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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, 2016

Executive Session	June 10 –	10:30 a.m.
Committee Meetings	June 10 -	12:45 p.m.
Business Meeting	June 10 –	2:15 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, 2016
HILLCREST COUNTRY CLUB**

Thursday, June 9

**1:00 – 5:00 p.m. Council of Business Officers System Office
Conference Room****1:30 – 5:30 p.m. Council of Academic Officers 3rd Floor
Conference Room****Friday, June 10****9:30 – 12:00 Council of Student Affairs, Marketing and Enrollment Officers President's Room****10:30 – 12:00 BOARD OF TRUSTEES EXECUTIVE SESSION Ballroom Section A****12:00 – 12:45 Lunch Ballroom Section C-D****12:45 – 2:15 BOARD COMMITTEE MEETINGS
Academic & Personnel Committee Ballroom Section A
Fiscal, Facilities & Audit Committee Ballroom Section B
Student Affairs, Marketing & Enrollment Committee President's Room****2:15 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 - Mar 18, 2016 8:00 AM
- 2 Board of Trustees of the Nebraska State Colleges - Regular Meeting - May 3, 2016 8:00 AM

1. Items for Consent Agenda

- 1.1 Approve Acceptance of Employee Salary Recommendations
- 1.2 LB 309 Allocations and Retrievals
- 1.3 Approve Depositories and Signatories Submitted by the Colleges
- 1.4 Approve Authorization for Chancellor to Sign Construction Contracts for Stadium Project at Chadron State College
- 1.5 Appointment of the Construction Manager at Risk Selection Committee for Stadium Project at Chadron State College
- 1.6 Approve Authorization for the Chancellor to Sign a Professional Services Contract for the Stadium Project at Chadron State College
- 1.7 Approve Authorization for Chancellor to Sign Contract for Spirit Shop at Peru State College
- 1.8 Approve Authorization for Chancellor to Sign Construction Contracts for the Centennial Complex Transformer Replacement Project for Peru State College
- 1.9 Appointment of the Construction Manager at Risk Selection Committee for Center for Applied Technology at Wayne State College
- 1.10 Approve Authorization for Chancellor to Sign Construction Contracts for the Center for Applied Technology Project 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 Cuba Libre Contract for Fall 2016 for Chadron State College
- 2.3 Approve the Addition of Four Minors for Peru State College

- 2.4 Approve Clinical Affiliation Agreement Between Peru State College and Madonna Rehabilitation Hospital
- 2.5 Approve City of Wayne Law Enforcement Interlocal Agreement for Wayne State College
- 2.6 First and Final Round Approval of Revisions to Board Policy 5015; Adjunct Faculty

3. Student Affairs, Marketing, and Enrollment

- 3.1 First and Final Round Approval of Revisions to Board Policy 3050; Residency
- 3.2 First and Final Round Approval of Revisions to Board Policy 3100; Conduct and Discipline; Students
- 3.3 First and Final Round Approval of Revisions to Board Policy 3300; Student Organizations

4. Fiscal, Facilities and Audit

- 4.1 Approve Revised Operating Budgets for 2015-2016
- 4.2 Approve Revised Revenue Bond Operating Budgets for 2015-2016
- 4.3 Approve Preliminary Operating Budgets for 2016-2017
- 4.4 Approve Preliminary Revenue Bond Operating Budgets for 2016-2017
- 4.5 Approve Biennium Budget Requests for 2017-2019
- 4.6 Approve Resolution Authorizing the Sale of Bonds to Refund the LB605 (2006) Bonds and Provide for Additional Capital Construction Projects in Accordance with LB957 (2016)
- 4.7 Approve Bookstore Contracts
- 4.8 Approve Adoption of Resolution to Select Construction Manager at Risk Delivery System for Football Stadium and Track Improvement Project at Chadron State College
- 4.9 Approve Designation of \$200,000 of FY16 Appropriated Cash Funds to Theatre/Event Center Project Planning for Peru State College
- 4.10 Approve Reallocation of Contingency Maintenance Funds for Peru State College
- 4.11 Approve Use of Un-Appropriated Cash Funds on a One-Time Basis for the Center for Applied Technology at Wayne State College
- 4.12 Approve the Return of Unused Capital Improvement Fee Funds for Wayne State College
- 4.13 Approve Adoption of Resolution to Select Construction Manager at Risk Contract Delivery System for the Center for Applied Technology Project at Wayne State College
- 4.14 First and Final Round Approval of Revisions to Board Policy 3400; Tuition Remission
- 4.15 First and Final Round Approval of Revisions to Board Policy 7007; Risk Avoidance, Risk Bearing, Indemnification and Legal Defense

- 4.16 Contracts and Change Orders for Approval

Items for Information and Discussion

5. Academic and Personnel

- 5.1 Promotion & Tenure Report
- 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 Scholarship Luncheon Report
- 6.2 Student Demographic Report
- 6.3 Counselor Tour

7. Fiscal, Facilities, and Audit

- 7.1 Capital Construction Quarterly Reports
- 7.2 Physical Plant Status Reports
- 7.3 Spring Occupancy and Income Reports
- 7.4 Modification Budgets
- 7.5 Grant Applications and Awards for Information
- 7.6 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 Board Nominating Committee Report and Election of Officers
- 8.1.3 Approve Proposed 2016-2017 Board Meeting Schedule

ii. Presidents' Report

- 8.2.1 President's Reports

iii. Student Trustees' Report

Adjournment

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Executive Session - March 17, 2016

Call to Order - Executive Session

The meeting was called to order at 10:30 AM by Chair Suarez.

Motion was made by Trustee Engles and seconded by Trustee Chaney to go into executive session as authorized by Neb. Rev. Stat. §84-1410 for the protection of the public interest, and to prevent needless injury to the reputation of persons who have not requested a public hearing for the purpose of holding a discussion limited to the following subjects:

- Litigation
- Personnel matters
- Liability issues

Chair Suarez declared that the executive session would be strictly limited to a discussion of:

- Litigation
- Personnel matters
- Liability issues

Motion was adopted. Voting **AYES**: Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

The Board went into executive session at 10:31 AM. The Board reconvened the open meeting at 12:28 PM.

Adjournment - Executive Session

There being no further business, the meeting was adjourned by Chair Suarez at 12:28 PM.

March 18, 2016

Call to Order

The meeting was called to order at 8:00 AM by Chair Michelle Suarez

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

Approval of Meeting Agenda

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

Public Comments

No public comments.

Minutes Approval

Board of Trustees of the Nebraska State Colleges - Regular Meeting - Jan 12, 2016 2:34 PM

A motion was made by Trustee Blomstedt and seconded by Trustee Peterson to approve the minutes of the January 12, 2016 minutes. Voting **AYES**: Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

1. Items for Consent Agenda

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

1.1 Approve the Recommendation of the Academic & Personnel Committee for the 2016 Teaching Excellence Award Recipient

1.2 Approve LB 309 Allocations and Retrievals

Wayne

1.	Acceptance of \$43,000 for fire alarm upgrades in Connell Hall, Gardner Hall and the Energy Plant		
	Allocation Date/Amount	1/8/16	\$43,000.00
	College Contribution		<u>00.00</u>
	Estimated Project Cost		\$43,000.00

1.3 Authorization for Chancellor to Bind Insurance Coverages

Minutes Acceptance: Minutes of Mar 18, 2016 8:00 AM (Minutes Approval)

- 1.4 Approve Continuation of Food Service Contracts for 2016-17
- | | |
|-----------------------|--------------------------|
| Chadron State College | CREATIVE DINING SERVICES |
| Peru State College | CREATIVE DINING SERVICES |
| Wayne State College | CHARTWELLS |
- 1.5 Approve Authorization for Chancellor to Sign Contracts for Chadron State College
- 1.6 Approve Authorization for Chancellor to Sign Contracts for Peru State College
- 1.7 Approve Authorization for Chancellor to Sign Contracts for Wayne State College
- The System Office and Wayne State respectfully request authorization for the Chancellor to sign contracts for the following upcoming projects:
- Press Box Replacement (Professional Services)
 - Berry Hall Roof Replacement (Construction)
 - Humanities Roof Replacement (Construction)
 - Lindahl Drive Improvements-Phase 2.2, 2.3, & 3.0 (Construction)
 - Stadium Steam Line Replacement (Construction)
 - Fire Alarm Upgrades for Neihardt, Connell, Gardner, & Energy Plant (Construction)
 - Hot Water Heater Replacement in Rice, Connell, Anderson, & Pile (Construction)
 - Installation of Air Conditioning in Residence Hall Lobbies (Construction)
- 1.8 Approve Appointment of Professional Consulting Services Selection Committee for Wayne State College
- Wayne State recommends the appointment of the following individuals to the Professional Consulting Services Selection Committee for its upcoming Memorial Stadium Press Box Replacement project pursuant to Board Policy 8066.
- Carter Peterson, Board of Trustees member,
 - John Chaney, Chair of the Fiscal, Facilities & Audit Committee, Board of Trustees
 - Steve Hotovy, Vice Chancellor for Facilities and Information Technology, & certified architect, System Office
 - Angela Fredrickson, Vice President for Administration and Finance, Wayne State
 - Chad Altwine, Director of Facility Services, Wayne State
 - Mike Powicki, Athletic Director, Wayne State

Items for Discussion and Action

2. Academic and Personnel

2.1 Approve Program Review Recommendations

Per Policy 4200, existing academic programs shall be reviewed every 7 years by each College to determine the quality and effectiveness of each program, the efficiency with which each is delivered, and to avoid unnecessary duplication. Each program is evaluated based on the minimum threshold requirements established by the Coordinating Commission for Post-Secondary Education (CCPE).

Below are the academic programs that have been successfully reviewed for the 2015-2016 academic year and the subsequent recommendations for continued offering of each.

Chadron State

- Business Administration - **continue the program**
 - Accounting
 - Agribusiness
 - Basic Business Education (6-12)
 - Business Education Middle Grades Content Area of Specialization (4-9)
 - Business Information Systems
 - Business, Marketing & Information Technology Education Field Endorsement (6-12)
 - Finance
 - General Business
 - Management
 - Marketing/Entrepreneurship
- Business Administration - MBA - **continue the program**
- Justice Studies - **continue the program**
 - Criminal Justice
 - Legal Studies
- Mathematics - **continue the program**
 - Mathematics
 - Mathematics Field Endorsement (6-12)
 - Mathematics Middle Grades Content Area of Specialization (4-9)
- Organizational Management - **continue the program**
 - Human Services
 - Natural Resources
 - Sports Management
- Social Science - **continue the program**
 - Social Science Education Middle Grades Specialization (4-9)
 - Social Science Field Endorsement (7-12)
- Technical Occupations - **continue the program**

Peru State

- Business Administration - **continue the program**

- Accounting
- Accounting - Certified Public Accountant
- BMIT Education Field Endorsement (6-12)
- Computer Management Information Systems
- Management
- Marketing
- Criminal Justice - **continue the program**
 - Justice Administration
 - Justice Counseling
 - Law and Society
- Management (BAS) - **continue the program**
- Mathematics - **continue the program**
 - Mathematics
 - Mathematics Education Field Endorsement (6-12)
- Organizational Management - **continue the program**
 - Entrepreneurial and Economic Development
- Social Science - **continue the program**
 - History
 - History Education Subject Endorsement (7-12)
 - Social Science
 - Social Science Education Field Endorsement (7-12)

Wayne State

- Business Administration - **continue the program**
 - Accounting
 - Agri-business
 - Basic Business Subject Endorsement (6-12)
 - BMIT Education Field Endorsement (6-12)
 - Economics
 - Finance
 - Human Resource Management
 - International Business Studies
 - Management
 - Marketing
 - Office Administration
 - Professional Studies
 - Public Accounting
- Business Administration - MBA - **continue the program**
- Criminal Justice - **continue the program**
- Industrial Technology - **continue the program**
 - Construction Management
 - Drafting, Planning and Design
 - Industrial Technology Education Field Endorsement (6-12)
 - Safety Management
 - Skilled and Technical Science Supplemental Endorsement (9-12)
- Mathematics - **continue the program**
 - Applied Mathematics
 - Mathematics Education Field Endorsement (6-12)
 - Pure Mathematics
- Organizational Management - **continue the program**
 - Human Resource Management
 - Information Technology

- Sports & Recreation Management
- **Social Sciences - continue the program**
 - Social Science Education Field Endorsement (7-12)
 - Social Sciences
- **Technology - continue the program**
 - Agricultural Occupations
 - Computer Occupations
 - Construction Occupations
 - Drafting Occupations
 - Industrial Management Occupations
 - Industrial Trades Occupations
 - Management Services Occupations

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

2.2 Approve Salary Policy 2016-2017

Non-Unionized Professional Staff. On July 1, 2016, each College and the System Office is authorized to provide a three percent (3%) salary increase to non-union professional staff employees.

Non-Unionized Support Staff. On July 1, 2016, each College and the System Office is authorized to provide a three percent (3%) salary increase to non-union support staff employees.

Background Information:

NAPE/AFSCME Support Staff Employees. The 2015-17 NSCS-NAPE/AFSCME Bargaining Agreement was approved by the Board on January 21, 2015. The Agreement provides a three percent (3%) salary annual increase on July 1, 2016 and for incremental salary adjustments based on five, ten, fifteen and twenty years of service.

NSCPA Professional Staff Employees. The 2015-17 NSCS-NSCPA Bargaining Agreement was approved by the Board on January 21, 2015. The Agreement provides for a three percent (3%) annual increase on July 1, 2016.

SCEA Faculty Employees. The 2015-17 NSCS-SCEA Bargaining Agreement was approved by the Board on January 21, 2015. The Agreement provides for a three percent (3%) salary increase on July 1, 2016.

A motion to approve the Salary Policy 2016-2017 was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.3 Approve Revised Agreement Between Board of Trustees and Wayne State Foundation

The full Agreement between the Board of Trustees and the Wayne State Foundation had not been updated since 2010. The Agreement had been amended in 2012 regarding the Teaching Excellence Award. Only a few

revisions and updates were needed.

A motion to approve the Revised Agreement Between Board of Trustees and Wayne State Foundation was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.4 First and Final Round Approval of Revisions to Board Policy 5010; Categories of Personnel; Employees

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

2.5 First and Final Round Approval of Revisions to Board Policy 5016; Graduate Assistants

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

2.6 First and Final Round Approval of Revisions to Board Policy 5020; Search and Selection Procedures; State College Employees

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5020; Search and Selection Procedures; State College Employees was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

2.7 Approve a New Interdisciplinary Minor in Public Health for Wayne State College

A motion to approve a New Interdisciplinary Minor in Public Health for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

3. Student Affairs, Marketing, and Enrollment

No action items

4. Fiscal, Facilities and Audit

4.1 Approve Contracts for Audits for Fiscal Year Ending June 30, 2016

A motion to approve the Contracts for Audits for Fiscal Year Ending June 30, 2016 was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

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

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

4.3 Approve Designation of Neal Hall as Unusable Property and Approve Demolition for Peru State College

A motion to approve the Designation of Neal Hall as Unusable Property and Approve Demolition for Peru State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.4 Approve Use of \$100,000 of Capital Improvement Fee Funds for Peru State College

A motion to approve the Use of \$100,000 of Capital Improvement Fee Funds for Peru State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.5 Approve Naming of Areas in U.S. Conn Library for Wayne State College

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, Wayne State proposes to name areas of the U.S. Conn Library in recognition of substantial contributions designated for the project. Wayne State proposes to name the following areas in honor of the donors who have provided substantial financial gifts and service to the College.

Dr. Kenneth and Caroline McDonald Eng Food for Learning
Class of 1953 Academic Commons
Joe Nuss Archives
Jon and Adrian Minks Study Lounge
Terry and Linda McLain Study Lounge

These naming requests bring honor to the donors and their family members, to Wayne State and to the Nebraska State College System.

The Chancellor supports these requests and recommends approval.

A motion to approve the Naming of Areas in U.S. Conn Library for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

4.6 Approve Reallocation of Contingency Maintenance Funds for Wayne State College

Wayne State requests the following reallocations of contingency maintenance funds:

From Resolution:

3/15/2013	\$103,521.00	#2	Berry Hall Showers/Stalls Repair
4/25/2014	\$ 10,848.24	#7	Morey Windows/Tuckpointing
3/26/2015	\$ 23,237.00	#9	Student Center South Roof Replacement
3/26/2015	\$ 41,276.82	#10	Student Center Fire Alarm Upgrade

To Resolution:

3/26/2015	\$178,883.06	#7	Residence Halls Repairs, Equipment, Furniture, Carpet
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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, Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

Items for Information and Discussion

5. Academic and Personnel

5.1 Fall 2015 Graduation Summaries

The fall 2015 graduation summaries from each of the Colleges are provided to the Board for information.

5.2 Fall 2015 Instructional Load Reports

The fall 2015 instructional load reports from each of the Colleges are provided to the Board for information.

5.3 Five-Year Academic Calendar

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

5.4 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 is the request that will be submitted for 2016-2017.

- Unrestricted funds to a discretionary account for the CSC President in

Minutes Acceptance: Minutes of Mar 18, 2016 8:00 AM (Minutes Approval)

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

5.5 Reports of Personnel Actions

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

6. Student Affairs, Marketing, and Enrollment

6.1 Senator's Reception Update

Governor Ricketts along with twenty-nine Senators attended the Senators' Reception held on January 12, 2016 from 4-7 p.m. at the Ferguson Center. The College Foundations jointly sponsored the event. Next year's reception will be held on Tuesday, January 17, 2017 at the Ferguson House.

6.2 Student Trustees Update

Jon Hansen, CSC; Michaela Willis, PSC; and Jeff Carstens, WSC, coordinated the 2016-17 Student Trustees' nomination process at their respective Colleges. The nominations were received by the NSCS Office and were forwarded to the office of the Governor. The Governor has selected the following students for 2016-2017:

Coy Clark, CSC
Treyten Nelson, PSC
Henry Miller, WSC

6.3 Update on Marketing Activities

The Student Affairs, Marketing and Enrollment Council has released an RFP for Creative Services to begin the process of developing new TV and radio ads for the Colleges and the System. Representatives from the Colleges will work closely with Vice Chancellor Tande during the next 8 (eight) months as the process goes from creative design to the development of a distribution schedule for next fall.

6.4 Scholarship Luncheon

The NSCS Scholarship Luncheon is scheduled to be held at the Hillcrest Country Club on Friday, April 15, 2016. The luncheon will start at noon and conclude around 1:30 p.m. Vice Chancellor Tande is currently scheduling the speaker(s) for the luncheon.

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

The intercollegiate athletics report of institutional commitment to NCAA principles

for conduct to enhance integrity in intercollegiate athletes is provided to the Board for information.

7. Fiscal, Facilities, and Audit

7.1 Capital Construction Quarterly Reports

As required by Board Policy 8050, capital construction quarterly reports for construction projects from each of the Colleges are provided to the Board for information.

Chadron

1. Armstrong Gymnasium - Phase I - Final report
2. Rangeland Lab Building - Interim report

Peru

1. Delzell Renovation - Initial report
2. Oak Bowl Renovation and Athletic Field House - Interim report
3. Park Avenue Campus Entrance - Interim report
4. T.J. Majors Renovation - Interim report

Wayne

1. Carhart Renovation, Phase III - Interim report
2. Lindahl Drive Improvements - Interim report
3. U.S. Conn Library Renovation - Interim report

7.2 Contingency Maintenance Progress Reports

Contingency maintenance progress reports from each of the Colleges are provided to the Board for information.

7.3 LB 309 Project Status Reports

LB 309 project status reports from each of the Colleges are provided to the Board for information.

7.4 Physical Plant Status Reports

The Physical Plant Status Reports from each of the Colleges are provided to the Board for information.

7.5 Financial Reports

Financial reports from each of the Colleges are provided to the Board for information.

7.6 Operating Expenditures Reports

The Operating Expenditures Reports from each of the Colleges and the System Office are reported to the Board for information.

7.7 Revenue Bond Expenditures Reports

Revenue bond expenditure reports from each of the Colleges are provided to the

Board for information.

7.8 Fall Occupancy and Income Reports

The Fall Occupancy and Income Reports from each of the Colleges are provided to the Board for information.

7.9 Potential Occupancy and Income Reports

Potential fall 2016 and spring 2017 occupancy and income reports from each of the Colleges are provided to the Board for information.

7.10 Optimal Enrollment Report

The Optimal Enrollment report is provided to the Board for information.

7.11 Grant Applications and Awards for Information

Chadron State Award

- INBRE: Nebraska Research Network in Function Genomics (National Institutes of Health) --\$44,535 original award - amended to \$60,406

Peru State Application

- Trails and Tales Teacher Institute and Tour Speaker Series (Humanities Nebraska) -- \$1,986

Wayne State Awards

- (Dis) Connected (Nebraska Arts Council Mini Grant) -- \$1,600
- Rural Futures Teaching and Engagement Grant: The Rural Public Health Undergraduate Research Project "Factors Affecting Mental Health and Mental Health Delivery in Rural Nebraska: Perspectives from Providers" (Rural Futures Institute (RFI) through UNMC) --\$5,000

7.12 Contracts and Change Orders for Information

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

Chadron State Contracts

- Student Center (stress relief massages finals week) -- \$385
- Campus (computer software) -- \$4,800 set up fee plus \$479/month
- Coffee Pavilion (cattle lease) -- \$2,475
- Coffee Pavilion (roping steer lease) -- \$896
- NPAC (refinish NPAC racquetball court floors) -- \$980
- Student Center (fix pool equipment in The Pit) -- \$350
- Student Center (Santa Claus) -- \$125
- Chicoine Event Center (wrestling official) -- \$250
- Student Center (CPR First Aid training) -- \$380
- Sparks Hall (Policy Analysis & Management System Establish. For SAAS and HLC assumed practices) -- \$65/hour plus \$3,000 expenses, not to exceed \$25,000
- Student Center (motivational speaker) -- \$5,000 plus local lodging
- Memorial Hall (conduct the High Plains Honor Choir) -- \$1,000 plus travel,

- local lodging and meals
- Student Center (karaoke for Late Night at The Pit) -- \$350
- Campus (HVAC equipment service agreement) -- \$11,078 annually
- Student Center (speaker) -- \$5,800 plus local lodging
- Chicoine Event Center (speaker at Martin Luther King Events) -- \$920.12

Chadron State Change Order

- Rangeland Center Lab Building (#3 elevator phone, fire extinguishers and sprinkler piping, casework, register locate) -- \$40,673

Peru State Contracts

- Hoyt Science Building (upgrade temperature control system) -- \$25,000
- TJ Majors (sign products) -- \$15,215
- PSC Grounds (dead tree removal) -- \$3,600
- PSC Football (play-by-play broadcast [home and away games]) -- \$100 per game plus mileage
- Delzell Hall (asbestos survey) -- \$5,350
- Dr. Kyle Ryan's Class (guest speaker) -- \$300
- Student Center - Cafeteria (karaoke services) -- \$100
- Field House (scope sewer lines to determine pipe condition) -- \$69
- Baseball, Football and Softball Practice Fields (application, fertilizer and aeration) -- \$5,550 per year
- Home and Away Football Games for 2015 (broadcast commentator) -- \$500
- Library (usage/access to electronic databases, e-content and services) -- \$4,129
- Oak Bowl Slab (Silverdale limestone slab, shipping, assembling and installation) -- \$1,815
- Theater - Show Choir Weekend (choreographer) -- \$1,325 plus lodging and meals while on campus
- Campus (vending machines) -- Contractor pays 17.8% commission on soft drinks and 12.8% on snacks
- College 101 (guest speaker) -- \$250
- Student Center (commercial hood cleaning) -- \$625
- Oak Bowl (winterization) -- \$525
- Student Center (massages) -- \$600
- AWAC Gym (Bongo Ball Mania) -- \$2,000
- Theater (comedian) -- \$4,191.55

Wayne State Contracts

- Student Center (install new storm drain) -- \$4,900
- Carhart Science (professional services) -- \$9,800
- Carhart Science, Pile Hall & Rice Auditorium (install thermal insulation on water pipes) -- \$2,000
- Student Center/Niobrara Room (repair ceiling) -- \$1,987
- Student Center (replace under floor waste piping) -- \$11,780
- Rec Center-East Stairwell (diamond grind and apply epoxy) -- \$900
- Carhart Room 209 (make and install mecho shade with fascia) -- \$699
- U.S. Conn Library (phase III abatement) -- \$43,800

- Lindahl Drive (renovations) -- \$62,800
- Neihardt Hall, Rec Center, Student Center & Stadium (clean dryer vents) -- \$2,825
- Student Center, Neihardt & Pile Hall (clean exhaust system hoods & vents) -- \$3,850
- Ramsey & Ley Theatre, Rice Auditorium (stage rigging repairs) -- \$27,551
- Campuswide (semi-annual fire alarm system inspection) -- \$990

Wayne State Change Orders

- Peterson Fine Arts (#4 coating on foundation and along sidewalk) -- \$4,088
- U.S. Conn Library (#1 remove & dispose asbestos) -- \$9,500

NSCS Contracts

- Nebraska State College System and Colleges (IntegraReport) -- \$3,000
- Nebraska State College System and Colleges (Staff/Faculty Training) -- \$11,000/year for 3 years
- Washington, DC (Federal consulting services) -- \$18,000 annually
- Nebraska State College System (update NSCS website) -- \$46,750

8. Miscellaneous Action and Information Items

i. Chancellor's Report

8.1.1 Chancellor's Report

8.1.2 2016-2017 Proposed Board Meeting Schedule

2016-17 Proposed Board Meeting Schedule

(5 Meetings Per Year)

SEPT.	BOARD OF TRUSTEES MEETING-CHADRON	September 8-9, 2016 Thursday-Friday
NOV.	BOARD OF TRUSTEES MEETING-SOUTH SIOUX CITY	November 10-11, 2016 Thursday-Friday
JAN.	BOARD OF TRUSTEES MEETING-LINCOLN	January 17, 2017 Tuesday
MAR.	BOARD OF TRUSTEES MEETING-PERU	March 23-24, 2017 Thursday-Friday
JUNE	BOARD OF TRUSTEES MEETING-LINCOLN	June 15, 2017 Thursday

2016-17 Proposed Board Meeting Schedule

(6 Meetings Per Year)

SEPT.	BOARD OF TRUSTEES MEETING-CHADRON	September 8-9, 2016
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Thursday-Friday

NOV.	BOARD OF TRUSTEES MEETING- SOUTH SIOUX CITY	November 10-11, 2016 Thursday-Friday
JAN.	BOARD OF TRUSTEES MEETING-LINCOLN	January 17, 2017 Tuesday
MAR.	BOARD OF TRUSTEES MEETING-LINCOLN	March 10, 2017 Friday
APR.	BOARD OF TRUSTEES MEETING-PERU	April 20-21, 2017 Thursday-Friday
JUNE	BOARD OF TRUSTEES MEETING-LINCOLN	June 15, 2017 Thursday

ii. Presidents' Report

8.2.1 President's Reports

iii. Student Trustees' Report

Adjournment

The meeting was closed at 9:41 AM

Stan Carpenter, Chancellor

Minutes Acceptance: Minutes of Mar 18, 2016 8:00 AM (Minutes Approval)

Three colleges.
Thousands of opportunities.



May 3, 2016

Call to Order

The meeting was called to order at 8:03 AM by Chair Michelle Suarez

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

Approval of Meeting Agenda

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

ABSENT: Bob Engles

Public Comments

No public comment

Minutes Approval

1. Items for Consent Agenda

A motion to approve the Consent Agenda Items was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

Minutes Acceptance: Minutes of May 3, 2016 8:00 AM (Minutes Approval)

1.1 Appoint Architect Selection Committee for Theatre/Event Center Renovation and Addition for Peru State College

Board approval is requested for the following committee to select a professional services firm for design development, construction documents and construction administration for the renovation of and addition to the Theater/Event Center at Peru State College, according to Board Policy 8066.

Committee Members

John Chaney, Chair, Fiscal, Facilities and Audit Committee, Board of Trustees
 Bob Engles, Board of Trustees
 Steve Hotovy, Vice Chancellor for Facilities & Information Technology, NSCS
 Kathy Carroll, Vice President for Administration & Finance, PSC
 Tim Borchers, Vice President for Academic Affairs, PSC
 Jill McCormick, Director of Campus Services, PSC
 Pat Fortney, Dean of Arts and Sciences, PSC

After the Selection Committee interviews professional services firms for the project, a Professional Services Agreement will be negotiated with the top candidate.

1.2 Appoint Architect Selection Committee for the Center for Applied Technology for Wayne State College

Board approval is requested for the following committee to select a professional services firm for design development, construction documents and construction administration for the Center for Applied Technology at Wayne State College, according to Board Policy 8066.

Recommended membership includes:

Carter "Cap" Peterson, Board of Trustees member
 John Chaney, Chair of the Fiscal, Facilities & Audit Committee, Board of Trustees
 Steve Hotovy, Vice Chancellor for Facilities & Information Technology (Architect), NSCS
 Angela Fredrickson, Vice President for Administration and Finance, WSC
 Chad Altwine, Director of Facility Services, WSC
 Vaughn Benson, Dean of the School of Business & Technology, WSC

At the conclusion of the selection process for design consulting services, a contract will be negotiated with the highest ranking firm.

1.3 Approve Authorization for Chancellor to Sign Professional Services Contract for Theatre/Event Center Project at Peru State College

1.4 Approve Authorization for Chancellor to Sign Consultant Contract for Center for Applied Technology at Wayne State College

- 1.5 Approve a Technical Correction of an Item from the March 18, 2016 Board of Trustees Meeting Agenda

The System Office is requesting a technical correction to an item from the March 18, 2016 agenda.

- 1.6 Approve Authorization for Chancellor to Submit Program Statement Revisions to Coordinating Commission for Postsecondary Education for LB957 Approved Projects

The System Office respectfully requests authorization for the Chancellor to submit, on behalf of the Board of Trustees, program statement revisions for LB957 approved projects to the Coordinating Commission for Postsecondary Education (CCPE).

Items for Discussion and Action

2. Academic and Personnel

- 2.1 Approve an Exception to Board Policy 3601; Posthumous Degrees and Approve a Posthumous Degree for Kristin Miller

A motion to approve an Exception to Board Policy 3601; Posthumous Degrees and Approve a Posthumous Degree for Kristin Miller was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

3. Student Affairs, Marketing, and Enrollment

No action items

4. Fiscal, Facilities and Audit

- 4.1 First and Final Round Approval of Revisions to Board Policy 6022; Income; Systemwide Fees; Individual College Fees

First and final round approval is requested on revisions to Board Policy 6022.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 6022; Income; Systemwide Fees; Individual College Fees was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

- 4.2 Approve 2016-2017 Tuition Rates

A motion to approve the 2016-2017 Tuition Rates was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

4.3 Approve 2016-2017 Fee Recommendations

A motion to approve the 2016-2017 Fee Recommendations was recommended by the committee to the full Board, which approved the motion. (Under CSC Mandatory Fees, the Health Fee referenced “per semester” in error. That reference has been changed to “per credit hour.” Under PSC Mandatory Fees, the Health Fee referenced “0-12 hrs.” in error. That reference has been stricken from the Fee Schedule.) Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

4.4 Approve 2016-2017 Room and Board Rates

A motion to approve the 2016-2017 Room and Board Rates was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

4.5 Distribution of Funds for 2016-2017

The General Fund appropriation for FY 2016-17 is \$52,404,248, which is contained in LB 657 (2015).

The Cash Fund appropriation displayed includes the level contained in LB 657 plus adjustments made for tuition and fee increases for FY 2015-16, and for the proposed tuition and fee increases for the Colleges for FY 2016-17. The Cash Fund increase for the System Office reflects the anticipated increase in the cost of the student information system software (NeSIS) operations. Additional cash fund appropriation adjustments may be considered by the Board during the fiscal year.

The proposed General and Cash Fund distributions cover all of the core needs increases for the Colleges and System Office for FY 2016-17.

The Revolving Fund (Revenue Bond) appropriation reflects the appropriation level contained in LB 657, plus adjustments made in the FY 2015-16 preliminary operating budgets approved by the Board. Additional adjustments may be made based on preliminary operating budgets for FY 2016-17 that will be submitted for consideration by the Board at its June 10, 2016 meeting.

The Federal Fund appropriation reflects the amount contained in LB 657. Additional adjustments may be made to the Federal Funds appropriation as

needed by the Colleges during the fiscal year.

A motion to approve the Distribution of Funds for 2016-2017 was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

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

First and final round approval is requested on revisions to Board Policy 7002.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 7002; Capitalization; Definitions and Classifications was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

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

First and Final Round approval of Revisions to Board Policy 7015 is requested.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 7015; Contracts; Limitations, Exemptions was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

- 4.8 First and Final Round Approval of Revisions to Board Policy 9015; Food Service; Operations; Contracts; Vendors

First and Final Round approval is requested on revisions to Board Policy 9015.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 9015; Food Service; Operations; Contracts; Vendors was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

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

First and Final Round approval is requested on revisions to Board Policy 9020.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 9020; Services; Bookstore, Student Center was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

4.10 Approve Naming of Entrance and Walkway at Peru State College

A motion to approve the Naming of Entrance and Walkway at Peru State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

4.11 Approve Reallocation of Contingency Maintenance Funds for Chadron State College

Chadron State requests the following reallocations of contingency maintenance funds:

From Resolution:

3/18/16 #1 Andrews Hall Elevator Upgrade \$100,000

To Resolution:

4/25/14 #1 Kent Hall Sprinklers \$100,000

From Resolution:

3/26/15 #10 West Court Demolition \$ 90,000

To Resolution:

4/25/14 #1 Kent Hall Sprinklers \$ 90,000

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

ABSENT: Bob Engles

4.12 Approve the Use of \$100,000 of Capital Improvement Fee Funds for Peru State College

Minutes Acceptance: Minutes of May 3, 2016 8:00 AM (Minutes Approval)

A motion to approve the Use of \$100,000 of Capital Improvement Fee Funds for Peru State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

4.13 Approve Contingency Maintenance Resolution for Bowen Hall at Wayne State College

A motion to approve the Contingency Maintenance Resolution for Bowen Hall at Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES**: Suarez, Bieganski, Chaney, Peterson, Blomstedt, and Zeiss.

ABSENT: Bob Engles

Items for Information and Discussion

5. **Academic and Personnel**

No information items

6. **Student Affairs, Marketing, and Enrollment**

No information items

7. **Fiscal, Facilities, and Audit**

7.1 Preliminary Review of Draft Biennium Budget Requests

7.2 Contracts and Change Orders for Information

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

Chadron State Contracts

- Chicoine Event Center (golf instruction) -- \$110/student/year, not to exceed \$1,100 annually
- Nelson Physical Activity Center (Battle Ball and Zorb Racing) -- \$2,700 plus local lodging
- Miller Hall IT Department (cloud based solution-license, implementation, support) -- \$4,875/year for 3 years
- Student Center (leadership training for CSC faculty, staff and students) -- \$3,600
- Campus (re-accreditation related interviews, meetings, review of materials) -- \$5,000
- Athletic Department (compliance review/consulting services) -- \$22,000
- Memorial Hall (piano tuning/maintenance) -- \$2,500 plus local lodging for 3 nights

- Athletic Department (assist in building candidate pool for head women's volleyball coach position) -- \$3,500
- Student Center (live music for NOCS) -- \$600
- Campus Buildings (semi-annual fire alarm inspections) -- \$9,538 annually
- Campus Buildings (semi-annual hood inspections) -- \$720 annually
- Marketing (creation of interactive map and virtual tour of CSC) -- \$10,548
- High Rise Residence Hall (passenger elevator service/maintenance) -- \$955/month
- Campus Buildings (examination and lubrication service on hydraulic elevators) -- \$700/month
- Student Center (circus entertainment and meetings with student groups on entertainment industry) -- \$3,775 plus local motel accommodations
- Chicoine Event Center (timing dealer and event manager and RMAC indoor track championships) -- \$2,500
- Athletic Department (design athletic websites for each sport) -- \$4,320/year for 4 years
- Sandoz Center (professional development of Sandoz Center) -- \$100/work hour; \$50/drive hour, not to exceed \$3,000 Phase I and \$3,000 Phase II

Peru State Contracts

- Oak Bowl Stairs (install hand railings) -- \$7,500
- Theatre (speaker-Rewiring Your Organizations Networks) -- \$3,500
- Delzell Hall Addition (geotechnical exploration) -- \$2,300
- Delzell Hall (addition and renovation) -- \$732,766
- Human Resources/Marketing (candidate search for IT specialists) -- \$45 to \$60 per hour
- Dr. Coe's Class and Public in Jindra Recital Hall (guest speaker-Being Muslim in America) -- \$76.50
- Centennial Complex (portable restrooms) -- \$260/month
- Criminal Justice Classes (assessment exams for criminal justice students) -- \$40 per student not to exceed \$240
- Campus (Spoken Word performance) -- \$250
- Campus (electrical service and maintenance - renewal) -- \$58
- Oak Bowl (generator maintenance Oct. 2015 through Jan. 2016) -- \$725.92
- Administration Building (generator maintenance June 2015 through June 2016) -- \$1,721.40
- AWAC East Bridge (provide architectural and engineering for replacement of east bridge) -- \$18,900
- Peru Elementary School Building/Field House (provide architectural and engineering for remodeling) -- \$72,600
- Professional Studies (comprehensive business exams) -- \$280
- Campus (distinguished speaker) -- \$25,000
- PSC Theatre/Campus (distinguished speaker) -- \$2,000
- Neal Hall (asbestos abatement) -- \$57,770
- Library (Britannica online renewal) -- \$427
- Science Laboratory (packaging, transportation and disposal of hazardous waste) -- \$110

- College Employees (survey report agreement) -- \$841
- Student Center (dining services) -- \$67,500
- Library (renewal agreement for BioOne subscription) -- \$2,868.53
- Campus (speaker) -- \$2,750
- Campus (hypnotist) -- \$2,250
- Bobcat Bus parking, Hoyt Street stairs, Admissions stairs (concrete repair) -- \$26,250
- Davidson/Palmer Dorms - Centennial Hall (2 - 250 gallon water heaters) -
- \$73,000

Wayne State Contracts

- Campus (recruit Directors of Residence Life and Student Activities) -- \$16,000
- Campus Services (new tower for campus radio station) -- \$163,039.70
- Campus (managed print contract) -- \$8,269.79 plus per-imprint use fees
- Brandenburg Education (install stair lift in Ley Theatre) -- \$3,895
- Humanities (professional services for re-roof project) -- \$24,150
- Bowen Hall (asbestos removal and monitoring) -- \$33,750
- Bowen Hall (fire pump re-build) -- \$6,000
- Peterson Fine Arts (install handicap door operators) -- \$5,326.36
- Berry Hall (professional services for re-roof project) -- \$32,500
- Bowen Hall (elevator upgrade) -- \$292,839
- Peterson Fine Arts (install railing along retaining wall) -- \$8,950
- Campus (automatic door inspections) -- \$1,807
- Connell Hall (replace exterior stairs) -- \$9,958
- Student Center (elevator repair) -- \$4,112

