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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 Chadron State College, Chadron, Nebraska on June 16, 2017

| | | |
|-------------------|-----------|------------|
| Executive Session | June 15 – | 12:00 p.m. |
| Business Meeting | June 16 – | 8:00 a.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 15-16, 2017****CHADRON STATE COLLEGE
CHADRON, NEBRASKA****WEDNESDAY, JUNE 14 – all meetings will be held in the Student Center unless otherwise noted**

| | | |
|---------------------|-------------------------------------|------------------------------|
| 9:00 – 11:00 | CSC Marketing Officers | Bordeaux Room |
| 1:00 – 5:00 | Council of Business Officers | Sparks Hall, Room 115 |
| 1:30 – 5:00 | Council of Academic Officers | Ponderosa Room |
| 2:00 – 5:00 | Council of Student Affairs | Lakota Room |

THURSDAY, JUNE 15

| | | |
|---------------------|--|-----------------------|
| 12:00 – 2:00 | BOARD EXECUTIVE SESSION & LUNCH to discuss Personnel, Litigation and Liability issues | Ponderosa Room |
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|---------------------|-------------------------|-------------------------|
| 12:00 – 1:00 | Lunch all others | Scottsbluff Room |
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| | | |
|--------------------|---|----------------|
| 2:00 – 3:30 | BOARD COMMITTEE MEETINGS | |
| | Academic & Personnel Committee | Ponderosa Room |
| | Fiscal, Facilities & Audit Committee | Lakota Room |
| | Student Affairs, Marketing & Enrollment Committee | Bordeaux Room |

| | | |
|--------------------|--------------------|--|
| 3:30 – 4:30 | Campus Tour | |
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|-------------|--------------------------|--|
| 4:30 | Check In to Hotel | |
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|-------------|------------------|-----------------|
| 5:30 | RECEPTION | Ballroom |
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|-------------|---|-----------------|
| 7:00 | DINNER & TEACHING EXCELLENCE RECOGNITION | Ballroom |
|-------------|---|-----------------|

FRIDAY, JUNE 16

| | | |
|-------------|------------------|-------------------------|
| 7:00 | Breakfast | Scottsbluff Room |
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|-------------|---|--|
| 8:00 | BOARD OF TRUSTEES BUSINESS MEETING | Sandoz Center Chicoine Atrium |
|-------------|---|--|

Call to Order

Approval of Meeting Agenda

Public Comments

Minutes Approval

- 1 Board of Trustees of the Nebraska State Colleges - Regular Meeting - Mar 24, 2017 8:00 AM

1. Items for Consent Agenda

- 1.1 Approve Acceptance of Employee Salary Recommendations
- 1.2 Approve Board Meeting Schedule for 2017-2018
- 1.3 Approve Distinguished Service Award Recommendation Submitted by Chadron State College
- 1.4 Approve Emeritus Status for Dr. Pearl Hansen
- 1.5 Approve Emeritus Status for Dr. Gretchen Ronnow
- 1.6 Approve Emeritus Status for Dr. Catherine Rudin
- 1.7 Approve Depositories and Signatories Submitted by the Colleges
- 1.8 Approve LB 309 Allocations and Retrievals
- 1.9 Approve Appointment of Substantial Completion Committee for Delzell Hall Renovation Project for Peru State College
- 1.10 Approve Appointment of Substantial Completion Committee for Park Avenue Project at Peru State College
- 1.11 Approve Appointment of Substantial Completion Committee for Field House Phase I Project for Peru State College
- 1.12 Approve Appointment of Substantial Completion Committee for Bowen Hall Renovation Project for Wayne State College
- 1.13 Approve Appointment of Substantial Completion Committee for Lindahl Drive Project for Wayne State College
- 1.14 Approve Authorization for Chancellor to Sign NSCS Information Security Risk Assessment Consulting Contract
- 1.15 Authorization for Chancellor to Sign Construction Contracts for Criminal Justice Crime Scene Investigation Facility 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 First and Final Round Approval of Revisions to Board Policy 4140; Academic Program and Degree Requirements
- 2.3 First and Final Round Approval of Revisions to Board Policy 5007; Anti-Harassment/Discrimination Policy
- 2.4 Approve Authorization for Chadron State College to Contract for Nursing Services
- 2.5 Approve Addition of Human Resources and Risk Management Option to Bachelor of Science in Business Administration Degree for Peru State College
- 2.6 Approve City of Wayne Law Enforcement Interlocal Agreement for Wayne State College
- 2.7 Approve City of Wayne and Wayne State College Interlocal Agreement for CAT Building
- 2.8 Approve Memorandums of Understanding with Virtual Education Software and Learners Edge for Wayne State College
- 2.9 Approve Revisions to Wayne State Foundation Agreement

3. Student Affairs, Marketing, and Enrollment

- 3.1 First and Final Round Approval of Revisions to Board Policy 3020; Sexual Violence or Sex Harassment, Policies and Procedures
- 3.2 First and Final Round Approval of Revisions to Board Policy 3650; Student Records

4. Fiscal, Facilities and Audit

- 4.1 Approve Tuition Rates for 2017-2018
- 4.2 Approve 2017-2018 Fee Recommendations
- 4.3 Approve Distribution of Funds for FY 2017-2018
- 4.4 Approve Preliminary Operating Budgets for 2017-2018
- 4.5 Approve Preliminary Revenue Bond Operating Budgets for 2017-2018
- 4.6 Approve Revised Operating Budgets for 2016-2017
- 4.7 Approve Revised Revenue Bond Operating Budgets for 2016-2017
- 4.8 First and Final Round Approval of Board Policy 7017; Contracts; Sponsorship
- 4.9 First and Final Round Approval of Revisions to Board Policy 7015; Contracts; Limitations, Exemptions
- 4.10 First and Final Round Approval of Revisions to Board Policy 8069 Capital Construction; Inspections; Substantial Completion; Final Completion
- 4.11 Approve Naming of Hospitality Center in Stadium/Track Complex for Chadron State College
- 4.12 Approve Artist and Art Design for 1% Art for Rangeland Lab Facility at Chadron State College

- 4.13 Approve Naming of Locker Room in the Renovated Field House for Peru State College
- 4.14 Approve Use of Capital Improvement Fee Funds for Improvements to the Administration Building at Peru State College
- 4.15 Approve Return of Cash Funds Designated for Athletic Field Improvements to Undesignated Cash Funds for Wayne State College
- 4.16 Approve Real Property Acquisition for Wayne State College
- 4.17 Approve Real Property Disposal for Wayne State College
- 4.18 Approve Use of Capital Improvement Fee Funds for the Criminal Justice Crime Scene Investigation Facility for Wayne State College

Items for Information and Discussion

5. Academic and Personnel

- 5.1 Promotion and 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

7. Fiscal, Facilities, and Audit

- 7.1 Annual Report on Internal Leases of Revenue Bond Buildings
- 7.2 Physical Plant Status Reports
- 7.3 Capital Construction Quarterly Reports
- 7.4 Spring Occupancy and Income Reports
- 7.5 Contracts and Change Orders for Information
- 7.6 Grant Applications and Awards for Information

8. Miscellaneous Action and Information Items

i. Chancellor's Report

- 8.1.1 Chancellor's Report

ii. Presidents' Report

- 8.2.1 President's Reports

iii. Student Trustees' Report

Adjournment

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Executive Session - March 23, 2017

Call to Order - Executive Session

The meeting was called to order at 11:55 AM by Chair Bieganski.

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

- Litigation
- Personnel matters
- Liability issues

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

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

Motion was made by Trustee Peterson and seconded by Trustee Chaney to close the executive session at 12:35 PM. Motion was approved. Voting **AYES**: Bieganski, Chaney, Engles and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

The Board went into executive session at 11:55 AM. The Board reconvened the open meeting at 12:35 PM.

Adjournment - Executive Session

There being no further business, the meeting was adjourned by Chair Bieganski at 12:35 PM.

March 24, 2017

Call to Order

The meeting was called to order at 8:00 AM by Chair Gary Bieganski

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

Approval of Meeting Agenda

A motion was made by Trustee Peterson and seconded by Trustee Engles to approve the Meeting Agenda. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson. Motion carried.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

Public Comments

No public comments.

Minutes Approval

Board of Trustees of the Nebraska State Colleges - Regular Meeting - Jan 17, 2017 1:30 PM.

A motion was made by Trustee Engles and seconded by Trustee Peterson to approve the minutes of the January 17, 2017 meeting. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson. Motion carried.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

1. Items for Consent Agenda

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

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

- 1.1 Approve the Recommendation of the Academic and Personnel Committee for the 2017 Teaching Excellence Award Recipient

- 1.2 Approve Chadron State College Revised Organizational Chart
- 1.3 Approve Authorization for Chancellor to Bind Insurance Coverages
- 1.4 Approve Continuation of Food Service Contracts for 2017-2018
- | | |
|-----------------------|--------------------------|
| 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 and Change Order for Chadron State College
- To expedite the following projects, Chadron State respectfully requested authorization for the Chancellor to sign the following contracts and change order after negotiations are complete, and in amounts that do not exceed available funding.
- Crites Hall and Edna Work Wing Windows Upgrades
 Andrews Hall Fire Sprinklers
 Rangeland Complex Parking Lot
 Heat Plant Sprinkler System
 Revenue Bond Building Lighting Upgrades
 High Rise Residence Hall Showers Upgrades Change Order
- 1.6 Approval of Authorization for Chancellor to Sign Centennial Complex Sprinkler Installation Contract for Peru State College
- 1.7 Approve Authorization for Chancellor to Sign Construction Contracts for the Memorial Stadium Press Box Replacement for Wayne State College
- 1.8 Approve Appointment of Substantial Completion Committee for U.S. Conn Library Renovation Project at Wayne State College
- The U.S. Conn Library renovation project was nearing completion. WSC recommended appointment of the following committee to perform the substantial completion review in accordance with Board Policy.
- John Chaney, Chair; Fiscal, Facilities & Audit Committee, Board of Trustees
 Carter 'Cap' Peterson, Board of Trustees
 Steve Hotovy, Vice Chancellor for Facilities & Information Technology, NSCS
 Nick Pischel, Registered Architect, LB309 Task Force for Building Renewal

Marysz Rames, President, WSC
 Angela Fredrickson, Vice President for Administration & Finance, WSC
 David Graber, Director-Library, WSC
 Chad Altwine, Director-Facility Services, WSC
 Jackson-Jackson & Associates, Inc. Representative

1.9 LB 309 Allocations and Retrievals

Peru State

| | | | |
|----|--|---------|------------------|
| 1. | Retrieval of \$19,700.42 for TJ Majors ADA restroom improvements | | |
| | Allocation Date/Amount | 8/24/15 | \$215,000.00 |
| | Retrieval Date/Amount | 2/13/17 | <u>19,700.42</u> |
| | Estimated Project Cost | | \$195,299.58 |

Wayne State

| | | | |
|----|--|----------|------------------|
| 1. | Retrieval of \$19,956.35 for Humanities roof replacement | | |
| | Allocation Date/Amount | 10/27/15 | \$175,000.00 |
| | Retrieval Date/Amount | 2/13/17 | <u>19,956.35</u> |
| | Estimated Project Cost | | \$155,043.65 |

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 was evaluated based on the minimum threshold requirements established by the Coordinating Commission for Postsecondary Education (CCPE).

Below are the academic programs that had been successfully reviewed for the 2016-2017 academic year and the subsequent recommendations for continued offering of each.

Chadron State

- Physical Science - **continue the program**
 - Chemistry
 - Chemistry Subject Endorsement (7-12)
 - Earth and Space Science Subject Endorsement (7-12)
 - Geoscience
 - Science Field Endorsement (7-12)
 - Science Middle Grades Specialization (4-9)

Wayne State

- Chemistry- **continue the program**
 - Chemical Sciences
 - Chemistry Subject Endorsement (7-12)
 - Health Sciences
- Geography - **continue the program**
 - Geography
 - Geography Subject Endorsement (7-12)

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

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

2.2 Approve Salary Policy 2017-2018

Non-Unionized Professional Staff. On July 1, 2017, each College and the System Office was authorized to provide a one and one-half percent (1.5%) salary increase to non-union professional staff employees.

Non-Unionized Support Staff. On July 1, 2017, each College and the System Office was authorized to provide a one percent (1%) salary increase to non-union support staff employees.

