson would serve as the nominating committee for the 2014-2015 Board and Facilities Corporation officers.

The Committee will report at the June 10, 2014 meeting.

System Office recommends approval of the Nominating Committee Report and Election of Officers

MISCELLANEOUS ACTION AND INFORMATION ITEMS

June 10, 2014

ACTION: Approve Board Meeting Schedule for 2014-2015

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

SEPTEMBER	BOARD OF TRUSTEES MEETING - PERU	September 6, 2014 Saturday
NOVEMBER	BOARD OF TRUSTEES MEETING - CHADRON	November 6-7, 2014 Thursday-Friday
JANUARY	BOARD OF TRUSTEES MEETING - LINCOLN	January 20, 2015 Tuesday
MARCH	BOARD OF TRUSTEES MEETING - LINCOLN	March 20, 2015 Friday
JUNE	BOARD OF TRUSTEES MEETING - WAYNE	June 18-19, 2015 Thursday-Friday

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

SEPTEMBER	BOARD OF TRUSTEES MEETING - PERU	September 6, 2014 Saturday
NOVEMBER	BOARD OF TRUSTEES MEETING - CHADRON	November 6-7, 2014 Thursday-Friday
JANUARY	BOARD OF TRUSTEES MEETING - LINCOLN	January 20, 2015 Tuesday
MARCH	BOARD OF TRUSTEES MEETING - LINCOLN	March 6, 2015 Friday
APRIL	BOARD OF TRUSTEES MEETING - LINCOLN	April 24, 2015 Friday
JUNE	BOARD OF TRUSTEES MEETING - WAYNE	June 18-19, 2015 Thursday-Friday

System Office recommends approval of the Board Meeting Schedule for 2014-2015

President's Reports

Chadron State College June 2014

Update

Following is an end of the fiscal year update on notable events and activities related to students, faculty and staff, and campus endeavors at Chadron State College.

Student Successes

- 73 Chadron State student-athletes earned All-Academic honors from the RMAC.
- Four Chadron State football student-athletes were named Academic All-Americans.
- Enrollment increased in the fall of 2013 to 3,068 students and 2,249 FTE.
- The Big Event, organized by students, faculty and staff, had more than 650 volunteers work on more than 50 job sites in and near Chadron.
- The softball team had its finest season in school history, winning a record 28 games and finishing tied for second in the RMAC.
- Dual enrollment (unduplicated) increased from 169 last year to 276 this year.
- Chadron State continues to be one of the lead institutions in the country for the development of Open Educational Resources. Last year, we lowered the textbook costs for our students by approximately \$150,000.
- Our past student trustee, Danny Reynaga, will enroll in law school this fall. He also won the Platinum Eagle award for his academic work at CSC, as did Amanda Brown of Alliance.
- The Nearly Naked Mile accumulated 20,000 pieces of clothing and donated it to charity. It took 16 pickup truck loads to deliver all the clothes. Even though I was the starter for the race, have no fear, I did not participate.

Faculty and Staff

- The CSC Master Academic Plan (MAP) will be presented in June. One feature of the MAP is a faculty coordinator and Matt Evertson of the English Department will fill that role.
- As many of you know, Con Marshall is a name synonymous with Chadron State College. And, in July he will receive another honor – induction into the Rocky Mountain Athletic Hall of Fame.
- Dr. Robert Stack has certainly made his name as a well-respected math professor. However, he's also making a name for himself on the softball diamond as he was recently named the RMAC Coach of the Year.

Campus Endeavors

- The Teaching and Learning Center merged with the Library. The Library also is better utilizing its space to support student success.
 - The headcount of people using the library has more than doubled from 15,000 to over 30,981
- The Teaching and Learning Center and the Library Learning Commons now work together to provide coordinated assistance to faculty in ways to improve teaching
- Cabela's Leadership Essentials program is offering 30 Leadership Essentials modules and Chadron State provides consistent support thanks in large part to its historical partnership with the company. More than 200 Cabela's employees took part in 16 individual classes conducted by Chadron State.
- Chadron State continues to diligently work to create an international network and the campus is beginning to see progress with more international students in the admissions process than ever before. Eight international students received their undergraduate

degrees and six more received their graduate degrees last month at May 2014 Commencement.