Wayne State Change Order

- U.S. Conn Library (#2 asbestos removal) -- \$1,100

8. Miscellaneous Action and Information Items

No miscellaneous items

Adjournment

The meeting was closed at 9:00 AM

Stan Carpenter, Chancellor

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Faculty -- State Supported Positions				
Anderson, Timothy E	Professor	1.00	94,354.00	97,185.00
Bentz, Laura A	Professor	1.00	67,301.00	69,320.00
Blundell, E Patricia	Professor	1.00	75,047.00	77,298.00
Bogner, Michael P	Professor	1.00	72,794.00	74,978.00
Bruehlman, August	Professor	1.00	78,707.00	81,068.00
Buchmann, Ann M	Professor	1.00	67,301.00	69,320.00
Carnot, Mary Jo	Professor	1.00	62,520.00	69,320.00
Donahue, Mary	Professor	1.00	67,968.00	70,007.00
Enos, Karen	Professor	1.00	67,301.00	69,320.00
Evertson, Matthew Q	Professor	1.00	70,410.00	72,522.00
Gaudet, Laura B	Professor	1.00	70,720.00	72,842.00
Hardy, Joyce	Professor	1.00	114,181.00	117,606.00
Haugland, Jerry	Professor	1.00	73,443.00	75,646.00
Hoem, Bruce	Professor	1.00	58,977.00	69,320.00
Hunn, Lorie	Professor	1.00	67,301.00	69,320.00
Keith, Tim J	Professor	1.00	74,419.00	76,652.00
King, Donald R	Professor	1.00	72,101.00	74,264.00
Kirsch, Kathleen C	Professor	1.00	67,301.00	69,320.00
Koehn, James	Professor	1.00	74,925.00	77,173.00
Koza, Richard A	Professor	1.00	82,402.00	84,874.00
Leesch Bogner, Lisette D	Professor	1.00	69,777.00	71,870.00
Leite, Michael B	Professor	1.00	72,799.00	74,983.00
Limbach, Barbara	Professor	1.00	80,780.00	83,203.00
Madsen, Kim A	Professor	1.00	76,317.00	78,607.00
Mays, Roger W	Professor	1.00	70,720.00	72,842.00
Miller, Brandon L	Professor	1.00	67,301.00	69,320.00
Moody, Yvonne M	Professor	1.00	85,822.00	88,397.00
Nobiling, Tracy L	Professor	1.00	80,865.00	83,291.00
Rahman, Shafiqur	Professor	1.00	67,301.00	69,320.00
Ritzen, Scott	Professor	1.00	76,769.00	79,072.00
Roweton, William	Professor	1.00	91,924.00	94,682.00
Schaefer, George W	Professor	1.00	70,720.00	72,842.00
Schreuder, Joel T	Professor	1.00	68,640.00	70,699.00
Stack, Robert V	Professor	1.00	84,101.00	86,624.00
Taylor, Una D	Professor	1.00	57,577.00	69,320.00
Tucker, Thomas Deane	Professor	1.00	70,720.00	72,842.00
Watt, Don E	Professor	1.00	70,720.00	72,842.00
Waugh, Wendy	Professor	1.00	77,097.00	79,410.00
Wentworth, Beth	Professor	1.00	67,301.00	69,320.00
Wilburn, Brad	Professor	1.00	67,301.00	69,320.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Sub-Total Professors		40.00	2,954,025.00	3,066,161.00
Bolze, Ronald P	Associate Professor	1.00	57,680.00	59,410.00
Brammer, Dawn D	Associate Professor	1.00	57,292.00	59,011.00
Brust, Mathew	Associate Professor	1.00	57,293.00	59,012.00
Cary, Philip G	Associate Professor	1.00	73,272.00	75,470.00
Cavin, Scott B	Associate Professor	1.00	60,990.00	62,820.00
Ellington, H Elisabeth	Associate Professor	1.00	57,293.00	59,012.00
Ellis, Joshua C	Associate Professor	1.00	52,530.00	59,011.00
French, Shaunda M	Associate Professor	1.00	51,705.00	59,011.00
Frink, Teresa	Associate Professor	1.00	57,293.00	59,012.00
Hoffman, William	Associate Professor	1.00	57,292.00	59,011.00
Jamison, Wendy	Associate Professor	1.00	59,170.00	60,945.00
Kinbacher, Kurt E	Associate Professor	1.00	50,429.00	59,011.00
Knight, Robert	Associate Professor	1.00	57,293.00	59,012.00
McCallum, Henry	Associate Professor	1.00	62,207.00	64,073.00
Nesheim, David A	Associate Professor	1.00	57,292.00	59,011.00
VACANT	Associate Professor	1.00	60,000.00	60,000.00
VACANT	Associate Professor	1.00	46,300.00	46,300.00
Poole, Loren D	Associate Professor	1.00	66,858.00	68,864.00
Ritzen, Donna R	Associate Professor	1.00	57,435.00	59,158.00
Schaeffer, Susan	Associate Professor	1.00	59,038.00	60,809.00
Sealey, Jesse V	Associate Professor	1.00	53,035.00	59,011.00
Smith, Thomas E	Associate Professor	1.00	57,292.00	59,011.00
Stephens, Michael	Associate Professor	1.00	57,292.00	59,011.00
Varpness, Zachary	Associate Professor	1.00	57,292.00	59,011.00
Wada, James	Associate Professor	1.00	57,292.00	59,011.00
Woods, Kathleen E	Associate Professor	1.00	57,659.00	59,389.00
Sub-Total Associate Professors		26.00	1,498,524.00	1,562,407.00
Buttiglieri, John	Assistant Professor	1.00	49,000.00	50,470.00
Coughlin, Steven M	Assistant Professor	1.00	46,865.00	48,271.00
Cox, Kimberly	Assistant Professor	1.00	45,500.00	46,865.00
Entzminger, Lori L	Assistant Professor	1.00	49,000.00	50,470.00
Gallegos, Nathaniel P	Assistant Professor	1.00	54,652.00	56,292.00
Hafey, Brooks R	Assistant Professor	1.00	45,000.00	46,350.00
Hamaker, Jamie L	Assistant Professor	1.00	58,834.00	60,599.00
Haynes, Janice L	Assistant Professor	1.00	49,000.00	50,470.00
Jamison, Todd E	Assistant Professor	1.00	49,101.00	50,574.00
Kenney Jr, Richard H	Assistant Professor	1.00	58,939.00	60,707.00
Madison, Lara L	Assistant Professor	1.00	49,378.00	50,859.00
McCarthy, Christopher D	Assistant Professor	1.00	50,000.00	51,500.00
VACANT	Assistant Professor	1.00	46,300.00	46,300.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
VACANT	Assistant Professor	1.00	46,300.00	46,300.00
VACANT	Assistant Professor	1.00	47,790.00	47,790.00
VACANT	Assistant Professor	1.00	46,300.00	46,300.00
VACANT	Assistant Professor	1.00	46,500.00	46,500.00
VACANT	Assistant Professor	1.00	46,300.00	46,300.00
VACANT	Assistant Professor	1.00	46,300.00	46,300.00
Perlinski, Anthony T	Assistant Professor	1.00	44,943.00	46,291.00
Shuler, Sidney E	Assistant Professor	1.00	47,277.00	48,695.00
Vogl, Michael	Assistant Professor	1.00	51,552.00	53,099.00
Sub-Total Assistant Professors		22.00	1,074,831.00	1,097,302.00
Brierly, Robin K	Instructor	1.00	48,410.00	49,862.00
Kennedy, Michael	Instructor	1.00	50,667.00	52,187.00
Norman, Erin M	Instructor	1.00	39,140.00	40,314.00
VACANT	Instructor	1.00	37,400.00	37,400.00
VACANT	Instructor	1.00	37,400.00	37,400.00
Petri, Kaitlin M	Instructor	1.00	36,565.00	37,662.00
Ritzen, John C	Instructor	1.00	39,140.00	40,314.00
Sub-Total Instructors		7.00	288,722.00	295,139.00
TOTAL FACULTY		95.00	5,816,102.00	6,021,009.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>N SCPA Professional Staff -- State Supported Positions</u>				
Ballard, Samuel E	IT Specialist	1.00	47,104.00	48,517.00
Binkard, Daniel	Digital Graphic Designer	1.00	38,764.00	39,927.00
Blonien, Sharla	Project Coordinator	1.00	33,990.00	35,010.00
Bogus, Kevin J	Teacher	1.00	27,316.00	28,135.00
Brennan, Blair	Construction Project Coordinator	1.00	56,097.00	57,780.00
Bullington, Justy R	Admissions Representative	1.00	31,000.00	31,930.00
Butler, Cheryl A	Director-Transitional Studies Program	1.00	47,277.00	48,695.00
Camerlinck, Angela	Project Coordinator	1.00	35,720.00	36,792.00
Carpenter, Bruce	Assistant Coach	1.00	35,448.00	36,511.00
Cassiday, Jerry D	Licensed Student Counselor	0.75	38,829.00	39,994.00
Cook, Tena	Marketing Coordinator	1.00	65,062.00	67,014.00
Croft, Heather	Academic Advisor	1.00	38,849.00	40,014.00
Croft, Keith	IT Analyst	1.00	58,661.00	60,421.00
Cullan, Morgan	Project Coordinator	0.75	25,500.00	26,265.00
Cummings, Kristol	Project Coordinator	0.75	25,000.00	25,750.00
Diers, Ameer S	Manager-Payroll	0.75	30,128.00	31,032.00
Dockweiler, Ann J	Nurse	0.83	43,040.00	44,331.00
Dykes, Sarah N	Accountant	1.00	35,000.00	36,050.00
Emerson, Sherrie B	IT Support	1.00	36,515.00	37,610.00
Fernandez, Colette M.	Project Coordinator	1.00	33,990.00	35,010.00
Fullerton, Christine	Librarian-Public Services	1.00	48,494.00	49,949.00
Gimeson, Merle	Publications Specialist	1.00	54,322.00	55,952.00
Giorgi, Starr	IT Specialist	1.00	52,530.00	54,106.00
Green, Christopher A	Director-Student Activities & Recreation	0.50	27,250.00	28,068.00
Hartman, Shawn	Librarian Outreach Services	1.00	62,284.00	64,153.00
Haynes, Teresa L	Academic Advisor	1.00	41,978.00	43,237.00
Heide, Erin E	Admissions Representative	1.00	31,012.00	31,942.00
Huckfeldt, Bruce W	Print Shop Supervisor	1.00	48,590.00	50,048.00
Jersild, Craig R	Assistant Coach	0.83	31,932.00	32,890.00
Johnson, Roberta J	Extended Campus Program Coordinator	1.00	48,939.00	50,407.00
Kennell, Deena	Director Internships & Career Services	1.00	61,182.00	63,017.00
Kintz, Kayla R	IT Technician	1.00	37,859.00	38,995.00
Kuhnel, Kristal S	Director-Special Projects	1.00	47,519.00	48,945.00
Larson, Jeff L	Football Defensive Coordinator	1.00	50,470.00	51,984.00
Lecher, Danielle M	Director-Market Development	1.00	47,000.00	48,410.00
Ledbetter, Elizabeth	Instructional Tech & Design Specialist	1.00	58,308.00	60,057.00
Linegar, Malinda	IT Specialist	1.00	48,155.00	49,600.00
McAllister, Rebecca A.	Academic Advisor	1.00	42,000.00	43,260.00
Mitchell, Cassie H	Coordinator of Admissions Services	1.00	32,960.00	33,949.00
Mowry, Marianne	Project Coordinator	1.00	35,020.00	36,071.00
Newberg, Pamela J	Head of Technical Services	0.75	41,651.00	42,901.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
VACANT	Director-Health Professions Program	1.00	45,174.00	46,529.00
VACANT	Academic Advisor	1.00	39,496.00	39,496.00
VACANT	Financial Aid Counselor	0.75	23,948.00	23,948.00
VACANT	Licensed Student Counselor	1.00	43,492.00	43,492.00
VACANT	Project Coordinator	1.00	33,990.00	33,990.00
VACANT	Associate Athletic Director	0.81	43,824.00	43,824.00
VACANT	Head Coach-Strength & Conditioning	1.00	40,293.00	40,293.00
VACANT	Financial Aid Counselor	0.25	7,982.00	7,982.00
VACANT	Associate Athletic Director	0.19	10,281.00	10,281.00
Omelanuk, Joy C	Assessment & Accreditation Coordinator	1.00	45,000.00	46,350.00
Pace, Robert A	Accompanist	0.92	37,700.00	38,831.00
Pajeda, Kristina M	Admissions Representative	1.00	31,892.00	32,849.00
Parker, Samuel B	Admissions Representative	1.00	31,000.00	31,930.00
Patterson, Jereme	IT Analyst	1.00	57,783.00	59,516.00
Perrie, Matthew B	Librarian-Technical Services	1.00	42,230.00	43,497.00
Peters, Katherine A	Academic Support Center Coordinator	1.00	45,974.00	47,353.00
Polak, Sarah	Director-Museum	1.00	62,292.00	64,161.00
Rickenbach, Michele	Assistant Registrar	1.00	40,865.00	42,091.00
Roberts, Alva J	IT Technician	1.00	37,722.00	38,854.00
Roberts, Eric W	IT Specialist	1.00	47,104.00	48,517.00
Rolfsmeier, Steven B	Director-Museum	0.92	58,284.00	60,033.00
Schmid, Andrew	IT Specialist	1.00	48,627.00	50,086.00
Scoggan, Alisha L	Financial Aid Counselor	0.76	23,897.00	24,614.00
Scoggan, Alisha L	Financial Aid Counselor	0.24	7,753.00	7,986.00
Singpiel, Christopher M	Coordinator of Admissions Services	1.00	33,772.00	34,785.00
Sinn, Laure C	Rangeland Program Coordinator	1.00	53,505.00	55,110.00
Smith, Debra A	Coordinator of Admissions Services	1.00	38,237.00	39,384.00
Smith, Sara A	Admissions Representative	1.00	31,000.00	31,930.00
Stein, Christopher	Football Offensive Coordinator	0.91	45,928.00	47,306.00
Stein, Christopher	Football Offensive Coordinator	0.09	4,542.00	4,678.00
Tewahade, Tewahade M	IT Analyst	1.00	57,783.00	59,516.00
Toomey, Tamara J	Academic Advisor	1.00	38,347.00	39,497.00
Van Vleet, Stefani L	Project Coordinator	1.00	35,180.00	36,235.00
Wellnitz, Eric	IT Specialist	1.00	47,104.00	48,517.00
Welsch, Lisa M	Athletic Trainer	1.00	36,126.00	37,210.00
Williamson, Dale E	Registrar	1.00	81,359.00	83,800.00
Zeller, Lawayne	Certification Officer	1.00	42,261.00	43,529.00
TOTAL		71.75	3,184,492.00	3,272,729.00
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>				
Ballard, Chelsea B	Project Coordinator	1.00	33,000.00	33,990.00
Bozner, Jazz D	Assistant Director-Residence Life	1.00	26,500.00	27,295.00

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Diers, Amee S	Manager-Payroll	0.25	10,042.00	10,343.00
Green, Christopher A	Director-Student Activities & Recreation	0.50	27,250.00	28,068.00
VACANT	Assistant Director-Residence Life	1.00	27,295.00	27,295.00
VACANT	Assistant Director-Residence Life	1.00	27,295.00	27,295.00
Rissler, Jacob W	Assistant Director-Residence Life	1.00	26,500.00	27,295.00
TOTAL		5.75	177,882.00	181,581.00
Professional Staff (Non-Union) -- State Supported Positions				
Adebayo, Akinwumi B	Director-Assessment	1.00	100,000.00	103,000.00
Bargen, Leslie	Development Officer	1.00	47,795.00	49,229.00
Beu, Pat A	Senior Director of Student Affairs	1.00	76,694.00	78,995.00
Burk, Ann M	Chief Information Officer	1.00	95,137.00	97,991.00
Center, Kaleb R	Interim Director-Sports Information	1.00	35,000.00	36,050.00
Collins, Joby D	Associate CIO	1.00	63,914.00	70,627.00
Connealy, Theresa A	Head Golf Coach	0.50	18,911.00	19,478.00
DeMersseman, Anne K	Associate Vice President Human Resources	1.00	90,000.00	92,700.00
Douglas, Sherry	Associate VP Student Services	1.00	90,000.00	92,700.00
Downs, Lona K	Director - Child Development Center	1.00	32,148.00	33,112.00
Gamble, Bradley G	Head Coach - Track & Field	1.00	49,440.00	50,923.00
Gaswick, Kari J	Comptroller	1.00	57,783.00	60,516.00
Grant, Dale E	Vice President Administration & Finance	1.00	126,209.00	129,995.00
Hansen, Jon P	VP of Enroll Mgmt, Marketing & Std Serv	1.00	108,150.00	111,395.00
Heiting, Jordan M	Interim-Accountant	1.00	35,000.00	36,050.00
Helmbrecht, Alex	Director of College Relations	0.50	33,619.00	34,628.00
Helmbrecht, Alex	Director of College Relations	0.50	33,619.00	34,627.00
Hughes, Melany K	Budget Director	1.00	51,378.00	52,919.00
Hunter, Brett C	Head Wrestling Coach	1.00	46,721.00	48,123.00
Hyer, Joel R	Dean	1.00	107,816.00	111,050.00
Long, Jay B	Head Football Coach	0.92	83,881.00	86,397.00
Luper, Dustin	Head Rodeo Coach	0.65	27,910.00	29,447.00
Luper, Dustin	Head Rodeo Coach	0.27	11,961.00	12,620.00
Margetts, James	Dean	1.00	100,000.00	103,000.00
Marshall, Conrad K	Information Services Officer	0.33	26,874.00	27,680.00
Medigovich, Brian C	Head Coach - Cross Country	1.00	36,050.00	37,132.00
Mitchell, Melissa A	Director of Records	0.15	9,425.00	9,708.00
Mitchell, Melissa A	Director of Records	0.85	53,405.00	55,007.00
Mullis, Riann	Head Women's Volleyball Coach	0.83	43,160.00	44,455.00
Mullis, Riann	Head Women's Volleyball Coach	0.17	8,840.00	9,105.00
VACANT	Interim Director of Implementation	0.92	105,000.00	105,000.00
VACANT	Assoc VP Teach & Learn Technologies	1.00	110,000.00	110,000.00
VACANT	Director of Institutional Research	1.00	88,154.00	88,154.00
VACANT	Head Womens Basketball Coach	1.00	50,000.00	50,000.00

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Pope, Karen K	Director of Development & Alumni	1.00	59,940.00	61,738.00
Pourier, Sheila	Assistant Director - Financial Aid	1.00	46,350.00	47,741.00
Powell, James H	Dean	1.00	105,000.00	108,150.00
Reed, Charles H	Head Mens Basketball Coach	0.90	58,500.00	60,255.00
Reed, Charles H	Head Mens Basketball Coach	0.10	6,500.00	6,695.00
Ritzen, Cassandra A	Assistant Director - Admissions	1.00	42,200.00	43,466.00
Smith Jr, Joel R	Athletic Director	1.00	115,566.00	119,033.00
Snare, Charles	Vice President Academic Affairs	1.00	135,000.00	139,050.00
Stein, Lisa A	Director of Admissions	1.00	61,410.00	63,252.00
TOTAL		36.59	2,684,460.00	2,761,193.00
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>				
Johns, Shellie	Coordinator of Conferences	1.00	44,533.00	46,839.00
Nelson, Mariah S	Associate Director Residence Life	1.00	38,500.00	39,655.00
Simons, Sheryl J	Director of Housing & Residence Life	1.00	69,451.00	71,535.00
Stephens, Austen J	Assoc Director- Housing & Residence Life	1.00	48,500.00	49,955.00
TOTAL		4.00	200,984.00	207,984.00
TOTAL PROFESSIONAL		118.09	6,251,398.00	6,427,175.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>NAPE/Support Staff -- State Supported Positions</u>				
Ahrens, Heather E	Custodian	1.00	21,360.00	22,001.00
Ahrens, Tom D	Maintenance Repair Worker III	0.50	14,258.00	14,686.00
Allen, Jarrod O	Electrician	0.60	19,289.00	19,868.00
Barry-Schommer, Brenda D	Office Assistant IV	0.50	24,546.00	25,282.00
Blanford, Jason S	Maintenance Repair Worker IV	0.70	24,403.00	25,135.00
Bolze, Rebecca K	Academic Credentials Technician	1.00	26,545.00	27,341.00
Bradley, Kimberly A	Accounting Clerk II	1.00	28,209.00	29,055.00
Brennan, Colleen G	Medical Assistant	0.83	19,081.00	19,653.00
Carnahan, Melody M	Office Assistant II	1.00	32,715.00	34,924.00
Clark, Hannah J	Office Assistant II	1.00	22,318.00	22,988.00
Clark, Kim D	Custodian	1.00	21,360.00	22,001.00
Coates, Amy L	Custodian	1.00	30,465.00	31,379.00
Conway, Craig E	Publications Technician	1.00	35,921.00	36,999.00
Crawford, Jarid	Security Officer II	1.00	26,545.00	27,341.00
DeWald, Jason P	Custodian	1.00	20,738.00	21,360.00
Diehl, Robert G	Maintenance Repair Worker III	0.50	14,258.00	14,686.00
Doescher, Randy	Maintenance Repair Worker III	0.50	15,520.00	15,986.00
Downs, Joanne	Office Assistant II	0.83	24,469.00	26,363.00
Elliott, Teresa A	Office Assistant II	1.00	22,319.00	22,988.00
Emmett, Thomas C	Custodian	1.00	20,738.00	21,360.00
Enos, Bryan	Maintenance Repair Worker II	1.00	30,066.00	30,968.00
Fry, Jeremy J	Maintenance Repair Worker IV	1.00	32,907.00	36,199.00
Garza, Leon N	Custodian	1.00	21,360.00	22,001.00
Grimm, Joyce A	Office Assistant I	1.00	20,600.00	21,218.00
Hartman, Janet L	Office Assistant II	1.00	35,972.00	37,051.00
Hayford, Eric	Custodian	1.00	24,403.00	26,624.00
Hovendick, Jessyca P	Office Assistant II	1.00	22,989.00	23,679.00
Hughes, Lisa M	Maintenance Repair Worker II	1.00	25,480.00	26,244.00
Hunn, David D	Maintenance Repair Worker III	1.00	29,500.00	30,385.00
James, Casey	Maintenance Repair Worker IV	0.50	18,242.00	18,789.00
Jordan, Joseph R	Custodian	1.00	22,812.00	23,496.00
Katen, Sally J	Accounting Clerk III	1.00	40,352.00	41,563.00
Kern, Silas Wade	Maintenance Repair Worker IV	1.00	51,590.00	53,138.00
Kuhnel, Lorin	Maintenance Repair Worker IV	0.60	27,979.00	28,818.00
Lafontsee, Craig	Maintenance Repair Worker II	1.00	38,628.00	39,787.00
Malone, Velinda	Custodian	1.00	27,423.00	28,246.00
McCoy, Samantha	Custodian	1.00	20,738.00	21,360.00
McCoy, Sarah	Mail Clerk	1.00	20,738.00	21,360.00
Mittleider, Stacie	Office Assistant II	0.75	19,668.00	20,258.00
Moore, Jim	Maintenance Repair Worker III	0.50	22,324.00	22,994.00
Mracek, Patricia	Office Assistant II	1.00	27,570.00	28,397.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Neuharth, Geraldine M	Office Assistant II	1.00	32,715.00	33,696.00
VACANT	Office Assistant II	1.00	22,319.00	22,319.00
VACANT	Office Assistant II	1.00	22,318.00	22,318.00
VACANT	Custodian	0.75	15,554.00	15,554.00
VACANT	Maintenance Repair Worker III	0.50	11,971.00	11,971.00
VACANT	Office Assistant II	1.00	22,319.00	22,319.00
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	21,674.00	22,324.00
Perlinski, Paula S	Office Assistant III	1.00	30,282.00	31,190.00
Porras, Patti R	Accounting Clerk II	1.00	31,058.00	31,990.00
Raben, Shane A	Custodian	1.00	20,738.00	21,360.00
Reece, SuAn	Office Assistant II	1.00	22,989.00	23,679.00
Roberts, Casey	Electrician Master	0.60	24,244.00	24,971.00
Schefcik, Karma	Custodial Leader	0.50	14,076.00	14,498.00
Schrader, Andrew L	Maintenance Repair Worker IV	0.50	16,454.00	16,948.00
Serbousek, Kari L	Custodian	1.00	21,360.00	22,001.00
Snitily, Emily R	Office Assistant II	1.00	22,318.00	22,988.00
Speirs, Christopher A	Custodian	1.00	21,360.00	22,001.00
Stroup, Stephanie	Office Assistant II	0.50	13,112.00	13,505.00
Tausan, Judy	Office Assistant II	1.00	26,224.00	27,011.00
Taylor Cless, Elsa M	Office Assistant III	1.00	25,989.00	26,769.00
Thompson, Marcella S	Accounting Clerk II	1.00	24,000.00	24,720.00
Toof, Angela M	Accounting Clerk II	1.00	22,989.00	23,679.00
Turman, Bridget S	Custodian	1.00	32,117.00	33,081.00
Walgren, Cynthia S	Accounting Clerk II	1.00	32,715.00	33,696.00
Weber, Steve L	Maintenance Repair Worker II	1.00	30,066.00	30,968.00
Yardley, Nicholas J	Maintenance Repair Worker II	1.00	23,940.00	24,659.00
TOTAL		59.16	1,651,299.00	1,704,186.00

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

Ahrens, Tom D	Maintenance Repair Worker III	0.50	14,257.00	14,685.00
Ainslie, Melvin	Custodian	1.00	33,508.00	34,513.00
Allen, Jarrod O	Electrician	0.40	12,860.00	13,246.00
Barry-Schommer, Brenda D	Office Assistant IV	0.50	24,546.00	25,282.00
Blanford, Jason S	Maintenance Repair Worker IV	0.30	10,458.00	10,772.00
Bohnenkamp, Barbara K	Custodian	1.00	21,360.00	22,001.00
Brixius, Brek D	Custodian	1.00	20,738.00	21,360.00
Diehl, Robert G	Maintenance Repair Worker III	0.50	14,258.00	14,686.00
Doescher, Randy	Maintenance Repair Worker III	0.50	15,520.00	15,986.00
Fankhauser, Rose M	Custodian	1.00	20,738.00	21,360.00
Franey, Max E	Maintenance Repair Worker III	1.00	36,571.00	39,437.00
Gardener, Brannon A	Custodian	1.00	20,738.00	21,360.00
James, Casey	Maintenance Repair Worker IV	0.50	18,242.00	18,789.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Knaub, Nancy C	Custodian	1.00	21,360.00	23,497.00
Kuhnel, Lorin	Maintenance Repair Worker IV	0.40	18,653.00	19,213.00
McFarland, Jeffrey A	Custodian	1.00	20,738.00	21,360.00
McKinnon, Kenneth W	Custodian	1.00	26,061.00	26,843.00
Moore, Jim	Maintenance Repair Worker III	0.50	22,324.00	22,994.00
VACANT	Maintenance Repair Worker III	0.50	11,970.00	11,970.00
Olivas, Johnnie J	Maintenance Repair Worker III	0.50	21,674.00	22,324.00
Overshiner, Kelly L	Custodian	1.00	21,360.00	22,001.00
Phillips, Kelly A	Office Assistant II	1.00	25,553.00	26,320.00
Roberts, Casey	Electrician Master	0.40	16,163.00	16,648.00
Schefcik, Karma	Custodial Leader	0.50	14,076.00	14,498.00
Schrader, Andrew L	Maintenance Repair Worker IV	0.50	16,453.00	16,947.00
Serbousek, Russell J	Custodian	1.00	21,360.00	22,001.00
Smith, Brandon L	Custodian	1.00	20,738.00	21,360.00
Weaver, Tabitha K	Custodian	1.00	20,738.00	21,360.00
Wood, Elaine	Custodian	1.00	33,508.00	34,513.00
TOTAL		21.50	596,523.00	617,326.00
<u>Support Staff (Non-Union) -- State Supported Positions</u>				
Anderson, Pamela J	Secretary To The President	1.00	49,101.00	50,574.00
Baumann, M Todd	Maintenance Supervisor	0.55	26,002.00	26,782.00
Eleson, Bonnie	Custodian	0.25	8,377.00	8,377.00
Henderson, Zachary J	Office Assistant II	1.00	23,000.00	23,690.00
Mays, Lucinda W	Grounds Supervisor	0.83	36,800.00	37,904.00
Mitchell, Kay L	Office Assistant III	1.00	29,953.00	30,852.00
Mowry, Harold H	Maintenance Supervisor	0.55	26,002.00	26,782.00
Stokey, Katherine	Office Assistant III	1.00	44,974.00	46,323.00
TOTAL		6.18	244,209.00	251,284.00
<u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u>				
Baumann, M Todd	Maintenance Supervisor	0.45	21,275.00	21,913.00
Keiper, Donald	Security Supervisor	0.92	37,881.00	39,017.00
Mowry, Harold H	Maintenance Supervisor	0.45	21,275.00	21,913.00
TOTAL		1.82	80,431.00	82,843.00
TOTAL SUPPORT STAFF		88.66	2,572,462.00	2,655,639.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	FTE	2015-2016 Salary Base	2016-2017 Total Annual Salary
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Faculty -- Non-State Supported Positions (Federal/Restricted)

N SCPA -- Non-State Supported Positions (Federal/Restricted)

Lewin, Amanda	Retention Specialist	0.92	32,500.00	33,475.00
Dressel, Sonja	Licensed Student Counselor	0.83	39,816.00	41,010.00
		1.75	72,316.00	74,485.00

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

Smith-Bruehlman, Martha	Project Director, Upward Bound	1.00	53,340.00	54,940.00
Schaer, Jennifer	Project Director	1.00	49,294.00	50,773.00
Mashburn, Tearza	Test Coordinator/Academic Advisor	0.50	19,174.00	19,749.00
Barry Heather	Test Coordinator/Academic Advisor	0.50	19,174.00	19,749.00
Gaston, Bradley	Test Coordinator/Academic Advisor	0.50	18,250.00	18,798.00
Kuhnel, Katy	Academic Advisor	0.50	17,900.00	18,437.00
		4.00	177,132.00	182,446.00

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

Vacant	Academic Advisor	0.415	14,850.00	14,850.00
		0.415	14,850.00	14,850.00

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

Stroup, Stephanie	Office Assistant II	0.50	13,112.00	13,505.00
		0.50	13,112.00	13,505.00

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

Wittrock, Jennifer	Office Assistant II	0.50	10,801.00	11,125.00
		0.50	10,801.00	11,125.00

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>Professional Staff (Non-Union) -- State Supported Positions</u>				
Dunkle, Michael E	System Data Analyst & Reports Developer	1.00	57,240.00	60,674.00
Hock, Amy M	Director of Systemwide Accounting	1.00	77,000.00	79,310.00
Hotovy, Steven P	Vice Chancellor Facil/Info Tech	1.00	118,965.00	126,000.00
Kohrs, Rebecca K	Operations Director	1.00	69,655.00	71,745.00
Kupper, Jodi	Vice Chancellor Acad. Planning & Partner	1.00	123,600.00	127,308.00
Melton, Angela D	Director of Systemwide Risk Mgmt & Comp	1.00	75,000.00	81,143.00
Murphy, Carolyn S	Vice Chancellor Administration/Finance	1.00	131,036.00	134,967.00
Petersen, Kristin J	General Counsel/Vice Chan Employee Rel	1.00	131,036.00	134,967.00
Tande, Korinne	Vice Chancellor SAME & Public Informatio	1.00	129,738.00	129,738.00
Vogt, Kara L	Human Resources Specialist	1.00	72,100.00	74,263.00
TOTAL		10.00	985,370.00	1,020,115.00
TOTAL PROFESSIONAL		10.00	985,370.00	1,020,115.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
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Support Staff (Non-Union) -- State Supported Positions

Glass, Lori M	Staff Assistant II	1.00	40,000.00	41,200.00
Olson, Lynne M	Administrative Assistant/Office Manager	1.00	49,941.00	51,439.00
TOTAL		2.00	89,941.00	92,639.00
TOTAL SUPPORT STAFF		2.00	89,941.00	92,639.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Faculty -- State Supported Positions				
Barger, Michael	Professor	1.00	68,640.00	70,699.20
Citrin, Anthony K	Professor	1.00	91,719.00	94,470.57
Clemente, William A	Professor	1.00	77,308.00	79,627.24
Clopton, Richard E	Professor	1.00	77,862.00	80,197.86
Crook, Sara B	Professor	1.00	75,867.00	78,143.01
Davis, Searl Spencer	Professor	1.00	92,709.00	95,490.27
Goebel-Lundholm, Mary C	Professor	1.00	71,725.00	76,876.75
Grotrian, Judy A	Professor	1.00	70,779.00	72,902.37
Hutchison, Christy L	Professor	1.00	70,780.00	72,903.40
Long, Daryl C	Professor	1.00	115,107.00	118,560.21
Nevitt, James R	Professor	1.00	68,640.00	70,699.20
VACANT	Professor	1.00	52,500.00	52,500.00
VACANT	Professor	1.00	54,000.00	54,000.00
VACANT	Professor	1.00	57,000.00	57,000.00
VACANT	Professor	1.00	57,000.00	57,000.00
Ruskamp, Judith J	Professor	1.00	67,301.00	69,320.03
Welsh, Dennis W	Professor	1.00	72,176.00	74,341.28
Sub-Total Professors		17.00	1,241,113.00	1,274,731.39
Bittner, Gina L	Associate Professor	1.00	57,292.00	59,010.76
Gardner, Kelli A	Associate Professor	1.00	57,292.00	59,010.76
Grotrian-Ryan, Sheri	Associate Professor	1.00	60,506.00	62,321.18
Hinrichs, Paul E	Associate Professor	1.00	70,772.00	72,895.16
Meints, Kenneth L	Associate Professor	1.00	57,891.00	62,628.00
VACANT	Associate Professor	1.00	57,577.00	57,577.00
VACANT	Associate Professor	1.00	57,292.00	57,292.00
VACANT	Associate Professor	1.00	55,000.00	55,000.00
Ryan, Kyle C	Associate Professor	1.00	60,058.00	61,859.74
Sub-Total Associate Professors		9.00	533,680.00	547,594.60
Ahmad, Gul	Assistant Professor	1.00	62,153.00	64,017.59
Bartlett, Jacob K	Assistant Professor	1.00	54,652.00	56,291.56
Coe, Darrin F	Assistant Professor	1.00	54,631.00	56,269.93
Hill, Matthew P	Assistant Professor	1.00	49,440.00	50,923.20
Ingram, Robert L	Assistant Professor	1.00	58,000.00	59,740.00
Jackson, Alan W	Assistant Professor	1.00	55,641.00	57,310.23
Kearney, Mary Elizabeth	Assistant Professor	1.00	54,852.00	56,497.56
Kingsley, Kelly A	Assistant Professor	1.00	59,740.00	61,532.20
Lee, Rebecca M	Assistant Professor	1.00	49,378.00	50,859.34
Lynott III, Francis J	Assistant Professor	1.00	55,620.00	57,288.60
McCauley, Laura J	Assistant Professor	1.00	50,429.00	51,941.87

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Nies, Kristi	Assistant Professor	1.00	52,224.00	53,790.72
VACANT	Assistant Professor	1.00	52,150.00	52,150.00
VACANT	Assistant Professor	1.00	54,500.00	54,500.00
VACANT	Assistant Professor	1.00	53,000.00	53,000.00
Petersen, Michele	Assistant Professor	1.00	61,285.00	63,123.55
Seay, Darolyn D	Assistant Professor	1.00	50,518.00	52,033.54
Tiner, John W	Assistant Professor	1.00	55,682.00	57,352.46
Vogt, Spencer R	Assistant Professor	1.00	54,000.00	55,620.00
Sub-Total Assistant Professors		19.00	1,037,895.00	1,064,242.35
Gleason, Matthew B	Instructor	1.00	59,000.00	60,770.00
Griffin, Kenneth B	Instructor	1.00	63,583.00	65,490.49
Hayes, Daniel F	Instructor	1.00	53,045.00	54,636.35
Myers, Kenneth L	Instructor	1.00	54,075.00	55,697.25
VACANT	Instructor	1.00	45,476.00	45,476.00
Parriott, Lisa L	Instructor	1.00	51,437.00	52,980.11
Schottel, Ronicka Sue	Instructor	1.00	51,437.00	52,980.11
Weitzenkamp, Cassandra J	Instructor	1.00	55,620.00	57,288.60
Sub-Total Instructors		8.00	433,673.00	445,318.91
TOTAL FACULTY		53.00	3,246,361.00	3,331,887.25

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>NSCPA Professional Staff -- State Supported Positions</u>				
Barton, Bobbie M	Retention Specialist	1.00	41,000.00	42,230.00
Bensheimer, Keri A	Coordinator of Admissions Services	1.00	33,000.00	33,990.00
Blevins, Matthew J	IT Lead	1.00	68,348.00	70,398.44
Blobaum, Kevin M	Instructional Technology and Design Spec	1.00	53,581.00	55,188.43
Crotty, Janny R	Certification Officer	1.00	41,793.00	43,046.79
Derr, Derek M	Assistant Coach	0.92	30,942.00	31,870.26
Dierking, Phyllis L	Project Coordinator	1.00	33,000.00	33,990.00
Dietze, Marilyn A	Project Coordinator	1.00	33,000.00	33,990.00
Dunekacke, Jari A	Coordinator of Admissions Services	1.00	39,438.00	40,621.14
Earnest, Brooke E	Academic Advisor	1.00	37,230.00	38,347.00
Eberly, Jamie D	Licensed Student Counselor	0.84	42,024.00	43,284.72
Gripenstroh, Korissa L	Project Coordinator	1.00	33,000.00	33,990.00
Hartman, Shelley C	Student Activities Coordinator	0.84	29,400.00	30,282.00
Haveman, Debra	IT Analyst	1.00	53,155.00	54,749.65
Johnson, Rebecca M	Graphic Designer	1.00	45,797.00	47,170.91
Jones, Barbara S	Project Coordinator	1.00	33,000.00	33,990.00
Jones, Sherry M	Distance Learning Coordinator	1.00	34,833.00	35,878.00
Kohls, Andrew A	Assistant Coach	0.92	30,972.00	31,901.16
Lutz, Brenda G	Project Coordinator	1.00	33,000.00	33,990.00
Martin, Eric N	IT Specialist	1.00	51,479.00	53,023.37
Meland, Marie	Tutorial Services/ADA Coordinator	0.84	39,935.00	41,133.05
Melvin, Brent	Athletic Trainer	0.84	43,222.00	44,518.66
Melvin, Vickie	Athletic Trainer	0.84	37,304.00	38,423.00
VACANT	IT Specialist	1.00	45,000.00	45,000.00
VACANT	Coordinator of Admissions Services	1.00	31,930.00	31,930.00
VACANT	Licensed Student Counselor	0.84	40,000.00	40,000.00
VACANT	Accountant	1.00	35,685.00	35,685.00
Pashinin, Roman	IT Specialist	1.00	52,530.00	54,105.90
Pugh, Debra J	Financial Aid Counselor	1.00	34,497.00	35,531.91
Reynolds, Ashleigh N	Coordinator of Admissions Services	1.00	35,020.00	36,070.60
Rinne, Heather R	Assistant Registrar	1.00	36,029.00	37,109.87
Rippe, Patricia	Director Field Exp/Teacher Cert Officer	0.92	65,152.00	67,106.56
Schulte, Emily D	Distance Learning Coordinator	1.00	31,058.00	31,990.00
Shirley, Amy E	IT Analyst	1.00	52,295.00	53,863.85
Stauffer, Elizabeth R	Accompanist	0.84	30,000.00	30,900.00
Taylor-Costello, Julie Christine	Director - Center for Engaged Learning	1.00	74,420.00	76,652.60
Varley, Louis G	Assistant Coach	0.92	37,415.00	38,537.45
Volker, Emily J	Project Coordinator	1.00	33,000.00	33,990.00
Williams, Krista K	Assistant Director-Financial Aid	1.00	37,616.00	38,744.48
TOTAL		37.56	1,590,100.00	1,633,224.80

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>				
Hartman, Shelley C	Student Activities Coordinator	0.16	5,600.00	5,768.00
Oestmann, Amy	Project Coordinator	1.00	33,000.00	33,990.00
TOTAL		1.16	38,600.00	39,758.00
<u>Professional Staff (Non-Union) -- State Supported Positions</u>				
Albury, Wayne K	Head Baseball Coach	1.00	52,000.00	53,560.00
Baker, Nathan W	Head Volleyball Coach	0.92	47,277.00	48,695.31
Beardslee, Eugene A	Chief Information Officer	1.00	94,529.00	97,364.87
Behrens, Eric N	Head Men's Basketball Coach	0.92	58,834.00	60,599.02
Borchers, Timothy A	VP Academic Affairs	1.00	131,000.00	134,930.00
Brewer, Charles W	Head Women's Basketball Coach	1.00	53,000.00	54,590.00
Bridgmon, Angela R	Human Resource Coordinator	1.00	42,000.00	43,260.00
Buscher, Kristin J	Director - Assessment	1.00	72,470.00	74,644.10
Cade, Eulanda	Director Of Human Resources	1.00	74,051.00	76,272.53
Cammack, Cindy J	Director - Admission	1.00	69,000.00	71,070.00
Carroll, Kathy J	Vice President Administration & Finance	1.00	119,956.00	123,554.68
Clifton, Delyn B	Associate Chief Information Officer	1.00	65,129.00	74,082.87
Dorman, Jesse A	Dean of Student Life	0.33	26,172.00	26,957.16
Fortney, Patrick	Dean of Arts & Sciences	1.00	93,578.00	96,385.34
Galardi, Gregory M	Dean Of Professional Studies	1.00	93,578.00	96,385.34
Harshbarger, Ted L	Associate Athletic Director	1.00	65,920.00	67,897.60
Hart, Tammie R	Comptroller	1.00	60,000.00	61,800.00
Hogue, Jason R	Director of Marketing & Communications	1.00	67,000.00	69,010.00
Kreifels, Kaylee A	Director-Accounting and Audit Services	1.00	50,000.00	51,500.00
Kunkel, Margaret E	Dean of Education	1.00	93,578.00	96,385.34
Mathews, Mark T	Head Softball Coach	0.92	50,913.00	52,440.39
McAsey, Veronica J	Director of the Library	1.00	75,643.00	77,912.29
McCormick, Jill R	Director Of Campus Services	1.00	79,846.00	82,241.38
VACANT	Director of Student Records/College Reg.	1.00	67,000.00	67,000.00
VACANT	VP Enrollment Mgmt & Student Affairs	1.00	111,920.00	111,920.00
Reid, Cheryl L	Director Of Financial Aid	1.00	69,000.00	71,070.00
Schneider, Steve K	Director of Athletics/Head FB Coach	1.00	93,041.00	95,832.23
Seay, Gregory Wayne	Dean of Graduate Programs	1.00	93,578.00	96,385.34
Tynon, Katherine A	Director of Business Services	1.00	56,189.00	57,874.67
TOTAL		28.09	2,126,202.00	2,191,620.46
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>				
Dorman, Jesse A	Dean of Student Life	0.67	53,138.00	54,732.14
Neveau, Adam S	Director of Residence Life	1.00	46,350.00	47,740.50

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
TOTAL		1.67	99,488.00	102,472.64
TOTAL PROFESSIONAL		68.48	3,854,390.00	3,967,075.90

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>NAPE/Support Staff -- State Supported Positions</u>				
Abrahams, Susan K	Library Technician	1.00	28,147.00	28,991.41
Allen, Jack G	Maintenance Repair Worker III	1.00	39,045.00	40,608.61
Boden, Daniel M	Maintenance Repair Worker III	1.00	32,517.00	35,505.60
Chandler, Yvonne C	Computer Operator	1.00	39,914.00	41,111.42
Cole, Amanda C	Office Assistant II	1.00	24,600.00	25,338.00
Connell, David W	Custodian	1.00	21,360.00	21,360.00
Davis, Phyllis J	Academic Credentials Technician	1.00	37,783.00	40,352.00
DeBuhr, Jennifer L	Accounting Clerk III	1.00	25,771.00	26,544.13
Edris, Malinda L	Office Assistant III	1.00	42,308.00	43,577.24
Eltiste, Hal	Maintenance Repair Worker III	1.00	36,560.00	39,436.80
Fulton, Verlin J	Maintenance Repair Worker III	1.00	27,685.00	28,515.55
Goering, Kenneth L	Maintenance Repair Worker II	1.00	24,650.00	24,650.00
Haith, Jeanne M	Accounting Clerk III	1.00	30,294.00	31,202.82
Hauptman, Jennifer N	Custodian	1.00	20,738.00	21,360.14
Jauken, Joel R	Custodian	1.00	21,360.00	22,000.80
Jensen, Samantha A	Office Assistant II	1.00	22,318.00	22,987.54
Johnson, Mary L	Custodian	0.50	10,369.00	10,680.07
Kamenar, Tereza A	Office Assistant III	1.00	30,895.00	31,822.00
Kearney, Connie M	Office Assistant IV	1.00	48,767.00	50,230.01
Kieler, Hope K	Accounting Clerk III	1.00	25,771.00	26,544.13
Knight, Cathy J	Custodian	1.00	24,387.00	25,118.61
Mangnall, Richard W	Maintenance Repair Worker III	1.00	31,574.00	32,521.22
Mather, Laura M	Library Technician	1.00	23,941.00	24,659.23
Meyers, Jeffrey	Maintenance Repair Worker III	1.00	36,560.00	37,656.80
Miller, Julie K	Academic Credentials Technician	1.00	26,530.00	27,325.90
Murphy, Charles J	Maintenance Repair Worker III	1.00	30,637.00	31,556.11
VACANT	Academic Credentials Technician	1.00	26,384.00	26,384.00
VACANT	Custodian	1.00	20,738.00	20,738.00
Pemberton, Michael R	Maintenance Repair Worker IV	1.00	32,902.00	33,889.06
Sommerhalder, Tammy J	Accounting Clerk III	1.00	28,945.00	30,279.02
Studebaker, Nancy L	Custodian	1.00	20,738.00	21,360.14
Trail, Brenda K	Office Assistant IV	1.00	38,168.00	39,667.12
VanDerKamp, Brandy J	Office Assistant II	1.00	22,988.00	23,677.64
VonBergen, Annette R	Academic Credentials Technician	1.00	28,599.00	30,269.27
Whisler, Jackie R	Custodian	1.00	24,387.00	25,118.61
Winkelhake, Tracey	Accounting Clerk III	1.00	30,294.00	31,202.82
Wren, Todda M	Maintenance Repair Worker II	1.00	24,659.00	25,398.77
Wright, Adam K	Custodian	0.50	10,369.00	10,680.07
TOTAL		37.00	1,073,652.00	1,110,320.66

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>				
Ascheman, April D	Security Officer II	1.00	29,000.00	29,870.00
Comstock, Richard L	Maintenance Repair Worker II	1.00	23,941.00	24,659.23
Cummins, Dana	Custodian	1.00	27,404.00	29,577.60
Dowdy, David E	Maintenance Repair Worker II	1.00	23,941.00	24,659.23
Furnas, Kelly L	Custodian	1.00	32,853.00	33,838.59
Heywood, Mark R	Security Officer II	0.75	22,405.00	23,077.15
Koerner, Russell L	Custodian	1.00	20,736.00	21,358.08
Martin, Michael P	Security Officer II	0.75	22,000.00	22,660.00
Shandy, Nicolee G	Custodian	1.00	21,360.00	22,000.80
Villeneuve, Jeremiah J	Maintenance Repair Worker II	1.00	23,941.00	24,659.23
TOTAL		9.50	247,581.00	256,359.91
<u>Support Staff (Non-Union) -- State Supported Positions</u>				
Mincer, Amy L	Secretary To The President	1.00	41,500.00	42,745.00
VACANT	Custodial Supervisor	1.00	41,547.00	41,547.00
Reeves, Darrin E	Maintenance Supervisor	1.00	42,000.00	43,260.00
TOTAL		3.00	125,047.00	127,552.00
<u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u>				
Robertson, Timothy D	Security Supervisor	1.00	40,000.00	41,200.00
TOTAL		1.00	40,000.00	41,200.00
TOTAL SUPPORT STAFF		50.50	1,486,280.00	1,535,432.57

Peru State College

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Revised	2016-2017 Base Salary
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NSCPA - Non-State Supported Positions - Federal Restricted

Gebre, Tadiyos	Math-Science Skills Specialist	0.84	34,881.00	35,927.43
Groff, Peggy	Student Intervention Coordinator	<u>0.84</u>	<u>40,079.00</u>	<u>41,281.37</u>
	TOTAL	1.68	74,960.00	77,208.80

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

Jones, Vicki	TRIO Program Director	<u>1.00</u>	<u>53,034.70</u>	<u>54,625.74</u>
	TOTAL	1.00	53,034.70	54,625.74