Background Information:

NAPE/AFSCME Support Staff Employees. The 2017-19 NSCS-NAPE/AFSCME Bargaining Agreement was approved by the Board on January 17, 2017. The Agreement provided a one percent (1%) salary annual increase on July 1, 2017 and for incremental salary adjustments based on five, ten, fifteen and twenty years of service.

NSCPA Professional Staff Employees. The 2017-19 NSCS-NSCPA Bargaining Agreement was approved by the Board on January 17, 2017. The Agreement provided for a one and one-half percent (1.5%) annual increase on July 1, 2017.

SCEA Faculty Employees. The 2017-19 NSCS-SCEA Bargaining Agreement was approved by the Board on January 17, 2017. The Agreement provided for a one and one-half percent (1.5%) salary increase on July 1, 2017.

A motion to approve the Salary Policy 2017-2018 was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

2.3 First and Final Round Approval of Revisions to Board Policies 2700, 3020, 3021, 5000 and 5007; Anti-Discrimination Policies

The legal references for applicable nondiscrimination laws had been revised and expanded pursuant to a recommendation from the Office of Civil Rights.

A motion to approve the First and Final Round Approval of Revisions to Board Policies 2700, 3020, 3021, 5000 and 5007; Anti-Discrimination Policies was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

2.4 First and Final Round Approval of Revisions to Board Policy 4430; Transfer of Credits and Degrees

A motion to approve the First and Final Round Approval of Revisions to Board Policy 4430; Transfer of Credits and Degrees was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

2.5 First and Final Round Approval of Revisions to Board Policy 5017; Emeritus Status

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5017; Emeritus Status was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

2.6 First and Final Round Approval of Revisions to Board Policy 5040; Criminal Background Checks; Employees

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5040; Criminal Background Checks; Employees was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

- 2.7 First and Final Round Approval of Revisions to Board Policy 5102, 5103 and 5104; Policies Related to Bargaining Agreements

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5102, 5103 and 5104; Policies Related to Bargaining Agreements was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

- 2.8 Approve a Memorandum of Agreement with the University of Nebraska College of Agricultural Sciences and Natural Resources for the 3+1 Program in Plant Biology-Ecology and Management Option for Wayne State College

A motion to approve a Memorandum of Agreement with the University of Nebraska College of Agricultural Sciences and Natural Resources for the 3+1 Program in Plant Biology-Ecology and Management Option for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

- 2.9 Approve Athletic Administration Focus Area in School Administration/Educational Leadership Program for Wayne State College

A motion to approve the Athletic Administration Focus Area in the School Administration/Educational Leadership Program for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

- 2.10 Approve Chemistry/Fermentation Science Concentration Within the Chemistry Program for Wayne State College

A motion to approve the Chemistry/Fermentation Science Concentration Within the Chemistry Program for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

- 2.11 Approve Interlocal Agreement Between City of Chadron Police Department and Chadron State College for College Resource Officer

A motion to approve the Interlocal Agreement Between the City of Chadron Police Department and Chadron State College for the College Resource Officer was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess 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, 2017

A motion to approve the Contracts for Audits for Fiscal Year Ending June 30, 2017 was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

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

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

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

- 4.3 Approve 2017-2018 Room and Board Rates

A motion to approve the 2017-2018 Room and Board Rates was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.4 Approve Revised Distribution of Funds

A motion to approve the Revised Distribution of Funds was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.5 Accept and Approve the Design Development Documents for the Stadium and Track Improvement Project at Chadron State College

A motion to Accept and Approve the Design Development Documents for the Stadium and Track Improvement Project at Chadron State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.6 Accept and Approve the Design Development Documents for the Memorial Stadium Press Box Replacement at Wayne State College

A motion to Accept and Approve the Design Development Documents for the Memorial Stadium Press Box Replacement at Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.7 Accept and Approve Design Development Documents for Center for Applied Technology for Wayne State College

A motion to Accept and Approve the Design Development Documents for the Center for Applied Technology for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.8 First and Final Round Approval of Revisions to Board Policy 7004; Identity Theft Prevention Program

The proposed updates to Policy 7004 included the addition of a

Customer Information Security Program in accordance with the Gramm Leach Bliley Act (GLBA).

A motion to approve the First and Final Round Approval of Revisions to Board Policy 7004; Identity Theft Prevention Program was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.9 Approve Amendment to Spirit Shop Contract for Peru State College

A motion to approve the Amendment to the Spirit Shop Contract for Peru State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.10 Approve Reallocation of Contingency Maintenance Funds for Peru State College

Peru State requests the following reallocation of contingency maintenance funds:

From Resolution:

| | | |
|---------|----------|--|
| 3/18/16 | \$90,000 | #3 Residence Hall, Apartments and Student Center Repair and Replacement of Furnishings |
|---------|----------|--|

To Resolution:

| | | |
|---------|----------|----------------------------------|
| 3/18/16 | \$90,000 | #6 Centennial Complex Electrical |
|---------|----------|----------------------------------|

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

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.11 Approve Reallocation of Contingency Maintenance Funds for Wayne State College

Wayne State requests the following reallocation of contingency maintenance funds:

From Resolution:

| | | |
|---------|-------------|---|
| 3/18/16 | \$64,328.18 | #3 Berry Hall Roof Replacement |
| 3/26/15 | \$62,106.74 | #1 Berry Hall Furniture/SRA to Guest Room |

To Resolution:

| | | |
|---------|--------------|---------------------------------------|
| 3/18/16 | \$126,434.92 | #12 Student Center Equipment/Repairs/ |
|---------|--------------|---------------------------------------|

Furniture/Carpet

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:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.12 Approve Use of Unappropriated Cash Funds on a One-Time Basis for Wayne State College

Wayne State College requested Board approval to use \$800,000 of unappropriated cash funds on a one-time basis for the Press Box project. This would allow the College to move forward with the project. Wayne State College's cash fund balance adequately supported this request.

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

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.13 Approve Authorization to Use Capital Improvement Fee (CIF) Funds for Memorial Stadium Press Box for Wayne State College

Wayne State requested authorization to use \$370,000 of capital improvement fee (CIF) funds for the Memorial Stadium Press Box Replacement project. Authorization for the use of cash funds and authorization for the Chancellor to sign construction contracts for this project were being requested in separate Board agenda items. Approval of these authorizations would allow the College to proceed with bidding and construction of the project in a timely manner. The CIF fund balance adequately supported this request.

A motion to approve the Authorization to Use Capital Improvement Fee (CIF) Funds for the Memorial Stadium Press Box Replacement project for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

4.14 First and Final Round Approval of Revisions to Board Policy 8066; Capital Construction; Contracts; Professional Consulting Services

A motion to approve the First and Final Round Approval of Revisions to Board Policy 8066; Capital Construction; Contracts; Professional Consulting Services

was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, and Peterson.

ABSENT: Michelle Suarez, Matt Blomstedt, Jess Zeiss

Items for Information and Discussion

5. Academic and Personnel

5.1 Fall 2016 Graduation Summaries

The fall 2016 graduation summaries from each of the Colleges were provided to the Board for information.

5.2 Fall 2016 Instructional Load Reports

The fall 2016 instructional load reports from each of the Colleges were provided to the Board for information.

5.3 Five-Year Academic Calendar

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

5.4 NSCS Funding Request for CSC Foundation

According to the Board's Agreement with the Chadron State Foundation, a formal request for funding must be submitted, no later than June 15 each year. Following was the request that would be submitted for 2017-2018.

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

5.5 Reports of Personnel Actions

The Personnel Action reports were provided to the Board for information.

6. Student Affairs, Marketing, and Enrollment

6.1 Student Trustees Update

Jon Hansen, CSC; Jesse Dorman, PSC; and Jeff Carstens, WSC, coordinated the 2017-18 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 selected the following students for 2017-2018:

Ashley Goad, CSC
Treyten Nelson, PSC
Jayme Krejci, WSC

6.2 Television and Radio Ad Update

Clark Creative completed its media buys for the next round of television and radio ads which would cover the spring marketing and recruiting period from February through May.

6.3 Scholarship Luncheon

The NSCS Scholarship Luncheon was scheduled to be held at the Hillcrest Country Club on Friday, April 21, 2017. The luncheon would start at noon and conclude around 1:30 p.m.

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

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

7. Fiscal, Facilities, and Audit

7.1 Capital Construction Quarterly Reports (as of December 31, 2016)

Capital Construction Quarterly Reports from each of the Colleges were provided to the Board for information.

Chadron

1. Stadium Renovation - Initial report

Peru

1. Delzell Renovation - Interim report
2. Field House - Interim report
3. Oak Bowl Renovation - Final report
4. Park Avenue Campus Entrance - Interim report

5. TJ Majors Renovation - Final report
6. Theater Renovation - Initial report

Wayne

1. Bowen Hall Renovation and Addition - Interim report
2. Carhart Renovation, Phase III - Interim report
3. Center for Applied Technology - Initial report
4. Lindahl Drive Improvements - Interim report
5. Press Box Replacement - Initial report
6. U.S. Conn Library Renovation - Interim report

- 7.2 Contingency Maintenance Progress Reports (as of December 31, 2016)
Contingency Maintenance Progress Reports from each of the Colleges were provided to the Board for information.
- 7.3 LB 309 Project Status Reports (July-December 2016)
The LB 309 Project Status Reports from each of the Colleges were provided to the Board for information.
- 7.4 Physical Plant Status Reports (October-December 2016)
The Physical Plant Status Reports from each of the Colleges were provided to the Board for information.
- 7.5 Financial Reports (July-December 2016)
The Financial Reports from each of the Colleges were provided to the Board for information.
- 7.6 Operating Expenditure Reports (July-December 2016)
The Operating Expenditure Reports from each of the Colleges and the System Office were provided to the Board for information.
- 7.7 Revenue Bond Expenditure Reports (July-December 2016)
The Revenue Bond Expenditure Reports from each of the Colleges were provided to the Board for information.
- 7.8 Fall Occupancy and Income Reports
The Fall Occupancy and Income Reports from each of the Colleges were provided to the Board for information.

7.9 Potential Occupancy and Income Reports

The Fall 2017 and Spring 2018 Potential Occupancy and Income Reports from each of the Colleges were provided to the Board for information.

7.10 Optimal Enrollment Report

The Optimal Enrollment Report was provided to the Board for information.

7.11 Grant Applications and Awards for Information

The following were provided to the Board for information.

Peru State Application

- ServeNebraska (Kimmel Foundation Discretionary Funds) -- \$10,000
- Talk on Native American Culture (Humanities Nebraska) -- \$800

Wayne State Application

- TRIO Upward Bound (U.S. Department of Education, Office of Postsecondary Education) -- \$257,453 annually for five years

Wayne State Award

- 2016 UMR-ACUHO Research Grant: Redesigning the Residential Experience (Upper Midwest Region [UMR] - Association of College and University Housing Officers [ACUHO]) -- \$250

7.12 Contracts and Change Orders for Information. The following contracts and change orders were provided to the Board for information.