- Chadron State has once again been included as a military friendly college and we welcome those who serve our country. Four new officers received their bars at commencement in May.
- The Chadron State Foundation has over \$21 million in assets. That amount has quadrupled since 2005.
- The High Plains Herbarium has indexed more than 60,000 specimens and is pursuing a new awareness campaign including student-designed artwork.

Peru State College
June 2014
Champions of Character

The quality education at Peru State College extends beyond the classroom to include interaction with faculty members and participation in; athletics, student life activities, and other co-curricular activities. This well-rounded approach to education is important for the development of our students. Perhaps the greatest development our student-athletes experience is that of personal character.

Peru State subscribes to the NAIA “Champions of Character Program,” which creates an environment in which every student-athlete, coach, official and spectator is committed to the true spirit of competition through respect, integrity, responsibility, servant leadership and sportsmanship. That means Bobcat athletes are scholars who contribute to the betterment of their college, community and their fellow students.

In 2013, Peru State was named a Five-Star Institution by the NAIA “Champions of Character Program” Scorecard, which measures each institution's commitment to; character training, conduct in competition, character recognition, academic focus, and character promotion. Peru State was in the top third of all institutions in the NAIA, placing 63rd in the scorecard listing. The college was also the fourth-highest institution in the Heart of America Athletic Conference (HAAC) and third among the NAIA schools in the State of Nebraska.

The Athletic Department achieves this recognition, in large part, because of the work of the Student-Athlete Advisory Council (SAAC). The purpose of SAAC is to facilitate communication and support between athletic teams and to promote leadership opportunities and diversity throughout the department. The council plans one community service project and social event each semester.

SAAC members have participated in a variety of different community service activities throughout the year, including the national Make A Difference Day, working with the Nemaha Against Drug and Alcohol Abuse (NADAA) at the Family Night Red Ribbon Event, and encouraging their respective teams to participate in at least one team project each semester.

For five years in a row, SAAC has participated in the annual “Make A Difference Day.” Considered the nation's largest day of service, “Make A Difference Day” is the most encompassing national day of helping others - a celebration of people helping people. It is an annual event that takes place on the fourth Saturday in October. SAAC typically organizes a competition among the athletic teams, their families and friends to donate seasonal items such as cough drops, toothbrushes, mittens, hats, cleaning supplies (disinfectant sprays and wipes), and cold/flu medicine. The items donated go to Project Response, a domestic violence and sexual assault advocacy agency that serves Nemaha, Richardson, Otoe, Pawnee and Johnson Counties. The items donated are also shared with the Nemaha County Gives Back program, part of the Southeast Nebraska Community Action (SENCA) agency that serves low-income families in local and area communities through a variety of programs and services to help them achieve self-sufficiency.

This past year, members of SAAC presented two seminars focusing on character development and sportsmanship to more than 100 middle school and high school students at Johnson-Brock and Humboldt-Table Rock-Steinauer.

Following is a list of one of the many outreach efforts of each athletic team.

Softball

- Auburn Christmas Opening. Nine softball players assisted with different activities and photos with Santa.

Volleyball

- Feeding 44 (Lincoln Food Bank) – Ten players and coaches assisted with the food distribution.

Women's Basketball

- Auburn Elementary Tutoring. Eight players assisted fourth and fifth grade classes with various tutorial exercises such as reading, math and art.

Baseball

- Auburn Back Pack Food Program. Team members assisted in unloading the truck on different occasions.

Football

- Visited sick children at Children's Hospital and Medical Center in Omaha.

Cheerleading

- Nemaha County Gives Back. Cheerleaders sponsored a table and two Christmas trees for auction. They also assisted with pre-event aspects of advertising and setting up of the trees for the event.

Men's Basketball

- Kindergarten Reading. All members of the team, along with coaches, did their annual reading in Nebraska City.

Our student-athletes take seriously the importance of servant leadership, one of the NAIA's five core values in the "Champions of Character Program." While winning games is important, Bobcat athletics places the most value on our commitment to the enrichment and growth of our students. I am thankful to the coaches and staff in the Athletic Department for supporting our student-athletes so well in their outreach endeavors.