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Faculty -- State Supported Positions				
Agoumba, Darius	Professor	1.00	67,301.00	69,320.00
Alexander, William A	Professor	1.00	75,870.00	78,146.00
Arneson, Patricia M	Professor	1.00	91,980.00	94,739.00
Bertolas, Randy J	Professor	1.00	74,419.00	76,652.00
Black, Barbara A	Professor	1.00	76,304.00	78,593.00
Blankenau, Martin Joseph	Professor	1.00	71,407.00	73,549.00
Bohnert, David A	Professor	1.00	68,980.00	71,049.00
Bondhus, Joann E	Professor	1.00	97,000.00	99,910.00
Brufflat, Alan	Professor	1.00	81,537.00	83,983.00
Butler, Katherine M	Professor	1.00	112,681.00	116,061.00
Cacheiro, Adolfo J	Professor	1.00	68,980.00	71,049.00
Christensen, Douglas P	Professor	1.00	70,720.00	72,842.00
Conley, Donovan S	Professor	1.00	89,032.00	91,703.00
Conway, Kathleen M	Professor	1.00	94,774.00	97,617.00
Dalal, Meenakshi Nath	Professor	1.00	94,145.00	96,969.00
Dendinger, Laura L	Professor	1.00	73,543.00	75,749.00
Dinsmore, Steven C	Professor	1.00	96,455.00	99,349.00
Ellis, Susan	Professor	1.00	70,720.00	72,842.00
Engebretsen, Barbara J	Professor	1.00	71,426.00	73,569.00
Ettel, Mary L	Professor	1.00	78,014.00	80,354.00
Garvin, Sharon K	Professor	1.00	71,512.00	73,657.00
Garvin, Timothy P	Professor	1.00	81,618.00	84,067.00
Hallgren, Kenneth G	Professor	1.00	95,274.00	98,132.00
Hammer, Mark F	Professor	1.00	72,799.00	74,983.00
Harms, Sally R	Professor	1.00	69,325.00	71,405.00
Hayford, Barbara Lyn	Professor	1.00	67,301.00	69,320.00
Hickey, Donald R	Professor	1.00	97,000.00	99,910.00
Jensen, Gwen U	Professor	1.00	69,882.00	71,978.00
Karr, Paul A	Professor	1.00	75,136.00	77,390.00
Karsky, Jason L	Professor	1.00	69,998.00	72,098.00
Kietzmann, Glenn E	Professor	1.00	80,487.00	82,902.00
Langdon, Jennifer	Professor	1.00	57,577.00	69,320.00
Langlie-Willers, Pamela	Professor	1.00	57,577.00	69,320.00
Lawrence, Gloria J	Professor	1.00	83,351.00	85,852.00
Leeper, Mark S	Professor	1.00	72,799.00	74,983.00
Lindberg, Judith K	Professor	1.00	83,990.00	86,510.00
Lutt, Patricia L	Professor	1.00	73,130.00	75,324.00
Marek, Michael	Professor	1.00	67,968.00	70,007.00
McCue, Robert O	Professor	1.00	101,852.00	104,908.00
McElwain, David W	Professor	1.00	70,490.00	72,605.00
Mueller, J Marlene	Professor	1.00	89,942.00	92,640.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Nelson, Jeryl L	Professor	1.00	79,573.00	81,960.00
VACANT	Professor	0.50	20,000.00	20,000.00
VACANT	Professor	0.50	20,000.00	20,000.00
Ossian, James E	Professor	1.00	68,980.00	71,049.00
Parker, Charles J	Professor	1.00	76,124.00	78,408.00
Paxton, John R	Professor	1.00	99,445.00	102,428.00
Pearcy, Shawn D	Professor	1.00	72,101.00	74,264.00
Peitz, David J	Professor	1.00	72,101.00	74,264.00
Ronnow, Gretchen L	Professor	1.00	79,211.00	81,587.00
Rudin, Catherine	Professor	1.00	87,425.00	90,048.00
Sharer, Timothy J	Professor	1.00	83,039.00	85,530.00
Snowden, Monica A	Professor	1.00	70,720.00	72,842.00
Whitt, Deborah L	Professor	1.00	79,347.00	81,727.00
Worner, Tamara	Professor	1.00	70,720.00	72,842.00
Young, Todd S	Professor	1.00	70,720.00	72,842.00
Sub-Total Professors		55.00	4,283,802.00	4,431,147.00
Allen, Jeffrey C	Associate Professor	1.00	68,000.00	70,040.00
Barnes, Johanna S	Associate Professor	1.00	57,292.00	59,011.00
Brummels, James V	Associate Professor	1.00	85,696.00	88,267.00
Carrigg, Maureen E	Associate Professor	1.00	73,355.00	75,556.00
Clark, Sally A	Associate Professor	1.00	57,292.00	59,011.00
Conway, Gerald A	Associate Professor	1.00	91,283.00	94,021.00
Cupp, Rodney	Associate Professor	1.00	57,577.00	59,304.00
Curnyn, Molly	Associate Professor	1.00	57,292.00	59,011.00
Davis, Adam N	Associate Professor	1.00	57,292.00	59,011.00
Dilliard, Kelly A	Associate Professor	1.00	57,293.00	59,012.00
Fox, Kristi R	Associate Professor	1.00	57,292.00	59,011.00
Garden, Randa S	Associate Professor	1.00	57,448.00	59,171.00
Geisert, Cameron M	Associate Professor	1.00	59,759.00	61,552.00
Greene, Todd W	Associate Professor	1.00	57,292.00	59,011.00
Hill, Kevin	Associate Professor	1.00	95,579.00	98,446.00
Irlmeier, Joni L	Associate Professor	1.00	57,292.00	59,011.00
Kolbeck, Karl F	Associate Professor	1.00	48,705.00	59,011.00
Loggins, Ronald E	Associate Professor	1.00	57,293.00	59,012.00
Maas, Chad	Associate Professor	1.00	57,293.00	59,012.00
Miller, Daniel J	Associate Professor	1.00	70,283.00	72,391.00
Newcomb, Lori A	Associate Professor	1.00	57,292.00	59,011.00
Nicholson, Lori	Associate Professor	1.00	57,292.00	59,011.00
VACANT	Associate Professor	0.50	20,000.00	20,000.00
Pease, Craig W	Associate Professor	1.00	58,739.00	63,501.00
Piersanti, Joshua R	Associate Professor	1.00	48,705.00	59,011.00
Ras, Gerard Jm	Associate Professor	1.00	69,123.00	71,197.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Rawlings, Lesli M	Associate Professor	1.00	57,292.00	59,011.00
Uhing, Marlene A	Associate Professor	1.00	56,650.00	58,350.00
Volk, Gary A	Associate Professor	1.00	96,114.00	98,997.00
Weixelman, Joseph	Associate Professor	1.00	57,716.00	59,447.00
Zardeneta, Gustavo	Associate Professor	1.00	57,292.00	59,011.00
Sub-Total Associate Professors		30.50	1,916,823.00	1,994,419.00
Albracht, Carolyn A	Assistant Professor	1.00	45,000.00	46,350.00
Aleman, Lidice	Assistant Professor	1.00	48,000.00	49,440.00
Begley, Brian P	Assistant Professor	1.00	48,000.00	49,440.00
Buryanek, Donald J	Assistant Professor	1.00	69,859.00	71,955.00
Calkin, Joshua	Assistant Professor	1.00	48,000.00	49,440.00
Christensen, Chad M	Assistant Professor	1.00	43,075.00	50,575.00
Colvard, Robert E	Assistant Professor	1.00	50,954.00	52,483.00
Cooper, Andria	Assistant Professor	1.00	52,427.00	54,000.00
Dinsmore, Janice S	Assistant Professor	1.00	69,184.00	71,260.00
Erwin, Carol J	Assistant Professor	1.00	44,472.00	50,575.00
Farr, Sarah K	Assistant Professor	1.00	48,000.00	49,440.00
Franklin, Laura O	Assistant Professor	1.00	51,374.00	52,915.00
Haakenson, Matthew A	Assistant Professor	1.00	49,440.00	50,923.00
Hull, Michael M	Assistant Professor	1.00	49,955.00	51,454.00
Hurner, Casey J	Assistant Professor	1.00	47,277.00	48,695.00
Knezevic, Branislava	Assistant Professor	1.00	50,429.00	51,942.00
Kufner, Brian E	Assistant Professor	1.00	56,732.00	58,434.00
Lueders, Allyn M	Assistant Professor	1.00	48,000.00	49,440.00
Marcellus, Stephanie A	Assistant Professor	1.00	51,418.00	52,961.00
Miller-Niles, Angela M	Assistant Professor	1.00	48,000.00	49,440.00
Murphy, Katherine M	Assistant Professor	1.00	48,000.00	49,440.00
VACANT	Assistant Professor	1.00	50,000.00	50,000.00
VACANT	Assistant Professor	1.00	50,000.00	50,000.00
VACANT	Assistant Professor	1.00	48,500.00	48,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	49,500.00	49,500.00
VACANT	Assistant Professor	1.00	48,500.00	48,500.00
VACANT	Assistant Professor	1.00	46,291.00	46,291.00
Ryherd, Lisa M	Assistant Professor	1.00	49,955.00	51,454.00
Vander Weil, Greg P	Assistant Professor	1.00	66,235.00	68,222.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Walsh, Sara J	Assistant Professor	1.00	47,277.00	48,695.00
Weixelman, Chris Tee	Assistant Professor	1.00	47,277.00	48,695.00
Wilson, Tara A	Assistant Professor	1.00	49,440.00	50,923.00
Zavada, Maria R	Assistant Professor	1.00	48,000.00	49,440.00
Sub-Total Assistant Professors		40.00	2,015,071.00	2,067,322.00
DeBoer, Buffany D	Instructor	1.00	44,180.00	45,505.00
Kuchta, Mary J	Instructor	1.00	39,140.00	40,314.00
Meyer, Jeffrey Reed	Instructor	1.00	55,647.00	57,316.00
Moeller, Judith A	Instructor	1.00	40,622.00	41,841.00
VACANT	Instructor	1.00	37,350.00	37,350.00
Worner, Greg	Instructor	1.00	42,000.00	43,260.00
Sub-Total Instructors		6.00	258,939.00	265,586.00
McCawley, Paul F	Lecturer	0.80	39,140.00	40,314.00
VACANT	Lecturer	0.20	10,000.00	10,000.00
Sub-Total Lecturers		1.00	49,140.00	50,314.00
TOTAL FACULTY		132.50	8,523,775.00	8,808,788.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>NSCPA Professional Staff -- State Supported Positions</u>				
Backstrom, Leslie A	Financial Aid Counselor	1.00	31,000.00	31,930.00
Bargholz, Darin	IT Specialist	1.00	47,104.00	48,517.00
Bird, Kathleen L	Nurse	0.88	43,043.00	44,334.00
Bose, Julie A	Learning Skills Specialist	0.75	33,990.00	35,010.00
Brandow, Jennifer D	Assistant to the Dean	1.00	42,000.00	43,260.00
Broberg, Amanda R	Graphic Designer	1.00	36,279.00	37,367.00
Burns, Jana	Admissions Representative	0.75	28,111.00	28,954.00
Carstens, Mary K	Learning Skills Specialist	0.75	39,060.00	40,232.00
Cleary, Joseph W	Assistant Coach	1.00	33,000.00	33,990.00
Costa, Andrew D	IT Technician	1.00	39,923.00	41,121.00
Denklau, Susan K	Accountant	1.00	41,361.00	42,602.00
DePew, Kimberly M	Assistant Coach	1.00	39,338.00	40,518.00
Derechailo, Melissa	Theatre Technician	0.88	43,010.00	44,300.00
Donahue, Robert A	Librarian-Reference	1.00	43,952.00	45,271.00
Eckmann, Brandon A	IT Lead	1.00	72,500.00	74,675.00
Elfers, Edmund B	Director-Teaching & Learning	1.00	78,456.00	80,810.00
Gade, Amy J	Coordinator of Admissions Services	1.00	35,876.00	37,952.00
Gauthier, Gabriel J	Admissions Representative	1.00	31,930.00	32,888.00
Granberg, Karen M	Licensed Student Counselor	0.80	54,886.00	56,533.00
Grosz, Michael T	Director-Sports Information	1.00	41,009.00	42,239.00
Gunion, Sarah E	Student Activities Coordinator	0.74	27,146.00	27,960.00
Herdman, Andrew K	Athletic Trainer	1.00	36,126.00	37,210.00
Hix, Karla	Assistant Registrar	1.00	42,118.00	43,382.00
Ibrahim, Abu B	Athletic Trainer	1.00	36,126.00	37,210.00
Janke, Kathy K	Coordinator of Admissions Services	1.00	35,830.00	36,905.00
Johnson, Jennifer L	IT Specialist	1.00	47,104.00	48,517.00
Keino, Leah C	Director-Multicultural Affairs	1.00	52,530.00	54,106.00
Kielsmeier, Kelly	Assistant Coach	1.00	42,726.00	44,008.00
Knight, Valerie R	Librarian-Reference	1.00	48,040.00	49,481.00
Kreikemeier, Kaleb	Admissions Representative	1.00	31,000.00	31,930.00
Krueger, Jacob R	IT Analyst	1.00	52,295.00	53,864.00
Kucera, Loren L	Director-NBDC	0.09	6,127.00	6,311.00
Loftis, Charissa A	Librarian-Reference	1.00	49,307.00	50,786.00
Mackling, Jamie L	Licensed Student Counselor	1.00	47,002.00	48,412.00
Masters, Logan M	Football Offensive Coordinator	1.00	41,200.00	42,436.00
McLaughlin, Scott Joseph	Football Defensive Coordinator	1.00	43,775.00	45,088.00
McPhillips, Zachary E	Admissions Representative	1.00	31,000.00	31,930.00
Meyer, Michelle A	Licensed Student Counselor	0.88	46,171.00	47,556.00
Miles Jr, James E	Assistant Coach	1.00	35,000.00	36,050.00
Mohlfeld, Kathy	Licensed Student Counselor	1.00	54,767.00	56,410.00
Moyer, Tricia	Marketing Coordinator	1.00	54,891.00	56,538.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Muir, Trudy I	Graphic Designer	1.00	49,378.00	50,859.00
Neeman, Donna D	Admissions Representative	0.80	25,917.00	26,694.00
Neeman, Donna D	Admissions Representative	0.20	6,479.00	6,674.00
Nelson, Jeremy	IT Lead	1.00	68,350.00	70,401.00
Nelson, Lisa L	Director-Service Learning	1.00	42,013.00	43,273.00
VACANT	IT Technician	1.00	38,853.00	38,853.00
VACANT	IT Technician	1.00	38,853.00	38,853.00
VACANT	Graphic Designer	1.00	37,367.00	37,367.00
VACANT	Sign Language Interpreter	0.75	39,784.00	39,784.00
VACANT	Licensed Student Counselor	1.00	43,493.00	43,493.00
VACANT	Head Coach - Strength & Conditioning	1.00	40,293.00	40,293.00
Ohlrich, Angela	Accountant	1.00	39,140.00	40,314.00
Oswald, Laurie L	Asst Dir of Financial Aid	1.00	40,448.00	41,661.00
Pfaltzgraff, Philip	Accompanist	1.00	45,652.00	47,022.00
Pick, Karla	Project Coordinator	0.50	16,738.00	17,240.00
Piper, Jeffrey A	Digital Graphic Designer	1.00	48,663.00	50,123.00
Piper, Jessica M	Internship Coordinator	1.00	42,189.00	43,455.00
Putnam, Jenny D	Instructional Resources Coordinator	1.00	36,928.00	38,036.00
Putz, Brett R	Assistant Coach	1.00	39,135.00	40,309.00
Quance, Marilyn S	Librarian-Technical Services	1.00	61,122.00	62,956.00
Reinhardt, Heather M	Career Services Specialist	1.00	47,465.00	48,889.00
Reynolds, Lisa C	Extended Campus Program Coordinator	1.00	43,717.00	45,029.00
Risinger, Matthew	IT Technician	1.00	39,923.00	41,121.00
Rusch, Amanda S	IT Specialist	1.00	47,104.00	48,517.00
Schlichter, Marcus	Librarian-Acquisitions and Archivist	1.00	64,305.00	66,234.00
Smith, Chad C	IT Analyst	1.00	58,177.00	59,922.00
Smith, Ruth E	Construction Project Coordinator	1.00	51,391.00	52,933.00
Suckstorf, Brett J	Assistant Coach	1.00	36,771.00	37,874.00
Swan, Evan D	Librarian-Circulation	1.00	43,075.00	44,367.00
Sydow, Suzanne R	Director-Assessment	1.00	84,457.00	86,991.00
Van Wyk, Kyle L	Admissions Representative	1.00	31,930.00	33,888.00
Zamzow, Lora M	Manager, Payroll	1.00	43,526.00	44,832.00
TOTAL		68.76	3,108,745.00	3,196,850.00

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

Buster, Larissa	Assistant Director Residence Life	0.88	26,642.00	27,441.00
Davis, Terrance E	Assistant Director-Residence Life	0.88	27,441.00	28,264.00
Greene, Kyle	Assistant Director-Residence Life	1.00	39,140.00	40,314.00
Gunion, Sarah E	Student Activities Coordinator	0.13	4,791.00	4,935.00
Neemann, Alexandra N	Assistant Director Residence Life	0.88	26,642.00	27,441.00
Osnes, Thomas R	Assistant Director Residence Life	1.00	45,082.00	46,434.00
Parker, Brett R	IT Specialist	1.00	48,155.00	49,600.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Pick, Karla	Project Coordinator	0.50	16,737.00	17,239.00
Pitkin, Chad	Physical Activity Center Coordinator	1.00	35,700.00	36,771.00
Wynia, Jeremy A	IT Specialist	1.00	47,104.00	48,517.00
Zeiss, Jeffery J	Manager-Student Center	1.00	48,410.00	49,862.00
TOTAL		9.26	365,844.00	376,818.00

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

Altwine, Chad	Director Facility Services	1.00	92,204.00	94,970.00
Anderson, J Linda	Assistant AD for Internal Affairs	0.15	8,550.00	8,806.00
Anderson, J Linda	Assistant AD for Internal Affairs	0.85	48,450.00	49,904.00
Bareiman, Jason L	Director Career Services	1.00	63,986.00	65,906.00
Barry, Jeannette M	Institutional Research Analyst	1.00	61,325.00	63,165.00
Benson, Vaughn L	Dean	0.75	90,027.00	92,728.00
Benson, Vaughn L	Dean	0.25	30,009.00	30,909.00
Brink, Marlon D	Head Coach	1.00	57,185.00	58,901.00
Brummels, Linda M	Director Counseling	0.94	68,514.00	70,569.00
Carstens, Jeffrey B	VP & Dean Of Students	1.00	118,100.00	121,643.00
Collier, Jerry W	Director Of College Relations	1.00	78,587.00	80,945.00
DeBoer, Mitch	Comptroller	1.00	77,500.00	79,825.00
Dolan, Brian O	Head Coach	0.92	78,270.00	80,618.00
Dunning, John B	Chief Information Officer	1.00	100,570.00	103,587.00
Elliott, Steven T	VP Academic Affairs	1.00	137,500.00	137,500.00
Erickson, Bruce A	Head Coach	1.00	55,000.00	56,650.00
Evetovich, Tammy	Dean	0.75	78,750.00	81,113.00
Evetovich, Tammy	Dean	0.25	26,250.00	27,037.00
Fredrickson, Angela S	VP Administration And Finance	1.00	118,965.00	122,534.00
Graber, David R	Director, Library	1.00	76,052.00	78,334.00
Halle, Kevin E	Director, Admissions	1.00	60,124.00	61,928.00
Harycki, David M	Dean	0.75	78,750.00	81,113.00
Harycki, David M	Dean	0.25	26,250.00	27,037.00
Hix, Ryan D	Asst Ath Dir Business Mgmt	1.00	54,631.00	56,270.00
Jammer, Susan	Controller	0.91	47,802.00	49,236.00
Kaus, Annette L	Director Financial Aid	1.00	77,250.00	79,568.00
Kielsmeier, Chris J	Head Coach	0.92	85,560.00	88,127.00
Kielty, John M	HVAC/Energy Manager	1.00	72,683.00	74,863.00
Kneifl, Scott D	Head Coach	0.92	68,289.00	70,338.00
Koch, Alex	Head Coach	1.00	47,380.00	48,801.00
Korth, Regina	Nurse	0.88	46,955.00	48,364.00
Manson, Shelli A	Head Coach	1.00	51,500.00	53,045.00
McLaughlin, Dan	Head Coach	0.92	86,395.00	88,987.00
McQuistan, Ashley E	Human Resources Coordinator	1.00	36,050.00	37,132.00
Meyer, Barbara J	Director Budget	1.00	77,614.00	79,942.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Morris, Muffin	Head Athletic Trainer	1.00	47,520.00	48,946.00
Muir, Nicholas S	Associate Chief Information Officer	1.00	70,627.00	72,746.00
Nelsen, Kyle R	Asst Director Facility Services	1.00	72,835.00	75,020.00
VACANT	Dean	0.75	75,000.00	75,000.00
VACANT	Dean	0.25	25,000.00	25,000.00
VACANT	Coaching Assistant, Baseball	0.63	20,902.00	20,902.00
Parramore, Cheri R	Registrar	1.00	75,000.00	77,250.00
Powicki, Michael M	Athletic Director	1.00	104,797.00	107,941.00
Scardino, Janell	Director, Administrative Systems	1.00	73,542.00	75,748.00
Sebade, Rhonda S	Assist to the President	1.00	64,375.00	66,306.00
Siebrandt, Rebecca L	Director Business Services	1.00	51,500.00	53,045.00
Spethman, Phyllis J	Director Professional Education Services	1.00	68,554.00	70,611.00
Timmerman, Candace K	Director Human Resources	1.00	77,250.00	79,568.00
Travnicek, Nancy G	Director Learning Center	1.00	55,105.00	56,758.00
Weekley, Matthew R	Assistant Dean of Students	1.00	70,000.00	72,100.00
TOTAL		44.02	3,335,034.00	3,427,336.00
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>				
Barry, Michael J	Assoc Dir Athltcs/Dir Of Sprt & Rec Ctr	1.00	71,800.00	73,954.00
Lee, Quinneka B	Director of Residence Life	1.00	50,000.00	51,500.00
VACANT	Director Student Act & Student Center	1.00	53,000.00	53,000.00
Schramm, Kim	Grounds,Arboretum/Landscape Manager	1.00	51,774.00	53,327.00
Young, Kaye L	Director of Accounting	1.00	57,783.00	59,516.00
TOTAL		5.00	284,357.00	291,297.00
TOTAL PROFESSIONAL		127.03	7,093,980.00	7,292,301.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>NAPE/Support Staff -- State Supported Positions</u>				
Agler, Leah	Office Assistant II	1.00	26,224.00	27,011.00
Ahmann, Nancy A	Office Assistant II	1.00	28,267.00	29,115.00
Albrecht, Amy R	Office Assistant II	1.00	26,223.00	27,010.00
Ankeny, Valerie A	Office Assistant II	0.88	20,148.00	20,752.00
Backstrom, Bryan R	Maintenance Repair Worker III	1.00	27,685.00	28,516.00
Baier, Matthew E	Maintenance Repair Worker III	1.00	28,526.00	31,379.00
Beckman, Cindy L	Custodian	1.00	21,360.00	23,496.00
Benshoof, Karlene J	Office Assistant II	1.00	22,989.00	23,679.00
Bijlsma, Karyn D	Office Assistant II	1.00	26,224.00	27,011.00
Burke, Kathy J	Office Assistant II	1.00	26,198.00	26,984.00
Campbell, Terrill L	Maintenance Repair Worker III	1.00	28,516.00	29,371.00
Cano, Gabriel	Custodian	1.00	20,738.00	21,360.00
Carroll, Dennis D	Maintenance Repair Worker II	0.25	9,717.00	10,009.00
Carroll, Dennis D	Maintenance Repair Worker II	0.75	29,153.00	30,027.00
Chase, Debra E	Office Assistant II	0.25	9,188.00	9,464.00
Chase, Debra E	Office Assistant II	0.75	27,562.00	28,389.00
Craig, Patrick	Maintenance Repair Worker I	0.75	16,021.00	16,502.00
Donner, Colette	Custodian	1.00	27,423.00	28,246.00
Echtenkamp, Cathleen A	Library Assistant	1.00	49,994.00	51,494.00
Fassler, James K	Maintenance Repair Worker III	1.00	30,602.00	31,520.00
Foote, Tyler C	Maintenance Repair Worker III	1.00	28,516.00	29,371.00
Gathje, Richard A	Custodian	1.00	32,532.00	33,508.00
Gothier, Cynthia J	Office Assistant II	0.50	15,669.00	16,139.00
Gothier, Cynthia J	Office Assistant II	0.50	15,669.00	16,139.00
Guilliams, Pamela K	Library Assistant	1.00	24,366.00	25,097.00
Gustafson, Heather L	Academic Credentials Technician	1.00	29,779.00	30,672.00
Hank, Amanda M	Office Assistant II	1.00	29,499.00	31,762.00
Hansen, Cathleen A	Office Assistant III	1.00	34,070.00	36,692.00
Hart, Britney	Office Assistant III	1.00	29,060.00	29,932.00
Heiser, Kasey M	Office Assistant II	0.88	25,043.00	25,794.00
Hernandez, Deborah	Custodian	1.00	20,738.00	21,360.00
Hirschman, Dawn R	Office Assistant III	1.00	34,955.00	36,004.00
Holloway, Racquel J	Custodian	1.00	25,879.00	26,655.00
Jacobsen, Renee M	Facility Operations Assistant	1.00	30,262.00	31,170.00
Janke, Michael S	Maintenance Repair Worker III	1.00	28,516.00	29,371.00
Jech, Brook Anne	Office Assistant III	1.00	29,813.00	30,707.00
Jensen, Lesa R	Office Assistant III	1.00	42,322.00	43,592.00
Kastrup, Tama	Office Assistant II	1.00	36,209.00	37,295.00
Kenny, Kelly R	Office Assistant II	1.00	25,362.00	26,123.00
Kramer, Katie E	Maintenance Repair Worker III	1.00	31,880.00	32,836.00
Lewon, Mark W	Custodian	1.00	21,360.00	21,360.00

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Loofe, Vickie J	Office Assistant III	1.00	42,322.00	43,592.00
Lubberstedt, Theresa J	Custodian	1.00	23,692.00	24,403.00
Marr, Daniel A	Electrician	1.00	48,777.00	50,240.00
Mecseji, Karen A	Office Assistant II	1.00	28,267.00	29,115.00
Meier, Tammy J	Office Assistant III	1.00	42,322.00	43,592.00
Meyer, Roger P	Electrician	1.00	37,601.00	38,729.00
Milligan, Kathryn E	Custodian	1.00	20,738.00	21,360.00
Monahan, Pamela R	Accounting Clerk III	1.00	36,617.00	37,716.00
Mosley, Greg K	Maintenance Repair Worker III	1.00	44,655.00	45,995.00
Mostek, Denise M	Office Assistant IV	1.00	43,663.00	44,973.00
Nelson, Duane S	Maintenance Repair Worker III	0.50	16,248.00	16,735.00
Nelson, Roxanne	Custodian	1.00	24,403.00	25,135.00
Neuhalfen, Kathy	Custodian	1.00	24,403.00	25,135.00
VACANT	Office Assistant III	1.00	25,772.00	25,772.00
VACANT	Office Assistant II	1.00	22,319.00	22,319.00
VACANT	Library Assistant	1.00	20,738.00	20,738.00
VACANT	Accounting Clerk III	1.00	25,772.00	25,772.00
VACANT	Accounting Clerk II	1.00	22,319.00	22,319.00
VACANT	Custodian	1.00	20,738.00	20,738.00
VACANT	Custodian	1.00	20,738.00	20,738.00
VACANT	Maintenance Repair Worker II	1.00	23,941.00	23,941.00
Paulson, Debra M	Custodian	1.00	30,465.00	31,379.00
Pedersen, Kathleen M	Office Assistant II	1.00	25,739.00	26,511.00
Penn, Suzanne L	Office Assistant II	1.00	35,972.00	37,051.00
Peterson, Ricky J	Maintenance Repair Worker III	1.00	36,571.00	37,668.00
Rahn, Terry L	Maintenance Repair Worker III	1.00	35,331.00	36,391.00
Rastede, Brian G	Electrician Master	1.00	40,366.00	41,577.00
Reklaitis, Joe	Custodian	1.00	27,423.00	28,246.00
Ritze, David H	Maintenance Repair Worker II	1.00	34,051.00	35,073.00
Ritze, Randy G	Maintenance Repair Worker III	1.00	44,871.00	46,217.00
Roland, Charles G	Maintenance Repair Worker II	1.00	39,412.00	40,594.00
Ruiz, Diana J	Office Assistant II	1.00	22,319.00	22,989.00
Ruskamp, Bernie J	Maintenance Repair Worker IV	1.00	47,634.00	49,063.00
Schmitz, Cynthia S	Custodial Leader	1.00	35,157.00	37,503.00
Schmitz, Thomas R	Broadcast Engineer	1.00	46,928.00	50,087.00
Schulz, Karen M	Custodian	1.00	27,423.00	28,246.00
Sharer, Beth Ann	Office Assistant II	0.88	22,976.00	25,044.00
Sherman, Stacie	Custodian	1.00	26,062.00	26,844.00
Spahr, Connie S	Accounting Clerk III	1.00	36,617.00	37,716.00
Steffen, Angela M	Office Assistant III	1.00	37,793.00	38,927.00
Stewart, Ainsley B	Office Assistant II	1.00	22,319.00	22,989.00
Suckstorf, Erin N	Office Assistant II	1.00	26,223.00	27,010.00
Swinney, William L	Maintenance Repair Worker IV	1.00	48,688.00	50,149.00

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
Thompson, Patricia K	Library Technician	1.00	38,628.00	39,787.00
Tracy, Gunner W	Security Officer II	0.45	11,597.00	11,945.00
Trevett, Joyce F	Office Assistant III	1.00	41,563.00	42,810.00
Tunink, Kaylen A	Accounting Clerk II	1.00	24,440.00	25,173.00
Weber, Deborah K	Office Assistant II	1.00	36,696.00	37,797.00
Weekley, Amy J	Office Assistant II	1.00	22,989.00	23,679.00
Wert, Dorothy	Office Assistant II	0.75	19,649.00	20,238.00
Wiggins, Jessica K	Accounting Clerk III	1.00	29,412.00	30,294.00
Wurdinger, Mark R	Maintenance Repair Worker III	1.00	32,498.00	33,473.00
Ziska, Brandon K	Security Officer II	1.00	34,812.00	35,856.00
TOTAL		89.08	2,752,926.00	2,840,297.00

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

Bessmer, Jill M	Custodian	1.00	23,147.00	23,841.00
Casey, V Gene	Maintenance Repair Worker III	1.00	44,282.00	45,610.00
Cooper, John W	Custodian	1.00	22,120.00	22,784.00
Foote, Daniel	Security Officer II	1.00	27,466.00	28,290.00
Gray, Bradley	Custodian	1.00	29,287.00	30,166.00
Gustafson, Carol A	Custodial Leader	1.00	27,332.00	28,152.00
Haney, Kathy R	Custodian	1.00	33,508.00	34,513.00
Harm, Debra J	Office Assistant II	1.00	36,745.00	37,847.00
Humphrey, Norma J	Custodian	1.00	22,881.00	23,567.00
Jammer, William M	Maintenance Repair Worker II	1.00	28,461.00	29,315.00
Jensen, Debra L	Custodian	1.00	22,638.00	23,317.00
Jensen, Jason C	Custodian	1.00	24,933.00	25,681.00
Kamrath, Vernon K	Custodian	1.00	33,508.00	34,513.00
Ketelsen, Rebecca L	Custodian	1.00	22,881.00	23,567.00
Loberg, Jeffery R	Maintenance Repair Worker II	1.00	28,152.00	28,997.00
Lowe, Kimberlee J	Custodian	1.00	21,360.00	22,001.00
Myers, Roger M	Custodian	1.00	21,476.00	22,120.00
Nelson, Duane S	Maintenance Repair Worker III	0.50	16,247.00	16,735.00
VACANT	Maintenance Repair Worker II	1.00	23,941.00	23,941.00
VACANT	Custodian	1.00	20,738.00	20,738.00
VACANT	Custodian	1.00	20,738.00	20,738.00
VACANT	Custodian	1.00	20,738.00	20,738.00
Schmidt, Wendy A	Custodian	1.00	30,465.00	31,379.00
Stalling, Mary M	Custodian	1.00	33,508.00	34,513.00
Tracy, Gunner W	Security Officer II	0.55	14,175.00	14,600.00
Webb, Jonathan L	Custodian	1.00	21,360.00	22,001.00
Weldon, Kevan V	Custodian	1.00	24,403.00	25,135.00
TOTAL		26.05	696,490.00	714,799.00

Attachment: Employee Salaries (1730 : Acceptance of Employee Salary Recommendations)

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Salary Base	2016-2017 Base Salary
<u>Support Staff (Non-Union) -- State Supported Positions</u>				
Backer, Joni S	Secretary To The President	1.00	50,646.00	52,165.00
Frazezy, Misty L	Office Assistant II	1.00	24,200.00	24,926.00
Furlich, Amanda	Office Assistant III	1.00	27,313.00	29,412.00
Headley, Heather L	Office Assistant I	0.50	9,641.00	9,930.00
Hoile, Kathleen C	Office Assistant IV	1.00	34,938.00	35,986.00
Soden, Dustin	Facility Services Manager	0.50	21,028.00	21,659.00
TOTAL		5.00	167,766.00	174,078.00
<u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u>				
Mrsny, Jason J	Campus Security Manager	1.00	49,440.00	50,923.00
Soden, Dustin	Facility Services Manager	0.50	21,029.00	21,660.00
TOTAL		1.50	70,469.00	72,583.00
TOTAL SUPPORT STAFF		121.63	3,687,651.00	3,801,757.00

Employee Name	Rank or Position Title	2016-2017 FTE	2015-2016 Revised Salary Base	2016-2017 Base Salary
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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	61,954.00	63,812.00
Potosnyak, Charles	Learning Skills Specialist, TRiO	0.80	34,419.00	35,452.00
Utecht, Lori	Learning Skills Specialist, TRiO	0.75	35,020.00	36,071.00
Woehler, Kara	Learning Skills Specialist, TRiO	0.80	34,512.00	35,547.00
		<u>3.26</u>	<u>165,905.00</u>	<u>170,882.00</u>

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

Driskell, Sandra	Director TRiO	1.00	52,992.00	54,582.00
		<u>1.00</u>	<u>52,992.00</u>	<u>54,582.00</u>

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

Jorgensen, Stephanie	Office Assistant II, TRiO	0.92	24,314.00	26,246.00
		<u>0.92</u>	<u>24,314.00</u>	<u>26,246.00</u>

ITEMS FOR CONSENT AGENDA

June 10, 2016

ACTION: LB 309 Allocations and Retrievals

Peru

1. Acceptance of an additional \$65,000 for ADA restroom in TJ Majors

Allocation Date/Amount	4/15/16	\$ 65,000.00
Previous Allocation(s)		150,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$215,000.00

2. Acceptance of an additional \$715,000 for HVAC controls upgrades in Hoyt Science

Allocation Date/Amount	5/3/16	\$715,000.00
Previous Allocation(s)		25,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$740,000.00

Wayne

1. Acceptance of an additional \$397,000 for fire alarm upgrades in Connell Hall, Gardner Hall and the Energy Plant

Allocation Date/Amount	5/5/16	\$397,000.00
Previous Allocation(s)		43,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$440,000.00

The System Office recommends approval of the LB 309 Allocations and Retrievals.

ITEMS FOR CONSENT AGENDA

June 10, 2016

ACTION: Approve 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]

[Redacted]

ITEMS FOR CONSENT AGENDA

June 10, 2016

***ACTION:* Approve Authorization for Chancellor to Sign Construction Contracts for Stadium Project at Chadron State College**

After the Construction Manager at Risk Selection Committee interviews for the Football Stadium and Track Improvement project, the construction manager contracts will be negotiated with the top candidate, and then approved/executed per this approval of authorization. This item also includes any other separate construction contracts for the project that may require Board approval.

Chadron State requests authorization for the Chancellor to sign the construction manager contracts, and any other construction contracts needed, for the Football Stadium and Track Improvement project.

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

ITEMS FOR CONSENT AGENDA

June 10, 2016

***ACTION:* Appointment of the Construction Manager at Risk Selection Committee for Stadium Project at Chadron State College**

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

Committee members:

John Chaney, Chair of the Fiscal, Facilities & Audit Committee, Board of Trustees
Gary Bieganski, Chair Academic & Personnel Committee, Board of Trustees
Steve Hotovy, Vice Chancellor for Facilities and Information Technology, NSCS
Randy Rhine, President, CSC
Dale Grant, Vice President for Administration and Finance, CSC
Joel Smith, Athletic Director, CSC
Brad Gamble, Head Track and Field Coach, CSC
Jay Long, Head Football Coach, CSC
Blair Brennan, Construction Project Coordinator, CSC
Jason Carnahan, Community Member
BVH Representative, Architect Consultant

The System Office and Chadron State College recommend approval of the Construction Manager at Risk Selection Committee for Stadium Project at Chadron.

ITEMS FOR CONSENT AGENDA

June 10, 2016

ACTION: **Approve Authorization for the Chancellor to Sign a Professional Services Contract for the Stadium Project at Chadron State College**

Bahr Vermeer and Haecker (BVH) Architects completed the Program Statement for the Chadron State Football Stadium and Track Improvement Project August 13, 2015. Prior to that, BVH was selected as the consulting firm to both develop the program statement, and then to design the project.

The Stadium project was recently included in LB957 (2016), which was approved by the Legislature. Thus, Chadron State respectfully requests approval for the Chancellor to be given authority to sign a professional services contract with BVH after negotiations are complete, so that project design can start as soon as possible.

The System Office and Chadron State College recommend approval of the Authorization for Chancellor to Sign Professional Service Contract for Chadron State Stadium Project.

ITEMS FOR CONSENT AGENDA

June 10, 2016

ACTION: **Approve Authorization for Chancellor to Sign Contract for Spirit Shop at Peru State College**

Peru State College requests authorization for the Chancellor to sign a contract with the selected vendor to operate a "Spirit Shop" on campus. An RFP process is currently underway. The contract will be a three-year contract with the option to renew for two additional one year terms. Revenue to the College will be included in the agreement and the agreement details will be provided to the Board as an information item in September.

The System Office and Peru State College recommend approval of the Authorization for Chancellor to Sign Contract for Spirit Shop at Peru State College.

ITEMS FOR CONSENT AGENDA

June 10, 2016

ACTION: **Approve Authorization for Chancellor to Sign Construction Contracts for the Centennial Complex Transformer Replacement Project for Peru State College**

The System Office and Peru State respectfully request authorization for the Chancellor to sign construction contracts for the Centennial Complex Transformer Replacement Project, at costs not to exceed available funding.

Authorization for the Chancellor to sign construction contracts for the Centennial Complex Transformer Replacement project will assure that the project can move forward as expeditiously as possible after bidding. This approval includes any contract associated with the construction of the project that is over \$100,000 contract sum, per Board Policy 8065.

The System Office recommends approval of the Authorization for Chancellor to Sign Construction Contract for Peru State College.

ITEMS FOR CONSENT AGENDA

June 10, 2016

ACTION: **Appointment of the Construction Manager at Risk Selection Committee for Center for Applied Technology at Wayne State College**

The following committee is appointed to select the construction manager at risk for the Center for Applied Technology project at Wayne State. Board Policy 8071 requires that the construction management at risk contract have a construction manager selected by a committee of Trustees, System and College staff, an architect or engineer, and a community member.

Committee Members:

Carter 'Cap' Peterson, Board of Trustees

John Chaney, Chair of Fiscal, Facilities and Audit Committee, Board of Trustees

Steve Hotovy, Vice Chancellor for Facilities and Information Technology and architect, NSCS

Angela Fredrickson, Vice President for Administration and Finance, WSC

Chad Altwine, Director of Facility Services, WSC

Vaughn Benson, Dean of the School of Business and Technology, WSC

Representative from the Professional Services Firm chosen to design the project

Wes Blecke, Executive Director Wayne Area Economic Development, Community Member

The System Office and Wayne State College recommend approval of the Construction Manager at Risk Selection Committee for Applied Technology Center at Wayne.

ITEMS FOR CONSENT AGENDA

June 10, 2016

***ACTION:* Approve Authorization for Chancellor to Sign Construction Contracts for the Center for Applied Technology Project for Wayne State College**

The System Office and Wayne State respectfully request authorization for the Chancellor to sign construction contracts for the Center for Applied Technology, including construction manager at risk contracts, at costs not to exceed available funding.

Authorization for the Chancellor to sign construction contracts for the Center for Applied Technology project will assure that the project can move forward with design and construction as funding becomes available after the construction manager at risk contractor is selected and the contracts negotiated. This approval includes any contract associated with the construction of the project that is over \$100,000 contract sum, as per Board Policy 8065.

The System Office and Wayne State College recommend approval of the Authorization for Chancellor to Sign Construction Contracts for Applied Technology Center for Wayne.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 10, 2016

ACTION: **Approve Chancellor and Presidents' Contract Extensions and Salaries**

The Chancellor and Presidents' contracts will be extended until June 30, 2018. Recommended salaries for 2016-17 are as follows:

Stan Carpenter, NSCS Chancellor	\$262,650
Randy Rhine, Chadron State College President	\$189,520
Dan Hanson, Peru State College President	\$194,670
Marysz Rames, Wayne State College President	\$206,000

The System Office recommends approval of the Chancellor and Presidents' Contract Extensions and Salaries.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 10, 2016

ACTION: **Approve Cuba Libre Contract for Fall 2016 for Chadron State College**

Development and realization of Study Abroad experiences assists with achieving Priority #1 of the CSC Master Academic Plan (MAP): continue to implement and improve the Essential Studies Program (ESP). A sub-priority of Priority #1 focuses upon Study Abroad programs. In addition, Study Abroad experiences enhance student recruitment and retention, the focus of MAP Priority #4.

The System Office and Chadron State College recommend approval of the Cuba Libre Contract for Fall 2016 for Chadron State College.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 10, 2016

***ACTION:* Approve the Addition of Four Minors for Peru State College**

Peru State College would like to add the following academic minors, beginning Fall 2016:

Drug and Alcohol Counseling
Organizational Leadership and Global Issues
Organizational Leadership and Management
Theater

The System Office and Peru State College recommend approval of the Addition of Four Minors for Peru State College.

ATTACHMENTS:

- PSC Drug and Alcohol Counseling Minor (PDF)
- PSC Organizational Leadership and Global Issues Minor (PDF)
- PSC Organizational Leadership and Management Minor (PDF)
- PSC Theater Minor (PDF)

Peru State College
Proposal to Add Minor in SOWK Drug and Alcohol Counseling
(School of Professional Studies)

1. Descriptive information

- A. Name of institution
Peru State College (PSC)
- B. Name of program
Psychology
- C. Degrees/credentials to be awarded graduates of the program
Minor: Drug and Alcohol Counseling
- D. Other programs offered in this field by the institution
Psychology
- E. CIP code
42.0101
- F. Administrative units for the program
School of Professional Studies
- G. Proposed delivery site(s) and type(s) of delivery, if applicable
Offered at PSC. The majority of courses will be offered in face-to-face, blended, and online delivery formats.
- H. Proposed date (term/year) the program will be initiated
Fall, 2016
- I. Description, including credit hours and other requirements (program of study) and purpose of the proposed program.

Peru State College is one of only three educational institutions with a pre-approved licensed drug and alcohol counseling curriculum as authorized by the Nebraska Department of Health and Human Services in 2014. Faculty spent a considerable amount of time and effort in applying for and receiving authorization, thus providing students an immediate opportunity upon graduation to apply for the PLDAC licensure. The minor in Drug and Alcohol Counseling includes a set of seven SOWK courses (21 hours) housed within the School of Professional Studies as a minor in the Psychology area and Criminal Justice Counseling area.

These seven courses have been offered as SOWK classes for the past 15 years, however, no formal structure as a minor accompanied them. As the curriculum evolved, and more creative scheduling was used, including night classes to allow nontraditional students to complete the classes, the number of students taking these classes has steadily risen to an average of almost 17 students per class per semester.

There is strong demand from on campus students for these courses and a minor in drug and alcohol counseling. Degree programs with the Alcohol and Drug Counseling Minor will increase a student's employment options post-graduation. Professional opportunities range from healthcare, education and corrections, to corporations, faith-based organizations, and social-service agencies that work with adults and juveniles. Locally, there is strong demand from employers for employees with PLADC certification at Tecumseh State Correctional institute, other state correctional institutions, and in private and public mental healthcare.

The curriculum is designed to lead a student from a largely didactic and knowledge-based classroom experience to increased practical application of theory through experiential classroom activities, supervised practice, observation in clinical settings, and practice in clinical settings.

Minor in Drug and Alcohol Counseling

Required credit hours: 21

The PSC faculty from Professional Studies and organizations in industries such as corrections and healthcare realize the need for qualified counselors in drug and alcohol rehabilitation. This minor will provide an opportunity for psychology, criminal justice and students from a wide variety of other majors to complete the minor and be prepared to pursue the PLADC licensure for the State of Nebraska.