Chadron State Contracts

- Memorial Hall (artist presentation and art show) -- \$700 plus local lodging for 2 nights
- Chicoine Event Center (wrestling official) -- \$150 plus mileage (500 miles max.) plus \$45/day per diem
- Student Center (repair of pool tables) -- \$300
- Athletics Department (agreed upon procedures audit for FY 2016 for athletics) -- \$9,200
- Memorial Hall (artist presentation and art show) -- \$1,100
- Heating Plant (design of fire sprinkler system) -- \$8,000
- Chicoine Event Center (wrestling official) -- \$150 plus mileage (500 miles max.) plus \$45/day per diem
- Maintenance Building (install concrete floor) -- \$8,280

- Student Services (high school outreach) -- \$27,864
- Administration Building (consultant-Psychological Sciences Department) --\$2,370 plus local lodging
- Student Services (trainings and documentation) -- \$20,000.01
- Campus (planned service agreement) -- \$11,410
- Memorial Hall (art show) -- \$1,000
- Student Center (speaker for Martin Luther King Day program) -- \$658
- Memorial Hall (one man play "Moliere Than Thou") -- \$1,295 plus local lodging
- Student Center (poetry performance and speaker at Martin Luther King Day events) -- \$500 plus one meal with students
- Student Center (speaker Stacy Nadeau "Embracing Real Beauty & Shattering the Fairy Tale") -- \$3,800
- Memorial Hall (guest conductor for High Plains Band and Choir Festival) -- \$600 honorarium; \$822.04 travel; local lodging and meals
- Campus (semi-annual hood inspections) -- \$720 annually
- Campus (semi-annual fire alarm inspections) -- \$9,718 annually
- Memorial Hall (termesphere video lecture presentation) -- \$350

Peru State Contract

- Campus (provide engineering services for PSC Geothermal Study) -- \$62,000

Peru State Change Orders

- Delzell (#1-footings, push piers, steel supports, strike plates and additional fire alarm work) -- \$36,659
- Delzell (#2-flooring infills, subfloors, repair corridor walls, remove plaster ceilings, revise lighting in Great Hall) -- \$21,979
- Delzell (#3-additional drywall, chimney cap and additional beam) -- \$32,751

Wayne State Contracts

- U.S. Conn Library, Nordstrand Art Gallery (build movable walls) -- \$12,825
- Center for Applied Technology (geotechnical services) -- \$6,380
- Rice Auditorium (remove and install 2 hot water heaters) -- \$79,875
- Pile Hall (remove and install 1 hot water heater) -- \$73,980
- Anderson Hall (remove and install 1 hot water heater) -- \$73,980
- Student Center Atrium (re-seal windows) -- \$9,930
- Benthack Hall (replace a fan coil unit) -- \$3,990
- Campuswide (semi-annual inspections of fire suppression system) -- \$1,510
- Campuswide except Gardner, Connell, Energy Plant & Library (semi-annual inspections of fire alarm system) -- \$700

- Peterson Fine Arts (replace smoke vend door gasket on 12 doors) -- \$4,908
- Humanities, Room 216 (install new carpet and wall base) -- \$2,199.86
- Hahn Administration - Records and Registration (consulting services-review of the Office of the Registrar) -- \$10,995
- Hahn Administration - Admissions (consulting services series of communications) -- \$29,808

Wayne State Change Orders

- U.S. Conn Library (#15-capping tunnel pipe chase/roof drain extension/replace unsuitable soils) -- \$14,640.73
- Bowen Hall (#5-revise sink; HVAC for study alcoves) -- \$42,142.87
- Lindahl Drive (#2-1'2" pex conduits to each letter in monument walls) -- \$852.98
- Peterson Fine Arts (#1-exterior EIFS building repairs) -- \$1,160

Nebraska State College System Contract

- Nebraska State College System Office and Colleges (IntegraReport services) -- \$3,000
- Washington, DC (Federal consulting services) -- \$18,000 annually

8. Miscellaneous Action and Information Items

i. Chancellor's Report

8.1.1 Chancellor's Report

Chancellor Carpenter reported on the Legislature taking the carry forward funds and the decisions that needed to be made as a result of that action. He said that he was hopeful that the Legislature will provide flat funding to the NSCS over the next two years. Chancellor Carpenter also indicated that the Forecasting Board would be meeting at the end of April.

Chancellor Carpenter indicated that the Scholarship Luncheon would be held April 21, 2017 at Hillcrest Country Club in Lincoln. Dr. Matt Blomstedt will be the keynote speaker and Danny Reynaga will be the alumni speaker.

Chancellor Carpenter noted that Korinne Tande had fallen earlier in March and broken her shoulder and had surgery. She had her stitches taken out earlier in the week and would be out for another 2-4 weeks.

Chancellor Carpenter thanked Coy Clark, CSC Student Trustee and Henry Miller, WSC Student Trustee for their service on the Board.

Chair Gary Bieganski presented Coy Clark and Henry Miller with certificates for their service on the Board of Trustees for 2016-2017.

8.1.2 Proposed Board of Trustees Meeting Schedule for 2017-2018

2017-2018 Proposed Board Meeting Schedule
(Five Meetings Per Year)

| | | |
|------------------|--|---|
| SEPTEMBER | BOARD OF TRUSTEES MEETING-CHADRON | September 7-8, 2017 Thursday – Friday |
| NOVEMBER | BOARD OF TRUSTEES MEETING-WAYNE | November 9-10, 2017 Thursday - Friday |
| JANUARY | BOARD OF TRUSTEES MEETING-LINCOLN | January 16, 2018 Tuesday |
| MARCH | BOARD OF TRUSTEES MEETING-PERU | March 22-23, 2018 Thursday - Friday |
| JUNE | BOARD OF TRUSTEES MEETING-LINCOLN | June 14, 2018 Thursday |

2017-2018 Proposed Board Meeting Schedule
(Six Meetings Per Year)

| | | |
|------------------|--|---|
| SEPTEMBER | BOARD OF TRUSTEES MEETING-CHADRON | September 7-8, 2017 Thursday – Friday |
| NOVEMBER | BOARD OF TRUSTEES MEETING-WAYNE | November 9-10, 2017 Thursday - Friday |
| JANUARY | BOARD OF TRUSTEES MEETING-LINCOLN | January 16, 2018 Tuesday |
| MARCH | BOARD OF TRUSTEES MEETING-LINCOLN | March 9, 2018 Friday |
| APRIL | BOARD OF TRUSTEES MEETING-PERU | April 26-27, 2018 Thursday – Friday |
| JUNE | BOARD OF TRUSTEES MEETING-LINCOLN | June 14, 2018 Thursday |

The Board discussed the proposed Board meeting schedules and determined that the five meetings per year schedule would be the best.

Chair Bieganski appointed Trustees Suarez, Blomstedt and Peterson as the nominating committee. The committee will report their nominations for Chair and Vice Chair at the June 16, 2017 meeting.

ii. Presidents' Report

8.2.1 Presidents' Reports

WSC President Rames discussed the strategic enrollment planning process at WSC. There are many facets to the plan that include, leveraging marquee programs, expanding the pool of prospects, developing new marketing materials, increasing retention and expanding programs and partnerships.

WSC has created living and learning communities for the 2017-18 academic year. This will tap into students' desire to live among fellow students with the same extracurricular and co-curricular activities in mind. A new 3+1 program in Plant Biology-Ecology and Management with the University is also a building block for increasing enrollment.

CSC President Rhine discussed the Cuba trip that occurred in January. This trip is important in that it can satisfy the Essential Studies Program capstone requirement. Another resource for showing students the background for agriculture and range management in the sandhills region is the on-campus C.F. Coffee Gallery in the Mari Sandoz High Plains Heritage Center.

President Rhine further noted that the Music Department had been recently accredited by the National Association of Schools of Music (NASM). He also noted that the CSC student-athletes are doing very well in division and national competitions.

PSC President Hanson noted that PSC would be celebrating its 150th anniversary of its founding in 2017. Many activities were reported.

President Hanson further discussed the strategic planning process that is underway at the College. The committee is currently developing the vision, values and goals portion of the strategic plan. He also noted the Theatre/Event Center project would begin the first week in April and the Delzell Hall project was going along very well.

iii. Student Trustees' Report

WSC Student Trustee Henry Miller reported on the various activities occurring on the WSC campus including a Leadership Conference, Drag Show, Casino Night and updating of the music on CAT 91.9.

PSC Student Trustee Treyten Nelson reported on many activities occurring on the PSC campus including recycling, installation of no smoking signs, bottle fountains and the Spring Fling. He also noted that all students were very excited for Delzell Hall to be air conditioned when the renovation project is completed.

CSC Student Trustee Coy Clark reported on the various activities occurring on the CSC campus including a student representative sitting on the Faculty Senate, Spring Daze, an upcoming concert, national athletic competition qualifiers, and recycling.

Adjournment

The meeting was adjourned at 9:55 AM

Stan Carpenter, Chancellor

Minutes Acceptance: Minutes of Mar 24, 2017 8:00 AM (Minutes Approval)

ITEMS FOR CONSENT AGENDA

June 16, 2017

***ACTION:* Approve Acceptance of Employee Salary Recommendations**

The Chancellor and each President have submitted salary recommendations for the 2017-18 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2017-18.

The System Office recommends approval of the Acceptance of Employee Salary Recommendations.

ATTACHMENTS:

- Salary Recommendations (PDF)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--|------------------------|---------------|-----------------------|
| <u>Faculty -- State Supported Positions</u> | | | |
| Anderson, Timothy E | Professor | 1.00 | 98,643.00 |
| Bentz, Laura A | Professor | 1.00 | 70,360.00 |
| Blundell, E Patricia | Professor | 1.00 | 78,457.00 |
| Bogner, Michael P | Professor | 1.00 | 76,103.00 |
| Bruehlman, August | Professor | 1.00 | 82,284.00 |
| Buchmann, Ann M | Professor | 1.00 | 70,360.00 |
| Carnot, Mary Jo | Professor | 1.00 | 70,360.00 |
| Donahue, Mary | Professor | 1.00 | 71,057.00 |
| Enos, Karen | Professor | 1.00 | 70,360.00 |
| Evertson, Matthew Q | Professor | 1.00 | 73,610.00 |
| Gaudet, Laura B | Professor | 1.00 | 73,935.00 |
| Hardy, Joyce | Professor | 1.00 | 119,370.00 |
| Haugland, Jerry | Professor | 1.00 | 76,781.00 |
| Hoem, Bruce | Professor | 1.00 | 70,360.00 |
| Hunn, Lorie | Professor | 1.00 | 70,360.00 |
| Keith, Tim J | Professor | 1.00 | 77,802.00 |
| King, Donald R | Professor | 1.00 | 75,378.00 |
| Kirsch, Kathleen C | Professor | 1.00 | 70,360.00 |
| Koehn, James | Professor | 1.00 | 78,331.00 |
| Koza, Richard A | Professor | 1.00 | 86,147.00 |
| Leesch Bogner, Lisette D | Professor | 1.00 | 72,948.00 |
| Leite, Michael B | Professor | 1.00 | 76,108.00 |
| Limbach, Barbara | Professor | 1.00 | 84,451.00 |
| Madsen, Kim A | Professor | 1.00 | 79,786.00 |
| Mays, Roger W | Professor | 1.00 | 73,935.00 |
| Miller, Brandon L | Professor | 1.00 | 70,360.00 |
| Moody, Yvonne M | Professor | 1.00 | 89,723.00 |
| Nobiling, Tracy L | Professor | 1.00 | 84,540.00 |
| Rahman, Shafiqur | Professor | 1.00 | 70,360.00 |
| Ritzen, Scott | Professor | 1.00 | 80,258.00 |
| Roweton, William | Professor | 1.00 | 96,102.00 |
| Schreuder, Joel T | Professor | 1.00 | 71,759.00 |
| Stack, Robert V | Professor | 1.00 | 87,923.00 |
| Stephens, Michael | Professor | 1.00 | 70,360.00 |
| Taylor, Una D | Professor | 1.00 | 70,360.00 |
| Tucker, Thomas Deane | Professor | 1.00 | 73,935.00 |
| Wada, James | Professor | 1.00 | 70,360.00 |
| Watt, Don E | Professor | 1.00 | 73,935.00 |
| Waugh, Wendy | Professor | 1.00 | 80,601.00 |
| Wentworth, Beth | Professor | 1.00 | 70,360.00 |
| Wilburn, Brad | Professor | 1.00 | 70,360.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------------------------------|------------------------|---------------|-----------------------|
| Sub-Total Professors | | 41.00 | 3,178,942.00 |
| Bolze, Ronald P | Associate Professor | 1.00 | 60,301.00 |
| Brammer, Dawn D | Associate Professor | 1.00 | 59,896.00 |
| Brust, Mathew | Associate Professor | 1.00 | 59,897.00 |
| Cavin, Scott B | Associate Professor | 1.00 | 63,762.00 |
| Ellington, H Elisabeth | Associate Professor | 1.00 | 59,897.00 |
| Ellis, Joshua C | Associate Professor | 1.00 | 59,896.00 |
| French, Shaunda M | Associate Professor | 1.00 | 59,896.00 |
| Frink, Teresa | Associate Professor | 1.00 | 59,897.00 |
| Haynes, Janice L | Associate Professor | 1.00 | 59,896.00 |
| Hoffman, William | Associate Professor | 1.00 | 59,896.00 |
| Jamison, Wendy | Associate Professor | 1.00 | 61,859.00 |
| Kenney Jr, Richard H | Associate Professor | 1.00 | 64,618.00 |
| Kinbacher, Kurt E | Associate Professor | 1.00 | 59,896.00 |
| Knight, Robert | Associate Professor | 1.00 | 59,897.00 |
| McCallum, Henry | Associate Professor | 1.00 | 65,034.00 |
| Ritzen, Donna R | Associate Professor | 1.00 | 60,045.00 |
| Schaeffer, Susan | Associate Professor | 1.00 | 61,721.00 |
| Smith, Thomas E | Associate Professor | 1.00 | 59,896.00 |
| Varpness, Zachary | Associate Professor | 1.00 | 59,896.00 |
| Woods, Kathleen E | Associate Professor | 1.00 | 60,280.00 |
| Sub-Total Associate Professors | | 20.00 | 1,216,376.00 |
| Buttiglieri, John | Assistant Professor | 1.00 | 51,227.00 |
| Christensen, David R | Assistant Professor | 1.00 | 47,705.00 |
| Coughlin, Steven M | Assistant Professor | 1.00 | 48,995.00 |
| Cox, Kimberly | Assistant Professor | 1.00 | 47,568.00 |
| Denham, Trudy A | Assistant Professor | 1.00 | 46,995.00 |
| Dusek, Gary A | Assistant Professor | 1.00 | 60,900.00 |
| Entzminger, Lori L | Assistant Professor | 1.00 | 51,227.00 |
| Field, Aaron L | Assistant Professor | 1.00 | 48,507.00 |
| Gallegos, Nathaniel P | Assistant Professor | 1.00 | 57,136.00 |
| Hafey, Brooks R | Assistant Professor | 1.00 | 47,045.00 |
| Hamaker, Jamie L | Assistant Professor | 1.00 | 61,508.00 |
| Jamison, Todd E | Assistant Professor | 1.00 | 51,333.00 |
| Moriasi, Peter A | Assistant Professor | 1.00 | 50,750.00 |
| VACANT | Assistant Professor | 1.00 | 46,985.00 |
| VACANT | Assistant Professor | 1.00 | 46,985.00 |
| VACANT | Assistant Professor | 1.00 | 46,985.00 |
| VACANT | Assistant Professor | 1.00 | 55,000.00 |
| VACANT | Assistant Professor | 1.00 | 57,000.00 |
| VACANT | Assistant Professor | 1.00 | 51,000.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------------------------------|------------------------|---------------|-----------------------|
| VACANT | Assistant Professor | 1.00 | 46,985.00 |
| Perlinski, Anthony T | Assistant Professor | 1.00 | 46,985.00 |
| Shuler, Sidney E | Assistant Professor | 1.00 | 49,425.00 |
| Tebbs, Shawn M | Assistant Professor | 1.00 | 50,042.00 |
| Vogl, Michael | Assistant Professor | 1.00 | 53,895.00 |
| Weremeichik, Jeremy M | Assistant Professor | 1.00 | 50,243.00 |
| Wilson, Tara A | Assistant Professor | 1.00 | 51,765.00 |
| Sub-Total Assistant Professors | | 26.00 | 1,324,191.00 |
| Brierly, Robin K | Instructor | 1.00 | 50,610.00 |
| Helmbrecht, Brittany L | Instructor | 1.00 | 38,570.00 |
| Kennedy, Michael | Instructor | 1.00 | 52,970.00 |
| Norman, Erin M | Instructor | 1.00 | 40,919.00 |
| VACANT | Instructor | 1.00 | 50,000.00 |
| VACANT | Instructor | 1.00 | 46,000.00 |
| VACANT | Instructor | 1.00 | 41,000.00 |
| Ritzen, John C | Instructor | 1.00 | 40,919.00 |
| Sub-Total Instructors | | 8.00 | 360,988.00 |
| TOTAL FACULTY | | 95.00 | 6,080,497.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|--|---------------|-----------------------|
| <u>NSCPA Professional Staff -- State Supported Positions</u> | | | |
| Bila, Robin M | Licensed Student Counselor | 1.00 | 48,720.00 |
| Binkard, Daniel | Digital Graphic Designer | 1.00 | 40,526.00 |
| Blonien, Sharla | Project Coordinator | 1.00 | 35,535.00 |
| Bogus, Kevin J | Teacher | 1.00 | 28,558.00 |
| Brennan, Blair | Construction Project Coordinator | 1.00 | 58,647.00 |
| Buhr, Jacqueline M | Financial Aid Counselor | 0.75 | 24,307.00 |
| Buhr, Jacqueline M | Financial Aid Counselor | 0.25 | 8,102.00 |
| Camerlinck, Angela | Project Coordinator | 1.00 | 37,344.00 |
| Cassiday, Jerry D | Licensed Student Counselor | 1.00 | 54,126.00 |
| Center, Kaleb R | Director-Sports Information | 1.00 | 39,585.00 |
| Cook, Tena | Marketing Coordinator | 1.00 | 68,019.00 |
| Crofutt, Heather | IT Specialist | 1.00 | 50,245.00 |
| Crofutt, Keith | IT Analyst | 1.00 | 61,327.00 |
| Cullan, Morgan | Project Coordinator | 0.75 | 26,659.00 |
| Cummings, Kristol | Project Coordinator | 1.00 | 34,848.00 |
| Dykes, Sarah N | Accountant | 1.00 | 36,591.00 |
| Emerson, Sherrie B | IT Support | 1.00 | 38,175.00 |
| Fernandez, Colette M. | Project Coordinator | 1.00 | 35,535.00 |
| Fullerton, Christine | Librarian-Public Services | 1.00 | 50,698.00 |
| Gimeson, Merle | Publications Specialist | 1.00 | 56,791.00 |
| Giorgi, Starr | IT Specialist | 1.00 | 54,918.00 |
| Green, Christopher A | Associate Athletic Director | 0.84 | 55,419.00 |
| Green, Christopher A | Associate Athletic Director | 0.16 | 10,556.00 |
| Hartman, Shawn | Librarian Outreach Services | 1.00 | 65,115.00 |
| Haynes, Teresa L | Academic Advisor | 1.00 | 43,886.00 |
| Heide, Erin E | Coordinator of Admissions Services | 1.00 | 34,510.00 |
| Heiting, Jordan M | Accountant | 1.00 | 38,159.00 |
| Huckfeldt, Bruce W | Print Shop Supervisor | 1.00 | 50,799.00 |
| Jersild, Craig R | Assistant Coach | 1.00 | 40,221.00 |
| Johnson, Roberta J | Extended Campus Program Coordinator | 1.00 | 51,163.00 |
| Jons, Channing M | Admissions Representative | 1.00 | 32,409.00 |
| Kintz, Kayla R | IT Technician | 1.00 | 39,580.00 |
| Kreis, Earl J | Head Coach-Strength & Conditioning | 1.00 | 40,898.00 |
| Kuhnel, Kristal S | Director-Health Professions Program | 1.00 | 49,679.00 |
| Larson, Jeff L | Football Coordinator Defensive | 1.00 | 52,764.00 |
| Ledbetter, Elizabeth | Instructional Tech & Design Specialist | 1.00 | 60,958.00 |
| Masters, Logan M | Assistant Coach | 1.00 | 37,048.00 |
| McAllister, Rebecca A. | Academic Advisor | 1.00 | 43,909.00 |
| Mitchell, Cassie H | Director-Student Activities & Recreation | 0.50 | 26,390.00 |
| Mowry, Marianne | Project Coordinator | 1.00 | 36,612.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|-------------------------|--|---------------|-----------------------|
| Mullis, Scot N | Coordinator of Admissions Services | 1.00 | 32,480.00 |
| VACANT | Librarian-Technical Services | 1.00 | 42,409.00 |
| VACANT | Director-Special Projects | 1.00 | 48,762.00 |
| VACANT | Title IX Coordinator | 0.60 | 38,400.00 |
| VACANT | Nurse | 1.00 | 44,955.00 |
| VACANT | Admissions Representative | 1.00 | 32,409.00 |
| VACANT | Admissions Representative | 1.00 | 32,409.00 |
| VACANT | Project Coordinator | 1.00 | 34,500.00 |
| Omelanuk, Joy C | Assessment & Accreditation Coordinator | 1.00 | 47,045.00 |
| Pace, Robert A | Accompanist | 0.92 | 39,413.00 |
| Pajeda, Kristina M | Admissions Representative | 1.00 | 33,342.00 |
| Parker, Samuel B | Academic Advisor | 1.00 | 40,089.00 |
| Patterson, Jereme | IT Analyst | 1.00 | 60,409.00 |
| Peters, Katherine A | Academic Support Center Coordinator | 1.00 | 48,063.00 |
| Polak, Sarah | Director-Museum | 1.00 | 65,123.00 |
| Pope, Katelyn D | Project Coordinator | 1.00 | 35,525.00 |
| Rickenbach, Michele | Assistant Registrar | 1.00 | 42,722.00 |
| Roberts, Alva J | IT Technician | 1.00 | 39,437.00 |
| Roberts, Eric W | IT Specialist | 1.00 | 49,245.00 |
| Rolfsmeier, Steven B | Director-Museum | 0.92 | 60,933.00 |
| Schmid, Andrew | IT Specialist | 1.00 | 50,837.00 |
| Scoggan, Alisha L | Financial Aid Counselor | 0.76 | 24,983.00 |
| Scoggan, Alisha L | Financial Aid Counselor | 0.24 | 8,106.00 |
| Singpiel, Christopher M | Academic Advisor | 1.00 | 40,089.00 |
| Sinn, Laure C | Rangeland Program Coordinator | 1.00 | 55,937.00 |
| Smith, Debra A | Coordinator of Admissions Services | 1.00 | 39,975.00 |
| Smith, Jaclyn K | Academic Advisor | 1.00 | 42,630.00 |
| Stein, Christopher | Football Coordinator Offensive | 0.91 | 48,016.00 |
| Stein, Christopher | Football Coordinator Offensive | 0.09 | 4,748.00 |
| Taylor Cless, Elsa M | Project Coordinator | 1.00 | 34,500.00 |
| Tewahade, Tewahade M | IT Analyst | 1.00 | 60,409.00 |
| Toomey, Tamara J | Director-Transitional Studies Program | 1.00 | 45,660.00 |
| Van Vleet, Stefani L | Project Coordinator | 1.00 | 36,779.00 |
| Wellnitz, Eric | IT Specialist | 1.00 | 49,245.00 |
| Welsch, Lisa M | Athletic Trainer | 1.00 | 37,768.00 |
| Williamson, Dale E | Registrar | 1.00 | 85,057.00 |
| Zeller, Lawayne | Certification Officer | 1.00 | 47,227.00 |
| TOTAL | | 71.69 | 3,278,967.00 |

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

| | | | |
|---------------|---------------------|------|-----------|
| Aye, Khin M M | Project Coordinator | 1.00 | 34,500.00 |
|---------------|---------------------|------|-----------|