Wayne State College June 2014

Wayne State College (WSC) held commencement for graduate and undergraduate students May 10, 2014 in Rice Auditorium and the Willow Bowl, respectively. A total of 480 degrees – 385 undergraduate and 95 graduate degrees – were conferred at ceremonies marked by stirring speeches and beautiful weather. Dr. Sheila Stearns, President of WSC from 1999 to 2003 and a member of the Wayne State Foundation Board of Trustees, delivered the commencement address at the undergraduate ceremony.

Graduate Invocation Speaker

Kayla Varley delivered the invocation at the graduate ceremony. She is the daughter of Randy and Pauline Hahn of Aurora, NE., and wife of Mike Varley of Farmers and Merchants State Bank in Wayne. Varley graduated with her Master of Science degree in education curriculum and instruction with an emphasis in instructional leadership. She earned her Bachelor of Science in elementary education and special education from WSC in 2012.

Graduate Commencement Speaker

Dr. Julian A. Medina delivered the commencement address at the graduate ceremony. Medina, who is a physician in Miami, FL, graduated with a Master of Business Administration degree after completing WSC's online MBA program. Medina emphasized the quality of education he received from WSC and noted how his studies during his program had already paid dividends for him in terms of managing his employees and growing his practice in Miami.

Undergraduate Invocation Speaker

Jill Stara delivered the invocation at the undergraduate commencement ceremony. She is the daughter of Kevin and Betsy Stara of David City, NE. Stara graduated Summa cum Laude and was a Neihardt Honor Scholar. She majored in K-12 instrumental and vocal music education, making the Dean's List all five years of her education at WSC. She was one of four WSC students selected to present in 2012 at the National Honors Council Conference in Boston. Stara will begin teaching grades 5-12 instrumental music at Lakeview Community School in Columbus, NE, in the fall.

Alumni Achievement Award

Mike Beacom was the recipient of this year's Alumni Achievement Award. Beacom graduated as an honors-honorable mention graduate from WSC in 1990 with a Bachelor of Science degree in business administration with an accounting concentration. Beacom is a Certified Public Accountant and has been with McGladrey LLP for 20 years.

Upon graduating from Emerson-Hubbard High School in Emerson, NE, Beacom received a scholarship to attend WSC. In appreciation of his scholarship and in the spirit of giving back to WSC, Mike and his wife, Liz, have started The Beacom Demke Family Scholarship in honor of Mike's parents, James and Mary Ann (Demke) Beacom, who still reside in Hubbard, NE.

Teaching Excellence Award

Dr. Laura Dendinger, WSC Professor of Business and Economics, received the 2014 Nebraska State College System Teaching Excellence Award along with the WSC Teaching Excellence Award. These honors are awarded on the basis of excellence in teaching, service to students and the college, and leadership within the profession. Dr. Dendinger has been working at WSC since 1993, first as an adjunct faculty member and then becoming an assistant professor in 2000. Since that time she has earned tenure and been promoted through the ranks to become a full professor. Dr. Dendinger earned a Juris Doctorate from the University of Nebraska-Lincoln in 1985 and continues to practice law in Wayne.

The nomination materials for the Teaching Excellence Award noted that Dr. Dendinger “has an open and personable demeanor that makes her well-liked by students and faculty” and “her entire professional, academic and personal life has been a record of service to students and to humanity in general as an attorney, professor, counselor, advisor, friend and humanitarian.”

The NSCS Board has awarded the NSCS Teaching Excellence Award since 1984.

Undergraduate Commencement Address

Dr. Sheila Stearns, who served as President of Wayne State College from 1999 – 2003, delivered the commencement address at the baccalaureate ceremony. Dr. Stearns left WSC to serve as Commissioner of Higher Education in Montana and CEO for the Board of Regents, retiring from that position in 2012. Currently, Dr. Stearns is serving as Interim Chancellor of Montana State University-Billings. Prior to her arrival to WSC, she served as the Chancellor of the University of Montana-Western (1993-1999) and as Vice President of the University of Montana (1987-1993). Sheila and her husband, Hal, serve as trustees of the Wayne State College Foundation.