Required classes:

SOWK	300	Professional Ethics	3
SOWK	310	Techniques of Counseling	3
SOWK	320	Assessment, Evaluation & Casework Mgmt.	3
SOWK	330	Diversity Issues in Counseling	3
SOWK	390	Group Work	3
SOWK	410	Addictions	3
SOWK	420	Medical & Treatment Issues in Chemical Dependency	3

2. Centrality to Role and Mission

Assurances that proposed program is consistent with its role and mission, as defined in Nebraska statutes, and that consideration of this program proposal at the College included faculty from across the institution.

This minor option reflects Peru State College's efforts to provide citizens of Southeast Nebraska with access to a set of Department of Human Services preapproved classes to work towards certification in the State of Nebraska as a provisionally licensed drug and alcohol counselor. This minor may only be completed on campus due to state licensure requirements. Students not interested in pursuing the licensure may also take the courses and this will assist them in understanding counseling issues related to drug and alcohol addiction. Faculty in the School of Professional Studies voted to support this endeavor, and it was affirmed by Faculty Senate.

3. Evidence of Need and Demand

- a. Need for the program – provide information, such as data, surveys, or studies, regarding:
 - i. Workforce needs of business, industry, and employers;
 - ii. Job and educational advancement opportunities for graduates; and
 - iii. Potential for the program to contribute to society and economic development, where appropriate.

As noted in the Occupational Employment and Wage Estimates for Nebraska http://www.bls.gov/oes/current/oes_ne.htm there is a significant need for mental health counselors, especially in the drug and alcohol counseling career field. Additionally, there is a strong call from corrections, probation and healthcare for students who complete this coursework and pursue provisional licensed alcohol and drug certification.

- b. Demand for the program – provide studies, surveys, or other evidence about student demand, including:

Number of students expected to enroll in the program in each of the first five years of operation and minimum number of students required to make the program viable.

It is anticipated there will be 12-15 students initially will be interested in the minor and a sustainable annual growth rate as students become more aware of the minor and its advantages. Currently, the SOWK counseling classes are averaging 17 students per section.

4. Adequacy of Resources

a. Faculty and Staff Resources

Number of current faculty and staff required to implement the proposed program in the responsible unit; and additional new faculty and/or administrative and support staff required, including graduate assistants, along with expected qualifications for these individuals.

This minor is shared among the Psychology and Criminal Justice program faculty in the School of Professional Studies and there is no need for additional faculty or staff.

b. Physical Facilities

- i. Location of the proposed program;
Peru State College main campus.
- ii. Additional physical facilities, such as classrooms, laboratories, and offices, which will be required for the program; and plans for renovating existing facilities, constructing new facilities, or leasing additional facilities for the proposed program within the next ten years.

This degree will only utilize existing facilities with no need for additional facilities or resources.

c. Instructional Equipment and Informational Resources

- i. Computers;
- ii. Library holdings;
- iii. Data services; and
- iv. Telecommunication connectivity.

This degree will only utilize current technology equipment, library holdings, data services, and telecommunication connectivity with no need for additional technology equipment, library holdings, data services, or telecommunication connectivity.

d. Budget Projections for first five years of program

- i. Projected expenses (CCPE Table 1 or comparable representation)
- ii. Reallocation of existing resources and/or other revenue sources for expenses (CCPE Table 2 or comparable representation)

As this minor will only utilize current faculty members, staff support, facilities and equipment, and library services, no additional costs are anticipated. The minor allows for use of current courses into a format which attracts more prospective and current students based on PSC

offering a minor in drug and alcohol counseling. There are no new costs associated with this degree program and in fact should result in higher FTE due to a higher number of seats in existing course offerings.

5. Avoidance of Unnecessary Duplication

- a. Identify other similar programs offered in the state by public or private institutions;

To our knowledge, there are only 3 other educational institutions offering the drug and alcohol counseling curriculum in Nebraska. There should be no impact on enrollment in this minor from external sources.

- b. Identify any similar programs offered within the states that are members of the Midwestern Higher Education Compact; and

There are other programs which offer drug and alcohol counseling, however external states would need to have reciprocity with the State of Nebraska Department of Health and Human Services for preapproval of their curriculum in order for students to move seamlessly into the provisional licensure process. It is anticipated programs external to the State of Nebraska will have no impact on enrollment.

- c. For graduate and professional programs, identify similar programs offered in contiguous states that would be reasonably accessible to Nebraska residents.

There are few programs similar to this minor offered in the surrounding states. As the State of Nebraska Department of Human Services requires drug and alcohol counseling coursework to be approved individually by that department, or precertified (which PSC is), there should be no impact on this minor program enrollment.

6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Explain how this program would enhance relevant statewide goals for education. In all cases, the Board may require objective consultants to assist the Board in analyzing the proposal and arriving at a decision. A copy of every proposal shall be forwarded to the Vice Chancellor for Academic Planning and Partnerships once it has been approved at the College level.

This new minor will address the demand across occupations (criminal justice, healthcare, and social services, especially for organizations with drug and alcohol counseling components. Students and prospective students routinely inquire about the possibility of counseling courses, and this minor provides an avenue to begin their counseling career. This minor also allows nontraditional students to attend a

campus course, offered primarily in the afternoon or evening, and work towards provisional licensure in drug and alcohol counseling.

Peru State College
Proposal to Add Minor in Organizational Leadership and Global Issues
(School of Professional Studies)

1. Descriptive information

- A. Name of institution
Peru State College (PSC)
- B. Name of program
Business Administration
- C. Degrees/credentials to be awarded graduates of the program
Minor: Organizational Leadership and Global Issues
- D. Other programs offered in this field by the institution
Accounting, Marketing and CMIS minors
- E. CIP code
52.0201
- F. Administrative units for the program
School of Professional Studies
- G. Proposed delivery site(s) and type(s) of delivery, if applicable
Offered at PSC. The majority of courses will be offered in face-to-face, blended, and online delivery formats.
- H. Proposed date (term/year) the program will be initiated
Fall, 2016
- I. Description, including credit hours and other requirements (program of study) and purpose of the proposed program.

The minor in Organizational Leadership and Global Issues will be housed within the School of Professional Studies as a minor in the Business Administration degree program. The Business Administration, Education, and Arts and Science faculty realize the importance of students having an understanding of global issues and leadership. In 2012 PSC specifically revised the general education requirements to create a higher level of understanding of Global Issues among students, faculty, staff and the campus community.

Due to the global aspect of business and leadership in a variety of organizations, many which operate from Southeast Nebraska, it was decided to create an interdisciplinary minor in Leadership and Global Issues among the Professional Studies, Arts and Sciences and Education Schools at PSC. There is consistent demand from both on campus and online students for minors which provide students from all disciplines academic understanding of leadership and global issues.

Minor in Organizational Leadership and Management

Required credit hours: 21

The PSC faculty from Professional Studies, Arts and Sciences and Education realize the need to produce knowledgeable leaders and managers who understand the impact of Global Issues on organizations, the economy and citizens of the country where the organization maintains a presence. This new minor is called 'Organizational Leadership and Global Issues', and consist of the following courses that already exist in the Professional Studies, Arts and Sciences, and Education schools;

Required classes:

BUS 353 Organizational Ethics
 BUS 373 Organizational Behavior
 BUS 380 Human Resources Management
 BUS 493 Leadership of Teams and Organizations

Select three of following classes to allow for self-design and flexibility in meeting career or personal goals;

CJUS 490 Comparative Justice Systems
 HIST/PSCI 351 Modern Africa
 HIST/PSCI 371 Modern Middle East
 HP 315 Global Studies and Development
 HPER 322 Coordinated School and Community Health
 HPER 383 Principles of Community Engagement in Public Health
 PSCI/HIST 305 American Leadership
 PSCI/HIST 401 International Conflict Resolution
 PSCI 312 Engagement through the Legislative Process
 PSCI 316 Engagement in the Election Process
 SOC 300 Contemporary Social Problems
 SOC 395 Community Development
 SOC 396 International Field Experience-Community Development

2. Centrality to Role and Mission

Assurances that proposed program is consistent with its role and mission, as defined in Nebraska statutes, and that consideration of this program proposal at the College included faculty from across the institution.

This minor option reflects Peru State College's efforts to provide local, national and global organizations operating throughout Nebraska with a pool of aspiring leader-managers who possess an understanding of global and developmental issues. Faculty from the schools of Professional Studies, Arts & Sciences and Education all contribute to classes in this option. This minor may be completed on campus or online, and certain classes are offered in a blended format. This minor supports the college's role in providing access to all students in the Southeast Nebraska region with an opportunity to complete a minor in leadership as part of their education.

3. Evidence of Need and Demand

- a. Need for the program – provide information, such as data, surveys, or studies, regarding:
 - i. Workforce needs of business, industry, and employers;
 - ii. Job and educational advancement opportunities for graduates; and
 - iii. Potential for the program to contribute to society and economic development, where appropriate.

As noted in the Occupational Employment and Wage Estimates for Nebraska http://www.bls.gov/oes/current/oes_ne.htm there is a significant need for management occupations(which includes leadership), business and financial operations, healthcare support, and numerous other roles in organizations operating in Nebraska. Understanding the impact of global issues on organizations, including both external demands and internal need to hire employees knowledgeable with operations abroad (as evidenced by respective state officials visits to foreign countries to seek trade opportunities), it is critical PSC provides such employees with prospective employees who have an in depth understanding of issues originating from abroad.

- b. Demand for the program – provide studies, surveys, or other evidence about student demand, including:

Number of students expected to enroll in the program in each of the first five years of operation and minimum number of students required to make the program viable.

As this is an interdisciplinary minor opportunity which allows students the opportunity to pursue a minor in in leadership and management, and fits well within the 120 hour graduation requirement, it is expected there

will be a significant demand for this minor. Working with faculty from various disciplines while gaining functional knowledge of leadership, management and global issues provides students a significant opportunity to build their experience and resume.

In the past numerous students have expressed an interest in a greater understanding of internal studies with an opportunity to categorize this interest into a program or option of some type. Thus, a minor would allow students to achieve this result. All courses in the minor are offered in the course catalog for all three schools, which allows a great amount of flexibility in completing this minor.

It is anticipated there will be 15-20 students initially interested in the minor to start and a sustainable annual growth rate as students become more aware of the minor and its advantages.

4. Adequacy of Resources

a. Faculty and Staff Resources

Number of current faculty and staff required to implement the proposed program in the responsible unit; and additional new faculty and/or administrative and support staff required, including graduate assistants, along with expected qualifications for these individuals.

This minor is shared among the Schools of Professional Studies, Education, and Arts and Sciences and will only utilize current faculty members with no need for additional faculty or staff. This degree should increase the number of students in existing classes with no need for additional resources.

b. Physical Facilities

- i. Location of the proposed program;
Peru State College and online hosting of degree.
- ii. Additional physical facilities, such as classrooms, laboratories, and offices, which will be required for the program; and plans for renovating existing facilities, constructing new facilities, or leasing additional facilities for the proposed program within the next ten years.

This degree will only utilize existing facilities with no need for additional facilities or resources.

c. Instructional Equipment and Informational Resources

- i. Computers;
- ii. Library holdings;
- iii. Data services; and
- iv. Telecommunication connectivity.

This degree will only utilize current technology equipment, library holdings, data services, and telecommunication connectivity with no need for additional technology equipment, library holdings, data services, or telecommunication connectivity.

d. Budget Projections for first five years of program

- i. Projected expenses (CCPE Table 1 or comparable representation)
- ii. Reallocation of existing resources and/or other revenue sources for expenses (CCPE Table 2 or comparable representation)

As this minor will only utilize current faculty members, staff support, facilities and equipment, and library services, no additional costs are anticipated. The minor allows for use of current courses into a format which attracts prospective and current students based on PSC providing a leadership/management global issues minor. There are no new costs associated with this degree program and in fact should result in higher FTE due to a higher number of seats in existing course offerings.

5. Avoidance of Unnecessary Duplication

a. Identify other similar programs offered in the state by public or private institutions;

There are international studies programs similar to this minor throughout the state, however, since this minor includes both leadership, management and global issues while allowing flexibility for the student via online, on campus and academic offerings, this is somewhat unique. There should be no impact on enrollment in this minor from external sources.

b. Identify any similar programs offered within the states that are members of the Midwestern Higher Education Compact; and

There are other programs which offer international business alone or in conjunction with specific academic areas. Since this minor is designed to be offered both online and on campus, and allows a degree of freedom in choice for the students, it is surmised those programs will not impact enrollment in the minor.

c. For graduate and professional programs, identify similar programs offered in contiguous states that would be reasonably accessible to Nebraska residents.

There are few programs similar to this minor offered in the surrounding states. However, the unique interdisciplinary global issues nature of this program, along with the focus on management and leadership, in conjunction with the program being able to be offered on campus and online allows Nebraska residents access to a high quality minor in leadership and management and a greater understanding of global issues.

6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Explain how this program would enhance relevant statewide goals for education. In all cases, the Board may require objective consultants to assist the Board in analyzing the proposal and arriving at a decision. A copy of every proposal shall be forwarded to the Vice Chancellor for Academic Planning and Partnerships once it has been approved at the College level.

This new minor will address the demand across occupations (business, administration, manufacturing, criminal justice, healthcare, and social services, especially for organizations with global issues or offices) that already exists among these occupational areas. Existing students and prospective students routinely seek courses and academic offerings in global issues along with leadership and management coursework to prepare them for careers or graduate school. The Nebraska State College Systems seeks to provide students with accessible online and on campus opportunities to develop their professional and personal lives. The accomplishment of this minor will assist them in that endeavor.

Peru State College
Proposal to Add Minor in Organizational Leadership and Management
(School of Professional Studies)

1. Descriptive information

- A. Name of institution
Peru State College (PSC)
- B. Name of program
Business Administration
- C. Degrees/credentials to be awarded graduates of the program
Minor: Organizational Leadership and Management
- D. Other programs offered in this field by the institution

Accounting, Marketing and CMIS minors
- E. CIP code
52.0201
- F. Administrative units for the program
School of Professional Studies
- G. Proposed delivery site(s) and type(s) of delivery, if applicable
Offered at PSC. The courses will be offered in face-to-face, blended, and online delivery formats.
- H. Proposed date (term/year) the program will be initiated
Fall, 2016
- I. Description, including credit hours and other requirements (program of study) and purpose of the proposed program.

The minor in Organizational Leadership and Management will be housed within the School of Professional Studies and as a minor in the Business Administration degree program. The Business Administration faculty and campus community realize the need for well-trained students who understand key leadership and management issues facing organizations in Southeast Nebraska, regionally and nationally. There is a call from private and public enterprises for employees with and understanding and training in leadership and management issues facing organizations. Students routinely have requested a minor or major in leadership, and this is satisfies their request for a minor.

Minor in Organizational Leadership and Management

Required credit hours: 21

The PSC faculty identified the need and importance of producing knowledgeable leaders in managers in a variety of organizations in business, criminal justice, health care, manufacturing, public employment, and social service agencies. The new minor would be called 'Organizational Leadership and Management', and consist of the following courses that already exist in the BSBA, CJUS, MGMT and PSCI programs and current catalog.

Required classes:

BUS 353 Organizational Ethics
 BUS 373 Organizational Behavior
 BUS 380 Human Resources Management
 BUS 493 Leadership of Teams and Organizations

Select three of following classes to allow for self-design and flexibility in meeting career or personal goals;

BUS 331 Risk Management and Insurance
 BUS 381 Employee Training and Development
 BUS 390 Project Management
 MGMT 553 Conflict Management and Mediation*
 MGMT 581 Human Resources Development*
 PSCI 305 American Leadership
 SOC 300 Contemporary Social Problems
 *denotes requires permission of graduate dean

2. Centrality to Role and Mission

Assurances that proposed program is consistent with its role and mission, as defined in Nebraska statutes, and that consideration of this program proposal at the College included faculty from across the institution.

This minor option reflects Peru State College's efforts to provide employers located throughout Nebraska with a wide variety of career offerings with students who possess the requisite skills to become immediate and effective leader-managers. Recent review of demand reflects numerous job opportunities in the aforementioned areas of employment. Classes may be taken on campus, online or in a blended format, thus allowing students in both modalities of on- campus and online to benefit from this offering.

3. Evidence of Need and Demand

- a. Need for the program – provide information, such as data, surveys, or studies, regarding:
 - i. Workforce needs of business, industry, and employers;
 - ii. Job and educational advancement opportunities for graduates; and
 - iii. Potential for the program to contribute to society and economic development, where appropriate.

According to current national trends, there is an 8% per annum growth rate(<http://www.bls.gov/ooh/management/administrative-services-managers.htm>) for managers with leadership skills in the United States. Review of the following link reflects that Southeastern Nebraska has a high density in regards to need of management occupations; http://www.bls.gov/oes/current/oes_ne.htm .

Additionally, it is well known that manufacturing and various other industries throughout Nebraska and the Midwest are facing shortages of such administrative leader-managers. Additionally, students in the Bachelor of Applied Science – Management program transferring to PSC and existing students frequently request an additional minor to strengthen their educational portfolio, while gaining current knowledge, skills and abilities in leadership and management. Review of the Bureau of Labor Statistics public information reflects a high number of jobs available in the administrative, healthcare, social work, and management occupations.

- b. Demand for the program – provide studies, surveys, or other evidence about student demand, including:

Number of students expected to enroll in the program in each of the first five years of operation and minimum number of students required to make the program viable.

The expected number of students who complete the requirements for this minor should be between 10 to 20 students per year based on anecdotal evidence from conversations with current students and staff. Leadership and Management are two key academic disciplines that both online and on campus students have consistently voiced an interest in for minors. The current course offerings are among the most popular at Peru State College, and it is anticipated there will be a sustainable annual growth rate as students become aware of the minor.

4. Adequacy of Resources

- a. Faculty and Staff Resources

Number of current faculty and staff required to implement the proposed program in the responsible unit; and additional new faculty and/or

administrative and support staff required, including graduate assistants, along with expected qualifications for these individuals.

This minor will only utilize current faculty members with no need for additional faculty or staff. This degree should increase the number of students in existing classes with no need for additional resources.

b. Physical Facilities

- i. Location of the proposed program;
Peru State College and online hosting of degree.
- ii. Additional physical facilities, such as classrooms, laboratories, and offices, which will be required for the program; and plans for renovating existing facilities, constructing new facilities, or leasing additional facilities for the proposed program within the next ten years.

This degree will only utilize existing facilities with no need for additional facilities.

c. Instructional Equipment and Informational Resources

- i. Computers;
- ii. Library holdings;
- iii. Data services; and
- iv. Telecommunication connectivity.

This degree will only utilize current technology equipment, library holdings, data services, and telecommunication connectivity with no need for additional technology equipment, library holdings, data services, or telecommunication connectivity.

d. Budget Projections for first five years of program

- i. Projected expenses (CCPE Table 1 or comparable representation)
- ii. Reallocation of existing resources and/or other revenue sources for expenses (CCPE Table 2 or comparable representation)

As this minor will only utilize current faculty members, staff support, facilities and equipment, and library services, no additional costs are anticipated. The minor allows for use of current courses into a format which attracts prospective and current students based on PSC providing a leadership/management minor. There are no new costs associated with this degree program and in fact should result in higher FTE due to a higher number of seats in existing course offerings.

5. Avoidance of Unnecessary Duplication

- a. Identify other similar programs offered in the state by public or private institutions;

There are leadership programs similar to this minor throughout the state, however, since this minor allows flexibility for the student via online, on campus and academic offerings are shared among three academic programs, There should be no impact on enrollment in this minor from external sources.

- b. Identify any similar programs offered within the states that are members of the Midwestern Higher Education Compact; and

There are other programs which offer leadership alone or in conjunction with specific academic areas. Since this minor is designed to be offered both online and on campus, and allows a degree of freedom in choice for the students, it is surmised those programs will not impact enrollment in the minor.

- c. For graduate and professional programs, identify similar programs offered in contiguous states that would be reasonably accessible to Nebraska residents.

There are a few programs similar to this minor offered in the surrounding states. However, the unique interdisciplinary nature of this program, along with the focus on management and leadership, in conjunction with the program being able to be offered on campus and online allows Nebraska residents access to a high quality minor in leadership and management.

6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Explain how this program would enhance relevant statewide goals for education. In all cases, the Board may require objective consultants to assist the Board in analyzing the proposal and arriving at a decision. A copy of every proposal shall be forwarded to the Vice Chancellor for Academic Planning and Partnerships once it has been approved at the College level.

This new minor will address the demand across occupations (administrative management, manufacturing, criminal justice, healthcare, and social services) that already exists among these occupational areas. Existing students and prospective students have actively sought leadership and management curriculum as an addition to the already existing degree programs offered by the State. The Nebraska State College Systems seeks to provide students with accessible online and on campus opportunities to develop their professional and personal lives. The accomplishment of this minor will assist them in that endeavor.

**Peru State College
Proposal to Add Minor in Theater
(School of Arts & Sciences)**

1. Descriptive information

- A. Name of institution
Peru State College (PSC)
- B. Name of program
Language Arts
- C. Degrees/credentials to be awarded graduates of the program
Minor: Theater
- D. Other programs offered in this field by the institution
None
- E. CIP code
36.0117
- F. Administrative units for the program
School of Arts & Sciences
- G. Proposed delivery site(s) and type(s) of delivery, if applicable
PSC. The courses will be offered in face-to-face formats.
- H. Proposed date (term/year) the program will be initiated
Fall, 2016
- I. Description, including credit hours and other requirements (program of study) and purpose of the proposed program.

This proposal takes courses that are regularly offered in Speech and English to create a Theatre Minor. This proposal gives students the opportunity to gain the skills needed to participate actively in Theatre in the 21st Century, including performance, design and technical aspects of the current Theatrical landscape. In addition, adding the minor will help to strengthen our growing theater activity on campus, which greatly enhances the culture of Southeast Nebraska, which has no other collegiate or professional theater companies.

Minor in Theatre

Required credit hours: 21

SPCH 232	Intro to Theatre	3
SPCH 250	Acting	3
SPCH 355	Principles of Play Production	3
SPCH 363	Directing	3
SPCH 357	Interpretive Reading	3
ENG 330	Modern Poetry and Drama	3
ENG 418	Shakespeare	<u>3</u>
		21

2. Centrality to Role and Mission

Assurances that proposed program is consistent with its role and mission, as defined in Nebraska statutes, and that consideration of this program proposal at the College included faculty from across the institution.

A Theater Minor supports the NSCS's "Educational Excellence" priority in terms of facilitating fulfillment of goal #2, preparing students for their chosen careers. It also supports the "Meeting the Needs of Students" goal defined in the CCPE's Comprehensive Statewide Plan for Postsecondary Education and can be considered part of the provision of "skills and knowledge needed to succeed as capable employees and responsible citizen" strategy.

The Theater Program is a critical supporting element necessary to achieve the College's mission and goals, particularly those associated with developing effective communication skills and the "ability to pursue intellectually, ethically, aesthetically, and physically rewarding lives." Additionally, participation in Theater activities is consistent with the College's mission of engaged learning.

The Theater Minor was passed by the School of Arts & Sciences, the Academics & Curriculum Committee, and the Faculty Senate.

3. Evidence of Need and Demand

- a. Need for the program – provide information, such as data, surveys, or studies, regarding:
 - i. Workforce needs of business, industry, and employers;

Over the past several years the college has been able to build relationships with several area schools. We have brought their students to campus for performances and workshops. Additionally, our faculty have visited these schools to conduct workshops and respond to their productions. One of our recent students is being paid by an elementary school and a junior high

school in Nebraska City to direct their dramatic offerings. Completion of the Theater minor will complement a student's major in a number of fields and promote confidence, communication, and collaboration skills.

- ii. Job and educational advancement opportunities for graduates; and

Several members of Peru Theatre Company have already earned professional opportunities in the Performing Arts. Two former students have worked professionally in summer stock theatre for a number of years. One of our current students completed a paid internship with The Rose Theatre in Omaha, and will begin a full-time paid fellowship with The Rose in August. Another former student has been cast as the principle role in a professional production of the musical *Next to Normal* in Atlanta. Another former student has been accepted into Second City in Chicago and will begin this summer.

- iii. Potential for the program to contribute to society and economic development, where appropriate.

Many of our students have never even been given the opportunity to see a play before. A Theatre Minor would add to the texture of our artistic community allowing future generations to appreciate this important art form. The program is also an important part of our community's cultural experience and the Theater minor will enhance our productions to serve this role even better.

- b. Demand for the program – provide studies, surveys, or other evidence about student demand, including:

Theatre offerings have become increasingly popular and prominent on campus. In the 2014-15 Academic Year, 70 students participated in theatre offerings on campus and they logged over 5000 man/hours of work time. Several current and prospective students have expressed interest in pursuing a Theatre Minor.

4. Adequacy of Resources

- a. Faculty and Staff Resources

Number of current faculty and staff required to implement the proposed program in the responsible unit; and additional new faculty and/or administrative and support staff required, including graduate assistants, along with expected qualifications for these individuals.

This degree will only utilize current faculty members with no need for additional faculty or staff.

b. Physical Facilities

- i. Location of the proposed program;
Peru State College
- ii. Additional physical facilities, such as classrooms, laboratories, and offices, which will be required for the program; and plans for renovating existing facilities, constructing new facilities, or leasing additional facilities for the proposed program within the next ten years.

This degree will only utilize existing facilities with no need for additional facilities.

c. Instructional Equipment and Informational Resources

- i. Computers;
- ii. Library holdings;
- iii. Data services; and
- iv. Telecommunication connectivity.

This degree will only utilize current technology equipment, library holdings, data services, and telecommunication connectivity with no need for additional technology equipment, library holdings, data services, or telecommunication connectivity.

d. Budget Projections for first five years of program

- i. Projected expenses (CCPE Table 1 or comparable representation)
- ii. Reallocation of existing resources and/or other revenue sources for expenses (CCPE Table 2 or comparable representation)

There are no projected expenses since this degree will only utilize current faculty members, facilities and equipment, and library holdings. The degree is a repackaging of current courses being offered. There is no need for additional faculty members, facilities and equipment, or library holdings that would incur increased expenses.

5. Avoidance of Unnecessary Duplication

- a. Identify other similar programs offered in the state by public or private institutions;

Several other colleges and universities offer a Theater minor. However, it would not be possible for Peru State College students to complete those requirements.

- b. Identify any similar programs offered within the states that are members of the Midwestern Higher Education Compact; and

Several other colleges and universities in the region offer a Theater minor. However, it would not be possible for Peru State College students to complete those requirements.

c. For graduate and professional programs, identify similar programs offered in contiguous states that would be reasonably accessible to Nebraska residents.

Not applicable

6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

Explain how this program would enhance relevant statewide goals for education. In all cases, the Board may require objective consultants to assist the Board in analyzing the proposal and arriving at a decision. A copy of every proposal shall be forwarded to the Vice Chancellor for Academic Planning and Partnerships once it has been approved at the College level.

This proposed minor offers an affordable and accessible method of complementing a student's major field of study with coursework in the arts. Moore recently wrote in the Chronicle of Higher Education (2016), "Businesses have long recognized that elements of actor training can be used to develop creativity, improve communication, and resolve conflicts. Many corporate consultants have bachelor's degrees in acting and make a good living teaching improvisation, role play, and collaborative problem-solving to M.B.A.s." It is not possible for Peru State College students to take the minor from other institutions and the minor can be offered with existing resources.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 10, 2016

ACTION: **Approve Clinical Affiliation Agreement Between Peru State College and Madonna Rehabilitation Hospital**

This clinical affiliation agreement between Peru State and Madonna Rehabilitation Hospital provides internships for students enrolled in the School of Education, Sport and Exercise Science Option.

The System Office and Peru State College recommend approval of the Clinical Affiliation Agreement Between Peru State and Madonna Rehabilitation Hospital.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 10, 2016

ACTION: **Approve City of Wayne Law Enforcement Interlocal Agreement for Wayne State College**

Wayne State College recommends approval of the 2016-17 interlocal agreement with the City of Wayne to provide law enforcement services at the College. The total charge by the City of Wayne for the law enforcement services will be \$30,000 for July 1, 2016 through June 30, 2017.

The System Office and Wayne State College recommend approval of the City of Wayne Law Enforcement Agreement for Wayne State College.

ATTACHMENTS:

- WSC 2016-2017 Law Enforcement Interlocal Agreement (PDF)

**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 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. All property crime reports will be communicated to the School Resource Officer. 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, except for reports of sexual violence or sex harassment which may be investigated by the College or by the College and the City.
 - i. Individuals who report an incident of sexual violence or sex harassment to the College will be advised to report the incident to law enforcement, however, students are not required to notify law enforcement authorities regarding a report of sexual violence or sex harassment.
- c. Investigations by the City will be conducted 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 respond 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) Crimes may be referred for prosecution before the College judicial process begins;
 - (3) Both the College disciplinary process and criminal prosecution may happen concurrently;
 - (4) 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 attend College meetings and activities as part of his/her assigned duties, as requested by the College, and as he/she is available.
- 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 Senate 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, 2016 and shall be in effect until June 30, 2017 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:

Jeff Carstens (402) 375-7213 jecarst1@wsc.edu

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 _____, 2016.

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: _____

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 10, 2016

ACTION: **First and Final Round Approval of Revisions to Board Policy 5015; Adjunct Faculty**

One change is proposed for Policy 5015. The last paragraph has been amended to reflect the practice of setting a system wide compensation rate for adjunct faculty through the Council of Presidents.

The System Office recommends approval of the Revisions to Board Policy 5015; Adjunct Faculty.

ATTACHMENTS:

- Revisions to Board Policy 5015 (PDF)

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5015 Adjunct Faculty

Page 1 of 2

BOARD POLICY

PURPOSE

This policy addresses terms and conditions of employment for adjunct faculty in the Nebraska State College System. The Board recognizes the contribution made to the mission of the system by the dedicated group of individuals who teach and/or provide services on an adjunct basis.

APPLICABILITY AND APPOINTMENT

This policy applies only to adjunct faculty, defined in Board Policy 5014 (a) and (b) as non-ranked, non-tenured faculty. Adjunct faculty are compensated on a course-by-course basis without expectation of continued employment.

Adjunct faculty are employed to provide instructional services on a part-time basis, less than 0.75 FTE. Adjunct faculty shall not be assigned more than twenty-four (24) credit hours per calendar year within the Nebraska State College System. The Vice President for Academic Affairs is responsible for monitoring and enforcing the twenty-four (24) credit hour and less than .75 FTE limitation in conjunction with the Director of Human Resources.

This policy does not apply to visiting faculty, graduate assistants, or lecturers. This policy does not apply to College employees who may teach in addition to their regular assignments.

PROCEDURE

SELECTION OF ADJUNCT FACULTY

Selection

Hiring practices must comply with the Board's Equal Employment Opportunity requirements noted in Board Policy 5000.

Credentials

Adjunct faculty must possess, at a minimum, a master's degree in a discipline related to the area of the teaching assignment. At the discretion of the President, an exception to the master's degree requirement may be granted. When such an exception is granted the President shall provide notice to the Vice Chancellor for Academic Planning and Partnerships. Additional professional certifications or professional experience requirements for adjunct appointments may be established at the discretion of the hiring College and may vary depending on the academic program and course level.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5015 Adjunct Faculty

Page 2 of 2

Records

As part of the hiring process, the College Human Resources Office shall maintain records of all adjunct faculty including: official transcripts, a curriculum vitae, and other materials that were used in the selection process.

Contracts

Each adjunct faculty member shall be provided a written contract noting the contract term, compensation and a description of the course assignment(s). The term of appointment shall be consistent with the published course schedule.

WORKING CONDITIONS

Adjunct faculty are responsible for the instructional quality and the overall conduct of the courses which they are assigned to teach. This responsibility includes, but is not limited to, the conduct of lectures and/or laboratory sessions, evaluation through examinations or other appropriate assessment methods, recitation sessions and homework. Course content shall reflect the focus described in the catalog course description.

Although designated “office hours” are not required, adjunct faculty are required to be available and responsive to students’ questions in a timely manner.

Routine orientation, supervision and evaluation for adjunct faculty shall be implemented through a process determined at each College.

Adjunct faculty shall not be given committee assignments or other duties *as part of* their adjunct instructional services. Employment appointments *in addition to* adjunct instructional services are still subject to the less than .75 FTE limitation and shall be detailed separately in an employment contract.

Adjunct faculty members shall practice academic responsibility, professional ethics, academic honesty and integrity, and shall abide by all College rules and policies.

COMPENSATION

The rate of pay for adjunct faculty is ~~set by the hiring College~~ established as a system rate for all three Colleges as approved by the Council of Presidents. Prior to implementing any rate change, the College must obtain approval from the Chancellor. Presidents can request an exception from the Chancellor to exceed the established adjunct rate, in individual cases where a unique need or emergency exists.

Policy Adopted: 4/25/14

Policy Revised: 11/13/15

[Policy Revised:](#)

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

June 10, 2016

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

The proposed revision is in response to legislation that was adopted during the most recent Nebraska legislative session. LB 734 - Change residency provision relating to Nebraska National Guard members for college tuition purposes - requires state postsecondary educational institutions to recognize members serving in the Nebraska National Guard as residents of Nebraska for purposes of tuition.

The System Office recommends approval of the Revisions to Board Policy 3050; Residency.

ATTACHMENTS:

- Revisions to Board Policy 3050 (PDF)

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.
- 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.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

Page 2 of 6

- 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. A current Nebraska State Identification (ID) card with color photograph of the person
 - 3. Documentation that the individual is registered to vote in Nebraska;
 - 4. A current Nebraska automobile registration in the individual’s name;
 - 5. Documentation of individual checking or savings accounts maintained with a Nebraska financial institution;
 - 6. Documentation of current employment in Nebraska, and withholding of Nebraska income tax;
 - 7. Copies of the provisions of an individual’s most recent state income tax return indicating a Nebraska taxpayer status; or
 - 8. 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

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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:

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

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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.
- 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 currently serving in the Nebraska National Guard.

- hi. An individual who enrolls in one of the Nebraska State Colleges and who is a veteran as defined by Neb. Rev. Stat. §§80-401.01 and was discharged or released from a period of not fewer than ninety days of service in the active military, naval, or air service less than three years before the date of enrollment shall be considered a resident 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, and

A person who is a spouse or dependent or recipient of transferred entitlements of such a veteran who enrolls in one of the Nebraska State Colleges shall be considered a resident student 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 or recipient of transferred entitlements 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.
- ij. 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.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3050

Residency

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- jk. 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.
- kl. 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.
- lm. 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.
- mn. Members of Native American tribes who live outside the state of Nebraska qualify for in-state tuition upon providing documentation of tribal membership. It is the responsibility of the student to submit a copy of his or her tribal card if he/she wants to be eligible for resident tuition.
4. Non-Residents 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 annual 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

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Legal Reference:	RRS 80-401.01	Terms; defined
	RRS 85-501	State educational institutions; non-resident fee
	RRS 85-502	State educational institutions; residence requirements
	RRS 85-502.01	Public college or university; veteran; spouse or dependent of veteran; resident student; requirements
	RRS 85-503	State educational institutions; tuition
	RRS 85-504	State educational institutions; fees; waiver

- 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: 6/10/14
- Policy Revised: 9/6/14
- Policy Revised: 3/26/15
- Policy Revised:

Attachment: Revisions to Board Policy 3050 (1788 : Revisions to Board Policy 3050; Residency)

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

June 10, 2016

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

This policy revision represents an update to the non-discrimination language that is specifically addressed in Policy 5000; Equal Employment Opportunity.

The System Office recommends approval of the Revisions to Board Policy 3100; Conduct and Discipline; Students.

ATTACHMENTS:

- Revisions to Board Policy 3100 (PDF)

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3100 Conduct & Discipline; Students

Page 1 of 4

BOARD POLICY

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

PROCEDURE

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

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

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

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

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

Misconduct

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

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

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3100 Conduct & Discipline; Students

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4. Misuse of computers or computing resources, including, but not limited to, violating the following federal regulations: the Copyright Act of 1976 and the Fair Use Guidelines, the Digital Millennium Copyright Act of 1998, and the Technology, Education and Copyright Harmonization Act of 2002;
 5. Unlawful or unauthorized possession, use, distribution, dispensing, delivery, sale or consumption, manufacture, or being in the presence of any alcoholic beverage, including empty bottles/cans or any alcohol container on any part of College property including outdoor areas and parking lots;
 6. Alcohol consumption that endangers the health, safety, or property of oneself or another, or requires medical treatment or College staff intervention;
 7. Unlawful or unauthorized possession, use, distribution, delivery, dispensing, manufacture or sale, or being in the presence of any drug; being in possession of paraphernalia for drug use, except as expressly permitted by law, or being unlawfully under the influence of any drug unless directed by a licensed physician;
 8. Inflicting unwanted physical contact on another person; conduct that intimidates, harasses, or threatens the safety, health, property, or life of others or oneself; participating or contributing to an incident of abuse or assault; causing, provoking or engaging in any fight, brawl or riotous behavior; or inflicting willful and repeated harm through the use of computers, cell phones, and other electronic devices;
 9. Any act occurring on College property or on the premises of a student housing unit which intentionally disturbs the peace and quiet of any person or group of persons;
 10. Sex harassment or sexual violence, as Board Policy #3020 defines those terms;
 11. Conduct which is unreasonably dangerous to the health or safety of other persons or oneself;
 12. Theft or attempted theft of any property or receipt of stolen property;
 13. Damaging or attempting to damage property of the College or of another individual;
 14. Using or possessing bombs, explosives, incendiary devices, or fireworks;
 15. Setting or attempting to set any fire on the campus or on the premises of any student housing unit, except in fireplaces or other facilities designated for fires;
 16. Failing to report a fire or any other extremely dangerous condition when known or recognized on College property or on the premises of any student housing unit;
 17. Possessing or selling firearms, ammunition, weapons, explosives, or dangerous chemicals on College property or on the premises of any student housing unit;
 18. Obstructing or failing to comply with the directions of a law enforcement officer, firefighter, or College official in the performance of his or her duty on College property, on the premises of any student housing unit or at any activity or event sponsored by the College or an organization;

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3100 Conduct & Discipline; Students

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19. Hazing any person. Consent of the victim of the hazing will not constitute a defense to an allegation of misconduct for hazing. Hazing shall mean any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization;
 20. Committing any unlawful act of indecent exposure or public indecency;
 21. Participating in any gambling activity in violation of the laws of the State of Nebraska or of the United States;
 22. Unauthorized use of any College property, facilities, equipment or materials;
 23. Possessing, producing, manufacturing, or having manufactured without proper authorization, any key or unlocking device for use on any College facility or lock;
 24. Serious traffic violations on the campus, including, but not limited to, operating any vehicle while intoxicated, speeding, reckless endangerment, or reckless driving;
 25. Violation of any student housing unit policy, rule or regulation;
 26. Failure to redeem or make arrangements to redeem, within one week after receipt of written notice, an insufficient funds or no account check submitted to the College for cash or for payment of College goods or services;
 27. Abuse of College disciplinary proceedings which includes, but is not limited to, failure to obey a request to appear before a disciplinary officer or committee, falsification of testimony, disruption or interference with the orderly conduct of any hearing, attempting to discourage any person from using College disciplinary procedures or participating in such procedures, attempting to influence the impartiality of a member of a disciplinary committee prior to any proceeding, filing a malicious, false or frivolous complaint, verbal or physical harassment or intimidation of a member of a disciplinary committee prior to, during, or after a proceeding, failure to comply with any sanction imposed, influencing or attempting to influence another person to commit an abuse of disciplinary proceedings, and a violation of the privacy rights of any student or College employee in regard to a disciplinary proceeding;
 28. Any act by a student which occurs on the campus, while studying abroad, on the premises of any student housing unit or at any activity or event sponsored by the College or an organization which is in violation of any ordinance of the municipality in which the College resides, shall constitute misconduct;
 29. Falsely setting off or otherwise tampering with any emergency safety equipment, fire alarm, or other device established for the safety of individuals and/or college facilities;
 30. Harassing or discriminating against any student, faculty or staff member, as defined in Board Policy 3021, on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, religion or age; and
 31. Any other activity or conduct prohibited by the College in published policies.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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Unreasonably Dangerous or Threatening Conduct Toward Self

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

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

Disciplinary Sanctions

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

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

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

Policy Adopted: 1/28/77
 Policy Revised: 4/3/81
 Policy Revised: 6/5/93
 Policy Revised: 3/11/94
 Policy Revised: 8/29/97
 Policy Revised: 3/28/08
 Policy Revised: 3/25/11
 Policy Revised: 1/18/12
 Policy Revised: 4/25/14
[Policy Revised:](#)

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

June 10, 2016

ACTION: **First and Final Round Approval of Revisions to Board Policy 3300; Student Organizations**

The proposed policy revisions establish standards for the recognition of student organizations; clarify the benefits of recognition; require student organizations to provide annual reports; define misconduct as it relates to student organizations; and establish a procedure for the investigation and discipline of student organizations.

The System Office recommends approval of the Revisions to Board Policy 3300; Student Organizations.

ATTACHMENTS:

- Revisions to Board Policy 3300 (PDF)

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3300 Student Organizations;
Conduct & Discipline**

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BOARD POLICY

Students should be encouraged to participate in student government and other student organizations.

Each of the Colleges shall have structured student organizations, including an organized student government, which shall be ~~as~~ the principal entity for student participation in the decision-making process of the College. The Vice President responsible for Student Affairs will exercise authority over the conduct of all student organizations, including fraternities and sororities.

All student organizations shall comply with all applicable state and federal laws and regulations, Board policies and College rules with respect to the operation, activities, and membership of the organizations.
~~Students shall be encouraged to participate in the student organizations.~~

Only student organizations officially recognized by the College shall have access to student activities fees, and at the College's discretion, access to College resources at a free or reduced rate as set forth herein.

Each College shall have a written process for the recognition and discipline of student organizations consistent with this Policy.

In order for a student organization to be recognized by the College it shall have a minimum number of student members as established by the College; an advisor who is an employee of the College; and ~~All recognized student organizations shall have~~ a charter agreement and/or constitution that is approved by the Student Senate and the Vice President responsible for ~~student~~ Student Affairs. The organization shall provide to the College a copy of the charter agreement and/or constitution; a list of student officers; and written acknowledgement that the student officers have read and understand Board Policies 3100 and 3300.

In order to remain in good standing, each recognized student organization shall submit to the Vice President responsible for Student Affairs or his/her designee an annual registration on or before October 15th containing information required by the College, including, but not limited to, the following information:

- 1) A list of current officers
- 2) Total Number of Members as of October 1st
- 3) The current copy of its charter agreement and/or constitution or a certification that the copy on file is current.

Annually the College shall provide the following to the officers and advisor for each recognized student organization:

- 1) A copy of Board Policies 3300, 3100 and any other relevant policies;
- 2) Applicable College rules, procedures, and forms; and
- 3) Recommended practices regarding cash handling, accountability, and record keeping

~~All applicable state and federal laws and regulations, Board policies and College rules shall be followed in the operation of all student organizations. At no time will membership requirements or an organization's activities violate the College's non-discrimination policy.~~

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3300 Student Organizations;
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Constitution/Charter Agreement

All new charter agreements and/or constitutions and any revisions to existing charter agreements and/or constitutions must be approved by the Vice President responsible for Student Affairs. Charter agreements and/or constitutions for recognized student organizations must comply with all applicable state and federal laws and regulations, Board policies and College rules, including the College's non-discrimination policy. The charter agreement and/or constitution of an organization must affirmatively state that membership in the organizations is open and the organization will not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, religion, or age. An organization exempt under Title IX may maintain its single-gender membership and may modify the non-discrimination statement in its charter and/or constitution to reflect its exempt status.

Advisors

Each recognized student organization shall have an advisor who is an employee of the College~~employee advisor~~.

Advisors may ~~either~~ be assigned by the College to assist a particular recognized student organization; or, advisors may work with the recognized student organization in a volunteer capacity, if approved as a volunteer by the Vice President responsible for ~~student~~ Student Affairs.

The role of an advisor is to communicate with, guide, and assist the organization; attend organization meetings, events, and fundraisers; be knowledgeable of all policies that may impact the organization; and monitor compliance with Board and College policies and budgetary/financial guidelines established by the College and student government.

College Resources

College resources may be available to recognized student organizations at a free or reduced rate at the discretion of the College including, but not limited to, copiers, computers, mail, email, postal services, building use, and state cars. College resources shall only be made available to the recognized student organization, if the organization has available allocations to cover the applicable resource cost from the Student Activity Fees, which are in the College accounts, or outside bank accounts. Use of any College resources must be in accordance with College policies.