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|--|---------------|-----------------------|
| Bozner, Jazz D | Assistant Director-Residence Life | 1.00 | 27,705.00 |
| Lytle, Kale T | Assistant Director-Residence Life | 1.00 | 27,705.00 |
| Mitchell, Cassie H | Director-Student Activities & Recreation | 0.50 | 26,390.00 |
| Nelson, Mariah S | Assistant Director-Residence Life | 1.00 | 27,705.00 |
| VACANT | Assistant Director-Residence Life | 1.00 | 27,705.00 |
| VACANT | Title IX Coordinator | 0.40 | 25,600.00 |
| Osmotherly, Taylor D | Assistant Director-Residence Life | 1.00 | 27,705.00 |
| TOTAL | | 6.90 | 225,015.00 |
| <u>Professional Staff (Non-Union) -- State Supported Positions</u> | | | |
| Ballard, Samuel E | IT Specialist | 1.00 | 49,245.00 |
| Beu, Pat A | Senior Director of Student Affairs | 1.00 | 80,180.00 |
| Burk, Ann M | Chief Information Officer | 1.00 | 99,461.00 |
| Collins, Joby D | Associate CIO | 1.00 | 71,686.00 |
| DeMersseman, Anne K | Associate Vice President Human Resources | 1.00 | 94,091.00 |
| Diers, Amee S | Assistant Director - Human Resources | 0.75 | 33,387.00 |
| Douglas, Sherry | Associate VP Student Services | 1.00 | 94,091.00 |
| Downs, Lona K | Director - Child Development Center | 1.00 | 33,609.00 |
| Gamble, Bradley G | Head Coach - Track & Field | 1.00 | 51,687.00 |
| Gaswick, Kari J | Comptroller | 1.00 | 61,424.00 |
| Grant, Dale E | Vice President Administration & Finance | 1.00 | 131,945.00 |
| Hansen, Jon P | VP of Enroll Mgmt, Marketing & Stdt Serv | 1.00 | 113,066.00 |
| Helmbrecht, Alex | Director of College Relations | 1.00 | 70,294.00 |
| Hughes, Melany K | Budget Director | 1.00 | 53,713.00 |
| Hunter, Brett C | Head Wrestling Coach | 0.87 | 42,489.00 |
| Hunter, Brett C | Head Wrestling Coach | 0.13 | 6,356.00 |
| Hyer, Joel R | Dean | 1.00 | 112,716.00 |
| Kennell, Deena | Director Internships & Career Services | 1.00 | 63,962.00 |
| Lecher, Danielle M | Director-Market Development | 1.00 | 52,780.00 |
| Linegar, Malinda | Director Institutional Research | 1.00 | 64,757.00 |
| Long, Jay B | Head Football Coach | 1.00 | 95,319.00 |
| Luper, Dustin | Head Rodeo Coach | 0.70 | 32,488.00 |
| Luper, Dustin | Head Rodeo Coach | 0.30 | 13,923.00 |
| Margetts, James | Dean | 1.00 | 104,545.00 |
| Marshall, Conrad K | Information Services Officer | 0.33 | 28,095.00 |
| Medigovich, Brian C | Head Coach - Cross Country | 1.00 | 37,689.00 |
| Mitchell, Melissa A | Director of Records | 0.15 | 9,854.00 |
| Mitchell, Melissa A | Director of Records | 0.85 | 55,832.00 |
| Mullis, Riann | Head Women's Volleyball Coach | 0.83 | 45,122.00 |
| Mullis, Riann | Head Women's Volleyball Coach | 0.17 | 9,242.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--|--|---------------|-----------------------|
| Nesheim, David A | Interim Director-Assessment | 1.00 | 82,135.00 |
| Newberg, Pamela J | Head of Technical Services | 1.00 | 58,059.00 |
| VACANT | Assoc VP Teach & Learn Technologies | 1.00 | 90,000.00 |
| VACANT | Head Golf Coach | 0.50 | 7,400.00 |
| VACANT | Head Softball Coach | 1.00 | 45,000.00 |
| Pope, Karen K | Director of Development & Alumni | 1.00 | 62,664.00 |
| Pourier, Sheila | Assistant Director - Financial Aid | 1.00 | 48,457.00 |
| Powell, James H | Dean | 1.00 | 109,772.00 |
| Raymer, Janet M | Head Womens Basketball Coach | 0.88 | 51,792.00 |
| Raymer, Janet M | Head Womens Basketball Coach | 0.12 | 7,063.00 |
| Reed, Charles H | Head Mens Basketball Coach | 0.90 | 61,159.00 |
| Reed, Charles H | Head Mens Basketball Coach | 0.10 | 6,795.00 |
| Rissler, Jacob W | Development Officer | 1.00 | 45,675.00 |
| Ritzen, Cassandra A | Assistant Director - Admissions | 1.00 | 44,118.00 |
| Smith Jr, Joel R | Athletic Director | 1.00 | 120,818.00 |
| Snare, Charles | Vice President Academic Affairs | 1.00 | 141,136.00 |
| Stein, Lisa A | Director of Admissions | 1.00 | 64,201.00 |
| Weeast, Arthur J | Interim Director of Implementation | 0.92 | 105,000.00 |
| TOTAL | | 40.50 | 2,964,292.00 |
| <u>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u> | | | |
| Diers, Amee S | Assistant Director - Human Resources | 0.25 | 11,128.00 |
| Johns, Shellie | Coordinator of Conferences | 1.00 | 47,572.00 |
| VACANT | Associate Director Residence Life | 1.00 | 39,655.00 |
| Simons, Sheryl J | Director of Housing & Residence Life | 1.00 | 72,608.00 |
| Stephens, Austen J | Assoc Director- Housing & Residence Life | 1.00 | 50,704.00 |
| TOTAL | | 4.25 | 221,667.00 |
| TOTAL PROFESSIONAL | | 123.34 | 6,689,941.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|---------------------------------|---------------|-----------------------|
| <u>NAPE/Support Staff -- State Supported Positions</u> | | | |
| Ahrens, Heather E | Custodian | 1.00 | 22,221.00 |
| Ahrens, Tom D | Maintenance Repair Worker III | 0.50 | 14,833.00 |
| Allen, Jarrod O | Electrician | 0.60 | 20,067.00 |
| Barry-Schommer, Brenda D | Office Assistant IV | 0.50 | 25,535.00 |
| Bell, Patrick R. | Maintenance Repair Worker III | 0.50 | 13,989.00 |
| Blanford, Jason S | Maintenance Repair Worker IV | 0.70 | 25,386.00 |
| Bolze, Rebecca K | Academic Credentials Technician | 1.00 | 27,614.00 |
| Bradley, Kimberly A | Accounting Clerk III | 1.00 | 33,405.00 |
| Brennan, Colleen G | Medical Assistant | 1.00 | 25,730.00 |
| Brixius, Brek D | Custodian | 1.00 | 21,574.00 |
| Carnahan, Melody M | Office Assistant II | 1.00 | 35,277.00 |
| Clark, Kim D | Custodian | 1.00 | 23,941.00 |
| Coates, Amy L | Custodian | 1.00 | 31,693.00 |
| Conway, Craig E | Publications Technician | 1.00 | 37,369.00 |
| Crowell, Darin L | Security Officer II | 1.00 | 28,280.00 |
| DeWald, Jason P | Custodian | 1.00 | 21,574.00 |
| Diehl, Robert G | Maintenance Repair Worker III | 0.50 | 14,833.00 |
| Dinstel, Jonni K | Office Assistant II | 1.00 | 22,548.00 |
| Doescher, Randy | Maintenance Repair Worker III | 0.50 | 16,146.00 |
| Downs, Joanne | Office Assistant II | 1.00 | 32,095.00 |
| Emmett, Thomas C | Custodian | 1.00 | 21,574.00 |
| Enos, Bryan | Maintenance Repair Worker II | 1.00 | 31,278.00 |
| Frear, Donald J | Maintenance Repair Worker II | 1.00 | 24,192.00 |
| Fry, Jeremy J | Maintenance Repair Worker IV | 1.00 | 36,858.00 |
| Garza, Leon N | Custodian | 1.00 | 22,221.00 |
| Grimm, Joyce A | Office Assistant I | 1.00 | 21,430.00 |
| Hartman, Janet L | Office Assistant II | 1.00 | 37,422.00 |
| Hayford, Eric | Custodian | 1.00 | 26,895.00 |
| Holz, Jennifer R | Office Assistant II | 1.00 | 25,715.00 |
| Hooks, Unique | Office Assistant II | 1.00 | 23,230.00 |
| Hovendick, Jessyca P | Office Assistant II | 1.00 | 23,916.00 |
| Hunn, David D | Maintenance Repair Worker III | 1.00 | 30,689.00 |
| James, Casey | Maintenance Repair Worker IV | 0.50 | 18,977.00 |
| Jordan, Joseph R | Custodian | 1.00 | 23,941.00 |
| Katen, Sally J | Accounting Clerk III | 1.00 | 41,979.00 |
| Kern, Silas Wade | Maintenance Repair Worker IV | 1.00 | 53,669.00 |
| Kuhnel, Lorin | Maintenance Repair Worker IV | 0.60 | 30,364.00 |
| Lafontsee, Craig | Maintenance Repair Worker II | 1.00 | 40,185.00 |
| Malone, Velinda | Custodian | 1.00 | 29,890.00 |
| McCoy, Samantha | Custodian | 1.00 | 21,574.00 |
| McCoy, Sarah | Mail Clerk | 1.00 | 21,574.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|-----------------------|-------------------------------|---------------|-----------------------|
| Miller, Valerie A | Office Assistant II | 1.00 | 23,218.00 |
| Mittleider, Stacie | Office Assistant II | 1.00 | 28,912.00 |
| Mracek, Patricia | Office Assistant II | 1.00 | 28,681.00 |
| Neuharth, Geraldine M | Office Assistant II | 1.00 | 34,033.00 |
| VACANT | Office Assistant II | 1.00 | 22,548.00 |
| VACANT | Office Assistant III | 1.00 | 26,042.00 |
| VACANT | Maintenance Repair Worker II | 1.00 | 24,191.00 |
| Olivas, Johnnie J | Maintenance Repair Worker III | 0.50 | 22,547.00 |
| Perlinski, Paula S | Office Assistant III | 1.00 | 31,502.00 |
| Porras, Patti R | Accounting Clerk II | 1.00 | 32,310.00 |
| Raben, Shane A | Custodian | 1.00 | 21,574.00 |
| Reece, SuAn | Office Assistant II | 1.00 | 23,679.00 |
| Roberts, Casey | Electrician Master | 0.60 | 25,221.00 |
| Schefcik, Karma | Custodial Leader | 0.50 | 15,517.00 |
| Schrader, Andrew L | Maintenance Repair Worker IV | 0.50 | 17,117.00 |
| Snitily, Emily R | Office Assistant II | 1.00 | 23,218.00 |
| Speirs, Christopher A | Custodian | 1.00 | 22,221.00 |
| Stroup, Stephanie | Office Assistant II | 0.50 | 14,456.00 |
| Sutton, Alexander | Custodian | 1.00 | 20,946.00 |
| Thompson, Marcella S | Accounting Clerk II | 1.00 | 24,967.00 |
| Toof, Angela M | Accounting Clerk III | 1.00 | 27,403.00 |
| Turman, Bridget S | Custodian | 1.00 | 33,412.00 |
| Walczyk, Anthony P | Maintenance Repair Worker III | 0.50 | 14,400.00 |
| Walgren, Cynthia S | Accounting Clerk III | 1.00 | 40,768.00 |
| Weber, Steve L | Maintenance Repair Worker II | 1.00 | 31,278.00 |
| TOTAL | | 59.00 | 1,731,844.00 |

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

| | | | |
|--------------------------|-------------------------------|------|-----------|
| Ahrens, Tom D | Maintenance Repair Worker III | 0.50 | 14,832.00 |
| Ainslie, Melvin | Custodian | 1.00 | 34,858.00 |
| Allen, Jarrod O | Electrician | 0.40 | 13,378.00 |
| Baker, Evan J | Custodian | 1.00 | 20,946.00 |
| Barry-Schommer, Brenda D | Office Assistant IV | 0.50 | 25,535.00 |
| Bell, Patrick R. | Maintenance Repair Worker III | 0.50 | 13,988.00 |
| Blanford, Jason S | Maintenance Repair Worker IV | 0.30 | 10,880.00 |
| Bohnenkamp, Barbara K | Custodian | 1.00 | 22,221.00 |
| Diehl, Robert G | Maintenance Repair Worker III | 0.50 | 14,833.00 |
| Doescher, Randy | Maintenance Repair Worker III | 0.50 | 16,146.00 |
| Fankhauser, Rose M | Custodian | 1.00 | 21,574.00 |
| Franey, Max E | Maintenance Repair Worker III | 1.00 | 39,832.00 |
| Gardener, Brannon A | Custodian | 1.00 | 21,574.00 |
| James, Casey | Maintenance Repair Worker IV | 0.50 | 18,977.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--|-------------------------------|---------------|-----------------------|
| Kuhnel, Lorin | Maintenance Repair Worker IV | 0.40 | 20,243.00 |
| McKinnon, Kenneth W | Custodian | 1.00 | 27,111.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| Olivas, Johnnie J | Maintenance Repair Worker III | 0.50 | 22,547.00 |
| Overshiner, Kelly L | Custodian | 1.00 | 22,221.00 |
| Phillips, Kelly A | Office Assistant III | 1.00 | 30,071.00 |
| Pickering, Joshua P | Custodian | 1.00 | 20,946.00 |
| Risseeuw, Colby J | Custodian | 1.00 | 20,946.00 |
| Roberts, Casey | Electrician Master | 0.40 | 16,814.00 |
| Schefcik, Karma | Custodial Leader | 0.50 | 15,517.00 |
| Schrader, Andrew L | Maintenance Repair Worker IV | 0.50 | 17,116.00 |
| Walczyk, Anthony P | Maintenance Repair Worker III | 0.50 | 14,401.00 |
| Weaver, Tabitha K | Custodian | 1.00 | 21,574.00 |
| TOTAL | | 21.50 | 601,919.00 |
| <u>Support Staff (Non-Union) -- State Supported Positions</u> | | | |
| Anderson, Pamela J | Secretary To The President | 1.00 | 51,080.00 |
| Baumann, M Todd | Maintenance Supervisor | 0.55 | 27,050.00 |
| Gaswick, Kaylee R | Office Assistant II | 1.00 | 24,644.00 |
| Mays, Lucinda W | Grounds Supervisor | 1.00 | 46,124.00 |
| Mitchell, Kay L | Office Assistant III | 1.00 | 31,161.00 |
| Mowry, Harold H | Maintenance Supervisor | 0.55 | 27,050.00 |
| Stokey, Katherine | Office Assistant III | 1.00 | 46,786.00 |
| TOTAL | | 6.10 | 253,895.00 |
| <u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u> | | | |
| Baumann, M Todd | Maintenance Supervisor | 0.45 | 22,132.00 |
| Keiper, Donald | Security Supervisor | 1.00 | 42,834.00 |
| Mowry, Harold H | Maintenance Supervisor | 0.45 | 22,132.00 |
| TOTAL | | 1.90 | 87,098.00 |
| TOTAL SUPPORT STAFF | | 88.50 | 2,674,756.00 |

Chadron State College

Federal/Restricted

| Employee Name | Rank or Position Title | FTE | 2017-2018 Total Annual Salary |
|---------------|------------------------|-----|-------------------------------|
|---------------|------------------------|-----|-------------------------------|

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

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

| | | | |
|----------------|----------------------------|------|-----------|
| Lewin, Amanda | Retention Specialist | 0.92 | 34,091.00 |
| Dressel, Sonja | Licensed Student Counselor | 0.83 | 41,625.00 |
| | | 1.75 | 75,716.00 |

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

| | | | |
|-------------------------|--------------------------------|-------|------------|
| Smith-Bruehlman, Martha | Project Director, Upward Bound | 1.00 | 55,764.00 |
| Schaer, Jennifer | Project Director | 1.00 | 51,535.00 |
| Mashburn, Tearza | Academic Advisor | 0.50 | 20,045.00 |
| Barry Heather | Academic Advisor | 0.50 | 20,045.00 |
| Gaston, Bradley | Academic Advisor | 0.50 | 20,045.00 |
| Vacant | Academic Advisor | 0.50 | 20,045.00 |
| Vacant | Academic Advisor | 0.415 | 16,637.00 |
| | | 4.42 | 204,116.00 |

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

| | | | |
|-------------------|---------------------|------|-----------|
| Stroup, Stephanie | Office Assistant II | 0.50 | 14,456.00 |
| | | 0.50 | 14,456.00 |

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

| | | | |
|--------------------|---------------------|------|-----------|
| Wittrock, Jennifer | Office Assistant II | 0.50 | 12,612.00 |
| | | 0.50 | 12,612.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------|------------------------|---------------|-----------------------|
|---------------|------------------------|---------------|-----------------------|

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

| | | | |
|---------------------------|--|--------------|---------------------|
| Dunkle, Michael E | System Data Analyst & Reports Developer | 1.00 | 61,584.00 |
| Henry, Rachel D | System Director Marketing & Comm | 1.00 | 60,088.00 |
| Hock, Amy M | Director of Systemwide Accounting | 1.00 | 80,500.00 |
| Hotovy, Steven P | Vice Chancellor Facil/Info Tech | 1.00 | 127,890.00 |
| Kohrs, Rebecca K | Operations Director | 1.00 | 72,821.00 |
| Kupper, Jodi | Vice Chancellor Acad. Planning & Partner | 1.00 | 129,218.00 |
| Melton, Angela D | Vice Chancellor Stdt Affairs/Risk Mgmt | 1.00 | 115,000.00 |
| Murphy, Carolyn S | Vice Chancellor Administration/Finance | 1.00 | 136,992.00 |
| Petersen, Kristin J | General Counsel/Vice Chan Employee Rel | 1.00 | 136,992.00 |
| Sinclair, Taylor A | System Director for Title IX | 1.00 | 65,975.00 |
| Vogt, Kara L | Human Resources Specialist | 1.00 | 75,377.00 |
| TOTAL | | 11.00 | 1,062,437.00 |
| TOTAL PROFESSIONAL | | 11.00 | 1,062,437.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------|------------------------|---------------|-----------------------|
|---------------|------------------------|---------------|-----------------------|

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

| | | | |
|----------------------------|---|-------------|------------------|
| Glass, Lori M | Staff Assistant II | 1.00 | 41,612.00 |
| Olson, Lynne M | Administrative Assistant/Office Manager | 1.00 | 51,953.00 |
| TOTAL | | 2.00 | 93,565.00 |
| TOTAL SUPPORT STAFF | | 2.00 | 93,565.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|------------------------|---------------|-----------------------|
| Faculty -- State Supported Positions | | | |
| Barger, Michael | Professor | 1.00 | 71,760.00 |
| Citrin, Anthony K | Professor | 1.00 | 95,889.00 |
| Clemente, William A | Professor | 1.00 | 80,822.00 |
| Clopton, Richard E | Professor | 1.00 | 81,401.00 |
| Crook, Sara B | Professor | 1.00 | 79,316.00 |
| Goebel-Lundholm, Mary C | Professor | 1.00 | 78,031.00 |
| Grotrian-Ryan, Sheri | Professor | 1.00 | 70,360.00 |
| Grotrian, Judy A | Professor | 1.00 | 73,996.00 |
| Hutchison, Christy L | Professor | 1.00 | 73,997.00 |
| Nevitt, James R | Professor | 1.00 | 71,760.00 |
| Ruskamp, Judith J | Professor | 1.00 | 70,360.00 |
| Ryan, Kyle C | Professor | 1.00 | 70,360.00 |
| Welsh, Dennis W | Professor | 1.00 | 75,457.00 |
| Sub-Total Professors | | 13.00 | 993,509.00 |
| Ahmad, Gul | Associate Professor | 1.00 | 67,979.00 |
| Bartlett, Jacob K | Associate Professor | 1.00 | 60,137.00 |
| Bittner, Gina L | Associate Professor | 1.00 | 59,897.00 |
| Gardner, Kelli A | Associate Professor | 1.00 | 59,897.00 |
| Hinrichs, Paul E | Associate Professor | 1.00 | 73,989.00 |
| Meints, Kenneth L | Associate Professor | 1.00 | 63,568.00 |
| Sub-Total Associate Professors | | 6.00 | 385,467.00 |
| Alessandrelli, Jeffrey R | Assistant Professor | 1.00 | 54,810.00 |
| Balluch, Felicity M | Assistant Professor | 1.00 | 55,825.00 |
| Bartels, Jared M | Assistant Professor | 1.00 | 57,855.00 |
| Coe, Darrin F | Assistant Professor | 1.00 | 57,115.00 |
| Gardner, John Paul | Assistant Professor | 1.00 | 53,288.00 |
| Hill, Matthew P | Assistant Professor | 1.00 | 51,687.00 |
| Ingram, Robert L | Assistant Professor | 1.00 | 60,637.00 |
| Jackson, Alan W | Assistant Professor | 1.00 | 57,310.00 |
| Kearney, Mary Elizabeth | Assistant Professor | 1.00 | 57,346.00 |
| Kingsley, Kelly A | Assistant Professor | 1.00 | 62,455.00 |
| Lee, Rebecca M | Assistant Professor | 1.00 | 51,622.00 |
| Lippman, Laura J | Assistant Professor | 1.00 | 55,825.00 |
| Lynott III, Francis J | Assistant Professor | 1.00 | 58,149.00 |
| Mahan, Amber N | Assistant Professor | 1.00 | 57,855.00 |
| McCauley, Laura J | Assistant Professor | 1.00 | 52,722.00 |
| Nies, Kristi | Assistant Professor | 1.00 | 54,598.00 |
| VACANT | Assistant Professor | 1.00 | 53,000.00 |
| VACANT | Assistant Professor | 1.00 | 54,000.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------------------------------|------------------------|---------------|-----------------------|
| Petersen, Michele | Assistant Professor | 1.00 | 64,071.00 |
| Pfeifer, Justin T | Assistant Professor | 1.00 | 52,933.00 |
| Schottel, Ronicka Sue | Assistant Professor | 1.00 | 56,775.00 |
| Seay, Darolyn D | Assistant Professor | 1.00 | 55,815.00 |
| Tiner, John W | Assistant Professor | 1.00 | 61,213.00 |
| Trout, Kate E | Assistant Professor | 1.00 | 53,288.00 |
| Vogt, Spencer R | Assistant Professor | 1.00 | 56,455.00 |
| Walsh, Shana M | Assistant Professor | 1.00 | 55,825.00 |
| Sub-Total Assistant Professors | | 26.00 | 1,462,474.00 |
| Gleason, Matthew B | Instructor | 1.00 | 61,682.00 |
| Griffin, Kenneth B | Instructor | 1.00 | 66,473.00 |
| Hayes, Daniel F | Instructor | 1.00 | 55,456.00 |
| Myers, Kenneth L | Instructor | 1.00 | 56,533.00 |
| VACANT | Instructor | 1.00 | 53,000.00 |
| VACANT | Instructor | 1.00 | 53,000.00 |
| Parriott, Lisa L | Instructor | 1.00 | 53,775.00 |
| Weitzenkamp, Cassandra J | Instructor | 1.00 | 58,149.00 |
| Sub-Total Instructors | | 8.00 | 458,068.00 |
| TOTAL FACULTY | | 53.00 | 3,299,518.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|--|---------------|-----------------------|
| <u>NSCPA Professional Staff -- State Supported Positions</u> | | | |
| Barton, Bobbie M | Retention Specialist | 1.00 | 42,864.00 |
| Bensheimer, Keri A | Coordinator of Admissions Services | 1.00 | 34,500.00 |
| Blevins, Matthew J | IT Lead | 1.00 | 71,455.00 |
| Blobaum, Kevin M | Instructional Technology and Design Spec | 1.00 | 56,016.00 |
| Buscher, Kristin J | Director - Assessment | 1.00 | 75,765.00 |
| Derr, Derek M | Assistant Coach | 0.92 | 32,349.00 |
| Dierking, Phyllis L | Project Coordinator | 1.00 | 34,500.00 |
| Earnest, Brooke E | Academic Advisor | 1.00 | 40,073.00 |
| Eberly, Jamie D | Licensed Student Counselor | 0.84 | 43,935.00 |
| Eickhoff, Ashleigh N | Coordinator of Admissions Services | 1.00 | 36,613.00 |
| Gripenstroh, Korissa L | Project Coordinator | 1.00 | 35,500.00 |
| Haveman, Debra | IT Analyst | 1.00 | 55,572.00 |
| Holmes, Stephanie D | Certification Officer | 1.00 | 43,747.00 |
| Hull, Brandi J | Digital Graphic Designer | 1.00 | 37,950.00 |
| Hutson, Crystal M | Student Activities Coordinator | 0.84 | 30,737.00 |
| Jones, Sherry M | Distance Learning Coordinator | 1.00 | 36,417.00 |
| Kamenar, Tereza A | Project Coordinator | 1.00 | 36,540.00 |
| Karel, Curtis M | IT Specialist | 1.00 | 49,245.00 |
| Kohls, Andrew A | Assistant Coach | 0.92 | 32,380.00 |
| Lutz, Brenda G | Project Coordinator | 1.00 | 34,500.00 |
| Melvin, Brent | Athletic Trainer | 0.92 | 49,491.00 |
| Moore, Janell A | Licensed Student Counselor | 0.84 | 40,600.00 |
| VACANT | IT Specialist | 1.00 | 49,245.00 |
| VACANT | Laboratory Coordinator | 0.75 | 27,000.00 |
| VACANT | Tutorial Services/ADA Coordinator | 0.92 | 42,856.00 |
| VACANT | Financial Aid Counselor | 1.00 | 32,409.00 |
| VACANT | Coordinator of Admissions Services | 1.00 | 32,409.00 |
| Pashinin, Roman | IT Specialist | 1.00 | 54,918.00 |
| Pugh, Debra J | Accountant | 1.00 | 37,114.00 |
| Rinne, Heather R | Assistant Registrar | 1.00 | 37,667.00 |
| Rippe, Patricia | Director-Field Experiences/Cert Officer | 0.92 | 68,114.00 |
| Schulte, Emily D | Distance Learning Coordinator | 1.00 | 32,513.00 |
| Seidl, Angela Dene | Project Coordinator | 1.00 | 34,500.00 |
| Sheley, Vickie Lee | Athletic Trainer | 0.92 | 42,715.00 |
| Shirley, Amy E | IT Analyst | 1.00 | 54,672.00 |
| Stinman, Elizabeth R | Accompanist | 0.84 | 31,364.00 |
| Taylor-Costello, Julie Christine | Director - Center for Engaged Learning | 1.00 | 77,803.00 |
| Varley, Louis G | Assistant Coach | 0.92 | 39,116.00 |
| Volker, Emily J | Project Coordinator | 1.00 | 34,500.00 |
| Wegener, Austin C | Coordinator of Admissions Services | 1.00 | 32,480.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|--|---------------|-----------------------|
| Williams, Ashley A | Project Coordinator | 1.00 | 35,250.00 |
| TOTAL | | 39.55 | 1,747,394.00 |
| <u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u> | | | |
| Hutson, Crystal M | Student Activities Coordinator | 0.16 | 5,856.00 |
| Oestmann, Amy | Project Coordinator | 1.00 | 34,500.00 |
| TOTAL | | 1.16 | 40,356.00 |
| <u>Professional Staff (Non-Union) -- State Supported Positions</u> | | | |
| Albury, Wayne K | Head Baseball Coach | 1.00 | 54,364.00 |
| Bayne, Deann L | Director of Student Records/College Reg. | 1.00 | 70,046.00 |
| Beardslee, Eugene A | Chief Information Officer | 1.00 | 98,826.00 |
| Borchers, Timothy A | VP Academic Affairs | 1.00 | 136,954.00 |
| Bridgmon, Angela R | Human Resource Coordinator | 1.00 | 43,909.00 |
| Burkey-Jeeves, Lisa M | Assistant Director-Financial Aid | 1.00 | 40,327.00 |
| Cade, Eulanda | Director Of Human Resources | 1.00 | 77,418.00 |
| Cammack, Cindy J | Director - Admission | 1.00 | 72,137.00 |
| Carroll, Kathy J | Vice President Administration & Finance | 1.00 | 125,409.00 |
| Clifton, Delyn B | Associate Chief Information Officer | 1.00 | 75,195.00 |
| Dorman, Jesse A | VP Enrollment Mgmt & Student Affairs | 1.00 | 112,000.00 |
| Dunekacke, Jari A | Assistant Director - Admissions | 1.00 | 43,630.00 |
| Galardi, Gregory M | Dean Of Professional Studies | 1.00 | 97,831.00 |
| Harshbarger, Ted L | Associate Athletic Director | 1.00 | 68,917.00 |
| Hart, Tammie R | Comptroller | 1.00 | 62,727.00 |
| Hogue, Jason R | Director of Marketing & Communications | 1.00 | 70,046.00 |
| Kreifels, Kaylee A | Director-Accounting and Audit Services | 1.00 | 52,273.00 |
| Kunkel, Margaret E | Dean of Education | 1.00 | 97,831.00 |
| Mathews, Mark T | Head Softball Coach | 0.92 | 53,227.00 |
| McCormick, Jill R | Director Of Campus Services | 1.00 | 83,475.00 |
| Meier, Veronica J | Director of the Library | 1.00 | 79,081.00 |
| VACANT | Dean of Arts & Sciences | 1.00 | 97,831.00 |
| VACANT | Dean of Student Life | 0.33 | 26,957.00 |
| VACANT | Head Men's Basketball Coach | 1.00 | 60,599.00 |
| VACANT | Head Women's Basketball Coach | 1.00 | 54,590.00 |
| Reid, Cheryl L | Director Of Financial Aid | 1.00 | 72,137.00 |
| Schneider, Steve K | Director of Athletics/Head FB Coach | 1.00 | 97,270.00 |
| Schroeder, Laurie A | Head Volleyball Coach | 1.00 | 48,720.00 |
| Seay, Gregory Wayne | Dean of Graduate Programs | 1.00 | 97,831.00 |
| Tynon, Katherine A | Director of Business Services | 1.00 | 58,744.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------|------------------------|---------------|-----------------------|
|---------------|------------------------|---------------|-----------------------|