~~Annually the College shall provide the following to each student organization:~~

- ~~1) A copy of Board Policy 3300;~~
- ~~2) Applicable College policies and forms; and~~
- ~~3) Information regarding recommended practices regarding cash handling, accountability, and record keeping.~~

Contracts

All ~~Student-student~~ organizations wishing to enter into agreements or contracts with persons, corporations or organizations, external to the College community, must have approval by the College ~~chief business officer~~ Vice President for Administration and Finance, or his or her designee, prior to entering into such an agreement or contract in order to ensure that the contract does not create inappropriate or unanticipated liability for the College and the Board of Trustees. Contracts that include the utilization of College facilities and/or other resources of the Colleges for an event must be approved in advance and signed by the College President or Vice President for Administration and Finance.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3300 Student Organizations; Conduct & Discipline

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Finances

All ~~Student-student~~ organizations are responsible ~~to maintain~~for maintaining their own bank accounts outside of the College and College Foundation for funds from student organization fundraising or other activities. No College or Foundation tax identification numbers shall be used on these accounts. Student organization funds held in such accounts do not belong to the College or Foundation and an accounting for those funds will not be included as part of the College's or Foundation's audit. Student organizations are financially and legally responsible for deposits to and expenditures from their accounts.

College employees including, but not limited to, student organization advisors may not be signatories on student organization bank accounts.

Fundraising Activities

Student organizations may wish to collect money through fundraising activities to support their activities and functions. For purposes of this policy, fundraising is defined as collecting money through donations, sales, and/or event programming for the purposes of budget enhancement.

Only recognized student organizations may conduct fundraising on campus. Permission for conducting fundraising activities must be obtained in advance by completing the required College form and obtaining necessary College approvals.

The purpose of the funds that will be raised must be consistent with the Code of Conduct and other applicable policies of the College and all activities associated with the fundraising must be in compliance with applicable federal, state, and local rules and regulations.

The Board acknowledges that this policy may not anticipate every possible issue that may arise with respect to fundraising activities. As a result, the Colleges have the right to impose reasonable restrictions and/or requirements with respect to the time, place and manner of fundraising activities.

Insurance

The Board of Trustees' insurance coverage for each College does not extend to student organizations. Student organizations should conduct business with that understanding and must accurately represent their insurance status to organization members and outside entities.

Student organizations are allowed to independently seek insurance coverage for the benefit for their members.

Student Organization Misconduct

Student organization misconduct which may rise to sanctions includes:

- 1) Failure to comply with applicable state laws and regulations, federal laws and regulations, Board policies and/or College rules;
- 2) Engaging in conduct which constitutes student misconduct as outlined in Board Policy 3100; or
- 3) Creating, supporting, or fostering an environment which allows, encourages, or otherwise contributes to student misconduct as outlined in Board Policy 3100.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3300 Student Organizations; Conduct & Discipline

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Reports of any student organization misconduct should be referred to the Vice President responsible for Student Affairs. When the Vice President responsible for Student Affairs receives a verbal or written report or otherwise becomes aware of a student organization's alleged misconduct, the Vice President responsible for Student Affairs or his/her designee will conduct an investigation. Student organizations are encouraged to self-report misconduct and take affirmative steps to address misconduct. Allegations of sex harassment or sexual violence shall be addressed as described in Board Policy 3200: Sexual Violence or Sexual Harassment, Reporting, Policies and Procedures.

Investigation and Discipline

In conducting the investigation, the Vice President responsible for Student Affairs or his/her designee shall:

- 1) Notify the College President of the allegations;
- 2) Notify the leadership of the student organization and the national organization, if any, in writing of the general nature of the alleged misconduct and that an investigation will be conducted;
- 3) Interview student organization leadership, witnesses, and any individuals involved in the conduct at issue;
and
- 4) Collect any physical evidence available, including, but not limited to, photos, video or documents.

The student organization leadership may admit the alleged misconduct and voluntarily subject itself to the discipline of the Vice President responsible for Student Affairs.

Upon completion of the investigation, the Vice President responsible for Student Affairs will review the information regarding the alleged misconduct. In determining whether or not misconduct has occurred, the Vice President responsible for Student Affairs will use the preponderance of evidence standard of proof. A preponderance of evidence means that it is more likely than not that misconduct occurred.

Upon completion of his or her review, the Vice President responsible for Student Affairs shall issue a finding that:

- 1) The alleged misconduct is not substantiated and no further action is necessary; or
- 2) The alleged misconduct is substantiated and sanctions will be levied against the student organization.

If the misconduct is found to be substantiated, the Vice President responsible for Student Affairs shall determine the appropriate sanction to be levied against the organization. In determining the appropriate sanction, the Vice President responsible for Student Affairs should consider the nature and severity of the misconduct; whether the student organization self-reported the misconduct; the willingness of the student organization to take responsibility for the misconduct; the level of cooperation received from the student organization in the investigation; and any other relevant facts.

The Vice President responsible for Student Affairs shall notify the College President, the leadership of the student organization, and the national organization, if any, of his or her findings in writing. If the misconduct is found to be substantiated, the notice shall include the sanctions to be levied against the organization and the student organization's right to appeal the decision to the College President.

If it is determined that the organization's recognition is revoked, the notice shall state a specific period of time that must lapse before the organization can reapply for recognition and what actions must be taken prior to its application.

Action taken against the student organization does not preclude the College from taking disciplinary action against individual students pursuant to Board Policy 3100.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3300 Student Organizations;
Conduct & Discipline**

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Appeal

A student organization may appeal a finding of misconduct and/or the sanctions imposed by the Vice President responsible for Student Affairs by submitting a written request for review including the grounds for the request to the College President within ten (10) days of the date of the decision. The request for review must be based upon one or more of the following grounds:

- 1) The Vice President responsible for Student Affairs did not follow proper policy and procedure in conducting the investigation and rendering his or her decision;
- 2) The sanction is excessive;
- 3) The evidence does not support the decision; or
- 4) Substantive new information is available that was not available to the Vice President responsible for Student Affairs at the time of the investigation.

Should the leadership of the student organization appeal, the decision of the Vice President responsible for Student Affairs will remain in effect until the appeal is acted upon by the College President. The decision of the College President is final.

Reinstatement from Probation or Suspension and/or Loss of Recognition

An organization may apply to the Vice President responsible for Student Affairs for reinstatement from probation or suspension and/or loss of recognition after the organization has taken steps to correct any action(s) that contributed to the probation, suspension and/or loss of recognition. The organization must demonstrate that it has satisfied all terms of the disciplinary sanctions imposed upon it.

The Vice President responsible for Student Affairs may grant full reinstatement or recognition, deny reinstatement or recognition, or grant conditional reinstatement or recognition. The Vice President responsible for Student Affairs shall notify the leadership of the student organization, the College advisor, the College President, and the national organization, if any, in writing of his or her decision and the basis for any denial.

Policy Adopted: 6/5/93
 Policy Revised: 3/25/11
 Policy Revised: 6/15/12
 Policy Revised: 3/15/13
Policy Revised:

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Revised Operating Budgets for 2015-2016**

The budgets have been revised to reflect encumbrances and carryforwards from 2014-15, 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 2015-16 are also included.

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

2015-2016 Operating Budgets

	Chadron		Peru		Wayne	
	Preliminary	Revised	Preliminary	Revised	Preliminary	Revised
General Fund	\$17,402,028	\$17,402,028	\$9,808,485	\$9,808,485	\$21,642,044	\$21,642,044
Cash Fund	\$11,593,365	\$13,258,986	\$7,687,844	\$9,356,602	\$16,129,167	\$20,185,670
Federal Funds	\$13,689,798	\$13,939,798	\$12,820,000	\$12,820,000	\$20,229,900	\$20,229,900
TOTAL	\$42,685,191	\$44,600,812	\$30,316,329	\$31,985,088	\$58,001,111	\$62,057,614

The System Office recommends approval of the Revised Operating Budgets for 2015-2016.

ATTACHMENTS:

- CSC Revised Operating Budget (PDF)
- PSC Revised Operating Budget (PDF)
- WSC Revised Operating Budget (PDF)

Chadron State College
2015-16 REVISED OPERATING BUDGET

Expenditure Type	801	802	803	804	805	806	807	808	Total
	CSC 1.0 Instruction	CSC 2.0 Research	CSC 3.0 Public Svc	CSC 4.0 Acad Supp	CSC 5.0 Student Svc	CSC 6.0 Gen Admin	CSC 7.0 Plant O&M	CSC 8.0 Student Aid	
Personal Services									
Permanent Staff:									
Faculty FTE	95.00								95.00
Professional Staff FTE	3.84		3.00	33.00	31.56	34.99	0.19		106.58
Support Staff FTE	1.00		2.00	8.58	3.83	18.00	30.43		63.84
Salaries	6,199,355	0	355,664	1,909,642	1,734,070	2,473,145	885,536		13,557,412
Benefits	1,808,111		130,400	377,666	622,842	1,065,450	401,483		4,405,952
Total Permanent Salaries & Benefits	8,007,466	0	486,064	2,287,308	2,356,912	3,538,595	1,287,019	0	17,963,364
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									
Other FTE									
Salaries	746,935	13,146	80,106	106,370	461,752	196,188	67,571	0	1,672,068
Benefits									0
Total Temporary Salaries & Benefits	746,935	13,146	80,106	106,370	461,752	196,188	67,571	0	1,672,068
Total Personal Services	\$ 8,754,401	\$ 13,146	\$ 566,170	\$ 2,393,678	\$ 2,818,664	\$ 3,734,783	\$ 1,354,590	\$ -	\$ 19,635,432
Total Operating Expenses	1,058,550	5,656	153,107	762,310	515,126	1,942,010	1,735,303	0	6,172,062
Total Supplies	1,007,271	5,147	64,317	771,953	734,249	136,857	275,788	0	2,995,582
Total Travel	292,758	0	14,148	62,116	525,418	133,823	6,965	0	1,035,228
Total Capital Outlay	204,433	0	0	85,224	114,699	53,744	0	0	458,100
Tuition Remissions and Exemptions	27,570		243	3,724	6,964	7,950	301	317,858	364,610
Total General/Cash Budget	\$11,344,983	\$23,949	\$797,985	\$4,079,005	\$4,715,120	\$6,009,167	\$3,372,947	\$317,858	\$30,661,014
Federal FTE	0.00	0.00	0.50	0.00	6.67	0.00	0.00	0.00	7.17
Total Federal Funds	0	62,000	61,000		550,000	1,000	0	13,265,798	13,939,798
Total Expenditures	\$11,344,983	\$85,949	\$858,985	\$4,079,005	\$5,265,120	\$6,010,167	\$3,372,947	\$13,583,656	\$44,600,812
General Funds	7,685,345		110,000	2,884,382	2,406,400	2,910,901	1,405,000		17,402,028
Cash Funds	3,659,638	23,949	687,985	1,194,623	2,308,720	3,098,266	1,967,947	317,858	13,258,986
Federal Funds	0	62,000	61,000	0	550,000	1,000	0	13,265,798	13,939,798
Total Funds	11,344,983	85,949	858,985	4,079,005	5,265,120	6,010,167	3,372,947	13,583,656	44,600,812

General Funds: Includes new appropriation of 17,402,028.

Cash Funds: Includes new appropriation of 10,600,000, tuition and fees adjustment 993,365 adjustment for NOG funding 317,858 and carryforward encumbrances of 1,347,763.

Attachment: CSC Revised Operating Budget (1749 : Revised Operating Budgets for 2015-2016)

PERU STATE COLLEGE
2015-2016 REVISED OPERATING BUDGET

June 10, 2016

Expenditure Type	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Public Svc	PCS 4.0 Acad Supp	PCS 5.0 Student Svc	PCS 6.0 Gen Admin	PCS 7.0 Plant O&M	PCS 8.0 Student Aid	Total
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	53.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.00
Professional Staff FTE	8.92	0.00	0.00	14.73	18.72	24.00	1.00	0.00	67.37
Support Staff FTE	4.00	0.00	0.00	4.00	2.00	10.00	21.00	0.00	41.00
Salaries	4,331,597	0	0	1,049,479	1,008,189	1,950,238	708,912	0	9,048,415
Benefits	1,103,038	0	0	314,844	302,457	585,071	212,674	0	2,518,084
Total Permanent Salaries & Benefits	5,434,635	0	0	1,364,323	1,310,646	2,535,309	921,586	0	11,566,499
<u>Temporary Staff:</u>									
Part-time Faculty FTE	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Graduate Assistant FTE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Work-study FTE	0.00	0.00	0.00	0.00	3.21	0.00	0.00	0.00	3.21
Other Student FTE	0.00	0.20	0.60	1.20	0.00	0.50	0.25	0.00	2.75
Other Straight-time FTE	0.00	0.00	0.00	0.50	1.80	0.20	0.00	0.00	2.50
Salaries	1,194,373	0	7,652	58,414	95,005	69,413	22,142	0	1,446,999
Benefits	107,275	0	634	4,469	4,987	5,310	1,694	0	124,369
Total Temporary Salaries & Benefits	1,301,648	0	8,286	62,883	99,992	74,723	23,836	0	1,571,368
Total Personal Services	\$6,736,283	\$0	\$8,286	\$1,427,206	\$1,410,638	\$2,610,032	\$945,422	\$0	\$13,137,867
Total Operating Expenses	702,927	0	0	934,578	512,902	1,387,634	1,464,456	0	4,421,904
Total Supplies	55,401	0	0	5,785	139,863	198,299	85,296	0	346,550
Total Travel	32,355	0	0	23,309	120,244	49,765	9,059	0	234,732
Total Capital Outlay	0	0	0	0	0	0	0	0	0
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	305,348	304,848
Total General/Cash Expenditure	\$7,526,966	\$0	\$8,286	\$2,390,878	\$2,183,647	\$4,245,730	\$2,504,233	\$305,348	\$19,165,088
Federal FTE	0.00	0.00	0.00	0.00	3.52	0.00	0.00	0	3.52
Total Federal Funds	0	126,873	0	0	322,484	0	0	12,370,643	12,820,000
Total Expenditures	\$7,526,966	\$126,873	\$8,286	\$2,390,878	\$2,506,131	\$4,245,730	\$2,504,233	\$12,675,991	\$31,985,088
Fund Sources									
General Funds (1)	\$5,134,620	\$0	\$0	\$1,002,167	\$1,345,699	\$1,471,434	\$840,243	\$14,322	\$9,808,485
Cash Funds (2)	2,392,346	0	8,286	1,388,710	837,947	2,774,296	1,663,990	291,026	9,356,602
Federal Funds (3)	0	126,873	0	0	322,484	0	0	12,370,643	12,820,000
Total Funds	\$7,526,966	\$126,873	\$8,286	\$2,390,877	\$2,506,131	\$4,245,730	\$2,504,233	\$12,675,991	\$31,985,088

(1) General Funds Appropriation: \$9,808,485

(2) Cash Funds Appropriation: \$7,687,844, carryforward of \$1,377,732, and NOG funds of \$291,026

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

Attachment: PSC Revised Operating Budget (1749 : Revised Operating Budgets for 2015-2016)

WAYNE STATE COLLEGE
2015-16 OPERATING BUDGET

June 10, 2016

*** 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	130.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.50
Professional Staff FTE	6.09	0.00	0.00	27.00	43.59	32.11	4.00	0.00	112.79
Support Staff FTE	14.00	0.00	0.00	8.00	7.63	23.95	41.50	0.00	95.08
Salaries	11,598,970	0	0	1,933,202	2,506,845	2,644,838	1,571,319	0	20,255,174
Benefits	3,264,757	0	0	661,142	835,083	1,305,518	707,607	0	6,774,107
Total Permanent Salaries & Benefits	14,863,727	0	0	2,594,344	3,341,928	3,950,356	2,278,926	0	27,029,281
<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	2.75	0.00	0.00	0.00	7.25
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	995,435	4,770	75,500	178,260	210,955	144,700	51,350	0	1,660,970
Benefits	76,150	365	5,775	9,637	9,138	11,070	3,594	0	115,729
Total Temporary Salaries & Benefits	1,071,585	5,135	81,275	187,897	220,093	155,770	54,944	0	1,776,699
Total Personal Services	15,935,312	5,135	81,275	2,782,241	3,562,021	4,106,126	2,333,870	0	28,805,980
Total Operating Expenses	1,123,444	7,806	90,949	520,535	648,837	1,173,449	2,233,875	0	5,798,895
Total Supplies	2,001,108	5,223	97,620	620,888	570,398	998,335	638,769	0	4,932,341
Total Travel	350,795	7,500	4,500	315,500	622,800	119,200	5,143	0	1,425,438
Total Capital Outlay	45,000	0	0	96,500	15,000	15,000	22,000	0	193,500
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	671,560	671,560
Total General/Cash Budget	19,455,659	25,664	274,344	4,335,664	5,419,056	6,412,110	5,233,657	671,560	41,827,714
<u>FEDERAL FUNDS</u>									
FTE	1.50	0.00	0.00	0.00	4.45	0.00	0.00	6.05	12.00
Total Federal Funds	350,000	0	0	500	450,000	5,000	0	19,424,400	20,229,900
Total Expenditures	19,805,659	25,664	274,344	4,336,164	5,869,056	6,417,110	5,233,657	20,095,960	62,057,614
<u>Fund Sources</u>									
General Funds*	10,292,717	4,614	0	2,375,633	3,157,520	3,686,915	2,124,645	0	21,642,044
Cash Funds*	9,162,942	21,050	274,344	1,960,031	2,261,536	2,725,195	3,109,012	671,560	20,185,670
Federal Funds	350,000	0	0	500	450,000	5,000	0	19,424,400	20,229,900
Total Funds	19,805,659	25,664	274,344	4,336,164	5,869,056	6,417,110	5,233,657	20,095,960	62,057,614

*General Funds: Includes new appropriation of \$21,642,044.

*Cash Funds: Includes new appropriation of \$14,943,108, adjustment for base/fee increases of \$1,186,059, carryforward balance of \$3,408,768, 15-16 NOG funds of \$587,735, 15-16 NDE Attracting Excellence to Teaching funds of \$60,000 and 15-16 CCPE ACE Scholar funds of \$0.

Attachment: WSC Revised Operating Budget (1749 : Revised Operating Budgets for 2015-2016)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Revised Revenue Bond Operating Budgets for 2015-2016**

The Colleges have submitted their revised revenue bond budgets for the 2015-2016 fiscal year.

Board Policy 9005 requires Chadron and Wayne to maintain a 125% debt service coverage and Peru to maintain 135%. The budgets indicate the Colleges will exceed required debt service coverage as follows:

	Preliminary	Revised
Chadron	206%	187%
Peru	296%	273%
Wayne	244%	236%

With the revisions to the Operating Budgets, the appropriation for the revenue bond program operating expenditures will increase to reflect the change in the "Subtotal - Operations and Maintenance" amounts on the revised budgets as compared to the preliminary budgets approved in June, 2015. The increases are as follows:

Chadron State College	\$156,696
Peru State College	\$111,097
Wayne State College	\$209,488

The System Office recommends approval of the Revised Revenue Bond Operating Budgets for 2015-2016.

ATTACHMENTS:

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

NEBRASKA STATE COLLEGE SYSTEM
 2015-2016 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 10, 2016

REVISED BUDGET

	<i>Revised Budget FY 2016</i>
<u>Revenues:</u>	
Dormitory Rentals	\$2,630,000
Apartment/House Rentals	\$207,000
Facilities Rentals	\$28,000
Food Service Contracts	\$2,465,000
Food Service Commissions	\$412,000
Facilities Fees*	\$1,084,000
Bookstore Commissions	\$36,000
Investment/Interest Income	\$10,000
Other Income	\$87,000
Total Revenues	<u>\$6,959,000</u>
<u>Expenditures:</u>	
FTE: 34.32	
Salaries and Benefits	\$1,825,000
Utilities	\$600,000
Insurance	\$32,500
Equipment & Furnishings	\$10,000
Capital Outlay	\$10,000
Telephone/Cable T.V & Internet Services	\$135,000
Supplies	\$200,196
Repairs and Maintenance	\$172,000
Other Operating Expenses	\$132,000
Subtotal - Operations and Maintenance	<u>\$3,116,696</u>
Food Service Payments	2,189,000
Debt Service	886,471
Total Expenditures	<u>\$6,192,167</u>
<u>Available for Distribution</u>	
to Subsidiary Funds	<u><u>\$766,833</u></u>
Debt Service Coverage Ratio	186.50%

*All student derived fees

15-16 Appropriation \$2,960,000; carryforward from 14-15 \$156,696

Attachment: CSC Revised Revenue Bond Budget (1750 : Revised Revenue Bond Operating Budgets for 2015-2016)

NEBRASKA STATE COLLEGE SYSTEM
2015-2016 REVENUE BOND OPERATIONS BUDGET

PERU STATE COLLEGE

REVISED BUDGET

REVENUE SOURCE	BUDGET FY 2016
Residence Hall/Dormitory Rentals	1,430,580
Apartments/House Rentals	190,625
Facilities Rentals	0
Food Service Contracts	1,535,155
Food Service Commissions	0
Facilities Fees	880,000
Bookstore Commissions/Income	38,865
Trustee Investment/Interest Income	13,650
Parking Fees/Fines	8,350
Other	9,000
	<hr/>
TOTAL REVENUE	<u><u>4,106,225</u></u>

EXPENDITURES AND DEBT SERVICE

FTE 13.33	
Salaries and Benefits	558,585
Utilities	322,750
Insurance	40,600
Equipment & Furnishings	75,000
Capital Outlay	0
Telephone/Cable Television/Internet	50,500
Supplies	86,250
Repairs and Maintenance	258,597
Other Operating Expenses*	156,335
Operating/Maintenance Total	<hr/> 1,548,617
Food Service Payments	1,234,013
Debt Service	483,960
TOTAL EXPENSES	<hr/> <u><u>3,266,590</u></u>
Available for Distribution to Subsidiary Funds	839,635
DEBT SERVICE COVERAGE RATIO	273.49%

*Revolving Fund Appropriations \$1,437,520.38. Carried forward from 14/15 \$111,096.62.
Total available \$1,548,617.00

Attachment: PSC Revised Revenue Bond Budget (1750 : Revised Revenue Bond Operating Budgets for 2015-2016)

**NEBRASKA STATE COLLEGE SYSTEM
2015-16 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

REVISED BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY16
Residence Hall/Dormitory Rentals	3,488,000
Apartment/House Rentals	0
Facilities Rentals	5,200
Food Service Contracts	4,384,600
Food Service Commissions	75,000
Facilities Fees	1,191,000
Bookstore Commissions/Income	160,000
Trustee Investment/Interest Income	175,000
Parking Fees/Fines	105,000
Other	160,000
TOTAL REVENUE	9,743,800

EXPENDITURES AND DEBT SERVICE

FTE 62.90	
Salaries and Benefits	2,686,015
Utilities	1,104,105
Insurance	50,000
Equipment & Furnishings	276,000
Capital Outlay	0
Telephone/Cable Television/Internet	205,500
Supplies	315,500
Repairs and Maintenance	359,300
Other Operating Expenses	221,194
Operations/Maintenance Total*	5,217,614
Food Service Payments	2,565,160
Debt Service	830,358
TOTAL EXPENSES	8,613,132
Available for Distribution to Subsidiary Funds	1,130,668

DEBT SERVICE COVERAGE RATIO 236.17%

*Revolving Funds: Includes new appropriation of \$5,008,126 and carryforward balance of \$209,488.

Attachment: WSC Revised Revenue Bond Budget (1750 : Revised Revenue Bond Operating Budgets for 2015-2016)

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Preliminary Operating Budgets for 2016-2017**

The System Office and the Colleges have prepared recommended operating budgets for FY 2016-17, with the General, Cash and Federal Fund amounts based on the approved distribution of funds.

These budgets provide the basis for the initial distribution of appropriations for FY 2016-17.

The System Office recommends approval of the Preliminary Operating Budgets for 2016-2017.

ATTACHMENTS:

- CSC Preliminary Operating Budget (PDF)
- PSC Preliminary Operating Budget (PDF)
- WSC Preliminary Operating Budget (PDF)
- SO Preliminary Operating Budget (PDF)

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	95.00								95.00
Professional Staff FTE	3.84		3.00	33.00	31.56	34.99	0.19		106.58
Support Staff FTE	1.00		2.00	8.58	3.83	18.00	30.43		63.84
Salaries	6,449,355	0	355,664	2,005,124	1,734,070	2,623,145	885,536		14,052,894
Benefits	1,880,435		130,400	396,549	622,842	1,129,377	401,483		4,561,086
Total Permanent Salaries & Benefits	8,329,790	0	486,064	2,401,673	2,356,912	3,752,522	1,287,019	0	18,613,980
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	1,000,000	6,700	112,000	195,000	348,750	160,000	96,000	0	1,918,450
Benefits									
Total Temporary Salaries & Benefits									0
	1,000,000	6,700	112,000	195,000	348,750	160,000	96,000	0	1,918,450
Total Personal Services	\$ 9,329,790	\$ 6,700	\$ 598,064	\$ 2,596,673	\$ 2,705,662	\$ 3,912,522	\$ 1,383,019	\$ -	\$ 20,532,430
Total Operating Expenses	725,846	2,656	189,825	762,310	465,127	1,822,361	1,835,303	0	5,803,428
Total Supplies	457,271	14,344	42,076	771,952	784,248	13,780	243,656	0	2,327,327
Total Travel	142,758	0	4,148	174,707	525,417	103,823	6,965	0	957,818
Total Capital Outlay	110,181	0	0	133,728	129,860	33,744	0	0	407,513
Tuition Remissions and Exemptions	27,570		243	3,724	6,964	7,000	301	317,858	363,660
Total General/Cash Budget	\$10,793,416	\$23,700	\$834,356	\$4,443,094	\$4,617,278	\$5,893,230	\$3,469,244	\$317,858	\$30,392,176
Federal FTE									
Total Federal Funds	0.00	0.00	0.50	0.00	6.67		0.00	0	7.17
	0	52,000	31,000		510,000	1,000	0	13,095,798	13,689,798
Total Expenditures	\$10,793,416	\$75,700	\$865,356	\$4,443,094	\$5,127,278	\$5,894,230	\$3,469,244	\$13,413,656	\$44,081,974
General Funds	8,309,160		110,000	2,784,382	2,506,400	2,810,901	1,405,000		17,925,843
Cash Funds	2,484,256	23,700	724,356	1,658,712	2,110,878	3,082,329	2,064,244	317,858	12,466,333
Federal Funds	0	52,000	31,000		510,000	1,000		13,095,798	13,689,798
Total Funds	10,793,416	75,700	865,356	4,443,094	5,127,278	5,894,230	3,469,244	13,413,656	44,081,974

General Funds: Include new appropriation of 17,925,843 and no carryforward

Cash Funds: Based on adjustment to base funds during the past fiscal year and additional revenue, cash funds set at 12,466,333

Attachment: CSC Preliminary Operating Budget (1751 : Preliminary Operating Budgets for 2016-2017)

PERU STATE COLLEGE
2016-2017 PRELIMINARY OPERATING BUDGET

June 10, 2016

Expenditure Type	PCS 1.0 Instruction	PCS 2.0 Research	PCS 3.0 Public Svc	PCS 4.0 Acad Supp	PCS 5.0 Student Svc	PCS 6.0 Gen Admin	PCS 7.0 Plant O&M	PCS 8.0 Student Aid	Total
Personal Services									
<u>Permanent Staff:</u>									
Faculty FTE	53.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.00
Professional Staff FTE	8.92	0.00	0.00	14.73	18.80	24.00	1.00	0.00	67.45
Support Staff FTE	4.00	0.00	0.00	4.00	2.00	10.00	21.00	0.00	41.00
Salaries	3,842,209	0	0	1,049,479	1,008,189	1,950,238	708,912	0	8,559,027
Benefits	1,152,663	0	0	314,844	302,457	585,071	212,674	0	2,567,708
Total Permanent Salaries & Benefits	4,994,872	0	0	1,364,323	1,310,646	2,535,309	921,586	0	11,126,735
<u>Temporary Staff:</u>									
Part-time Faculty FTE	30.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30.33
Graduate Assistant FTE	0.50	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.75
Federal Work-study FTE	0.00	0.00	0.00	0.00	17.90	3.20	0.00	0.00	21.10
Other Student FTE	2.80	0.00	2.65	7.00	10.40	16.00	0.00	0.00	38.85
Other Straight-time FTE	0.85	0.00	0.00	0.35	0.00	5.75	2.20	0.00	9.15
Salaries	1,343,841	0	18,216	35,304	167,377	48,332	22,142	0	1,635,212
Benefits	89,247	0	1,509	2,701	12,804	3,697	1,694	0	111,653
Total Temporary Salaries & Benefits	1,433,088	0	19,725	38,005	180,181	52,029	23,836	0	1,746,865
Total Personal Services	\$6,427,960	\$0	\$19,725	\$1,402,327	\$1,490,828	\$2,587,338	\$945,421	\$0	\$12,873,600
Total Operating Expenses	599,810	0	0	838,903	346,646	1,428,372	1,357,243	0	4,570,974
Total Supplies	39,664	0	0	277,125	133,916	22,298	12,034	0	485,037
Total Travel	59,330	0	0	69,764	114,284	50,676	1,078	0	295,132
Total Capital Outlay	0	0	0	0	0	0	0	0	0
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	14,645	14,645
Total General/Cash Budget	\$7,126,764	\$0	\$19,725	\$2,588,119	\$2,085,674	\$4,088,684	\$2,315,776	\$14,645	\$18,239,387
Federal FTE	0.00	0.00	0.00	0.00	2.68	0.00	0.00	0.00	2.68
Total Federal Funds	0	25,651	0	0	322,484	0	0	12,471,865	12,820,000
Total Expenditures	\$7,126,764	\$25,651	\$19,725	\$2,588,119	\$2,408,158	\$4,088,684	\$2,315,776	\$12,486,510	\$31,059,387
Fund Sources									
General Funds (1)	\$3,694,336	\$0	\$19,725	\$1,381,870	\$1,347,250	\$2,663,304	\$1,005,735	\$14,645	\$10,126,865
Cash Funds (2)	3,432,430	0	0	1,206,248	738,423	1,425,380	1,310,041	0	8,112,522
Federal Funds (3)	0	25,651	0	0	322,484	0	0	12,471,865	12,820,000
Total Funds	\$7,126,766	\$25,651	\$19,725	\$2,588,118	\$2,408,157	\$4,088,684	\$2,315,776	\$12,486,510	\$31,059,387

- (1) General Funds \$10,126,865
(2) Cash Funds \$8,112,522
(3) Federal Funds \$12,820,000

Attachment: PSC Preliminary Operating Budget (1751 : Preliminary Operating Budgets for 2016-2017)

WAYNE STATE COLLEGE
2016-17 OPERATING BUDGET

June 10, 2016

*** 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	131.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.50
Professional Staff FTE	6.09	0.00	0.00	27.00	43.59	32.11	4.00	0.00	112.79
Support Staff FTE	14.00	0.00	0.00	8.00	7.63	23.95	41.50	0.00	95.08
Salaries	10,850,649	0	0	1,980,298	2,726,887	2,717,930	1,638,407	0	19,914,171
Benefits	3,254,105	0	0	670,813	958,128	1,290,830	748,850	0	6,922,726
Total Permanent Salaries & Benefits	14,104,754	0	0	2,651,111	3,685,015	4,008,760	2,387,257	0	26,836,897
<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	2.75	0.00	0.00	0.00	7.25
Federal Work-Study FTE	1.00	0.00	0.00	1.50	0.00	0.45	0.00	0.00	2.95
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	1,159,319	5,390	39,500	188,875	178,448	163,959	62,655	0	1,798,146
Benefits	88,690	413	3,025	14,450	13,650	12,545	4,795	0	137,568
Total Temporary Salaries & Benefits	1,248,009	5,803	42,525	203,325	192,098	176,504	67,450	0	1,935,714
Total Personal Services	15,352,763	5,803	42,525	2,854,436	3,877,113	4,185,264	2,454,707	0	28,772,611
Total Operating Expenses	576,907	4,315	115,900	586,570	431,000	2,054,967	2,070,554	0	5,840,213
Total Supplies	784,775	5,000	62,400	379,908	450,005	1,069,027	308,669	0	3,059,784
Total Travel	167,825	9,300	3,049	296,516	592,000	100,254	10,325	0	1,179,269
Total Capital Outlay	65,000	0	0	96,500	15,000	15,000	25,000	0	216,500
Tuition Remissions and Exemptions	0	0	0	0	0	0	0	20,111	20,111
Total General/Cash Budget	16,947,270	24,418	223,874	4,213,930	5,365,118	7,424,512	4,869,255	20,111	39,088,488
<u>FEDERAL FUNDS</u>									
FTE	2.50	0.00	0.00	0.00	5.27	0.00	0.00	6.05	13.82
Total Federal Funds	300,000	0	0	500	450,000	5,000	0	19,474,400	20,229,900
Total Expenditures	17,247,270	24,418	223,874	4,214,430	5,815,118	7,429,512	4,869,255	19,494,511	59,318,388
<u>Fund Sources</u>									
General Funds	9,935,875	5,803	0	2,626,080	3,566,945	3,866,945	2,258,330	0	22,259,978
Cash Funds	7,011,395	18,615	223,874	1,587,850	1,798,173	3,557,567	2,610,925	20,111	16,828,510
Federal Funds	300,000	0	0	500	450,000	5,000	0	19,474,400	20,229,900
Total Funds	17,247,270	24,418	223,874	4,214,430	5,815,118	7,429,512	4,869,255	19,494,511	59,318,388

Attachment: WSC Preliminary Operating Budget (1751 : Preliminary Operating Budgets for 2016-2017)

PRELIMINARY

NEBRASKA STATE COLLEGE SYSTEM OFFICE 2016-17 OPERATING BUDGET			
PERSONAL SERVICES	GENERAL FUNDS	CASH FUNDS	TOTAL
Professional FTE	11		11
Salaries	1,283,298		1,283,298
Benefits	325,819		325,819
Sub-Total	1,609,117		1,609,117
Support Staff FTE	2		2
Salaries	92,639		92,639
Benefits	28,441		28,441
Sub-Total	121,080		121,080
Total Personal Serv	1,730,197	0	1,730,197
Total Operating Exp	291,000	618,080	909,080
Total Travel	70,365		70,365
Total Capital Outlay	0	0	0
TOTAL	2,091,562	618,080	2,709,642

PRELIMINARY MARKETING INITIATIVES

New Funds for 2016-17	\$154,787
Advertising*	\$154,787

*Includes TV, Radio & Print and related advertising expenses

Attachment: SO Preliminary Operating Budget (1751 : Preliminary Operating Budgets for 2016-2017)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Preliminary Revenue Bond Operating Budgets for 2016-2017**

The Colleges have submitted their preliminary revenue bond operating budgets for the 2016-2017 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 125% for Chadron and Wayne and 135% for Peru. The preliminary budgets indicate the Colleges exceed those required coverages as follows:

Chadron	209%
Peru	214%
Wayne	232%

Approval of these preliminary budgets will authorize the Colleges' appropriations to be set at the level noted as the "Operations/Maintenance Total".

The Board has the authority to adjust the appropriation level as needed during the year.

The System Office recommends approval of the Preliminary Revenue Bond Operating Budgets for 2016-2017.

ATTACHMENTS:

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

NEBRASKA STATE COLLEGE SYSTEM
 2016-2017 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 10, 2016

PRELIMINARY BUDGET

	<i>Budgeted FY 2017</i>
<u>Revenues:</u>	
Dormitory Rentals	\$2,760,000
Apartment/House Rentals	143,000
Facilities Rentals	28,000
Food Service Contracts	2,598,000
Food Service Commissions	416,000
Facilities Fees*	1,060,000
Bookstore Commissions	30,000
Investment/Interest Income	10,000
Other Income	75,000
Total Revenues	<u>\$7,120,000</u>
<u>Expenditures:</u>	
FTE: 34.32	
Salaries and Benefits	\$1,731,000
Utilities	600,000
Insurance	35,000
Equipment & Furnishings	10,000
Capital Outlay	10,000
Telephone/Cable T.V & Internet Services	85,000
Supplies	200,000
Repairs and Maintenance	189,000
Other Operating Expenses	100,000
Subtotal - Operations and Maintenance	<u>\$2,960,000</u>
Food Service Payments	2,296,720
Debt Service	892,786
Total Expenditures	<u>\$6,149,506</u>
<u>Available for Distribution</u> to Subsidiary Funds	<u><u>\$970,494</u></u>
Debt Service Coverage Ratio	208.70%

*All student derived fees

Attachment: CSC Preliminary Revenue Bond Budget (1752 : Preliminary Revenue Bond Operating Budgets for 2016-2017)

NEBRASKA STATE COLLEGE SYSTEM
2016-2017 REVENUE BOND OPERATIONS BUDGET

PERU STATE COLLEGE

Preliminary Operating Budget

REVENUE SOURCE	BUDGET FY 2017
Residence Hall/Dormitory Rentals	1,464,680
Apartments/House Rentals	139,551
Facilities Rentals	
Food Service Contracts	1,651,326
Food Service Commissions	0
Facilities Fees	1,036,174
Bookstore Commissions/Income	34,762
Trustee Investment/Interest Income	18,543
Parking Fees/Fines	0
Other	48,422
	<hr/>
TOTAL REVENUE	<u><u>4,393,458</u></u>
EXPENDITURES AND DEBT SERVICE	
FTE	13.33
Salaries and Benefits	682,741
Utilities	302,500
Insurance	37,500
Equipment & Furnishings	75,000
Capital Outlay	0
Telephone/Cable Television/Internet	52,015
Supplies	84,579
Repairs and Maintenance	161,570
Other Operating Expenses	84,623
Operating/Maintenance Total	<hr/> 1,480,528
Food Service Payments	1,232,736
Debt Service	786,552
TOTAL EXPENSES	<hr/> <u><u>3,499,816</u></u>
Available for Distribution to Subsidiary Funds	893,642
DEBT SERVICE COVERAGE RATIO	213.62%

Attachment: PSC Preliminary Revenue Bond Budget (1752 : Preliminary Revenue Bond Operating Budgets for 2016-2017)

June 10, 2016

**NEBRASKA STATE COLLEGE SYSTEM
2016-17 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

PRELIMINARY BUDGET

REVENUE SOURCE	PROPOSED BUDGET FY17
Residence Hall/Dormitory Rentals	3,610,000
Apartment/House Rentals	0
Facilities Rentals	0
Food Service Contracts	4,605,000
Food Service Commissions	65,000
Facilities Fees	1,274,000
Bookstore Commissions/Income	130,000
Trustee Investment/Interest Income	140,000
Parking Fees/Fines	40,000
Other	132,000
TOTAL REVENUE	9,996,000

EXPENDITURES AND DEBT SERVICE

FTE 64.37	
Salaries and Benefits	2,590,651
Utilities	1,122,270
Insurance	50,000
Equipment & Furnishings	274,000
Capital Outlay	0
Telephone/Cable Television/Internet	205,000
Supplies	299,000
Repairs and Maintenance	340,000
Other Operating Expenses	214,380
Operations/Maintenance Total	5,095,301
Food Service Payments	2,652,115
Debt Service	969,151
TOTAL EXPENSES	8,716,567
Available for Distribution to Subsidiary Funds	1,279,433
DEBT SERVICE COVERAGE RATIO	232.02%

Attachment: WSC Preliminary Revenue Bond Budget (1752 : Preliminary Revenue Bond Operating Budgets for 2016-2017)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: Approve Biennium Budget Requests for 2017-2019

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 2017-19 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 12, 2016 meeting. These guidelines included core needs increases as well as mandatory compliance obligations and strategic initiatives for the operating budget. The operating request includes the following:

	CORE NEEDS*	MANDATORY COMPLIANCE OBLIGATIONS**	STRATEGIC INITIATIVES	TOTAL
FY 2017-18	\$1,349,927	\$ 580,494	\$2,021,379	\$3,951,800
FY 2018-19	<u>\$1,922,550</u>	<u>\$ 278,540</u>	<u>\$ (760,834)</u>	<u>\$1,440,256</u>
BIENNIUM	\$3,272,477	\$ 859,034	\$1,260,545	\$5,392,056

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

FY 2016-17 BASE	\$52,404,248
FY 2017-18 REQUEST	\$56,356,048* **
FY2018-19 REQUEST	\$57,796,304* **

***CORE NEEDS**

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.

****MANDATORY COMPLIANCE OBLIGATIONS**

This is a new category for the 2017-19 request and is intended to address new requirements over which the NSCS has little or no control. These are obligations that must be addressed in the operating budgets of the Colleges and/or System Office. The "tbd" item noted in the summary is for the impact of proposed new Department of Labor regulations related to the Fair Labor Standards Act (FLSA), which were released on Wednesday, May 18. This item will be updated once the impact of those regulations can be determined.

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 and in response to the items described above for salaries, DAS rates, and the impact of any new

Department of Labor regulations.

CAPITAL CONSTRUCTION REQUESTS AND PRIORITIES

The Colleges have prepared capital construction requests for the 2017-19 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:

	FY18	FY19	Future
LB605 (2006) Bond Repayment (General)	\$1,125,000	\$1,125,000	\$12,375,000
Sports Facilities Cash Fund	\$ 300,000	\$ 300,000	\$3,000,000 (10 years)
LB198 (2012) Bond Repayment	\$2,216,000	\$2,216,000	\$4,432,000

New Capital Requests include:

	FY18	FY19	Future
CSC Math/Science Building Renovation	\$9,395,977	\$8,259,614	\$6,078,912
PSC Geothermal Utilities Conversion	\$1,000,000	\$3,000,000	\$1,000,000
WSC Benthack Hall Renovation	\$1,504,050	\$5,745,000	\$2,537,250
WSC Peterson Fine Arts Renovation Planning	\$ 80,000		

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 Benthack Hall Renovation (WSC)
- 7 Geothermal Utilities Conversion (PSC)
- 8 Peterson Fine Arts Planning (WSC)
- 9 Fire/Life Safety - Class 2
- 10 Deferred Repair - Class 2
- 11 ADA - Class 2
- 12 Energy Conservation - Class 2

The System Office recommends approval of the Biennium Budget Requests for 2017-2019.

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Resolution Authorizing the Sale of Bonds to Refund the LB605 (2006) Bonds and Provide for Additional Capital Construction Projects in Accordance with LB957 (2016)**

The proposed bond issue is the result of LB957 passed during the 2016 legislative session. LB957 extends the provision of LB605 (2006) by indicating the legislative intent to provide the state share of principal and interest payments an additional ten (10) years, through June 30, 2030. At the same time, the bonds issued in 2006 as a result of LB605 (2006) are now subject to call and market conditions make it favorable to refund these bonds. This bond issue includes both the refunding and the new project funding.

Projects included in the legislation for new funding are:

- 1) Chadron State College Stadium
- 2) Peru State College Theatre/Event Center
- 3) Wayne State Center for Applied Technology

The legislature, in LB605 (2006), appropriated \$1,125,000 for 2006-07 and indicated its intention to appropriate \$1,125,000 per fiscal year through June 30, 2020. LB957 (2016) extends the intention to appropriate \$1,125,000 annually through June 30, 2030.

NSCS funding pledged for bond repayment are from Capital Improvement Fees. Bond payments would be made according to the following schedule:

NEBRASKA STATE COLLEGE SYSTEM BOND ISSUE REPAYMENT PLAN

Years	State Pays	NSCS Pays	Total Payment
2016-17	1,125,000	1,200,000	2,325,000
2017-18	1,125,000	1,200,000	2,325,000
2018-19	1,125,000	1,200,000	2,325,000
2019-20	1,125,000	1,200,000	2,325,000
2020-21	1,125,000	1,440,000	2,565,000
2021-22	1,125,000	1,440,000	2,565,000
2022-23	1,125,000	1,440,000	2,565,000
2023-24	1,125,000	1,440,000	2,565,000
2024-25	1,125,000	1,440,000	2,565,000
2025-26	1,125,000	1,440,000	2,565,000
2026-27	1,125,000	1,440,000	2,565,000
2027-28	1,125,000	1,440,000	2,565,000
2028-29	1,125,000	1,440,000	2,565,000
2029-30	1,125,000	1,440,000	2,565,000
Totals	15,750,000	19,200,000	34,950,000

The increase in the NSCS portion of the payment in 2020-21 corresponds with the gradual increase in the Capital Improvement Fee of \$0.50 per year that was made in FY 2016-17 and is

anticipated for each of the following three years. The principal amount of bonds to be refunded is \$8,400,000.