TOTAL

29.25

2,230,302.00

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

Neveau, Adam S
VACANT
VACANT

Director of Residence Life
Dean of Student Life
Assistant Director - Residence Life

1.00
0.67
1.00

48,458.00
54,732.00
27,705.00

TOTAL

2.67

130,895.00

TOTAL PROFESSIONAL

72.63

4,148,947.00

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------|------------------------|---------------|-----------------------|
|---------------|------------------------|---------------|-----------------------|

NAPE/Support Staff -- State Supported Positions

| | | | |
|-----------------------|---------------------------------|--------------|---------------------|
| Abrahams, Susan K | Library Technician | 1.00 | 31,034.00 |
| Allen, Jack G | Maintenance Repair Worker III | 1.00 | 41,016.00 |
| Boden, Daniel M | Maintenance Repair Worker III | 1.00 | 35,862.00 |
| Chandler, Yvonne C | Computer Operator | 1.00 | 41,523.00 |
| Cole, Amanda C | Office Assistant II | 1.00 | 25,592.00 |
| DeBuhr, Jennifer L | Accounting Clerk III | 1.00 | 26,810.00 |
| Edris, Malinda L | Office Assistant III | 1.00 | 44,013.00 |
| Eltiste, Hal | Maintenance Repair Worker III | 1.00 | 39,437.00 |
| Fulton, Verlin J | Maintenance Repair Worker III | 1.00 | 28,802.00 |
| Goering, Kenneth L | Maintenance Repair Worker II | 1.00 | 24,897.00 |
| Haith, Jeanne M | Accounting Clerk III | 1.00 | 31,516.00 |
| Hauptman, Jennifer N | Custodian | 1.00 | 21,574.00 |
| Jauken, Joel R | Custodian | 1.00 | 22,001.00 |
| Jensen, Samantha A | Office Assistant II | 1.00 | 23,218.00 |
| Kieler, Hope K | Accounting Clerk III | 1.00 | 26,810.00 |
| Knight, Cathy J | Custodian | 1.00 | 26,895.00 |
| Mackaig, Daniel B | Maintenance Repair Worker II | 1.00 | 24,181.00 |
| Mangnall, Richard W | Maintenance Repair Worker III | 1.00 | 32,847.00 |
| Mangus, Jensena S | Custodian | 1.00 | 21,574.00 |
| Mather, Laura M | Library Technician | 1.00 | 24,906.00 |
| Mathers, D. Annette | Custodian | 1.00 | 20,946.00 |
| Miller, Julie K | Academic Credentials Technician | 1.00 | 29,724.00 |
| Murphy, Charles J | Maintenance Repair Worker III | 1.00 | 31,872.00 |
| VACANT | Office Assistant IV | 1.00 | 50,230.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| Pemberton, Michael R | Maintenance Repair Worker IV | 1.00 | 34,228.00 |
| Sayer, Kelsee K | Office Assistant II | 1.00 | 22,543.00 |
| Sommerhalder, Tammy J | Accounting Clerk III | 1.00 | 30,582.00 |
| Trail, Brenda K | Office Assistant IV | 1.00 | 40,064.00 |
| VanDerKamp, Brandy J | Office Assistant II | 1.00 | 23,915.00 |
| VonBergen, Annette R | Academic Credentials Technician | 1.00 | 30,572.00 |
| Whisler, Jackie R | Custodian | 1.00 | 25,371.00 |
| Winkelhake, Tracey | Accounting Clerk III | 1.00 | 31,516.00 |
| Wren, Todda M | Maintenance Repair Worker II | 1.00 | 25,653.00 |
| TOTAL | | 34.00 | 1,012,670.00 |

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

| | | | |
|---------------------|------------------------------|------|-----------|
| Ascherman, April D | Security Officer II | 1.00 | 30,169.00 |
| Comstock, Richard L | Maintenance Repair Worker II | 1.00 | 24,906.00 |
| Cummins, Dana | Custodian | 1.00 | 31,841.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--|-------------------------------|---------------|-----------------------|
| Dowdy, David E | Maintenance Repair Worker III | 1.00 | 28,688.00 |
| Furnas, Kelly L | Custodian | 1.00 | 34,178.00 |
| Heywood, Mark R | Security Officer II | 0.75 | 23,308.00 |
| Johnson, Mary L | Custodian | 1.00 | 20,946.00 |
| Martin, Michael P | Security Officer II | 0.75 | 22,887.00 |
| Shandy, Nicolee G | Custodian | 1.00 | 22,222.00 |
| Villeneuve, Jeremiah J | Maintenance Repair Worker II | 1.00 | 25,656.00 |
| TOTAL | | 9.50 | 264,801.00 |
| <u>Support Staff (Non-Union) -- State Supported Positions</u> | | | |
| McMann, Larry J | Custodian | 0.50 | 10,472.00 |
| Mincer, Amy L | Secretary To The President | 1.00 | 43,173.00 |
| VACANT | Custodian | 0.50 | 10,680.00 |
| Reeves, Darrin E | Maintenance Supervisor | 1.00 | 53,530.00 |
| TOTAL | | 3.00 | 117,855.00 |
| <u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u> | | | |
| Robertson, Timothy D | Security Supervisor | 1.00 | 41,612.00 |
| TOTAL | | 1.00 | 41,612.00 |
| TOTAL SUPPORT STAFF | | 47.50 | 1,436,938.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