To execute the purchase of the bonds, action is necessary by the Board of Trustees, and additional action must be taken by the Nebraska State College Facilities Corporation. The Board of Trustees needs to approve a resolution, which follows.

Parameters included in the resolution include:

1. The bond issue is not to exceed the par amount of \$31,800,000
2. The Total Interest Cost (TIC) is not to exceed 3.4%
3. The present value savings on the refunded bonds cannot be less than 4%
4. The underwriter's discount is not to exceed 0.75%
5. The bonds shall be sold at a price not less than 97%, exclusive of underwriter's discount.

If any of these parameters are not met, the Board would have to take additional action before the bonds could be sold.

Mike Rogers from Gilmore Bell (bond counsel) will be available at the June board meeting to respond to any questions.

The System Office recommends approval of the Resolution Authorizing the Sale of Bonds.

ATTACHMENTS:

- Board Adopting Resolution (PDF)

RESOLUTION

I.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES (the “**Board**”) that the Financing Agreement between the Board and The Nebraska State Colleges Facilities Corporation (the “**Corporation**”) dated the date determined jointly by the Chancellor or the Vice Chancellor for Finance and Administration of the Nebraska State Colleges (each, an “**Authorized Officer**”) and the President or the Secretary/Treasurer of the Corporation (each, a “**Corporation Officer**”) with respect to (a) financing the projects of the Nebraska State Colleges authorized by Legislative Bill 957, One Hundred Fourth Legislature, Second Session (the “**Projects**”) and (b) refunding the Corporation’s Deferred Maintenance Bonds, Series 2006, in the aggregate principal amount of \$8,400,000 (the “**Refunded Bonds**”), in substantially the form attached hereto as **Exhibit A** and made a part hereof by reference, is hereby approved, adopted, ratified and affirmed together with such changes, additions, deletions or modifications as an Authorized Officer and Bond Counsel shall approve as being in the best interest of the Nebraska State Colleges.

II.

BE IT FURTHER RESOLVED BY THE BOARD that the issuance, sale and delivery by the Corporation of its Deferred Maintenance and Refunding Bonds, Series 2016, in an aggregate principal amount not to exceed \$31,800,000, dated the date determined by an Authorized Officer (the “**Bonds**”), together with the terms and provisions of the Bond Resolution dated the date determined by a Corporation Officer and adopted by the Board of Directors of the Corporation (the “**Bond Resolution**”), in substantially the form attached hereto as **Exhibit B** and pursuant to which the Bonds will be issued, are hereby approved, adopted, ratified and affirmed together with such changes, additions, deletions or modifications as an Authorized Officer and Bond Counsel shall approve as being in the best interest of the Nebraska State Colleges. Each Authorized Officer, on behalf of the Board, is hereby authorized and directed to approve the aggregate principal amount of Bonds to be issued (not to exceed \$31,800,000) and the principal maturities, interest rates, insurance (if any), and redemption provisions thereof and to take all necessary actions and execute all necessary documents to effect the sale of the Bonds for the purposes

provided herein and to pay costs of issuance; provided, however, that (a) the true interest cost shall not exceed three and four-tenths percent (3.4%), (b) the Bonds shall be sold with a present value savings resulting from the refunding the Refunded Bonds of not less than four percent (4%) of the Refunded Bonds, (c) the final maturity of the Bonds shall be no later than December 31, 2030, (d) the underwriter's discount shall not exceed seven and one-half tenths of one percent (0.75%) and (e) the Bonds shall be sold at a price not less than ninety-seven percent (97%), exclusive of underwriter's discount.

III.

BE IT FURTHER RESOLVED BY THE BOARD that each Authorized Officer is hereby authorized and directed to approve the sale of the Bonds by negotiated sale to Ameritas Investment Corp. (the "**Underwriter**") pursuant to (a) a Bond Purchase Agreement between the Corporation and the Underwriter and (b) an Inducement Letter from the Board to the Corporation and the Underwriter, each dated the date determined jointly by an Authorized Officer and a Corporation Officer, in substantially the forms of the Bond Purchase Agreement and Inducement Letter in connection with the Corporation's Building Bonds (Rangeland Center and U.S. Conn Projects), Series 2014 (the "**Prior Financing**") and made a part hereof by reference, are hereby adopted, ratified, affirmed and approved, together with such changes or modifications as an Authorized Officer and Bond Counsel shall approve as being in the best interest of the Nebraska State Colleges.

IV.

BE IT FURTHER RESOLVED BY THE BOARD that the Preliminary Official Statement of the Corporation and the Board with respect to the Bonds, dated the date determined jointly by an Authorized Officer and a Corporation Officer in substantially the form used in connection with the Prior Financing, together with such changes or modifications as an Authorized Officer and Bond Counsel shall approve, and the final Official Statement to be dated as of the date of sale with respect to the Bonds, which final Official Statement shall include the terms of the Bonds, are hereby approved and authorized for delivery to the purchasers of the Bonds.

V.

BE IT FURTHER RESOLVED BY THE BOARD that (a) the Tax Compliance Agreement dated the date determined jointly by an Authorized Officer and a Corporation Officer among the Board, the Corporation and the Trustee named in the Bond Resolution (the “Trustee”) to satisfy the requirements of the Internal Revenue Code of 1986, as amended, and the applicable regulations thereunder with respect to the Bonds and (b) the Continuing Disclosure Undertaking dated the date determined by an Authorized Officer to assist the Underwriter with its obligations under Rule 15c2-12 of the Securities and Exchange Commission with respect to the Bonds, each in substantially the respective forms entered into in connection with the Prior Financing and made a part hereof by reference, are each hereby approved, adopted ratified and affirmed, together with such changes, additions, deletions or modifications as an Authorized Officer and Bond Counsel shall approve as being in the best interest of the Nebraska State Colleges.

VI.

BE IT FURTHER RESOLVED BY THE BOARD, that an Authorized Officer is hereby authorized to approve an Amended and Restated Depositary and Disposition Agreement between the Board and the State of Nebraska acting through the Department of Administrative Services (the “State”) with regards to the financing of the Projects, in substantially the form of the Depositary and Disposition Agreement dated August 29, 2006 between the Board and the State, but with such changes, additions, deletions or modifications as an Authorized Officer and Bond Counsel shall approve as being in the best interest of the Nebraska State Colleges.

VII.

BE IT FURTHER RESOLVED BY THE BOARD that the members and officers of this Board and the officials of the Nebraska State Colleges, or any of them, be, and they hereby are, and each of them hereby is, authorized and directed to take any and all action, including the execution of all papers, certificates, receipts and documents, they or any of them may deem necessary or desirable to effectuate, in accordance with the terms of the Resolutions pertaining thereto adopted at this meeting, the delivery and payment for the Bonds and the refunding of the Refunded Bonds.

VIII.

BE IT FURTHER RESOLVED BY THE BOARD that all actions heretofore taken for or on behalf of, or in the name of the Board, by any of the members or officers thereof or by any officers of the Nebraska State Colleges with respect to the authorization or offering for sale of the Bonds or the refunding of the Refunded Bonds are hereby validated, ratified and confirmed.

EXHIBIT A
FORM OF FINANCING AGREEMENT

Attachment: Board Adopting Resolution (1789 : Resolution Authorizing the Sale of Bonds)

EXHIBIT B
FORM OF BOND RESOLUTION

Attachment: Board Adopting Resolution (1789 : Resolution Authorizing the Sale of Bonds)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: Approve Bookstore Contracts

Each of the Colleges conducted a Request for Proposal (RFP) process this year for bookstore services. Approval is requested to move forward with contracts, as proposed, at each of the Colleges. Chadron and Peru are proposing to move to online bookstore services with a separate agreement for an on-campus retail shop for items other than books, sometimes referred to as a "spirit shop". Wayne plans to continue with an on-campus bookstore operation. More information about each proposed contract is provided below.

Chadron State College

The current lease and operating agreement between Follett and CSC will end on June 30, 2016. The College received RFPs until March 15, 2016 to provide a full service online bookstore to serve the campus. Three online bookstore vendors were selected to present on campus on April 27. Of those three vendors, **MBS Direct** is the vendor selected by the College, pending Board approval. CSC will receive a commission of 10% on sales of print course materials. The College also receives \$2,500 in textbook scholarships.

Chadron State also solicited RFPs to operate a retail outlet in the current bookstore location consisting of approximately 2,900 square feet located in the Campus Student Center. The College received only one response by the April 15 deadline to the Retail Outlet RFP from Reeves, Inc. In Chadron. The College will receive a 10% commission on sales of adopted, print course materials, 2% on net sales of digital course materials, and 20% to 25% on books purchased during buyback.

Peru State College

Peru State recommends approval of a new three-year bookstore contract with **Akademios** for the operation of an online bookstore for the 2016-17 through 2018-19 fiscal years. The option will be in place for the College to enter into two additional one year contracts with Akademios following the initial three year term of the contract with Board approval. For the right to operate the bookstore, Akademios agrees to pay the College a commission of 7.5% of gross sales with a minimum of \$25,000 guaranteed during year one of the contract. In following years, the commission will be set annually in writing by June 1. Additionally, Akademios will provide the College up to \$7,500 during the term of the contract for any of the following services or combination of services: Akademios Campus Store Consulting Services, On-Campus Pop-Up Storefront, or other campus marketing initiatives. In addition, two (2) \$500 internships and \$2,000 in textbook scholarships will be provided to the College annually.

Approval is requested in a separate item for the Chancellor to sign a contract with the selected "Spirit Shop" vendor at Peru State, with the College reporting back to the Board at its September meeting on the results of that RFP process.

Wayne State College

Wayne State recommends approval to enter into a new five-year bookstore contract. A competitive RFP process was followed and **Follett** Higher Education Group, Inc. was selected by the College, pending Board approval. The terms of the contract include:

- 3-year initial term, with one 2-year renewal
- Commission of 11.6% of net revenue up to \$1 million; 12.6% of net revenue over \$1 million but less than \$1.5 million; 13.6% of net revenue over \$1.5 million. First year commission guarantee of \$130,000. Future year commission guarantee of an amount equal to 95% of the calculated commission on net revenue of the immediately preceding year.
- \$4,000 annual accounts receivable account
- Investment of up to \$135,000 to improve the store

The System Office recommends approval of the Bookstore Contracts.

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Adoption of Resolution to Select Construction Manager at Risk Delivery System for Football Stadium and Track Improvement Project at Chadron State College**

Board Policy 8071 requires that the Board adopt a resolution identifying the project delivery system for all design-build contract and construction management at risk contract projects at the Colleges.

The firm of Bahr Vermeer & Haecker Architects has completed a program statement which the Board approved at its September 11, 2015, meeting. Also, the project is included in LB957 which was recently approved by the Legislature.

Having the Board's approval to consider the construction management at risk delivery system would allow the College to move ahead with the process for selecting a construction firm to be the project construction manager.

The System Office and Chadron State College recommend approval of the Adoption of Resolution to Select Construction Manager at Risk Delivery System for Chadron State.

ATTACHMENTS:

- CSC Construction Manager at Risk Resolution (PDF)

NEBRASKA STATE COLLEGE SYSTEM
RESOLUTION

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Nebraska State Colleges that the construction management at risk contract delivery system be adopted as one option for the Football Stadium and Track Improvement project at Chadron State College, dependent upon project need.

Approved this 10th day of June, 2016.

Chair, Board of Trustees

Chancellor, Nebraska State College System

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2016

***ACTION:* Approve Designation of \$200,000 of FY16 Appropriated Cash Funds to Theatre/Event Center Project Planning for Peru State College**

Peru State College requests approval to set aside appropriated cash funds for the Addition and Renovation of the Theater/Event Center. Additional funding from the College and Foundation is needed beyond the amount that will be available from the Facilities Corporation financing as a result of LB957 (2016). This funding is important to allow design development to begin as soon as possible to ensure the project will be bid according to schedule. Adequate funds are available within the current year cash fund appropriation. PSC requests designation of \$200,000 of FY16 appropriated cash funds be designated for the Theatre/Event Center project.

The System Office and Peru State College recommend approval of the Designation of \$200,000 of FY16 Appropriated Cash Funds to Theatre/Event Center Project Planning.

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Reallocation of Contingency Maintenance Funds for Peru State College**

Peru State College requests the following reallocation of contingency maintenance funds:

To Resolution:

3/18/2016 \$70,000 #2 Res. Hall Repair and Replace Equip. & Infrastructure

From Resolution:

3/18/2016 \$70,000 #5 Student Center Roof Replacement

The College requests reallocation of contingency maintenance funds to deal with the replacement of the Centennial Complex transformer. OPPD has indicated the need to move the current transformer located in the basement of the Centennial Complex to an outside pad. OPPD will cover the costs of removing the existing transformer and provide the new transformer. The College is responsible for the concrete slab to place the transformer on and the conduit, wire and hookups to the buildings.

Funds are available in the Student Center Roof Replacement item as bids for the roof replacement came in below the budgeted cost.

The System Office recommends approval of the Reallocation of Contingency Maintenance Funds for Peru State College.

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Use of Un-Appropriated Cash Funds on a One-Time Basis for the Center for Applied Technology at Wayne State College**

Wayne State College requests Board approval to use \$1,000,000 on a one-time basis from un-appropriated cash funds for the Center for Applied Technology project. Approval of this funding will allow the College to move forward with professional design services for the project. The cash fund balance adequately supports this request.

The System Office and Wayne State College recommend approval of the Use of Un-Appropriated Cash Funds for Applied Technology Center at Wayne State College.

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2016

***ACTION:* Approve the Return of Unused Capital Improvement Fee Funds for Wayne State College**

Wayne State requests approval for the return of the following amount of unused capital improvement fee funds from a project previously approved by the Board:

Peterson Fine Arts Humidification \$132,129 Approved by the Board on January 21, 2015

This project is now complete and the remaining funds will return to the capital improvement fee fund for future use.

The System Office and Wayne State College recommend approval of the Return of Unused Capital Improvement Fee Funds for Wayne State College.

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **Approve Adoption of Resolution to Select Construction
Manager at Risk Contract Delivery System for the Center for
Applied Technology Project at Wayne State College**

Board Policy 8071 requires that the Board adopt a resolution identifying the project delivery system for all design-build contract and construction management at risk contract projects at the Colleges.

The consulting firm of Bahr Vermeer & Haecker Architects has completed a program statement which the Board approved at its November 13, 2015 meeting. The project is also included in LB957, which was recently approved by the Legislature.

Having the Board's approval to consider the construction management at risk delivery system will allow the College to move ahead with the process for selecting a construction firm to be the project construction manager.

The System Office and Wayne State College recommend approval of the Adoption of Resolution to Select Construction Manager at Risk Delivery System for Wayne State.

ATTACHMENTS:

- WSC Construction Management at Risk Resolution (PDF)

NEBRASKA STATE COLLEGE SYSTEM
RESOLUTION

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

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

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

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

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

Approved this 10th day of June, 2016.

Chair, Board of Trustees

Chancellor, Nebraska State College System

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2016

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

Proposed Revisions to Board Policy 3400 include:

- 1) Clarification of the requirements for receiving the TeamMates Program Award
- 2) Adding a statutory reference to the In the Line of Duty Dependent Education Benefit
- 3) The addition of the Law Enforcement Education Waiver, a new tuition waiver established during the legislative session by LB 906 (2016).

The System Office recommends approval of the Revisions to Board Policy 3400; Tuition Remission.

ATTACHMENTS:

- Revisions to Board Policy 3400 (PDF)

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3400 Tuition Remission

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BOARD POLICY

It is the policy of the Board that financial assistance be made available to all qualifying students. In some instances, such assistance may be provided as tuition remission and/or scholarships. Remissions may be awarded up to the limits specified (if any) in each individual category below. For each semester, the total of all tuition waivers provided by a College to an individual student cannot exceed the amount of tuition charged to that student. Any tuition waivers outside the enumerated categories or beyond the limits specified in this policy require the written approval of the Chancellor. Tuition remissions awarded for online courses will not exceed the comparable amount provided for an on-campus course for a resident student. By November 30 of each year, the Colleges shall provide the Chancellor with a summary of the remission funds awarded by category. The Chancellor shall provide a summary of remissions to the Board.

SYSTEM-WIDE REMISSIONS

Board of Trustees' Scholarships

The Board of Trustees' Scholarships are awarded by each College to students who are graduating from a Nebraska high school or who are residents of Nebraska who meet the following criteria:

1. Have standardized test scores of at least 25 for the ACT or 1700 composite for SAT;
2. Are enrolling for the first time in a postsecondary institution; and
3. Such other factors which may be considered including grade point average and rank in class as appropriate.

The number of new Board of Trustees' scholarships to be awarded by each College for each academic year is based on the full-time equivalent (FTE) enrollment at that College for the fall semester of the preceding academic year. Each College shall receive twenty (20) scholarships for the first one thousand (1,000) FTE students and one (1) additional scholarship for every two hundred (200) FTE beyond one thousand (1,000) for each academic year. The number of scholarships offered should be determined by each College based on the number of scholarships available and the yield experienced in prior years. It is the intent of the Board that the full number of scholarships be awarded but not exceeded each year. The Colleges shall report to the Board by November 30 of each year the number of scholarships offered and the number actually in effect for that academic year, for each academic class (freshman, sophomore, junior, senior).

The scholarships are not transferable from one College to another. The scholarship will be the waiver of resident tuition up to sixteen (16) credit hours per semester to a maximum of one hundred twenty eight (128) hours toward an undergraduate degree. All announcements and publicity will be in the name of the Board of Trustees of the Nebraska State Colleges, specifically the Chair of the Board. All authority for the scholarship is the responsibility of the Board. Each President, financial aid officer and/or scholarship committee shall act as an agent of the Board in administering the program as directed by the Board.

The scholarship is renewable to the total value of the equivalent of eight (8) semesters, up to one hundred twenty eight (128) hours. The recipient may use the scholarship during the five (5) academic years following the initial use with a one (1) year delay in initial use allowable with the College's permission. Should original recipients terminate their education before using the full value of the scholarship, the balance of the scholarship's value may be re-awarded.

Board of Trustees' scholarships are renewable each academic year, provided the recipient maintains a 3.25 GPA and standards are met. The President may approve a waiver of this requirement for extenuating circumstances in the case of a first-year student only. Each College scholarship committee will review all renewal candidates and recommend action to the President, who will report such decisions to the Board.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3400 Tuition Remission

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The System Office shall have responsibility for administering the program, including the distribution of scholarships, announcements, press releases and certificates. From September 15 to January 30 each year, the Colleges shall submit a weekly report to the System Office, which includes the number of new scholarships authorized, offered and accepted.

Corporate and Business Partnership Incentive

A tuition remission may be provided to employees of Corporate and Business Partners taking online courses as part of an agreement approved in advance by the Board of Trustees. Colleges considering such an agreement must work with the Chancellor in advance of any discussions with potential partners.

Governor's Opportunity Award

The Governor's Opportunity Award is awarded by each College to one (1) resident student annually who graduated from a Nebraska high school or is a Nebraska resident and meets the following criteria:

1. Has a standardized test score of 21-24 for the ACT or 1500-1650 composite for SAT; and
2. Is enrolling for the first time in a postsecondary institution.

One (1) student from each College is provided this award each year. The award is not transferable from one (1) College to another. The award will be a waiver of one-half of resident tuition for four (4) years (up to sixteen [16] credit hours per semester up to a maximum of one hundred twenty eight [128] hours toward an undergraduate degree.) The Governor's Opportunity Award is renewable each academic year, provided the recipient maintains a 3.25 GPA and standards are met.

NSCS Advantage Program

The NSCS Advantage program is a system effort designed for students who enroll at one (1) of the Colleges as new first time freshmen and receive a federal Pell Grant. This program assures that qualified students will pay no tuition at any of the Nebraska State Colleges. Each participant in this program must:

- Be a Nebraska Resident;
- Receive a federal Pell Grant;
- Enroll as a new first-time freshman at one (1) of the Colleges; and
- Be enrolled in at least twelve (12) on-campus credit hours.

The award is limited to a maximum of sixteen (16) credit hours per semester. Additional limitations are in place for the award of any remissions for online courses taken in addition to the twelve (12) on-campus credit hours.

The award is not available for transfer students. A high school student who earns college credit while in high school is considered a first-time freshman when he or she enrolls at one of the State Colleges following high school graduation.

Participation is renewable for students as long as they meet the above criteria during all semesters they receive a Pell Grant. Continuation in the program requires the student to remain a federal Pell Grant recipient and continue to enroll in at least twelve (12) on-campus credit hours.

For eligible participants, the program provides the difference between the cost of tuition and the amount of all other awards. Other awards include, but are not limited to: Pell, Supplemental Educational Opportunity Grant (SEOG), Nebraska Opportunity Grant (NOG), institutional waivers, and foundation scholarship assistance.

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TeamMates Program Award

The TeamMates Program Award is a collaborative program with TeamMates designed for students who enroll as first-time freshmen at one (1) of the Colleges. Recipients are identified by TeamMates and must meet TeamMates criteria. The College award will be a waiver of one-half resident tuition for four (4) years (up to sixteen [16] credit hours per semester up to a maximum of one hundred twenty eight [128] hours toward an undergraduate degree).

It is the responsibility of each recipient to confer with a financial aid representative from the College granting the award to discuss details of the award and the impact of any other financial aid. This conversation should occur as soon as possible following notification of the award.

Each College is authorized to award three (3) new waivers annually to TeamMates students who are:

- Nebraska Residents
- Recipients of a Federal Pell Grant
- Enrolled as new first-time freshmen at one (1) of the Colleges
- Enrolled in at least twelve (12) on-campus semester credit hours
- In good academic standing with a minimum of a 2.5 GPA
- Partnered with a TeamMates postsecondary mentor

The award is renewable for TeamMates students as long as they meet the above following criteria during all semesters they are enrolled:-

- Be a Nebraska Resident
- Be enrolled in at least twelve (12) on-campus semester credit hours
- Be in good academic standing with a minimum of a 2.5 GPA
- Be an active member of TeamMates, including being partnered with a TeamMates postsecondary mentor

Additional limitations are in place for online courses taken in addition to the twelve (12) on-campus credit hours.

The scholarships are not transferable from one College to another.

Cooperative Schools Scholarships

Each College is authorized to award scholarships to students entering college for the first time from schools providing student teaching facilities, such scholarships to be for one-half of the tuition costs per semester for up to sixteen (16) credit hours per semester, not to exceed one hundred twenty eight (128) credit hours toward undergraduate degrees. The College may authorize the cooperating school to designate one (1) such scholarship for each three (3) student teachers served based on recommendations by the high school principal. Criteria for the award includes academic ability (top one-half of class), service to the school and leadership qualities. Scholarships are renewable each academic year, provided the recipient maintains a 2.5 GPA.

Student Teacher Supervision Scholarships

Teachers who will be supervising the College's teacher-training students in their classrooms will receive a tuition waiver for the Student Teacher Supervision Course.

Public Health Early Admission Student Track (PHEAST) Waivers are a cooperative program between the University of Nebraska Medical Center's College of Public Health (UNMC CoPH) and the Colleges to provide full tuition waivers for selected students accepted into PHEAST. Selection of participants, participation requirements and waiver provisions are governed by the Program Agreement with the UNMC CoPH.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3400 Tuition Remission

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Employee Tuition Waivers

The employee waivers provide tuition waivers for one (1) course for each term to eligible employees. See Policies 5102, 5103 and 5104 and Collective Bargaining Agreements for details.

Immediate Family Tuition Remission

The immediate family tuition waivers provide a sixty seven percent (67%) reduction in tuition for immediate family (spouse and children who are twenty-four [24] years of age or younger) of eligible employees. See Policies 5102, 5103 and 5104 and Collective Bargaining Agreements for details.

Survivors of Deceased Employees

These are full tuition waivers to spouse and/or children of College employees who die while under full-time, permanent system employment. Children must have been in a dependent status at time of employee's death. Waivers may be used only toward an undergraduate degree or to complete a graduate degree in progress. This remission is offered on a space available basis only, but may be used at any College.

Yellow Ribbon GI Education Enhancement Program (Yellow Ribbon Program)

The Nebraska State College System is to provide tuition (and fees) assistance to eligible military veterans through the Yellow Ribbon Program. The Colleges will provide assistance in accordance with agreements in place with the Department of Veteran Affairs and in conjunction with education benefits provided by the federal government as a provision of the Post 9/11 Veterans Educational Act of 2008.

Family of Deceased or Disabled Veterans (tuition and fees waiver)

This remission program is provided to Nebraska residents pursuant to the terms of Neb. Rev. Stat. §80-411. Effective beginning with the 2013 Fall Term, in addition to the tuition remission, the Colleges shall waive all fees remaining due after subtracting awarded federal financial aid grants and state scholarships and grants. Remission recipients must have a parent, stepparent, or spouse who was a member of the United States armed forces who:

- died of a service-connected disability, injury or illness (either before or subsequent to discharge);
- is permanently and totally disabled as a result of military service; or
- while a member of the United States armed forces is classified as missing in action or as a prisoner of war during armed hostilities.

Member of Active Selected Reserve

This remissions program is provided to Nebraska residents pursuant to the terms of Neb. Rev. Stat. §80-901. Those who qualify are entitled to a credit of fifty percent (50%) of tuition charges.

In the Line of Duty Dependent Education Benefit (tuition and fees waiver)

This remission program is provided pursuant to the terms of Neb. Rev. Stat. §85-2304. The In the Line of Duty Dependent Education Benefit is established for children of law enforcement officers and firefighters killed in the line of duty on or after April 23, 2009. The benefit is for full-time undergraduate students pursuing a baccalaureate degree. The Colleges will waive tuition and fees remaining after the application of federal financial aid grants and state scholarships and grants awarded to the eligible dependent. To remain eligible, the dependent must comply with all requirements of the institution for continued attendance and award of a baccalaureate degree. Verification of dependent eligibility is also made by obtaining a certificate of eligibility. Dependent eligibility includes children of members of emergency medical services ambulance squads that are not associated with a paid or volunteer fire department.

Attachment: Revisions to Board Policy 3400 (1787 : Revisions to Board Policy 3400; Tuition Remission)

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3400 Tuition Remission

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Law Enforcement Education Waiver

This remission program is provided to eligible law enforcement officers, pursuant to the terms of LB906 (2016). Those who qualify are entitled to a credit of 30% of tuition charges after subtracting awarded federal financial aid grants and state scholarships and grants. For purposes of the program, a law enforcement officer is any person who is responsible for the prevention or detection of crime or the enforcement of the penal, traffic, or highway laws of the State of Nebraska or any political subdivision of the state for more than one hundred (100) hours per year and who is authorized by law to make arrests.

A law enforcement officer interested in the program is required to complete an application form and must provide a certificate verifying his or her satisfactory performance in accordance with LB906 (2016) as part of the application.

LB906 states that to qualify for the waiver, the law enforcement officer must be pursuing a baccalaureate degree program related to a career in law enforcement. The NSCS believes that all of its baccalaureate degree programs would benefit law enforcement officers in furtherance of their careers; and therefore, the tuition waiver can be applied toward any baccalaureate program whether the officer is enrolled full or part-time.

A law enforcement officer must comply with all College requirements for continued attendance. The officer may receive the waiver for up to five (5) years if he or she otherwise continues to be eligible for participation. The officer must reapply for the waiver annually.

Within forty-five (45) days after receipt of a completed application, the College shall give the officer written notice of his or her eligibility or ineligibility for the tuition waiver. If the officer is determined not to be eligible for the tuition waiver, the notice shall include the reason or reasons for such denial and the procedure for seeking reconsideration of the decision by the President. A copy of the notice shall also be sent to the President and the Chancellor.

An officer seeking reconsideration of a denial, must send a letter to the President within ten (10) business days of the date of the denial. The President shall provide written notice of the decision to the officer. If the President determines that the officer is not eligible for the waiver, the notice shall include the reason or reasons for the denial and the procedure for appealing the decision to the Chancellor. A copy of the notice shall also be sent to the Chancellor.

An officer seeking to appeal a denial, must send a letter to the Chancellor within thirty (30) business days of the date of the denial. The letter must include the reasons the officer believes the denial to be in error.

The Chancellor shall provide written notice of the decision to the officer consistent with the requirements set forth in LB906 (2016). If the Chancellor determines that the officer is eligible for the tuition waiver, the tuition waiver shall be provided as if the original application had been approved.

COLLEGE-BASED REMISSIONS

The Colleges are, at the President's discretion, authorized to provide College-Based remissions. Beginning in fiscal 2014-15, total College-based remissions generally shall not exceed sixteen percent (16%) of the College's gross tuition before any refunds and remissions. Each College shall establish minimum guidelines and requirements for such remissions in addition to continued good academic standing for any renewal and any other requirements specifically spelled out below. Categories may include the following and policies and procedures for these awards shall be set by each College, approved by the President, and reported to the Board.

Athletic Awards are provided in accordance with College-established allocations each year.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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The Colleges, based on funding available, may award up to the equivalent of sixty (60) FTE resident tuition waivers. A College may, with the Chancellor's approval, increase its athletic awards up to the maximum allowed by the conference or athletic association to which each College belongs. Full or partial awards to male or female athletes, residents or nonresidents, may be made at the discretion of each College within funding allocation. Student athletes receiving renewable awards must maintain the minimum GPA requirements of the conference or athletic association.

Graduate Assistantships provide a stipend established by the College and are adjusted as necessary, in addition to a waiver of up to eighteen (18) hours of tuition per academic year and the immediately following summer session, depending upon workload and term of appointment, while employed as a graduate assistant. Each College shall report its stipend policy to the Chancellor.

International Student Scholarships may be provided to qualified undergraduate students who are citizens of other countries. The purpose is to provide opportunities to interact with the international community and bring diversity to the College.

Need-Based Tuition Waivers are awarded based upon financial need and in most cases supplement available federal financial assistance.

Phi Theta Kappa Community College Transfer Scholarship provides tuition waivers to graduates of community colleges who have maintained a 3.5 grade point average and who were inducted into the Phi Theta Kappa Society. The purpose of the scholarship is to encourage outstanding community college graduates to attend a State College. The scholarships are renewable each academic year, provided the recipient maintains a 3.25 GPA at the College. The scholarships are the waiver of basic tuition to a maximum of sixty four (64) credit hours toward the baccalaureate degree.

Special Activity Awards are used to attract students who have talent in activities such as music, art, theatre, journalism, etc.

Rural Health Opportunities Program (RHOP) Waivers are a cooperative program between the University of Nebraska Medical Center (UNMC) and the Colleges to provide full tuition waivers for selected students accepted into RHOP. Selection of participants is determined by representatives of UNMC and the Colleges.

Other Discretionary Waivers may be awarded by each College. Examples include Presidential Scholarships, the Peru State One Rate Any State waiver, and Senior Citizen waivers.

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Legal Reference: RRS 80-411 Waiver of tuition at institutions of higher education; qualifications; application; Director of Veterans' Affairs; approval; effect; rules and regulations.
 RRS 85-504 State education institutions; fees; waiver
 RRS 85-501 State educational institutions; nonresident fees
 RRS 85-2304 *In the Line of Duty Dependent Education Benefit*; established; eligibility; waiver of tuition and fees; application; notice; determination; effect
LB906 (2016) Law Enforcement Education Act

- Policy Adopted: 1/28/77
- Policy Revised: 2/7/83
- Policy Revised: 10/16/86
- Policy Revised: 6/5/93
- Policy Revised: 9/26/97
- Policy Revised: 11/12/98
- Policy Revised: 4/13/00
- Policy Revised: 2/12/04
- Policy Revised: 6/2/06
- Policy Revised: 1/13/09
- Policy Revised: 4/17/09
- Policy Revised: 9/11/09
- Policy Revised: 1/12/10
- Policy Effective: 7/1/11
- Policy Revised: 3/25/11
- Policy Revised: 11/4/11
- Policy Revised: 6/15/12
- Policy Revised: 9/7/12
- Policy Revised: 9/6/13
- Policy Revised: 1/14/14
- Policy Revised: 4/25/14
- Policy Revised: 9/6/14
- Policy Revised: 11/7/14

Approved: 1/19/11

Policy Revised:

Attachment: Revisions to Board Policy 3400 (1787 : Revisions to Board Policy 3400; Tuition Remission)

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2016

ACTION: **First and Final Round Approval of Revisions to Board Policy 7007; Risk Avoidance, Risk Bearing, Indemnification and Legal Defense**

First and final round approval is requested of the revisions to Board Policy 7007.

The proposed revisions to Board Policy 7007 are intended to ensure that the policy is consistent with the statutory provisions for indemnification and legal defense by the Attorney General set forth in 81-8,239.05 for Board members, officers and employees in the event a civil action is filed against them seeking money damages alleging an act or omission occurring the course and scope of their employment with the Board or State College. The revisions also preserve the option to request legal representation from the Board to be covered by our liability insurance and clarifies that the policy does not create an obligation on behalf of the Board to initiate a legal action on behalf of any Board member, officer or employee.

The System Office recommends approval of the Revisions to Board Policy 7007; Risk Avoidance, Risk Bearing, Indemnification and Legal Defense.

ATTACHMENTS:

- Revisions to Board Policy 7007 (PDF)

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 7007 Risk Avoidance, Risk Bearing,
Indemnification and Legal Defense****Page 1 of 2****BOARD POLICY****1. Indemnification**

To the extent authorized by law, the State of Nebraska will indemnify members of the Board or any officer or employee of the Board or of any State College including past Board members, officers and employees ~~against any judgement~~ for money damages and reasonable costs incurred as a result of an act or omission occurring in the course and scope of such individual's duties for or employment with the Board or any State College. Such individual's right to indemnification shall include the payments of awards, settlements, and associated costs, including appeal bonds and reasonable costs associated with a required appearance before any tribunal. Such individual's right to indemnification shall not exceed the amount subject to collection by a party directly against such individual. The provisions of this policy shall not apply in the case of malfeasance in office or willful or wanton neglect of duty. The provisions of this policy shall not be interpreted as an expansion of the personal liability of any such individual or as an obligation that the Board initiate legal action on behalf of any Board member, officer, or employee-

The Board may maintain insurance coverage on behalf of the Board and employees of the State College System to provide defense and indemnification with respect to liabilities discussed hereunder. If such insurance is provided, the Board strongly encourages individuals seeking indemnification, to first request legal representation from the Board.

2. Legal Defense Provided by the Board

- a) If any civil action is brought against any member of the Board or any officer or employee of the Board or of any State College, such individual may request that the Board provide legal counsel if such civil action is based in fact on an alleged act or omission in the course and scope of the individual's duties or employment. Such request shall be made in writing to the Chancellor. At its discretion, the Board may arrange for the legal defense of the requesting individual unless after investigation it is found that the claim or demand does not arise out of an alleged act or omission occurring in the course and scope of such individual's duties or employment or that the act or omission complained of amounted to malfeasance in office or willful or wanton neglect of duty, in which case the Board shall give the requesting individual written notice that the request for legal counsel in defense of the claim has been rejected.
- b) Any such individual against whom a claim is made which is not rejected by the Board pursuant to 2a) shall cooperate fully with the legal counsel provided for in the defense of such claim. If such individual does not cooperate or otherwise acts to materially prejudice the defense of the claim or the appearance, such legal counsel may be withdrawn.
- c) If the request for legal counsel is rejected or if it is established by a judgment ultimately rendered on the claim that the act or omission complained of was not in the course or scope of employment or amounted to willful or wanton neglect of duty, no public money shall be paid in settlement of such claim or in payment of any judgment against such individual. The rejection of a request for legal counsel shall not prejudice the defense that the claim arose out of an alleged act or omission occurring in the course and scope of such individual's duties or employment or that the act or omission complained of did not amount to malfeasance in office or willful or wanton neglect of duty. If such individual is successful in asserting such defense, he/she shall be indemnified to the extent authorized by law for the reasonable cost of defending the claim.
- d) If such individual has been defended by legal counsel provided by the Board, the Chancellor and such other individuals whose involvement is necessary and proper may formulate procedures to implement this policy and coordinate the processing of claims under this policy with insurance and risk management practices.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 7007 Risk Avoidance, Risk Bearing,
Indemnification and Legal Defense****Page 2 of 2****23. Legal Defense Provided by the Attorney General**

- a) If any civil action is brought against any member of the Board or any officer or employee of the Board or of any State College, such individual may file a written request for legal counsel with the ~~Board-Attorney General~~ asserting that such civil action is based in fact on an alleged act or omission in the course and scope of his/her duties or employment. The individual seeking legal counsel shall provide a copy of the written request to the Chancellor at the time the request is filed with the Attorney General. The ~~Board, or at the discretion of the Board, the~~ Attorney General shall, ~~to the extent authorized by law, arrange for the~~ appear and defend or represent the requesting individual legal defense of the requesting individual, unless after investigation it is found that the claim or demand does not arise out of an alleged act or omission occurring in the course and scope of such individual's duties or employment or that the act or omission complained of amounted to malfeasance in office or willful or wanton neglect of duty, in which case the ~~Board-Attorney General~~ shall give the requesting individual written notice that the request for legal counsel in defense of the claim has been rejected.
- b) Any such individual against whom a claim is made which is not rejected by the Attorney General pursuant to 23a) shall cooperate fully with the ~~legal counsel provided for~~ Attorney General in the defense of such claim. If the Attorney General determines that such individual ~~does has~~ not cooperated or has otherwise acted ~~eds~~ to ~~materially~~ prejudice the defense of the claim or the appearance, the Attorney General may at any time reject the defense of the claim or representation before the tribunal, such legal counsel may be withdrawn.
- c) If the Attorney General rejects the ~~request for legal counsel is rejected~~ the defense of a claim; or if it is established by a ~~judgement~~ judgment ultimately rendered on the claim that the act or omission complained of was not in the course or scope of employment or amounted to willful or wanton neglect of duty, no public money shall be paid in settlement of such claim or in payment of any ~~judgement~~ judgment against such individual. ~~The rejection of a request for legal counsel~~ Such Action by the Attorney General shall not prejudice the ~~defense right of the individual to assert and establish as a defense~~ that the claim arose out of an alleged act or omission occurring in the course and scope of such individual's duties or employment or that the act or omission complained of did not amount to malfeasance in office or willful or wanton neglect of duty. If such individual is successful in asserting such defense, he/she shall be indemnified to the extent authorized by law for the reasonable cost of defending the claim.
- d) If such individual has been defended by the Attorney General and it is established by the judgment ultimately rendered on the claim that the act or omission complained of was not covered by Neb. Rev. Stat. § 81-8,239.05, the judgment against that individual shall provide for payment to the state of the state's costs, including a reasonable attorney's fee, legal counsel provided by the Board, the Chancellor and such other individuals whose involvement is necessary and proper may formulate procedures to implement this policy and coordinate the processing of claims under this policy with insurance and risk management policies and programs.

Legal Reference: RRS 81-8,239.05 Indemnification of state officials and employees; when; Attorney General; duties; report
RRS 81-8,329.06 Civil action against state officer or employee; Attorney General; represent; cooperation required; payment for defense; when required

Policy Adopted: 6/13/86
Policy Revised: 3/11/94
Policy Revised: 9/15/06
[Policy Revised:](#)

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 10, 2016

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

Nebraska State College System Office and Colleges

- Nebraska State College System Office and Colleges (TV, radio and digital advertising) -- \$100,000

The System Office recommends approval of the Contracts and Change Orders for Approval.

ATTACHMENTS:

- NSCS Contracts and Change Orders for Approval (PDF)

CONTRACTS AND CHANGE ORDERS FOR APPROVAL

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

CONTRACTS – a) construction contracts for more than \$100,000; b) architect/engineer fees of more than \$65,000; and c) consultant contracts for more than \$70,000 and any other contracts not exempt per Policy 7015.

Nebraska State College System	
Location on Campus:	Nebraska State College System and Colleges
Contracted Work:	TV, radio and digital advertising
Contract Amount:	\$100,000
Fund Source:	Cash Funds
Contractor:	Clark Creative Group

Attachment: NSCS Contracts and Change Orders for Approval (1778 : Contracts and Change Orders for Approval)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 10, 2016

INFORMATION ONLY: **Promotion & Tenure Report**

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

Faculty recommended for promotion in rank are first required to meet educational and service criteria such as appropriate degree, years of service at the college level, as well as years of service to the NSCS institution. In addition, performance criteria must be satisfied that includes demonstrated ability to teach effectively; to contribute to student growth and development; scholarly and creative activity relevant to the teaching field of the faculty member; service to the college, community, and profession; as well as professional growth and collegial relationships.

Peer review, student evaluations, material supplied by the faculty member to support the application and administrative review and recommendations are involved in the promotion process.

The table below lists the total number and (percentage) of full-time instructional faculty by rank and institution resulting from the recent promotions.

	Instructor		Assistant Professor		Associate Professor		Professor		Total
Chadron	8	9%	20	24%	23	27%	38	45%	
Promoted into Rank	N/A		0		4		3		
Promoted to next Rank	<u>0</u>		<u>4</u>		<u>3</u>		<u>N/A</u>		
IMPACT	8	9%	16	18%	24	27%	41	46%	89
Peru	9	18%	18	35%	8	16%	16	31%	
Promoted into Rank	N/A		0		1		1		
Promoted to next Rank	<u>0</u>		<u>1</u>		<u>1</u>		<u>N/A</u>		
IMPACT	9	18%	17	33%	8	16%	17	33%	51
Wayne	8	7%	28	23%	29	24%	57	47%	
Promoted into Rank	N/A		2		3		2		
Promoted to next Rank	<u>2</u>		<u>3</u>		<u>2</u>		<u>N/A</u>		
IMPACT	6	5%	27	22%	30	25%	59	48%	122
System Total	25	10%	66	25%	60	22%	111	42%	
Promoted into Rank	N/A		2		8		6		
Promoted to next Rank	<u>0</u>		<u>8</u>		<u>6</u>		<u>N/A</u>		
IMPACT	23	9%	60	23%	62	24%	117	44%	262

The following table lists the total number and percentage of instructional faculty by institution resulting from the recent awarding of tenure.

	Total Full-Time Faculty	Tenured Faculty	Tenure Awarded 2016	Result of 2016 Tenure Awarded	Percent of Faculty with Tenure
Chadron	89	55	0	55	61%
Peru	51	25	0	25	49%
Wayne	122	82	3	85	70%
System Total	262	162	3	165	63%

ATTACHMENTS:

- CSC Promotion Form (PDF)
- PSC Promotion Form (PDF)
- WSC Promotion Form (PDF)
- WSC Tenure Form (PDF)

RANK PROMOTIONS

**Chadron State College
June 10, 2016**

Name	Division OR School	Present Rank AND Recommended Rank	Degree	Years Prior College Service Credit*	Years at Institution in full-time ranked positions	Total Years Experience at College Level (full-time ranked positions)
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*Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor and above.
 *Years Prior College Service Credit plus Years at Institution should equal Total Years Experience at College Level in full-time ranked positions.

Mary Jo Carnot	Psychology	Associate Professor to Professor	Ph.D.	0	10	10
Josh Ellis	Applied Sciences	Assistant Professor to Associate Professor	Ph.D.	9	2	11
Shaunda French	Communication Arts	Assistant Professor to Associate Professor	Ph.D.	0	5	5
Bruce Hoem	Social Work	Associate Professor to Professor	MSW	4	10	14
Kurt Kinbacher	History	Assistant Professor to Associate Professor	Ph.D.	6	3	9
Jesse Sealey	Education	Assistant Professor to Associate Professor	Ed.D.	0	5	5
Una Taylor	Music	Associate Professor to Professor	DMA	0	10	10

Attachment: CSC Promotion Form (1735 : Promotion & Tenure Report)

RANK PROMOTION RECOMMENDATION PERU STATE COLLEGE – SPRING 2016

Name	Division OR School	Present Rank AND Recommended Rank	Degree	Years Prior College Service Credit*	Years at Institution in full-time ranked positions	Total Years Experience at College Level (full-time ranked positions)
<p>* Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor and above.</p> <p>* Years Prior College Service Credit plus Years at Institution should equal Total Years Experience at College Level in full-time ranked positions.</p>						
Mary Goebel-Lundholm	Professional Studies	Associate Professor to Professor	Ph.D.	0	10	10
Ken Meints	Arts and Sciences	Assistant Professor to Associate Professor	D.M.A.	0	8	8

Attachment: PSC Promotion Form (1735 : Promotion & Tenure Report)

RANK PROMOTION
Wayne State College
2016

Name	Division OR School	Present Rank AND Promotion Rank	Degree	Years Prior College Service Credit*	Years at Institution in full-time ranked positions	Total Years' Experience at College Level (full-time ranked positions)
*Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor and above.						
*Years Prior College Service Credit plus Years at Institution should equal Total Years' Experience at College Level in full-time ranked positions.						
Christensen, Chad	Arts and Humanities	Instructor to Assistant Professor	MFA	0	5	5
Erwin, Carol	Business and Technology	Instructor to Assistant Professor	ME	0	5	5
Kolbeck, Karel	Arts and Humanities	Assistant Professor to Associate Professor	DMA	0	6	6
Langdon, Jennifer	Natural and Social Sciences	Associate Professor to Full Professor	PhD	2	8	10
Langlie-Willers, Pamela	Business and Technology	Associate Professor to Full Professor	PhD	0	10	10
Pease, Craig	Education and Counseling	Assistant Professor to Associate Professor	EdD	0	6	6
Piersanti, Joshua	Arts and Humanities	Assistant Professor to Associate Professor	MFA	0	6	6

Attachment: WSC Promotion Form (1735 : Promotion & Tenure Report)

TENURE
Wayne State College
2015

Name	Division OR School	Present Rank	Degree	Years Prior College Service Credit*	Years at institution in tenure-track positions
*Prior Service Credit is credit granted in writing at the time of initial appointment for full-time service in higher education at the rank of instructor or above.					
Nicholson, Lori	Business and Technology	Associate Professor	PhD	0	16
Rawlings, Lesli	Natural and Social Sciences	Associate Professor	PhD	0	7
Zardeneta, Gustavo	Natural and Social Sciences	Associate Professor	PhD	0	7

Attachment: WSC Tenure Form (1735 : Promotion & Tenure Report)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 10, 2016

INFORMATION ONLY: Foundation Employee Compensation Report

Chadron State Foundation's employee salary information for 2016-2017 is attached as an information item.

ATTACHMENTS:

- CSC 2016-2017 Foundation Salaries (PDF)

Employee Name	SAP Position	Position Title	FTE	2015-2016 Base Salary	Adjustments increase	2016-2017 Total Annual Salary	Notes
<u>Professional Staff (Non-Union) -- Foundation</u>							
Rasmussen, Connie	600005	EXECUTIVE DIRECTOR	1.000	126,500.00	3,795.00	130,295.00	
Haag, Cricket	600008	BUSINESS MANAGER	1.000	59,365.00	1,781.00	61,146.00	
Watson, George	660660	MAJOR GIFTS OFFICE	1.000	80,000.00	2,400.00	82,400.00	
Total			3.000	265,865.00	7,976.00	273,841.00	
Total Foundation Funded Positions			3.000	265,865.00	7,976.00	273,841.00	

Attachment: CSC 2016-2017 Foundation Salaries (1737 : Foundation Employee Compensation Report)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 10, 2016

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 2015, which corresponds with the timing of the first report in 2010.

ATTACHMENTS:

- Employee Demographic Report (PDF)

FALL 2015 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	208	177	4	4	8	6	5	355	-	3
PSC	135	114	3	1	5	2	-	233	-	5
WSC	346	244	1	3	10	10	-	566	-	-
SO	10	3	-	-	-	-	-	13	-	-
TOTAL	699	538	8	8	23	18	5	1,167	0	8

Source: SAP Query (Active, Monthly Employees - Fall 2014)

TOTAL Fall 2014	780	547	9	9	10	18	3	1,268	0	10
TOTAL Fall 2013	759	547	6	10	16	14	3	1,243	0	14
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 Report (1738 : Employee Demographic Report)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 10, 2016

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 must be reviewed and approved by the President and reported to the Chancellor. All full-time employment separations are also reported to the Chancellor. The Chancellor is required to report these changes along with changes to the System Office staffing to the Board on a regular basis.

ATTACHMENTS:

- SO Personnel Report June 2016 (PDF)
- CSC Personnel Report June 2016 (PDF)
- PSC Personnel Report June 2016 (PDF)
- WSC Personnel Report June 2016 (PDF)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
 NEBRASKA STATE COLLEGE SYSTEM OFFICE
 MEETING DATE: June 10, 2016

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
Tande, Korinne	Vice Chancellor for Student Affairs, Marketing, Enrollment & Public Information	NA	\$129,738	State	7/02/07-6/30/17	1.000	Retirement	NA

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College
MEETING DATE: June 10, 2016

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	Applied Sciences	Associate Professor	\$3,000	State	03/01/2016-06/30/2016	NA	Additional duties- C.F. Cofee Gallery	Special
Carnot, Mary Jo	Counseling, Psychology & Social Work	Associate Professor	\$200	State	08/24/2015-12/18/2015	NA	Course Review EDUC 423 (2 cr hr)	Special
Field, Aaron	Applied Sciences	Assistant Professor	\$47,790	State	08/18/2016-05/06/2017	1.000	New Appointment	Tenure Track
McCallum, Henry	Education	Associate Professor	\$3,000	State	08/24/2015-12/18/2015	NA	Course Development SPED 432 (3 cr hr), SPED 438 (3 cr hr)	Special
McEwen, Robert	English & Humanities	Professor	\$82,672 prorated \$76,040.55	State	08/21/1987-04/18/2016	1.000	Termination	NA
Ritzen, Scott	HPER	Professor	\$850	State	08/24/2015-12/18/2015	NA	Correspondence Grading 17 students at \$50 per student	Special
Weremeichick, Jeremy	Physical & Life Sciences	Assistant Professor	\$46,500	State	08/18/2016-05/06/2017	1.000	New Appointment	Tenure Track

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
Bacon, Julie	Adjunct	NA	\$2,505	State	03/14/2016-05/06/2016	0.080	SOC 230 (3 cr hr)	Special
Basnet, Hem	Adjunct	NA	\$2,505	State	03/14/2016-05/06/2016	0.080	FIN 631 (3 cr hr)	Special
Brochtrup, Paul	Adjunct	NA	\$5,010	State	01/11/2016-05/06/2016	0.160	EDUC 475 (6 cr hr)	Special
Field, Aaron	Part Time Faculty	NA	\$900	State	06/20/2016-06/30/2016	0.020	Early onboarding	Special
Field, Aaron	Part Time Faculty	NA	\$3,400	State	07/01/2016-08/17/2016	0.065	Early onboarding	Special
Garriffa, Kristie	Adjunct	NA	\$835	State	01/11/2016-05/06/2016	0.030	EDUC 475 (1 cr hr)	Special
Knott, Allen	Adjunct	NA	\$4,175	State	01/11/2016-05/06/2016	0.130	EDUC 475 (5 cr hr)	Special

Attachment: CSC Personnel Report June 2016 (1763 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2016

**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
Kremensek, Bradley	Adjunct	NA	\$835	State	01/11/2016-05/06/2016	0.030	EDUC 475 (1 cr hr)	Special
McCreey, Janan	Adjunct	NA	\$3,340	State	01/11/2016-05/06/2016	0.110	EDUC 475 (4 cr hr)	Special
McPherron, Mike	Adjunct	NA	\$5,010	State	01/11/2016-05/06/2016	0.160	EDUC 475 (6 cr hr)	Special
Nader, Martin	Adjunct	NA	\$2,505	State	03/14/2016-05/06/2016	0.080	PS 101 (3 cr hr)	Special
New, Douglas	Adjunct	NA	\$1,670	State	01/11/2016-05/06/2016	0.050	EDUC 475 (2 cr hr)	Special
Nielson, Scott	Adjunct	NA	\$2,505	State	03/14/2016-05/06/2016	0.080	MKTG 231 (3 cr hr)	Special
Ocken, David	Adjunct	NA	\$2,505	State	01/11/2016-05/06/2016	0.080	EDUC 475 (3 cr hr)	Special
Pollard, Tracie	Adjunct	NA	\$5,845	State	01/11/2016-05/06/2016	0.190	EDUC 475 (7 cr hr)	Special
Poniatowski, Chris	Adjunct	NA	\$835	State	01/11/2016-05/06/2016	0.030	EDUC 475 (1 cr hr)	Special
Sanders, Paige	Adjunct	NA	\$835	State	01/11/2016-05/06/2016	0.030	EDUC 475 (1 cr hr)	Special
Truitt, Benjamin	Adjunct	NA	\$2,505	State	03/14/2016-05/06/2016	0.080	HUM 231 (3 cr hr)	Special
Weremeichick, Jeremy	Part Time Faculty	NA	\$3,400	State	07/01/2016-08/17/2016	0.065	Early onboarding	Special
Weremeichick, Jeremy	Part Time Faculty	NA	\$2,500	State	05/26/2014-06/30/2016	0.050	Early onboarding	Special
Williams, David	Adjunct	NA	\$835	State	01/11/2016-05/06/2016	0.030	EDUC 475 (1 cr hr)	Special
Wilson, Sarah	Adjunct	NA	\$2,505	State	01/11/2016-05/06/2016	0.080	PSYC 350 (3 cr hr)	Special

Attachment: CSC Personnel Report June 2016 (1763 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College
MEETING DATE: June 10, 2016

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	Project Coordinator	NA	\$33,000 prorated \$10,282.60	Revenue Bond	03/09/2016-06/30/2016	1.000	Title Change-no longer interim	NA
Burke, Melissa	Associate Athletic Director	NA	\$52,530	State	07/01/2015-06/30/2016	1.000	Non-renewal	NA
Gonzales, Frances	Tutorial Services Counselor	NA	\$49,471	State	09/09/1991-06/30/2016	1.000	Retirement	NA
Jensen, Chelsa	Academic Advisor	NA	\$38,346 prorate \$17,347	State	11/2/2015-04/13/2016	1.000	Resignation	NA
Nelson, Mariah	Associated Director Residence Life	NA	\$26,500 prorated \$22,820.90	Revenue Bond	7/13/2016-05/20/2016	1.000	Resignation	NA
Peters, Katherine	Academic Support Center Coordinator	NA	\$1,000	State	1/1/2015-06/30/2015	NA	Course Development EDUC 423 2 cr hrs	Special
Senecal, Brittany	Assistant Director-Residence Life	NA	\$26,500 prorated \$24,186.52	Revenue Bond	8/4/2016 - 06/30/2016	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
Bargen, Brent	Head Men's Basketball Coach	NA	\$58,156	State	05/01/2006-06/30/2016	1.000	Resignation	NA
Connealy, Timothy	Head Women's Basketball Coach	NA	\$53,340	State	07/01/2009-06/30/2016	1.000	Resignation	NA
Dawson, Theresa	Director Institutional Research	NA	\$88,150 prorated \$78,470.42	State	05/06/1996-05/20/2016	1.000	Resignation	NA
Douglas, Sherry	Associate Vice President for Student Services	NA	\$90,000 prorated \$30,000	Revenue Bond	04/01/2013-06/30/2016	NA	Title Change	NA
Hines, Susan	Associate Vice President Teaching & Learning Technologies	NA	\$110,313	State	10/14/2013-06/30/2016	1.000	Resignation	NA

Attachment: CSC Personnel Report June 2016 (1763 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College
MEETING DATE: June 10, 2016

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
Knifong, Billie	Associate Director-Housing & Residence Life	NA	\$42,500 prorated \$37,831.44	Revenue Bond	04/01/2014-7/1/2016	1.000	Resignation	NA
Luper, Dustin	Head Rodeo Coach	NA	\$1,000	State	07/01/2016-06/30/2017	NA	Degree Completion	Special
Mullis, Riann	Head Women's Volleyball Coach	NA	\$52,000.00 prorated \$8,666.67	State	05/01/2016-06/30/2016	1.000	New Appointment replaces Wells	Special
Nelson, Mariah	Associated Director-Residence Life	NA	\$38,500 prorated \$4,229.17	Revenue Bond	05/21/2016-06/30/2016	1.000	New Appointment replaces Stephens	Special
Stephens, Austin	Associate Director-Residence Life	NA	\$38,500 prorated \$19,506.92	Revenue Bond	11/09/2015-05/20/2016	1.000	Resignation	NA
Stephens, Austin	Associate Director-Housing & Residence Life	NA	\$48,500 prorated \$5,327.65	Revenue Bond	05/21/2016-06/30/2016	1.000	New Appointment replaces Knifong	Special
Stetson, Gayle	Interim HR Coordinator	NA	\$41,042 prorated \$28,827.10	State	08/14/2015-04/28/2016	NA	Temporary Appointment	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
Mullis, Riann	Interim Head Women's Volleyball Coach	NA	\$52,000 prorated \$3,095.24		04/11/2016-05/30/2016	0.060	Temporary Appointment	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
Eleson, Bonnie	Custodian	NA	\$2,792	State	4/4/2016	1.000	Retirement	NA
Emmett, Thomas	Custodian	NA	\$1,728	Revenue Bond	3/15/2016	1.000	New hire replaces Sanders	Probationary

Attachment: CSC Personnel Report June 2016 (1763 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 10, 2016

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
Hughes, Lisa	MRW II	NA	\$2,123	State	2/22/2016	1.000	New hire replaces Zillig	Probationary
Hunn, David	MRW II	NA	\$2,055	State	06/09/2014-3/31/2016	1.000	Resignation	NA
Hunn, David	MRW III	NA	\$2,458	State	4/1/2016	1.000	Title Change replaces Kuhnel	NA
McCoy, Sarah	Mail Room Clerk	NA	\$1,728	State	2/22/2016	1.000	New hire replaces Burkey	Probationary
Moore, Jim	MRW III	NA	\$3,721	50% State Revenue Bond	06/15/1987-08/01/2016	1.000	Retirement	NA
Taylor-Cless, Elsa	OAll	NA	\$1,916	State	01/05/2015-03/25/2016	1.000	Resignation	NA
Thompson, Marcella	Accounting Clerk II	NA	\$2,000	State	4/4/2016	1.000	New hire replaces Milanovich	Probationary
Sanders, Brian	Custodian	NA	\$1,728	Revenue Bond	10/19/2015-03/02/2016	1.000	Resignation	NA

NON-UNIONIZED SUPPORT STAFF
(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Henderson, Zack	OA II	NA	\$23,000 prorated \$3,379.72	State	5/9/2016	1.000	New hire replaces Mitchell	Probationary
Taylor-Cless, Elsa	OA III	NA	\$2,166	State	3/28/2016	1.000	New hire replaces Mason	NA

Attachment: CSC Personnel Report June 2016 (1763 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: PERU STATE COLLEGE

MEETING DATE: June 10, 2016

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
Asmussen, Kelly	School of Professional Studies	Professor	\$74,871	State	8/16/94 - 8/31/16	1.0	Resignation	N/A
Cielocha, Joanna	School of Arts and Sciences	Assistant Professor	\$49,378	State	8/19/13 - 8/31/16	1.0	Resignation	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
Betts, Gregory	Adjunct	N/A	\$2,622	State	2/6/16 - 3/4/16	N/A	SPED 500 0BBX, (3 cr hr)	N/A
Betts, Gregory	Adjunct	N/A	\$2,520	State	2/6/16 - 3/4/16	N/A	SPED 500 0BAX, (3 cr hr)	N/A
Weichel, Mark	Adjunct	N/A	\$2,520	State	2/6/16 - 3/4/16	N/A	SPED 500 0BCX, (3 cr hr)	N/A
Weichel, Mark	Adjunct	N/A	\$2,520	State	2/6/16 - 3/4/16	N/A	SPED 500 0BDX, (3 cr hr)	N/A

UNIONIZED PROFESSIONAL STAFF (Full-time/.75 FTE or more)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Barton, Bobbie	Retention Specialist	N/A	\$41,000 (pro rated - \$11,104)	State	3/23/16 - 6/30/16	1.0	New Appointment	Specific
Sharp, Cole	Admissions Representative	N/A	\$31,000	State	10/12/15 - 3/8/16	1.0	Resignation	N/A
Stewart, Lauren	Project Coordinator	N/A	\$33,000	Rev Bond	3/16/15 - 2/19/16	1.0	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: PERU STATE COLLEGE

MEETING DATE: June 10, 2016

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
Galardi, Gregory	Dean of Professional Studies	N/A	\$150	State	3/14/16 - 5/6/16	N/A	COLL 201 049Y, (1 cr hr)	N/A
Rinne, Heather	Interim Director of Student Records/College Registrar	N/A	\$1,500/mo. (pro-rated)	State	2/22/16 - 3/31/16	N/A	New Appointment	N/A
Seay, Greg	Dean of Graduate Programs	N/A	\$2,622	State	2/6/16 - 3/4/16	N/A	SPED 400 0BEX, (3 cr hr)	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
DeBuhr, Jen	AC III	N/A	\$2148/mo.	State	3/1/2016	1.0	New Hire	Probationary
Grable, Cady	Custodian	N/A	\$1828/mo.	Rev Bond	8/4/15 - 2/29/16	1.0	Terminated	N/A
Kieler, Hope	AC III	N/A	\$2148/mo.	State	2/12/2016	1.0	New Hire	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
Morris, Deb	Custodial Supervisor	N/A	\$3462/mo.	State	10/1/96 - 3/11/16	1.0	Resignation	N/A

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 10, 2016

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
Lichty, Dennis	Educational Foundations and Leadership	Professor	\$65,000.00	State	08/24/92-05/11/16	1.0	Non-renewal	N/A
Nelson, Jeryl	Athletics	Professor	\$300.00*	State	01/08/16-05/11/16	N/A	*Work as event staff up to a max of 30 hours at a rate of \$10/hr.	Special
Owens, Maggie	Music	Assistant Professor	\$45,000.00	State	08/20/15-05/11/16	1.0	Resignation	N/A
Whitt, Ron	Communication Arts	Professor	\$90,739.00	State	08/24/81-05/11/16	1.0	Retirement	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
Dahlseid, Thomas	Lecturer	N/A	\$38,000.00	State	08/15/13-05/11/16	.80	Non-renewal	N/A
Hansen, James	Lecturer	N/A	\$39,140.00	State	08/14/14-05/11/2016	.80	Resignation	N/A
Holton, Christopher	Lecturer	N/A	\$38,000.00	State	08/15/16-05/11/16	.80	Non-renewal	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
Brookhouser, Ashley	Adjunct	N/A	\$340.00*	Revenue Bond	01/08/16-05/11/16	N/A	*Lead the Aqua Zumba exercise program up to a max of 17 hours at a rate of \$20/hr.	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 10, 2016

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
Drees, David	Adjunct	N/A	\$2,083.00	State	03/22/16-05/11/16	N/A	ENG 102-07 (1.31 cr hr) and ENG 102-08 (1.31 cr hr)	Special
Hoesing, Dan	Adjunct	N/A	\$720.00; prorated	State	01/08/16-05/11/16	N/A	EDU 740-60 (3 cr hr)	Special
Holthe, Camilla	Adjunct	N/A	\$644.00	State	01/08/16-02/05/16	N/A	EDU 275-SS80 (.81 cr hr). {change from March report}	Special
Magnuson, Grant	Adjunct	N/A	\$1,725.00; prorated	State	01/08/16-05/11/16	N/A	ITE 510-W0 (3 cr hr)	Special
Parker, Karen	Adjunct	N/A	\$1,590.00	State	01/12/16-02/11/16	N/A	CIS 231-01 (1 cr hr) and CIS 232-01 (1 cr hr)	Special
Parker, Karen	Adjunct	N/A	\$1,265.00; prorated	State	02/16/16-03/24/16	N/A	CIS 233-01 (1 cr hr) and CIS 231-02 (1 cr hr)	Special
Rosberg, Katrina	Graduate Assistant	N/A	\$2,900.00 + 9 hours tuition waiver	State	01/08/16-03/15/16	N/A	Resignation	N/A
Spieker, Mollie	Adjunct	N/A	\$1,995.00*	State	01/08/16-05/11/16	N/A	*Assist theatre production up to a max of 133 hours at a rate of \$15/hr. {change from March report}	Special
Spieker, Mollie	Adjunct	N/A	\$436.00	State	04/14/16-05/11/16	N/A	CNA-HN04 (.57 cr hr)	Special
Tramontia, Peggy	Adjunct	N/A	\$1,742.00	State	02/08/16-05/11/16	N/A	EDU 275-SS80 (2.19 cr hr)	Special
Tucker, Anne	Adjunct	N/A	\$795.00	State	03/14/16-05/06/16	N/A	EDU 457/557-W1 (1 cr hr)	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 10, 2016

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
Weber, Bradley	Adjunct	N/A	\$1,665.00*	State	01/08/16-05/11/16	N/A	*Assist Marching Band up to a max of 111 hours a rate of \$15/hr. {change from March report}	Special
Weber, Bradley	Adjunct	N/A	\$5,406.00	State	01/08/16-05/11/16	N/A	MUS 110-03 (3 cr hr), MUS 128/328/454 (1.65 cr hr), MUS 177-01 (1.5 cr hr) and MUS 136-01 (.65 cr hr) {change from March report}	Special
Weber, Kelly	Graduate Assistant	N/A	\$150.00*	State	03/19/16-03/20/16	N/A	*Present at the Just Juniors Workshop up to a max of 10 hours at a rate of \$15/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
Eckmann, Brandon	IT Lead	N/A	\$72,500.00; prorated \$18,125.00	State	04/01/16-06/30/16	N/A	Reclassification of position from IT Analyst to IT Lead	Specific
Keino, Leah	Director – Multicultural Affairs	N/A	\$1,800.00; prorated	State	01/08/16-05/11/16	N/A	CSL 636-W0 (3 cr hr)	Special
Keino, Leah	Director – Multicultural Affairs	N/A	\$142.00	State	01/08/16-02/17/16	N/A	CSL 662 (.17 cr hr)	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 10, 2016

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
Keino, Leah	Director – Multicultural Affairs	N/A	\$645.00	State	02/11/16-06/03/16	N/A	Compensation for duties associated with the Wayne State Semester in Greece	Special
Mohfeld, Kathy	Licensed Student Counselor	N/A	\$100.00	State	04/02/16-04/02/16	N/A	Compensation for duties associated with organizing and administering the Counselor Preparation Comp Exam (CPCE)	Special
Quance, Marilyn	Librarian – Technical Services	N/A	\$2,070.00; prorated	State	01/08/16-05/11/16	N/A	IDS 120-W0 (2 cr hr), IDS 121-W0 (1 cr hr), and IDS 368-W0 (1 cr hr)	Special
Utecht, Lori	Learning Skills Specialist	N/A	\$3,161.00	State	02/15/16-06/03/16	N/A	Compensation for duties associated with the Wayne State Semester in Greece	Special
Vick Sr., Ron	Licensed Student Counselor	N/A	\$122.00	State	03/14/16-03/22/16	N/A	CSL 105-W0 (.153 cr hr)	Special
Vick Sr., Ron	Licensed Student Counselor	N/A	\$57,976.00	State	08/15/97-03/22/16	1.0	Deceased	N/A
Wynia, Jeremy	IT Specialist	N/A	\$47,104.00; prorated \$12,800.00	State	03/24/16-06/30/16	N/A	Reclassification of position from IT Technician to IT Specialist	Specific

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2016

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
Brink, Marlon	Head Coach	N/A	\$345.00; prorated	State	01/08/16- 05/11/16	N/A	PED 313-60 (3 cr hr)	Special
Dalaviras, Christin	Director Student Act & Student Center	N/A	\$53,000.00	Revenue Bond	07/01/16- 06/30/17	1.0	New hire, replaced Christy Ficke	Specific
Elliott, Steven	VP Academic Affairs	N/A	\$137,500.00	State	07/01/16- 06/30/17	1.0	New appointment, replaced Michael Anderson	Specific
Hix, Ryan	Asst Ath Dir Business Mgmt	N/A	\$100.00	State	03/03/16	N/A	Intramural official for two championship games at a rate of \$50/game	Special
Kneiff, Scott	Head Coach	N/A	\$345.00; prorated	State	01/08/16- 05/11/16	N/A	PED 317-60 (3 cr hr)	Special

Non-Unionized Professional Staff (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Johnson, Jade	Graduate Assistant	N/A	\$81.00*	State	03/19/16- 03/19/16	N/A	*Work at the indoor track meet up to a max of 9 hours at a rate of \$9/hr.	Special

Unionized Support Staff (Full-Time/.75 FTE or More)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Backstrom, Bryan	Maintenance Repair Worker III	N/A	\$2,307.08/mo.	State	02/15/16	1.0	New Hire, replaced Jason Jensen	Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Wayne State College

MEETING DATE: June 10, 2016

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
DeLano, Kelsey	Accounting Clerk III	N/A	\$2,300.00/mo.	State	09/08/15-06/15/16	1.0	Resignation	N/A
Headley, Terri	Library Assistant	N/A	\$2,464.83/mo.	State	11/30/98-06/24/16	1.0	Resignation	N/A
Robinett, Laura	Office Assistant II	N/A	\$2,185.25/mo.	State	10/28/13-02/29/16	1.0	Resignation	N/A
Schroeder, Molly	Office Assistant II	N/A	\$2,245.33/mo.	State	06/16/00-02/05/16	1.0	Resignation {change from March report}	N/A

Non-Unionized Support Staff (Full-Time/.75 FTE or more)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Frazey, Misty	Office Assistant II	N/A	\$2,016.67/mo.	State	03/29/16	1.0	New Hire, replaced Kelsey Kubik	Probationary

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

June 10, 2016

INFORMATION ONLY: Scholarship Luncheon Report

The NSCS Scholarship Luncheon was held at Hillcrest Country Club on Friday, April 15, 2016. The Luncheon started at noon and concluded around 1:30 p.m. Scholarship recipients and their families 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 Lt. Governor Mike Foley provided the keynote address to the 120 people in the audience. Wayne State alumna Jennifer LaFlan Scranton served as the student speaker for the event.

Scholarship recipients and their families were introduced by the Chadron State Vice President Jon Hansen, Peru State President Dan Hanson, and Wayne State President Marysz Rames.

We would like to recognize and thank Scott Keene, from Ameritas, for financially supporting the event.

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

June 10, 2016

***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 through Fall 2014.

ATTACHMENTS:

- Student Demographic Report Fall 2015 (PDF)

FALL 2015 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	1,749	1,244	37	140	28	13	2,311	192	78	62	132
PSC	1,534	972	32	154	32	5	1,940	116	16	18	193
WSC	1,973	1,458	28	90	20	2	2,834	225	71	26	135
TOTAL	5,256	3,674	97	384	80	20	7,085	533	165	106	460

TOTAL Fall 2014	5,252	3,750	76	393	75	20	6,978	539	206	190	836
TOTAL Fall 2013	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 (Full and Part Time)

Attachment: Student Demographic Report Fall 2015 (1744 : Student Demographic Report)

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

June 10, 2016

INFORMATION ONLY: Counselor Tour

Vice Chancellor Tande and the College Admissions officers will be back on the road this fall for the annual NSCS Counselor Tour. Specific locations are being identified and additional information will be provided at the September Board of Trustees meeting.

Vice Chanellor Tande and the College Admissions officers are leading discussion with the NU System institutions (UNL, UNK, UNO) and EducationQuest to combine efforts for the 2017 Counselor Tour with initial plans for a joint tour at various locations around Nebraska.

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2016

INFORMATION ONLY: Capital Construction Quarterly Reports

As required by Board Policy 8050, capital construction quarterly reports for construction projects from each of the Colleges are provided to the Board for information.

Chadron

1. Rangeland Lab Building - Interim report

Peru

1. Delzell Renovation - Interim report
2. Oak Bowl Renovation - Interim report
3. Park Avenue Campus Entrance - Interim report
4. TJ Majors Renovation - Interim report

Wayne

1. Bowen Hall Renovation and Addition - Initial report
2. Carhart Renovation, Phase III - Interim report
3. Lindahl Drive Improvements - Interim report
4. U.S. Conn Library Renovation - Interim report

ATTACHMENTS:

- CSC Capital Construction Quarterly Report--Rangeland Lab Building (PDF)
- PSC Capital Construction Quarterly Report--Delzell (PDF)
- PSC Capital Construction Quarterly Report--Oak Bowl (PDF)
- PSC Capital Construction Quarterly Report--Park Avenue (PDF)
- PSC Capital Construction Quarterly Report--TJ Majors (PDF)
- WSC Capital Construction Quarterly Report--Bowen (PDF)
- WSC Capital Construction Quarterly Report--Carhart (PDF)
- WSC Capital Construction Quarterly Report--Lindahl Drive (PDF)
- WSC Capital Construction Quarterly Report--U.S. Conn Library (PDF)

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT			
as of March 31, 2016			
College: Chadron State College		Meeting Date: June 10, 2016	
Project Information	Project Title:	Rangeland Lab Building	
	Program Number:		
	Professional Consultant:	Bahr Vermeer and Haecker	
	General Contractor:		
	Net Square Footage: 24,905	Gross Square Footage: 12,240	
	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	8/26/2011	
	CM @ Risk Contract	5/30/2014	
	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	\$46,000.00	
	Other	\$107,647.00	
	Total Available	\$3,850,117.00	
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	\$3,850,117.00	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees & Reimb.	\$170,810.00	\$168,425.14	\$2,384.86
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,621,034.00	\$3,619,307.00	\$1,727.00
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 Order #1	-\$85,486.00	\$0.00	-\$85,486.00
Change Order #2	\$95,886.00		\$95,886.00
Change Order #3	\$40,673.00		\$40,673.00
Change Order #4	\$7,200.00		\$7,200.00
TOTALS	\$3,850,117.00	\$3,787,732.14	\$62,384.86

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2016

College: Peru State College		Meeting Date: June 10, 2016	
Project Information	Project Title:	Delzell Hall Renovation	
	Program Number:	829	
	Professional Consultant:	Jackson and Jackson	
	General Contractor:		
	Current Net Square Footage:	Current Gross Square Footage: 47,057	
	Addition Net:	Addition Gross: 0	
	Renovation Net:	Renovation Gross: 47,057	
	Bid Opening Date		
Notice to Proceed Date			
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	11/13/2015	
	Professional Services Contract	12/28/2015	
	Bonds Sold	12/17/2015	
	Preliminary Plans		
	Design Development		
	Construction Contract		
	Substantial Completion		
	Final Completion		
Report Information	Status	Initial Report:	
		Interim Report: X Final Report:	
Financial Information			
State Buildings	State Funds--LB No: 968		
	Federal Funds		
	LB 691 Funds		
	LB 309 Funds		
	Cash Funds		
	Capital Imp. Fee Commitment		
	Other-Peru State College Foundation		
Total Available	\$0.00		
Revenue Bond Buildings	Bonds Sold	\$8,935,000.00	
	Costs of Issuance/Reserves	\$685,939.50	
	Balances of Proceeds	\$8,249,060.50	
Revenue Sources for Construction	1. Bond Proceeds Series 2011		
	2. Interest Earnings		
	4. Other	\$710,000.00	
	Total Available	\$8,959,060.50	
Expenditure Information			
	Proposed Budget	Expended to Date	Balance
Program Planning			
Professional Fees	\$782,766.00	\$627,534.11	\$155,231.89
Life Cycle Cost Analysis			
Construction			
1. General, Mech., Elec.	\$6,879,463.00	\$0.00	\$6,879,463.00
2. Fixed Equipment			\$0.00
3. Sitework/Utilities	\$607,321.00	\$0.00	\$607,321.00
Furnishings/Moveable Equip.			\$0.00
Contingency	\$414,300.00	\$0.00	\$0.00
Artwork			\$0.00
Other Items			
1. Construction Administration	\$226,150.00	\$35,766.24	\$190,383.76
2. Relocation Costs			
Change Orders			
1			
2			
TOTALS	\$8,910,000.00	\$663,300.35	\$8,246,699.65

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2016

College: Peru State College		Meeting Date: June 10, 2016		
Project Information	Project Title:	Oak Bowl Renovation + Athletic Field House		
	Program Number:	997		
	Professional Consultant:	DLR Group (Jackson and Jackson)		
	General Contractor:	Kiewit Building Group, Inc. (E & A Consulting Group)		
	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 691 Funds	\$300,000.00		
	LB 309 Funds			
	Cash Funds			
	Capital Imp. Fee Commitment	\$870,000.00		
	Other-Peru State College Foundation	\$1,246,000.00		
Total Available	\$9,916,000.00			
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	\$1,765,000.00	\$1,752,814.92	\$12,185.08	
Life Cycle Cost Analysis				
Construction				
1. General, Mech., Elec.	\$7,751,738.71	\$6,963,122.85	\$788,615.86	
2. Fixed Equipment	\$20,000.00	\$20,000.08	-\$0.08	
3. Sitework/Utilities	\$71,435.29	\$26,327.29	\$45,108.00	
Furnishings/Moveable Equip.	\$75,000.00	\$73,530.40	\$1,469.60	
Contingency			\$0.00	
Artwork	\$82,826.00	\$84,732.00	-\$1,906.00	
Other Items				
1. Construction Administration	\$150,000.00	\$140,084.88	\$9,915.12	
2. Relocation Costs				
Change Orders				
1				
2				
TOTALS	\$9,916,000.00	\$9,060,612.42	\$855,387.58	

Attachment: PSC Capital Construction Quarterly Report--Oak Bowl (1756 : Capital Construction Quarterly Reports)

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2016

College: Peru State College		Meeting Date: June 10, 2016		
Project Information	Project Title:	Park Avenue Campus Entrance		
	Program Number:	938		
	Professional Consultant:	The Clark Enersen Partners		
	General Contractor:	Nemaha Landscape Construction, Inc.		
	Current Net Square Footage:	Current Gross Square Footage:		
	Addition Net:	Addition Gross:		
	Renovation Net:	Renovation Gross:		
	Bid Opening Date		3/13/2015	
	Notice to Proceed Date		10/31/2015	
Estimated Completion Date		10/31/2015		
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement			
	Program Statement	11/6/2014		
	Professional Services Contract	12/11/2014		
	Bonds Sold			
	Preliminary Plans			
	Design Development	5/13/2014		
	Construction Contract			
Substantial Completion				
Final Completion				
Report Information	Status	Initial Report:		
		Interim Report: X		
		Final Report:		
Financial Information				
State Buildings	State Funds--LB No: 968			
	Federal Funds			
	LB 309 Funds			
	Cash Funds			
	Capital Imp. Fee Commitment	\$250,000.00		
	Other-Peru State College Foundation	\$2,202,402.00		
	Other-City of Peru	\$70,000.00		
Total Available	\$2,522,402.00			
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	\$100,573.00	\$52,111.53	\$48,461.47	
Life Cycle Cost Analysis				
Construction				
1. General, Mech., Elec.				
2. Fixed Equipment				
3. Sitework/Utilities	\$1,925,035.00	\$1,749,513.81	\$175,521.19	
Furnishings/Moveable Equip.				
Contingency	\$210,870.00	\$0.00	\$210,870.00	
Artwork				
Other Items				
1. Construction Administration	\$278,349.00	\$251,449.37	\$26,899.63	
2. Relocation Costs				
Change Orders				
1	\$7,575.00	\$0.00	\$7,575.00	
2				
TOTALS	\$2,522,402.00	\$2,053,074.71	\$469,327.29	

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2016

College: Peru State College		Meeting Date: June 10, 2016		
Project Information	Project Title:	TJ Majors Renovation		
	Program Number:	908		
	Professional Consultant:	Advanced Engineering Systems		
	General Contractor:	Cheever Construction Company		
	Current Net Square Footage:	Current Gross Square Footage:		
	Addition Net:	Addition Gross:		
	Renovation Net:	Renovation Gross:		
	Bid Opening Date		7/30/2014	
Notice to Proceed Date				
Estimated Completion Date		8/14/2015		
Final Acceptance Date				
Project Dates	Professional Consultants:	Advanced Engineering Systems		
	Needs Statement			
	Program Statement			
	Professional Services Contract	3/21/2014		
	Bonds Sold			
	Preliminary Plans			
	Design Development	5/27/2014		
	Construction Contract	9/8/2014		
Substantial Completion	8/14/2015			
Final Completion				
Report Information	Status	Initial Report:		
		Interim Report: X Final Report:		
Financial Information				
State Buildings	State Funds--LB No: 968			
	Federal Funds			
	LB 309 Funds*	\$2,800,000.00		
	Cash Funds	\$350,000.00		
	Capital Imp. Fee Commitment	\$240,000.00		
	Other			
Total Available	\$3,390,000.00			
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	\$278,000.00	\$266,712.20	\$11,287.80	
Life Cycle Cost Analysis				
Construction				
	1. General, Mech., Elec.	\$3,032,500.00	\$3,004,088.99	\$28,411.01
	2. Fixed Equipment			
3. Sitework/Utilities				
Furnishings/Moveable Equip.				
Contingency	\$14,000.00	\$0.00	\$14,000.00	
Artwork				
Other Items				
	1. Construction Administration	\$65,500.00	\$66,354.56	-\$854.56
2. Relocation Costs				
Change Orders				
	1			
2				
TOTALS	\$3,390,000.00	\$3,337,155.75	\$52,844.25	

Attachment: PSC Capital Construction Quarterly Report--TJ Majors (1756 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2016**

College: Wayne State College		Meeting Date: June 10, 2016		
Project Information	Project Title:	Bowen Hall Renovation & Addition		
	Program Number:	909		
	Professional Consultant:	Schemmer Associates Inc.		
	General Contractor:			
	Net Square Footage:			
	Bid Opening Date	3/10/2016		
	Notice of Proceed Date	Summer 2017		
Estimated Completion Date				
Final Acceptance Date				
Project Dates	Professional Consultants:			
	Needs Statement	2/23/2015		
	Program Statement	11/13/2015		
	Professional Services Contract	8/21/2015		
	Bonds Sold	1/6/2016		
	Preliminary Plans			
	Design Development	11/13/2015		
	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			
	Cash Capital			
	Capital Imp. Fee Commitment			
Other-Wayne State Foundation				
Total Available				
Revenue Bond Buildings	Bonds Sold	\$11,456,231.95		
	Costs of Issuance/Reserves	\$756,231.95		
	Balances of Proceeds	\$10,700,000.00		
Revenue Sources for Construction	1. Contingency Maintenance	\$1,020,000.00		
	2. Other	\$5,830.48		
	Total Available	\$11,725,830.48		
Expenditure Information	Proposed Budget	Expended to Date	Balance	
	Program Planning	\$155,000.00	\$154,967.82	\$32.18
	Professional Fees	\$860,400.00	\$612,829.72	\$247,570.28
	Life Cycle Cost Analysis			\$0.00
	Construction			
	1. General, Mech., Elec.	\$9,300,000.00		\$9,300,000.00
	2. Fixed Equipment			\$0.00
	3. Sitework/Utilities	\$7,100.00	\$7,100.00	\$0.00
	Furnishings/Moveable Equip.	\$800,000.00		\$800,000.00
	Contingency	\$453,330.48		\$453,330.48
	Artwork			\$0.00
	Other Items			
	1. Abatement	\$135,000.00		\$135,000.00
	2. Advertising/Other	\$15,000.00	\$5,830.48	\$9,169.52
	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	\$11,725,830.48	\$780,728.02	\$10,945,102.46	

Attachment: WSC Capital Construction Quarterly Report--Bowen (1756 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2016**

7.1.g

College: Wayne State College		Meeting Date: June 10, 2016	
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		1/5/2012
	Bonds Sold		
	Preliminary Plans		
	Design Development		
	Construction Contract		5/14/2012
Substantial Completion		4/23/2012	
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		\$3,818,331.85
	Cash Operating Funds		\$15,320.00
	Other - Wayne State Foundation		\$258,343.00
	Cash Op Funds - Cadaver Lab		\$29,400.00
Total Available		\$4,797,394.85	
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	\$381,250.00	\$381,250.00	\$0.00
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$3,635,912.19	\$3,570,553.00	\$65,359.19
2. Fixed Equipment			\$0.00
3. Exterior Repairs	\$98,955.00	\$98,955.00	\$0.00
Furnishings/Moveable Equip.	\$158,957.66	\$158,957.66	\$0.00
Contingency			\$0.00
Artwork	\$57,000.00	\$14,000.00	\$43,000.00
Other Items			
1. Legal, ins., moving			\$0.00
2. Special technical/lab eqpmt.	\$450,000.00	\$434,226.39	\$15,773.61
3. Misc. (advert., abatement)	\$15,320.00	\$15,320.00	\$0.00
Change Orders			
1.			\$0.00
2.			\$0.00
TOTALS	\$4,797,394.85	\$4,673,262.05	\$124,132.80

Attachment: WSC Capital Construction Quarterly Report--Carhart (1756 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2016**

College: Wayne State College		Meeting Date: June 10, 2016	
Project Information	Project Title:	LindahI Drive Improvements	
	Program Number:	930	
	Professional Consultant:	BVH	
	General Contractor:		
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date	September 2016	
	Notice of Proceed Date		
Estimated Completion Date			
Final Acceptance Date			
Project Dates	Professional Consultants:		
	Needs Statement		
	Program Statement	4/25/2015	
	Professional Services Contract	2/7/2014	
	Bonds Sold		
	Preliminary Plans		
	Design Development	11/5/2014	
	Construction Contract	4/10/2015	
Substantial Completion			
Final Completion			
Report Information	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
Financial Information			
State Buildings	State Funds--LB No:		
	Federal Funds		
	Cash Operating		
	Cash Capital		
	Capital Imp. Fee Commitment		
Other-Wayne State Foundation			
Total Available			
Revenue Bond Buildings	Bonds Sold		
	Costs of Issuance/Reserves		
	Balances of Proceeds		
Revenue Sources for Construction	1. Cash Operating	\$117,095.52	
	2. Cash Capital	\$2,000,000.00	
	3. Capital Imp. Fee Commitment	\$700,000.00	
	Total Available	\$2,817,095.52	
Expenditure Information	Proposed Budget	Expended to Date	Balance
Program Planning	\$70,900.81	\$70,900.81	\$0.00
Professional Fees	\$291,011.36	\$206,491.39	\$84,519.97
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$2,334,962.94	\$1,756,921.00	\$578,041.94
2. Fixed Equipment	\$47,508.72	\$47,508.72	\$0.00
3. Sitework/Utilities	\$32,388.00	\$28,650.00	\$3,738.00
Furnishings/Moveable Equip.			\$0.00
Contingency			\$0.00
Artwork	\$14,954.00		\$14,954.00
Other Items			
1. Testing/Inspections	\$21,848.34	\$21,848.34	\$0.00
2. Advertising/Other	\$3,521.35	\$3,521.35	\$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	\$2,817,095.52	\$2,135,841.61	\$681,253.91

Attachment: WSC Capital Construction Quarterly Report--LindahI Drive (1756 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2016**

College: Wayne State College		Meeting Date: June 10, 2016		
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	\$2,900,000.00		
	Cash Funds	\$3,275,000.00		
	Capital Imp. Fee Commitment	\$700,000.00		
	Other-Wayne State Foundation	\$2,750,000.00 (est.)		
	Total Available	\$21,991,000.00		
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	\$1,403,090.00	\$1,266,486.79	\$136,603.21
	Life Cycle Cost Analysis			
	Construction			
	1. General, Mech., Elec.	\$16,744,820.00	\$13,210,130.50	\$3,534,689.50
	2. Fixed Equipment			
	3. Sitework/Utilities	\$28,500.00	\$17,786.75	\$10,713.25
	Furnishings/Moveable Equip.	\$1,636,976.00	\$634,365.71	\$1,002,610.29
	Contingency	\$854,102.80		\$854,102.80
	Artwork	\$335,011.20	\$21,063.00	\$313,948.20
	Other Items			
	1. Advertising, Printing	\$40,000.00	\$35,549.91	\$4,450.09
	2. Asbestos tests/abatement	\$480,000.00	\$423,915.90	\$56,084.10
	Misc.			
	1. Spec. Technical Costs	\$400,000.00	\$375,395.13	\$24,604.87
	2.			
	TOTALS	\$21,991,000.00	\$16,047,781.54	\$5,943,218.46

Attachment: WSC Capital Construction Quarterly Report--U.S. Conn Library (1756 : Capital Construction Quarterly Reports)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2016

INFORMATION ONLY: Physical Plant Status Reports

The 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-March 2016)		
College: Chadron State College		Meeting Date: 6/10/16
Project Description	Status	Fund Source
LB 309 Projects		
Campus Utility Metering	Complete	LB 309
Memorial Hall Elevator Upgrades	Complete	LB 309
NPAC Elevator Upgrades	Complete	LB 309
Contingency Maintenance Projects		
Andrews Hall Elevator Upgrade	Funded	Contingency Maintenance
Andrews Hall Fire Alarm Upgrade	Funded	Contingency Maintenance
Andrews Hall Sprinkler System	Funded	Contingency Maintenance
Campus Energy Monitoring	Complete	Contingency Maintenance
Crites Hall Repair/Replace Front Steps	In Progress	Contingency Maintenance
Crites Hall Windows	Funded	Contingency Maintenance
Edna Work Hall Windows	Funded	Contingency Maintenance
High Rise Shower & Mechanical Upgrades	In Progress	Contingency Maintenance
High Rise Gold Room Repairs	In Progress	Contingency Maintenance
Kent Hall Sprinkler System	In Progress	Contingency Maintenance
Mechanical Room Upgrades	In Progress	Contingency Maintenance
Residence Hall Security Cameras	Funded	Contingency Maintenance
Residence Hall Campus Wireless Upgrades	Funded	Contingency Maintenance
Revenue Bond Buildings Asbestos Abatement	In Progress	Contingency Maintenance
Revenue Bond Buildings Flooring Replacement	In Progress	Contingency Maintenance
Revenue Bond Buildings Furnishings Furnishings	In Progress	Contingency Maintenance
Student Center Specialty Equipment	Funded	Contingency Maintenance
West Court Demolition	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)		
Rangeland Lab Facility Design/Construction	Substantially Complete	State Building Funds

PHYSICAL PLANT STATUS REPORT

College: Peru State College

Meeting Date: June 10, 2016

Project Description	Status	Fund Source
LB 309 Projects		
Campus Utility Metering	In Progress	LB 309
TJ Majors Restrooms	In Progress	LB309
AWAC Walkway	In Progress	LB309
Hoyt Science Hall HVAC Controls	In Progress	LB309
LB 1100 Projects		
LB 605 Projects		
Revenue Bond Projects		
Delzell Hall Renovation	In Progress	Bond Funds
Contingency Maintenance Projects		
Delzell Hall & Student Center Repairs	In Progress	Contingency Maintenance
Delzell Hall Planning	In Progress	Contingency Maintenance
R&R Equipment Infrastructure	In Progress	Contingency Maintenance
R&R Furnishings	In Progress	Contingency Maintenance
Food Service 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)		
Park Avenue Campus Entrance	In Progress	Foundation Capital Improvement Fees
Oak Bowl Renovations (Athletic Field House)	In Progress	State Appropriation Foundation Capital Improvement Fees Sport Facilities Cash Funds
Theatre Renovation	In Progress	State Appropriation LB957 Foundation Capital Improvement Fees College Cash Funds

Attachment: PSC Physical Plant Status Report (1757 : Physical Plant Status Reports)

PHYSICAL PLANT STATUS REPORT

As of March 31, 2016

College: Wayne State College

Meeting Date: June 10, 2016

LB 309 Projects		
Project Description	Status	Fund Source
Humanities Re-Roof	In Design	LB 309
Stadium Steam Pipe Analysis	In Design	LB 309
Fire Alarm Upgrades in Gardner, Connell, & Energy Plant	In Design	LB 309
Contingency Maintenance Projects		
Project Description	Status	Fund Source
Berry Hall Re-Roof	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
Bowen Hall Renovation	In Design	Contingency Maint./ Revenue Bond Construction Fund
U.S. Conn Library Renovation	In Progress	Gen./Cash/LB 309/ Cap Impr Fees/ WS Foundation
Lindahl Drive Improvements	In Progress	Cash/Cap Impr Fees
Carhart Renov – Phase III	In Progress (art work)	Cash/LB 309/ WS Foundation
Peterson Fine Arts Humidification	In Progress	Cap Impr Fees
Radio Tower Replacement	In Design	Cap Impr Fees
Stadium Press Box	Programming Complete	Cap Impr Fees/ WS Foundation
Benthack Hall Renovation & Center for Applied Technology	Programming Complete	Cash

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2016

INFORMATION ONLY: Spring Occupancy and Income Reports

The Spring 2016 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 2016.

In summary, the following ratios.

	% Residence Hall Bed Occupancy for Spring 2016	% Residence Hall Room Occupancy for Spring 2016	% Residence Hall Income for Spring 2016
Chadron	59%	79%	73%
Peru	68%	71%	88%
Wayne	70%	85%	63%

	Chadron	Peru	Wayne	Chadron	Peru	Wayne
	Bed Occupancy			Room Occupancy		
Spring 07	694	328	1,128	531	199	744
Spring 08	742	334	1,169	567	207	687
Spring 09	778	381	1,182	584	226	731
Spring 10	775	382	1,192	582	216	719
Spring 11	795	388	1,208	587	217	679
Spring 12	811	381	1,192	585	208	695
Spring 13	752	358	1,195	546	218	702
Spring 14	777	422	1,146	571	240	661
Spring 15	794	391	1,138	573	229	643
Spring 16	785	403	1,103	572	220	670

ATTACHMENTS:

- CSC Spring 2016 Occupancy and Income Report (PDF)
- PSC Spring 2016 Occupancy and Income Report (PDF)
- WSC Spring 2016 Occupancy and Income Report (PDF)

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2016

REPORT DATE: June 10, 2016
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2015	Beds Occupied Spring 2016	Percent of Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2015	Rooms Occupied Spring 2016	Percent Room Occupancy
Residence Hall										
ANDREWS	304	284	149	183	22.82%	64.44%	148	115	134	90.54%
BROOKS	110	84	40	42	5.00%	50.00%	40	30	31	77.50%
EDNA WING	94	94	48	51	6.25%	54.26%	49	38	39	79.59%
EDNA WORK	92	92	59	59	0.00%	64.13%	46	44	43	93.48%
HIGH RISE	400	422	278	261	-6.12%	61.85%	218	197	187	85.78%
KENT HALL	304	275	182	149	-18.13%	54.18%	151	111	98	64.90%
EAGLE RIDGE	69	69	38	40	5.26%	57.97%	69	38	40	57.97%
SUBTOTALS	1,373	1,320	794	785	-1.13%	59.47%	721	573	572	79.33%

	Apartments Available	Apartments Occupied Spring 2015	Apartments Occupied Spring 2016	Percent of Change	Percent Occupancy
Family Housing					
EDNA WORK WING	0	0	0	0.00%	0.00%
WEST COURT	29	29	28	-3.45%	96.55%
SUBTOTALS	29	29	28	-3.45%	96.55%
TOTALS	1,373	1,349	823	-1.22%	60.27%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,373	1,320	\$1,525-\$2,387	\$2,002,115	\$1,464,616	73.15%
Student Apartments						
Family Housing	29	29	\$467-\$507	\$71,133	\$37,728	53.04%
Faculty Apartments						
Summer, Guest Housing & Rentals				\$20,000	\$11,251	56.26%
Other						
TOTALS				\$2,093,248	\$1,513,595	72.31%

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

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: PERU STATE COLLEGE
TERM: SPRING 2016

REPORT DATE: June 10, 2016
FINAL

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2015	Beds Occupied Spring 2016	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2015	Rooms Occupied Spring 2016	Percent Room Occupancy
Residence Hall										
ELIZA MORGAN	148	148	117	114	-2.56%	77.03%	88	68	62	70.45%
DELZELL	146	146	91	114	25.27%	78.08%	73	58	63	86.30%
CLAYBURN/MATHEWS	120	120	64	53	-17.19%	44.17%	60	36	28	46.67%
DAVIDSON/PALMER	116	116	76	74	-2.63%	63.79%	58	41	40	68.97%
NICHOLAS/PATE	24	60	43	48	11.63%	80.00%	30	26	27	90.00%
SUBTOTALS	554	590	391	403	3.07%	68.31%	309	229	220	71.20%

	Apartments Available	Apartments Occupied Spring 2015	Apartments Occupied Spring 2016	Percent of Change	Percent Occupancy	
Family Housing						
OAK HILL	11	11	11	0%	100.00%	
FACULTY	8	8	8	0	100.00%	
SUBTOTALS	0	19	19	0	100.00%	
TOTALS	554	609	410	422	0	69.29%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	554	403	\$1,754-\$3,593	\$796,204	\$700,975	88.04%
Student Apartments	11	11	\$1,754-\$3,073	\$66,800	\$38,428	57.53%
Faculty Apartments	8	8	\$3,276-\$4,098	\$28,440	\$13,291	46.73%
Summer, Guest Housing & Rentals					\$0	
Other					\$864	
TOTALS				\$891,444	\$753,558	84.53%

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

Attachment: PSC Spring 2016 Occupancy and Income Report (1758 : Spring Occupancy and Income

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2016

REPORT DATE: JUNE 10, 2016
FINAL REPORT

OCCUPANCY

	Designed Bed Capacity	Actual Bed Capacity	Beds Occupied Spring 2015	Beds Occupied Spring 2016	Percent of Change	Percent Bed Occupancy	Available Room Capacity	Rooms Occupied Spring 2015	Rooms Occupied Spring 2016	Percent Room Occupancy
Residence Hall	165	159	115	129	12.17%	81.13%	66	54	62	93.94%
Anderson Hall	328	306	251	226	-9.96%	73.86%	159	142	136	85.53%
Berry Hall	448	435	286	268	-6.29%	61.61%	208	155	165	79.33%
Morey Hall	240	231	142	144	1.41%	62.34%	119	85	94	78.99%
Neihardt Hall	185	161	121	125	3.31%	77.64%	91	75	80	87.91%
Pile Hall**	142	139	116	109	-6.03%	78.42%	75	68	69	92.00%
Terrace Hall	147	140	107	102	-4.67%	72.86%	74	64	64	86.49%
SUBTOTALS	1,655	1,571	1,138	1,103	-3.08%	70.21%	792	643	670	84.60%

	Apartments Available	Apartments Occupied Spring 2015	Apartments Occupied Spring 2016	Percent of Change	Percent Occupancy
Family Housing					

SUBTOTALS	0	0	0	0	0	0
TOTALS	1,655	1,571	1,138	1,103	-3.08%	70.21%

ACTUAL INCOME

	Original Design	Present Use	Current Rates	Total Potential Income	Actual Income	Percent of Potential Income
Residence Halls *	1,655	1,571	\$1,650-\$2,855	\$2,518,915	\$1,582,853	62.84%
Student Apartments						
Family Housing						
Faculty Apartments						
Summer, Guest Housing & Rentals				\$0	\$0	NA
Other				\$24,485	\$24,485	100.00%
TOTALS				\$2,543,400	\$1,607,338	63.20%

*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, 2016

INFORMATION ONLY: Modification Budgets

A requirement of the September 15 biennial 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 2016 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 Mandatory Compliance Obligations
- Priority 5 Strategic Initiative requests

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2016

INFORMATION ONLY: Grant Applications and Awards for Information

The following grant applications and awards are provided to the Board for information.

Wayne State Applications

- Annual National Geographic Alliance Grant 2016-17 (National Geographic Education Foundation) -- \$41,382
- Creating a Community of Educators to Integrate STEM into Rural 4th-12th Classrooms (Rural Futures Institute [RFI] through UNL) -- \$88,210

Wayne State Award

- Nebraska Business Development Center (U.S. Small Business Administration through the University of Nebraska at Omaha) -- \$65,000

ATTACHMENTS:

- WSC Grant Application-National Geographic Alliance (PDF)
- WSC Grant Application-Rural Futures Institute (PDF)
- WSC Grant Acceptance-Nebraska Business Development Center (PDF)

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

College: Wayne State College		Date: June 10, 2016
Notice of Intent	Application: X	Accept Award:
Name of Program: Annual National Geographic Alliance Grant 2016-17		
Funding Source: National Geographic Education Foundation		
Amount Requested: \$41,382	Amount Awarded:	Funding Period: 09/01/16-11/01/17
Closing Date for Application Submission: 04/25/2016		
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 requests funding for operations and programming for the 2016-17 year. The funding would provide a stipend for the Alliance Coordinator and travel expenses to attend the 2017 Alliance Network annual meeting and the National Conference on Geography Education. It would also fund travel expenses for committee meetings and fundraising events as well as materials and supplies for geography education. The 2017 National Initiative is the State Giant Traveling Map project. Each state in the Alliance will receive a giant floor map and materials and will focus on students and educators working on and with the map during the grant period. This Alliance will have 3 or 4 Nebraska Giganto Map events across the state introducing the giant floor map and its manipulatives to parents and teachers. They will also continue to produce and distribute the "Student Atlas of Nebraska" aimed at 4 th grade classrooms. 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. Dr. Randy Bertolas is 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 Department		
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, 2016
Notice of Intent	Application: X	Accept Award:
Name of Program: Creating A Community Of Educators To Integrate STEM Into Rural 4 th -12 th Classrooms		
Funding Source: Rural Futures Institute (RFI) through UNL		
Amount Requested: \$88,210	Amount Awarded:	Funding Period: 7/1/16-6/30/18
Closing Date for Application Submission: March 15, 2016		
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.): While not required, state matching funds include summer salaries and benefits, travel, and publication costs as well as participant meals and housing on the WSC campus. Wayne State College will also provide approximately \$3,000 per year in reference books and project supplies for the summer institutes.		
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 requests funding for a two-year summer institute which will train rural Nebraska 4 th -12 th grade teachers to be more effective teachers in STEM (Science, Technology, Engineering, and Mathematics) education. The goal is for teachers to become leaders in STEM education and for the students to gain the necessary skills of problem solving, innovation, creativity and collaboration with others that are needed in the workforce. Funds are requested for summer faculty overload salaries and benefits, travel expenses and participant teacher stipends.		
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. Kelly Dillard, Associate Professor, Physical Sciences and Mathematics Department		
Administrator responsible for approving the application: Ms. Angie Fredrickson, Vice President Administration and Finance		

Attachment: WSC Grant Application-Rural Futures Institute (1759 : Grant Applications and Awards for Information)

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

College: Wayne State College		Date: June 10, 2016
Notice of Intent	Application:	Accept Award: X
Name of Program: Nebraska Business Development Center		
Funding Source: U.S. Small Business Administration through the University of Nebraska at Omaha		
Amount Requested: \$65,000	Amount Awarded: \$65,000	Funding Period: 01/16-12/16
Closing Date for Application Submission:		
When reporting Grant Award-- Has Grant Application been approved by the Board? Yes		Date Approved: Sept. 11, 2015
Does this grant include Indirect Cost Funds for the College's use?		Yes: No: X
Will this grant require State Matching Funds ?		Yes: X No:
If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): Matching funds of \$18,971 includes a portion of salary and benefits of the director as well as communications, supplies and travel expenses.		
Will this grant require In-Kind Funds ?		Yes: X No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-Kind support includes the College's indirect cost rate with the U.S. Small Business Administration.		
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: 0.91
How many of these are new positions?		New FTE: 0.0
Briefly describe the purpose(s) of this application/award: This award from the University of Nebraska-Omaha is for funding to continue the operation of a regional center of the Nebraska Business Development Center at Wayne State College. It provides funding for salary and benefits for 0.91 FTE of a director.		
Is this grant a continuation of a previous/existing grant?		Yes: No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: While not technically a continuation, this subcontract will continue to fund the Nebraska Business Development Center at Wayne as it has for a number of years.		
Has this grant application been previously denied?		Yes: No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Mr. Loren Kucera, Director of Nebraska Business Development Center		
Administrator responsible for approving the application: Ms. Angie Fredrickson, Vice President, Administration and Finance		

Attachment: WSC Grant Acceptance-Nebraska Business Development Center (1759 : Grant Applications and Awards for Information)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 10, 2016

INFORMATION ONLY: **Contracts and Change Orders for Information**

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

Chadron State Contracts

- Chicoine Event Center (deliver keynote address at May 2016 undergraduate commencement ceremony) -- \$1,500 honorarium plus two nights local lodging
- Campus (annual fire extinguisher inspection) -- \$302
- Campus (fire department check valves inspection) -- \$3,150
- Campus (annual fire sprinkler inspection) -- \$3,150
- Memorial Hall (attend performance and meet with music theory and composition students) -- \$250
- Memorial Hall (rehearsal and performance with Kathy Kosins) -- \$1,000 plus two nights lodging
- Chicoine Event Center (materials and installation of privacy film on athletic department office windows) -- \$8,000
- Campus (interactive games trailer for Scholastic Day) -- \$600
- Burkhiser Complex (class presentations on children's books) -- \$500
- Student Center (band performance) -- \$1,000
- Student Center (band performance) -- \$600
- Student Center (band performance) -- \$3,250
- Rangeland Arena (calf lease) -- \$2,175.50
- Campus IT Department (SharePoint Consulting on procedures and documentation) - \$65/hour plus travel expenses, not to exceed \$34,500
- Memorial Hall (art exhibit) -- \$1,350
- NPAC (track meet officiating services) -- \$150
- University of Utah Campus (clinic with CSC Wind Symphony) -- \$225
- Student Center (entertainment for Spring Daze Festival) -- \$6,750
- Burkhiser Complex (keynote speaker) -- \$8,600
- Student Center (DJ for student dance) -- \$350
- Athletic Department (assist in building candidate pool for Head Men's and Women's Basketball coaches positions) -- \$3,500
- Market Development Office (recruitment of international students) - not to exceed 10% of out-of-state tuition

Chadron State Change Order

- High Rise Residence Hall (#3-shower renovation) -- \$170,151

Peru State Contracts

- Arts and Science (class instruction to undergraduate students in Applied Voice Class) -- \$350

- Library (repair microfilm and microfiche machines) -- \$75
- Arts and Science (speaker for diversity conference) -- \$1,000
- Quad (injections for two gingko trees) -- \$630
- Theatre (choreographer for Prestige Musical Showcase) -- \$350

Wayne State Contracts

- Stadium Services (stadium steam line replacement) -- \$5,000
- Carhart Science (new server) -- \$4,895.50
- Student Center (paint exterior windows) -- \$29,900
- Energy Plant (apply flashing to wall) -- \$18,547
- Student Center (construction in lower level restrooms) -- \$8,055
- Student Center (install carpet in zones 5 and 6) -- \$27,069.75
- Natatorium (remove stools, partitions and cap water lines, install new (room 116) -- \$9,600
- Carhart Science (build cadaver storage area) -- \$68,900
- Hahn Administration (convert room 104F into an office) -- \$21,320
- Student Center (install carpet in zone 8) -- \$25,874.09
- Student Center/Student Health (medical services) -- \$30,300

ATTACHMENTS:

- CSC Contracts and Change Orders for Information (PDF)
- PSC Contracts and Change Orders for Information (PDF)
- WSC Contracts and Change Orders for Information (PDF)

CONTRACTS AND CHANGE ORDERS FOR INFORMATION

June 10, 2016

CONTRACTS – a) construction contracts for less than \$100,000; b) architect/engineer fees of less than \$65,000; c) consultant contracts for less than \$70,000 (between \$35,000 and \$70,000 must have Chancellor’s approval); d) exempt contracts over \$50,000; e) legal counsel, auditor, lobbyist and search consultant contracts for durations greater than 5 days, requiring Chancellor’s approval; and f) contracts that the Board has authorized the Chancellor to approve.

Chadron State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Chicoine Event Center Deliver keynote address at May 2016 Undergraduate Commencement Ceremony \$1,500 honorarium plus two nights local lodging Cash Christopher R. Carlisle
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Annual Fire Extinguisher Inspection \$302 Cash Armstrong Extinguisher Service
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Fire Department Check Valves Inspection \$3,150 Cash Nebraska Safety and Fire Equipment
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Annual Fire Sprinkler Inspection \$6,575 Cash Nebraska Safety and Fire Equipment
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Attend performance and meet with music theory & composition students \$250 Cash Joshua Keeling
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Rehearsal & performance with Kathy Kosins \$1,000 plus two nights lodging Cash Jean-Luc Davis
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Chicoine Event Center Materials and installation of privacy film on athletic department office windows \$8,000 Cash The Glass Wizard, Cecil Johns
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Interactive Games Trailer for Scholastic Day \$600 Cash Dale Chaney
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Burkhiser Complex Class presentations on his children’s book \$500 Cash Jeff Kurrus
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Band Performance \$1,000 Cash Blue Street Band

Attachment: CSC Contracts and Change Orders for Information (1760 : Contracts and Change Orders for Information)

Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Band Performance \$600 Cash Back Road Band
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Band Performance \$3,250 Cash Creative Artists Agency for artist Cheat Codes
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rangeland Arena Calf Lease \$2,175.50 Cash Bruce Kern
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus IT Department SharePoint Consulting on procedures and documentation \$65/hour plus travel expenses, not to exceed \$34,500 Cash Art Weeast, Lessons Applied, LLC
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Memorial Hall Art Exhibit \$1,350 Cash Sheldon Statewide Exhibition
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	NPAC Track meet officiating services \$150 Cash Cameron Cuttlers
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	University of Utah Campus Clinic with CSC Wind Symphony \$225 Cash Scott Hagen
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Entertainment for Spring Daze Festival \$6,750 Cash Knox-Array LLC
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Burkhiser Complex Keynote Speaker \$8,600 Cash Growing Leaders—Tim Elmore
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center DJ for student dance \$350 Revenue Bond Brad Moore
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Athletic Department Assist in building candidate pool for Head Men's & Women's Basketball Coaches position \$3,500 Cash Double L Consulting
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 Alice Education Foundation Pvt. Ltd.

CHANGE ORDERS – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are equal to \$50,000. If approval of change order is critical to project schedule, \$50,000 to \$100,000 range change orders may be approved by the Chancellor and reported for ratification at the next Board meeting.

Chadron State College	
Location on Campus:	High Rise Residence Hall
No. & Description:	#3—shower renovation
Change Order Amount:	\$170,151 (approved in March 18, 2016)
Fund Source:	Revenue Bond
Contractor:	Mac Construction Company

CONTRACTS AND CHANGE ORDERS FOR INFORMATION

CONTRACTS – a) construction contracts for less than \$100,000; b) architect/engineer fees of less than \$65,000; c) consultant contracts for less than \$70,000 (between \$35,000 and \$70,000 must have Chancellor's approval); d) exempt contracts over \$50,000; e) legal counsel, auditor, lobbyist and search consultant contracts for durations greater than 5 days, requiring Chancellor's approval; and f) contracts that the Board has authorized the Chancellor to approve.

Peru State College	
Location on Campus:	Arts and Science
Contracted Work:	Class instruction to Undergraduate students in Applied Voice Class
Contract Amount:	\$350.00
Fund Source:	Cash Funds
Contractor:	Dr. Kenneth Bozeman
Location on Campus:	Library
Contracted Work:	Repair of Microfilm and Microfiche machines
Contract Amount:	\$75.00
Fund Source:	Cash Funds
Contractor:	Microfilm Imaging Systems
Location on Campus:	Arts and Science
Contracted Work:	Speaker for Diversity Conference
Contract Amount:	\$1,000.00
Fund Source:	Cash Fund
Contractor:	Ferial Pearson
Location on Campus:	Quad area on Peru State Campus
Contracted Work:	Injections for two Gingko Trees
Contract Amount:	\$630.00
Fund Source:	Cash Funds
Contractor:	Mr. Amoto Lawn and Tree Service
Location on Campus:	PSC campus – Theater
Contracted Work:	Choreographer for Prestige Musical Showcase April 7, 2016
Contract Amount:	\$350.00
Fund Source:	Cash Funds
Contractor:	Joel Johnston

CONTRACTS AND CHANGE ORDERS FOR INFORMATION

CONTRACTS – a) construction contracts for less than \$100,000; b) architect/engineer fees of less than \$65,000; c) consultant contracts for less than \$70,000 (between \$35,000 and \$70,000 must have Chancellor’s approval); d) exempt contracts over \$50,000; e) legal counsel, auditor, lobbyist and search consultant contracts for durations greater than 5 days, requiring Chancellor’s approval; and f) contracts that the Board has authorized the Chancellor to approve.

Wayne State College	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Stadium Services Stadium Steam Line Replacement \$5,000.00 LB 309 Advanced Engineering Systems, Inc., Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science New server \$4,895.50 Cash Specialized Products, Inc., Omaha, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Paint exterior windows \$29,900.00 Contingency Maintenance Miller Painting & Decorating, Hartington, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Energy Plant Apply flashing to wall \$18,547.00 Cash Guarantee Roofing & Sheet Metal, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Construction in lower level restrooms \$8,055.00 Contingency Maintenance Christiansen Construction Co., Pender, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Install Carpet in Zones 5 and 6 \$27,069.75 Contingency Maintenance Phipps Commercial Flooring, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Natatorium Remove stools, partitions & cap water lines, install new (room 116) \$9,600.00 Revenue Bond Platte Mechanical, Inc., Fremont, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Build cadaver storage area \$68,900.00 Cash Fauss Construction, Inc., Hooper, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Hahn Administration Convert room 104F into an office \$21,320.00 Cash Fauss Construction, Inc., Hooper, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Install carpet in Zone 8 \$25,874.09 Contingency Maintenance Phipps Commercial Flooring, Wayne, NE

Location on Campus:	Student Center/Student Health
Contracted Work:	Medical Services
Contract Amount:	\$30,300.00
Fund Source:	Cash
Contractor:	Faith Regional Health Services, Norfolk, NE

Chancellor's Board Report June BOT

Teaching Excellence

One of the official duties of the Academic and Personnel Committee each year is to select the recipient of the annual Nebraska State College System (NSCS) Teaching Excellence Award (TEA). The committee first reviews material from the three campus-wide TEA recipients, and from that group, selects one recipient to represent the NSCS. The award was first given in 1985, and for a number of years, was given in memory of George Rebensdorf, a former member of the Board of Trustees. The cash award is now funded through each respective college foundation.

The TEA award is presented to recognize and honor faculty members who demonstrate innovation and leadership in teaching and service across the NSCS. This award represents a cornerstone on which the mission of the NSCS is built: providing a quality education that makes a difference in the lives of our students and their families.

The college recipients of the TEA for 2016 are Dr. Bruce Hoem, an Associate Professor in the Department of Counseling, Psychological Sciences and Social Work at Chadron State; Kelly Asmussen, a Professor of Criminal Justice from Peru State; and Dr. Joe Blankenau, a Professor of Political Science from Wayne State. The recipient of the NSCS Teaching Excellence Award for 2016 is Dr. Bruce Hoem from Chadron State.

Mr. Bruce Hoem

Mr. Hoem joined Chadron State in 2006. Since that time, he has served as a faculty member and as the Director of the Social Work Field Program. Mr. Hoem has taught a variety of courses and students often comment on his enthusiasm, energy, and his willingness to answer questions or help students find the answers.

Dr. Kelly Asmussen

Dr. Asmussen joined Peru State in 1994. He has served as a faculty member and as the Chair of the Criminal Justice Department. Dr. Asmussen has been involved in a professional capacity with the Nebraska Department of Correctional Services since 1977. As a result, Dr. Asmussen regularly develops learning experiences that provide students opportunities to gain valuable work and life experiences in the field.

Dr. Joe Blankenau

Dr. Blankenau joined Wayne State in 1998. He has taught a wide array of courses in the field of social science and government. One of Dr. Blankenau's students referred to him as a mentor who challenges his students to do their best. His colleagues recognized Dr. Blankenau for his work ethic, dedication to his students, and his commitment to staying current in his field.

Spring 2016 Commencement

On May 7th this year, one thousand two hundred eighty-nine students – that’s 1,289 - all had something to celebrate – graduating from Chadron, Peru or Wayne State and earning a college degree. The breakdown per college is Chadron - 325 graduates; Peru - 426 graduates; and Wayne - 538 graduates. While we all know that earning a college degree makes a tremendous difference in the lives of our students and their families, a recent article from CNN supported our position when it asked the question: Just How Much Better Off Are College Grads Anyway? The answer: Having a college degree versus only a high school diploma makes a big difference when it comes to employment and wages. A recent survey indicated:

- Fewer college grads are unemployed: 5.6% High School Grads vs. 2.5% College Grads
- College grads make more money: \$678 (weekly) High School Grads vs. \$1,227 (weekly) College Grads – *The difference is more than a million dollars over a 40 year career.*
- College grads are more likely to have jobs: 67.8% High School Grads vs 82.6% College Grads

Commencement also provides an opportunity for our Board members to participate in the graduation ceremonies at each of the College to represent the Board, and to recognize our students and their families for their achievements. As we all have heard in the past, it takes a village to raise a child. Well, we also know it takes a village to support our students through their academic careers. This spring, Gary Bieganski represented the Board at Chadron State; John Chaney represented the Board at Peru State; and Cap Peterson represented the Board at Wayne State.



Board of Trustee Cap Peterson (right) and Bart Gotch – the recipient of the 2016 WSC Alumni Achievement Award – attended the 2016 Wayne State Undergraduate Commencement Ceremony. Mr. Gotch delivered the baccalaureate address at the Willow Bowl. (Photo by Angela Steffans.)

2016 Board of Trustees Scholarship Luncheon

The annual Board of Trustees Scholarship Luncheon was held on May 15 at Hillcrest Country Club. Nearly 90 recipients of the Board of Trustees (BOT) Scholarship and their family members attended the luncheon which is held to recognize the academic achievements of the soon to be freshmen students at Chadron, Peru or Wayne State. The competitive BOT Scholarship provides full-tuition for graduates of a Nebraska high school who demonstrate academic excellence by receiving a 25 or higher on their ACT or 1700 on the SAT. The renewable scholarship represents more than a \$19,000 financial award when renewed over four years. College and System Office staff members were on hand to welcome the students and their families and to provide certificates of achievement for the scholarship recipients. I served as emcee.

Lieutenant Governor Mike Foley provided the keynote address for the luncheon. Lt. Governor Foley spoke of the importance of postsecondary education to both graduates and their families as well as to the well-being of the State of Nebraska. The Lt. Governor specifically addressed the critical role the State Colleges play in providing a college education while also being vital to the economic growth of the regions served by the Colleges.

Chair of the Board of Trustees Michelle Suarez spoke to those attending on behalf of the Board. After Michelle provided a brief description of the role of the Board, she encouraged the students to always remember that there is now an entire college community concerned about their well-being and success, and that they need to take advantage of everything the Colleges have to offer.

Jennifer Laflan Scranton, a 2014 Wayne State alumna, spoke of her experiences attending Wayne State and the positive impact of earning a Board of Trustee Scholarship. Ms. Scranton is currently living in Omaha, NE and is attending Clarkson College to get her Bachelors of Science Degree in Nursing. She is also the owner of Climate CrossFit in Omaha.

System Office Website Re-design

As you may recall, Vice Chancellor Hotovy and Director Melton are spearheading the efforts to re-design the System Office website. They have put together a team that has been involved in several brainstorming sessions and review sessions to get the project underway. While there is a great deal of work completed behind-the-scenes, I am confident the end product will be worth the time and energy it takes and will provide a new look and efficiency to the System website. We are utilizing the same company, Jadu, which worked with Wayne State on its website redesign. In fact, personnel from Wayne State will help with the transition and maintenance processes, especially in the technology arena.

TV, Radio, and Digital Ads

Vice Chancellor Tande and the admissions and marketing folks from the Colleges have selected a vendor to develop new ads for the Colleges and the System Office. This system-wide venture is undertaken every several years in order to combine efforts and funding to cut costs and share the many talents of everyone involved. The new ads will be available sometime this fall. The vendor chosen following presentations to the group was Clark Creative Group from Omaha. The last time a project

like this was undertaken, the group focused on radio and TV advertisements. The current project will also include the development of digital media.

MISCELLANEOUS ACTION AND INFORMATION ITEMS

June 10, 2016

***ACTION:* Board Nominating Committee Report and Election of Officers**

At the March 18, 2016 Board meeting, Chair Suarez reported that she and Trustees Blomstedt and Peterson would serve as the nominating committee for the election of Board and Facilities Corporation officers for 2016-2017.

The Committee will submit its nominations for consideration and action at the June 10, 2016 meeting.

The System Office recommends approval of the Board Nominating Committee Report and Election of Officers.

MISCELLANEOUS ACTION AND INFORMATION ITEMS

June 10, 2016

ACTION: Approve Proposed 2016-2017 Board Meeting Schedule

2016-17 Proposed Board Meeting Schedule
(5 Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING- SOUTH SIOUX CITY	September 8-9, 2016 Thursday-Friday
NOVEMBER	BOARD OF TRUSTEES MEETING-LINCOLN	November 10, 2016 Thursday
JANUARY	BOARD OF TRUSTEES MEETING-LINCOLN	January 17, 2017 Tuesday
MARCH	BOARD OF TRUSTEES MEETING-PERU	March 23-24, 2017 Thursday-Friday
JUNE	BOARD OF TRUSTEES MEETING-CHADRON	June 15-16, 2017 Thursday-Friday

2016-17 Proposed Board Meeting Schedule
(6 Meetings Per Year)

SEPTEMBER	BOARD OF TRUSTEES MEETING- SOUTH SIOUX CITY	September 8-9, 2016 Thursday-Friday
NOVEMBER	BOARD OF TRUSTEES MEETING-LINCOLN	November 10, 2016 Thursday
JANUARY	BOARD OF TRUSTEES MEETING-LINCOLN	January 17, 2017 Tuesday
MARCH	BOARD OF TRUSTEES MEETING-LINCOLN	March 10, 2017 Friday
APRIL	BOARD OF TRUSTEES MEETING-PERU	April 20-21, 2017 Thursday-Friday
JUNE	BOARD OF TRUSTEES MEETING-CHADRON	June 15-16, 2017 Thursday-Friday

Action Item (ID # 1781)

Meeting of June 10, 2016

The System Office recommends approval of the Proposed 2016-2017 Board Meeting Schedule.

Presidents' Reports

Chadron State College June 2016

I mentioned in February that the spring semester was off to an encouraging start. That may have been an understatement because this semester has been a memorable one for Chadron State.

A few notable events include:

- The organizers of the fifth annual Nearly Naked Mile collected 8,832 articles of clothing from students and staff and donated it to a local charity in Chadron.
- The women's track and field team won the school's first-ever Rocky Mountain Athletic Conference Championship just days after the softball team wrapped up its most successful season ever.
- Despite rainy weather, students successfully brought back Spring Daze, a celebration that included live music, club booths, several fun activities for students and community members including a petting zoo.
- "The Eagle," CSC's student newspaper, won its sixth consecutive Best in Overall Excellence title in the Nebraska Collegiate Media Association's annual Golden Leaf Awards.
- Speaking of records, the softball team ended with a 29-19-1 mark – its best record ever – and reached the consolation semifinals of the conference tournament.
- About 500 volunteers worked at 50 sites in Dawes County during the fourth annual The Big Event.
- Nine RHOP students will continue their studies at the University of Nebraska Medical Center this fall, while five other students will attend graduate schools as pre-professionals.

Those are just a handful of exciting occurrences at Chadron State. However, the crowning achievement of each spring is commencement. On May 7, I had the privilege to preside over both the graduate and undergraduate ceremonies. Ninety students received their master's degrees. Just an hour later, 235 undergraduates received their bachelor's degrees.

Dr. Wendy Waugh, a professor in the business department, delivered the graduate address. During her speech, she challenged the master's graduates to make the most out of their opportunities. She also provided wise words on how to avoid negativity while overcoming weaknesses.

The undergraduate ceremony was particularly special because Trustee Gary Bieganski and I were able to honor Bruce Hoem with the 2016 Teaching Excellence Award in front of his colleagues and students. I also had the privilege of presenting Chris Carlisle, who delivered the commencement address, the Distinguished Alumni Award at a luncheon.

Chris, a 1985 graduate of Chadron State, has worked as the Seattle Seahawks' strength and conditioning coach since 2010. He has worked with numerous All-Americans, three Heisman Trophy winners, Olympic gold medalists and world champions. He's also been involved with 19 national championship teams and he's just the second CSC graduate to ever earn a Super Bowl ring.

When he received his Distinguished Alumni Award, he was incredibly grateful. “Chadron is an amazing place,” he said. “Everyone here respects everyone else and that makes a difference. You never know who is going to help you. This place is special.”

I agree with Chris – CSC is a special place.

**Peru State College
June 2016**

Peru State benefits daily from the continued professional engagement and connections of its employees. Our students are actively seeking to connect with professors and staff that are well regarded in their field, so that they, in turn, may connect with other industry professionals. In fact, *Forbes* reports that potential students are more concerned with networking opportunities than coursework while in college.

Students are seeking these professional relationships because they know those relationships lead to academic and career success. In *Making the Most of College*, Dr. Richard Light advises first-year students to get to know one faculty member well each semester. Gallup also reports that students with encouraging and engaged mentors were more likely to succeed professionally.

Peru State has a legacy of faculty and staff being recognized in their prospective fields. This year's recognition of the innovation and expertise of Peru State employees stretches from the arts to science to teaching and coaching in general. I have included here a short list of awards, appointments and other recognitions received by Peru State faculty and staff since June of 2015.

Dr. Mike Barger, professor of biology, was named President-Elect for the Southwestern Association of Parasitologists and will serve as President in 2018. The Association works to advance the disciplines of parasitology; to promote parasitological research and teaching; to allow informal discussion of research and teaching in parasitology; and to provide fellowship among workers in parasitology and allied fields.

Dr. Richard Clopton, professor of biology, received the Helminthological Society of Washington's Anniversary Award. Clopton was recognized as the world's leading authority on gregarines; for loyal and dedicated service to the Society; for his contributions to the journal *Comparative Parasitology*, including serving as editor from 2002-2006 and because he wrote the most cited paper in the journal's history. The Anniversary Award is the highest honor that can be bestowed by the Helminthological Society of Washington.

Matt Hill, assistant professor, was named 2015 Young Conductor of the Year by the Nebraska Choral Directors Association. Qualifications for the award include ten or fewer years of teaching experience; consistent American Choral Directors Association (ACDA) or Nebraska Choral Directors Association (NCDA) membership; high performance and literature standards; and participation in ACDA and NCDA activities.

Dr. Dan Holtz, professor, received the Addison E. Sheldon Memorial Award from the Nebraska State Historical Society. The award recognized Holtz for his outstanding contributions to the preservation and interpretation of Nebraska History including his teaching, public programs, scholarship, and service on the Nebraska State Historical Society Board of Trustees and the Nebraska 150 Foundation.

Kristi Nies, assistant professor and *Peru State Times* faculty advisor, was named President of the Nebraska Collegiate Media Association for the 2016-2017 academic year. Nies will work with Nebraska's small colleges to nurture and facilitate media and journalism experiences for students.

Sheli Petersen, assistant professor, was awarded the bronze award for children's book illustrations "The Scarf" and "The Nest" in the 2015 American Institute of Graphic Arts (AIGA) Nebraska

“Show.” The juried exhibition was displayed at KANEKO in Omaha and the Metropolitan Community College Gallery of Art and Design.

Dr. Kyle Ryan, assistant professor, has been recognized with both the 2015 Excellence in Community Based Teaching and Scholarship award from Nebraska Campus Connect and as an “E-Learning Innovator in Education” by the University of Nebraska Medical Center for his role in the creation of the online course, *Principles of Community Engagement in Public Health: Service Learning, Community-based Participatory Research, Leadership, and Civic Engagement*.

Cassandra Weitzenkamp, instructor, was named to the Nebraska Board of Public Accountancy Educational Advisory Committee. Weitzenkamp was named to the advisory committee in late November under the Public Accountancy Act. The appointment was made by Nebraska Board of Public Accountancy (NBPA) members who were in turn appointed by the Governor of Nebraska.

Please join me in congratulating the faculty and staff of Peru State College for their continued engagement in the fields they teach and represent. Their efforts allow our students to learn and achieve more, better preparing them for effective careers. Connecting college and careers provides a return on investment that students will collect for years to come.

Wayne State College June 2016

Wayne State ended another academic year with a continued strong focus on providing increased opportunities for student success and on recognizing students for their commitment to learning excellence and service.

Ecuador Study Abroad Program

Fourteen Wayne State students will travel to Ecuador on June 2-16 for the college's newest study abroad opportunity. The trip will include class time on the Wayne State campus, an online class component, and visits to Quito, the capitol of Ecuador, Otavalo, the Amazon rainforest, where they will visit an Achuar village, and Banos.

Students will provide school materials to the Achuar people and cultural exchange educational lessons as part of their Service-Learning project. The school materials include a pictorial booklet that introduces the Achuar children to words in English and Spanish. Students will also provide a school room lesson on various topics such as mathematics, art, health, environmental concerns, or exercise as part of their Service-Learning project.

Students will earn six credits toward their degree while studying in Ecuador. Dr. Shawn Percy, WSC professor of biology, is leading the trip. The students will be joined by Dean Jacobs, a 1986 graduate of Wayne State and world traveler, author, photographer, and humanitarian. He has traveled to more than 50 countries and has an established and respected relationship with the Achuar tribe in the Amazon.

This study abroad opportunity is being generously underwritten by Jim and Barbara Kanter. Barbara is a 1976 graduate of the college. The Kanters, both of whom serve on the Wayne State Foundation Board of Trustees, have long been generous supporters of Wayne State.

Philomatheans Inducted into Honor Society

The Philomathean Presidential Honor Society inducted 35 new members on May 3. The society has its roots in the earliest days of the College, during the time of one of Wayne State's most famous alumni, John G. Neihardt, who graduated from Nebraska Normal College (now WSC) in 1897. Neihardt went on to become a distinguished author and the Poet Laureate of Nebraska, among other literary accomplishments.

The purpose of this association is to bring together Wayne State's most distinguished students to be the keepers of tradition, instigators of thought, catalysts of student camaraderie, and strong supporters of the intellectual enterprise of Wayne State. Members serve as an advisory committee for me and support presidential events such as homecoming, graduation, and donor events.

Members must be full-time students of Wayne State, complete 60 credit hours by the fall after their initiation, maintain a cumulative grade point average of 3.50, and demonstrate active leadership on campus.

Applicants must submit an application along with a letter of recommendation and a resume. Applications are reviewed by current members and advisors and selected annually, based on the merits of their applications and academic standing.

Student Event at Inauguration

The student event subcommittee of the inauguration committee conducted a virtual listening session with students on my behalf that utilized an online poll to ask students what they love about WSC and what aspects of WSC they believe need improvement.

These questions were modifications of the questions I posed during my first-year listening sessions with faculty, staff, and students. The student survey results were compiled into a word cloud to create a graphic representation of word frequency.

A student picnic was held April 28 in honor of my inauguration. As students entered the Frey Conference Suite for the event, they were greeted by members of the Philomathean Presidential Honor Society and encouraged to write a short message on a congratulatory banner. The banner was intended to provide me with students' thoughts about their personal beginnings at Wayne State College and the impact the College has had on them. Recent class banners, signed by incoming students at New Student Registration, were hung throughout the room as a reminder to students of their beginning at Wayne State. Video presentations of the virtual listening session results and presentations about Wayne State's history used at other inauguration events were shown on the four video screens in the room.

Civic Engagement Award

The Ron Holt Civic Engagement award was presented to Dasirae Sieh on April 27. Dr. Ronald Holt, a 1989 Wayne State College alumnus, has recognized a WSC senior for the past three years with a "You Make a Difference" plaque, medallion and a \$500 award upon graduation. Finalists Brandon Whitten and Alexandria Filipowicz were also awarded with a "You Make a Difference" plaque, medallion and a \$250 award at the April 27 luncheon. All three students were honored for their involvement in Service-Learning, campus leadership roles, and engagement in campus clubs, organizations, and in the community.

Sieh delivered the invocation at the undergraduate commencement ceremony on May 7. She majored in biology and pre-dentistry studies in the Rural Health Opportunities Program. She graduated Summa cum Laude and served as the Honors Club secretary and Pre-Dental Club president. She is a member of Phi Kappa Phi, Cardinal Key, Alpha Lambda Delta, Rotaract and has served at numerous community events such as Mercy Meal packing. She leads the choir and is the pianist at St. Peter's Catholic Church in Stanton. In her award application Sieh noted that "service is often referred to as one's civic duty, but for me, service is much more of a habit than a responsibility." Sieh maintained a perfect 4.0 GPA while at WSC and will begin classes in the fall at the University of Nebraska Medical Center-College of Dentistry (UNMC).

Dr. Holt is an attending psychiatrist in the Department of Psychiatry at Kaiser Permanente Medical Center in South San Francisco, Calif. Throughout his educational and professional career, Holt has exhibited outstanding accomplishments as a strong advocate and champion of civic engagement and community service. Holt has been awarded the College's 2004 Alumni Service Award and the 2012 Alumni Achievement Award. In addition to his valued work as a Wayne State Foundation trustee, Holt has created several endowed and annual scholarships at WSC. He began his first scholarship in 1989 while he was a WSC student.