Peru State College

Federal/Restricted

| Employee Name | Rank or Position Title | FTE | 2017-2018 Total Annual Salary |
|--|----------------------------------|-------------|-------------------------------|
| <u>NSCPA -- Non-State Supported Positions (Federal/Restricted)</u> | | | |
| Biggs, Robert Jr. | Math-Science Skills Specialist | 0.84 | 32,480.00 |
| Groff, Peggy | Student Intervention Coordinator | 0.84 | 41,902.00 |
| | | <u>1.68</u> | <u>74,382.00</u> |
| <u>Professional Staff (Non-Union) -- Non-State Supported Positions (Federal/Restricted)</u> | | | |
| Jones, Vicki | TRIO Program Director | 1.00 | 55,446.00 |
| | | <u>1.00</u> | <u>55,446.00</u> |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--|------------------------|---------------|-----------------------|
| <u>Faculty -- State Supported Positions</u> | | | |
| Agoumba, Darius | Professor | 1.00 | 70,360.00 |
| Alexander, William A | Professor | 1.00 | 79,318.00 |
| Arneson, Patricia M | Professor | 1.00 | 96,160.00 |
| Bertolas, Randy J | Professor | 1.00 | 77,802.00 |
| Black, Barbara A | Professor | 1.00 | 79,772.00 |
| Blankenau, Martin Joseph | Professor | 1.00 | 74,652.00 |
| Bohnert, David A | Professor | 1.00 | 72,115.00 |
| Bondhus, Joann E | Professor | 1.00 | 101,409.00 |
| Brufat, Alan | Professor | 1.00 | 89,505.00 |
| Butler, Katherine M | Professor | 1.00 | 117,802.00 |
| Cacheiro, Adolfo J | Professor | 1.00 | 72,115.00 |
| Christensen, Douglas P | Professor | 1.00 | 73,935.00 |
| Conley, Donovan S | Professor | 1.00 | 93,079.00 |
| Cupp, Rodney | Professor | 1.00 | 70,360.00 |
| Davis, Adam N | Professor | 1.00 | 70,360.00 |
| Dendinger, Laura L | Professor | 1.00 | 76,885.00 |
| Dinsmore, Steven C | Professor | 1.00 | 100,839.00 |
| Ellis, Susan | Professor | 1.00 | 73,935.00 |
| Engebretsen, Barbara J | Professor | 1.00 | 74,673.00 |
| Ettel, Mary L | Professor | 1.00 | 81,559.00 |
| Fox, Kristi R | Professor | 1.00 | 70,360.00 |
| Garden, Randa S | Professor | 1.00 | 70,360.00 |
| Garvin, Sharon K | Professor | 1.00 | 74,762.00 |
| Garvin, Timothy P | Professor | 1.00 | 85,328.00 |
| Hammer, Mark F | Professor | 1.00 | 76,108.00 |
| Harms, Sally R | Professor | 1.00 | 72,476.00 |
| Hayford, Barbara Lyn | Professor | 1.00 | 70,360.00 |
| Hickey, Donald R | Professor | 1.00 | 101,409.00 |
| Karr, Paul A | Professor | 1.00 | 78,551.00 |
| Karsky, Jason L | Professor | 1.00 | 73,179.00 |
| Kietzmann, Glenn E | Professor | 1.00 | 84,146.00 |
| Langdon, Jennifer | Professor | 1.00 | 70,360.00 |
| Langlie-Willers, Pamela | Professor | 1.00 | 70,360.00 |
| Lawrence, Gloria J | Professor | 1.00 | 87,140.00 |
| Lutt, Patricia L | Professor | 1.00 | 76,454.00 |
| Marek, Michael | Professor | 1.00 | 71,057.00 |
| McCue, Robert O | Professor | 1.00 | 106,482.00 |
| Mueller, J Marlene | Professor | 1.00 | 94,030.00 |
| Nelson, Jeryl L | Professor | 1.00 | 83,189.00 |
| Nicholson, Lori | Professor | 1.00 | 70,360.00 |
| Ossian, James E | Professor | 1.00 | 72,115.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------------------------------|------------------------|---------------|-----------------------|
| Parker, Charles J | Professor | 1.00 | 79,584.00 |
| Pearcy, Shawn D | Professor | 1.00 | 75,378.00 |
| Peitz, David J | Professor | 1.00 | 75,378.00 |
| Ras, Gerard Jm | Professor | 1.00 | 75,265.00 |
| Snowden, Monica A | Professor | 1.00 | 73,935.00 |
| Whitt, Deborah L | Professor | 1.00 | 82,953.00 |
| Young, Todd S | Professor | 1.00 | 73,935.00 |
| Zardeneta, Gustavo | Professor | 1.00 | 70,360.00 |
| Sub-Total Professors | | 49.00 | 3,912,009.00 |
| Allen, Jeffrey C | Associate Professor | 1.00 | 71,091.00 |
| Barnes, Johanna S | Associate Professor | 1.00 | 59,896.00 |
| Calkin, Joshua | Associate Professor | 1.00 | 59,896.00 |
| Clark, Sally A | Associate Professor | 1.00 | 59,896.00 |
| Curnyn, Molly | Associate Professor | 1.00 | 59,896.00 |
| Dilliard, Kelly A | Associate Professor | 1.00 | 59,897.00 |
| Franklin, Laura O | Associate Professor | 1.00 | 59,896.00 |
| Geisert, Cameron M | Associate Professor | 1.00 | 62,475.00 |
| Greene, Todd W | Associate Professor | 1.00 | 59,896.00 |
| Hill, Kevin | Associate Professor | 1.00 | 99,923.00 |
| Irlmeier, Joni L | Associate Professor | 1.00 | 59,896.00 |
| Kolbeck, Karl F | Associate Professor | 1.00 | 59,896.00 |
| Loggins, Ronald E | Associate Professor | 1.00 | 59,897.00 |
| Maas, Chad | Associate Professor | 1.00 | 59,897.00 |
| Marcellus, Stephanie A | Associate Professor | 1.00 | 59,896.00 |
| Miller, Daniel J | Associate Professor | 1.00 | 73,477.00 |
| Newcomb, Lori A | Associate Professor | 1.00 | 59,896.00 |
| Pease, Craig W | Associate Professor | 1.00 | 64,454.00 |
| Piersanti, Joshua R | Associate Professor | 1.00 | 59,896.00 |
| Rawlings, Lesli M | Associate Professor | 1.00 | 59,896.00 |
| Weixelman, Joseph | Associate Professor | 1.00 | 60,339.00 |
| Sub-Total Associate Professors | | 21.00 | 1,330,202.00 |
| Albracht, Carolyn A | Assistant Professor | 1.00 | 50,045.00 |
| Aleman, Lidice | Assistant Professor | 1.00 | 50,182.00 |
| Armstrong, Matthew A | Assistant Professor | 1.00 | 49,228.00 |
| Begley, Brian P | Assistant Professor | 1.00 | 50,182.00 |
| Buryanek, Donald J | Assistant Professor | 1.00 | 73,034.00 |
| Christensen, Chad M | Assistant Professor | 1.00 | 51,334.00 |
| Colvard, Robert E | Assistant Professor | 1.00 | 53,270.00 |
| Cooper, Andria | Assistant Professor | 1.00 | 54,810.00 |
| Erwin, Carol J | Assistant Professor | 1.00 | 51,334.00 |
| Farr, Sarah K | Assistant Professor | 1.00 | 50,182.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------------------------------|------------------------|---------------|-----------------------|
| Fox, Phillip D | Assistant Professor | 1.00 | 49,228.00 |
| Haakenson, Matthew A | Assistant Professor | 1.00 | 51,687.00 |
| Haslit, Andrew J | Assistant Professor | 1.00 | 50,750.00 |
| Hurner, Casey J | Assistant Professor | 1.00 | 49,425.00 |
| Knezevic, Branislava | Assistant Professor | 1.00 | 52,721.00 |
| Krupp, Sarah E | Assistant Professor | 1.00 | 50,000.00 |
| Kuchta, Mary J | Assistant Professor | 1.00 | 51,333.00 |
| Kufner, Brian E | Assistant Professor | 1.00 | 59,311.00 |
| Lueders, Allyn M | Assistant Professor | 1.00 | 50,182.00 |
| Miller-Niles, Angela M | Assistant Professor | 1.00 | 50,182.00 |
| Mitchell, Alexander J | Assistant Professor | 1.00 | 50,030.00 |
| Morales, Teresa F | Assistant Professor | 1.00 | 49,228.00 |
| Murphy, Katherine M | Assistant Professor | 1.00 | 53,227.00 |
| Namatovu, Winnifred K | Assistant Professor | 1.00 | 49,228.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 48,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,500.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| VACANT | Assistant Professor | 1.00 | 50,000.00 |
| O'Connor, Meghan E | Assistant Professor | 1.00 | 50,750.00 |
| Vander Weil, Greg P | Assistant Professor | 1.00 | 69,245.00 |
| Walsh, Sara J | Assistant Professor | 1.00 | 49,425.00 |
| Wanek, Lisa M | Assistant Professor | 1.00 | 52,226.00 |
| Weixelman, Chris Tee | Assistant Professor | 1.00 | 49,425.00 |
| Wockenfuss, Kyle A | Assistant Professor | 1.00 | 46,985.00 |
| Zavada, Maria R | Assistant Professor | 1.00 | 50,182.00 |
| Sub-Total Assistant Professors | | 51.00 | 2,616,871.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|------------------------------|------------------------|---------------|-----------------------|
| DeBoer, Buffany D | Instructor | 1.00 | 46,188.00 |
| Johnson, Deborah L | Instructor | 1.00 | 55,825.00 |
| Meyer, Jeffrey Reed | Instructor | 1.00 | 58,176.00 |
| VACANT | Instructor | 1.00 | 50,000.00 |
| VACANT | Instructor | 1.00 | 41,500.00 |
| Sub-Total Instructors | | 5.00 | 251,689.00 |
| McCawley, Paul F | Lecturer | 0.80 | 40,919.00 |
| Sub-Total Lecturers | | 0.80 | 40,919.00 |
| | TOTAL FACULTY | 126.80 | 8,151,690.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|---|---------------|-----------------------|
| <u>NSCPA Professional Staff -- State Supported Positions</u> | | | |
| Backstrom, Leslie A | Financial Aid Counselor | 1.00 | 32,409.00 |
| Bargholz, Darin | IT Specialist | 1.00 | 49,245.00 |
| Berg, Asia K | Admissions Representative | 1.00 | 32,480.00 |
| Bird, Kathleen L | Nurse | 0.88 | 44,999.00 |
| Bose, Julie A | Learning Skills Specialist | 0.75 | 35,535.00 |
| Brandow, Jennifer D | Assistant to the Dean | 1.00 | 43,909.00 |
| Broberg, Amanda R | Graphic Designer | 1.00 | 37,928.00 |
| Carstens, Mary K | Learning Skills Specialist | 0.88 | 47,642.00 |
| Curran, Benjamin J | Football Offensive Coordinator | 1.00 | 45,675.00 |
| Darnell, Kenneth Grant | Head Coach - Strength & Conditioning | 1.00 | 45,675.00 |
| Denklau, Susan K | Accountant | 1.00 | 43,241.00 |
| DePew, Kimberly M | Assistant Coach | 1.00 | 41,126.00 |
| Derechailo, Melissa | Theatre Technician | 0.88 | 44,965.00 |
| Eckmann, Brandon A | IT Lead | 1.00 | 75,795.00 |
| Elfers, Edmund B | Director-Teaching & Learning | 1.00 | 82,022.00 |
| Granberg, Karen M | Licensed Student Counselor | 0.80 | 57,381.00 |
| Grosz, Michael T | Director-Sports Information | 1.00 | 42,873.00 |
| Gunion, Sarah E | Student Activities Coordinator | 0.75 | 28,379.00 |
| Guzman, Veronica V | Coordinator of Admission Services | 1.00 | 40,511.00 |
| Hanson, Pamela Fay | Graphic Designer | 1.00 | 43,909.00 |
| Hix, Karla | Assistant Registrar | 1.00 | 44,033.00 |
| Honnold, Denny L | Assistant Coach | 1.00 | 42,428.00 |
| Ibrahim, Abu B | Athletic Trainer | 1.00 | 37,768.00 |
| Janke, Kathy K | Coordinator of Admissions Services | 1.00 | 37,459.00 |
| Johnson, Jade T | Athletic Trainer | 1.00 | 37,768.00 |
| Johnson, Jennifer L | IT Specialist | 1.00 | 49,245.00 |
| Keino, Leah C | Director-Multicultural and Intl Program | 1.00 | 63,438.00 |
| Kielsmeier, Kelly | Assistant Coach | 1.00 | 44,668.00 |
| Knight, Valerie R | Librarian-Reference | 1.00 | 50,223.00 |
| Kreikemeier, Kaleb | Coordinator of Admissions Services | 1.00 | 35,525.00 |
| Krueger, Jacob R | IT Analyst | 1.00 | 54,672.00 |
| Kucera, Loren L | Director-NBDC | 0.09 | 6,406.00 |
| Loftis, Charissa A | Librarian-Reference | 1.00 | 51,548.00 |
| Mackling, Jamie L | Licensed Student Counselor | 1.00 | 49,138.00 |
| McLaughlin, Scott Joseph | Football Defensive Coordinator | 1.00 | 45,764.00 |
| Meyer, Michelle A | Licensed Student Counselor | 0.88 | 48,269.00 |
| Mohlfeld, Kathy | Licensed Student Counselor | 1.00 | 59,756.00 |
| Muir, Trudy I | Graphic Designer | 1.00 | 51,622.00 |
| Nelson, Jeremy | IT Lead | 1.00 | 75,795.00 |
| Nelson, Kristi L | Marketing Coordinator | 1.00 | 52,780.00 |
| Nelson, Lisa L | Director-Service Learning | 1.00 | 43,922.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|----------------------|--|---------------|-----------------------|
| VACANT | IT Technician | 1.00 | 39,436.00 |
| VACANT | IT Technician | 1.00 | 39,436.00 |
| VACANT | Admissions Representative | 1.00 | 32,409.00 |
| VACANT | Coordinator of Admissions Services | 1.00 | 32,409.00 |
| VACANT | IT Specialist | 1.00 | 49,245.00 |
| VACANT | Accompanist | 1.00 | 39,088.00 |
| VACANT | Assistant to Dean EDC | 1.00 | 43,073.00 |
| VACANT | Multicultural and Intern'l Program Coord | 1.00 | 36,540.00 |
| Ohlrich, Angela | Accountant | 1.00 | 40,919.00 |
| Oswald, Laurie L | Asst Dir of Financial Aid | 1.00 | 42,286.00 |
| Otte-Pick, Karla | Project Coordinator | 0.50 | 17,498.00 |
| Piekarski, Alex T | Assistant Coach | 1.00 | 36,540.00 |
| Piper, Jeffrey A | Digital Graphic Designer | 1.00 | 50,875.00 |
| Piper, Jessica M | Internship Coordinator | 1.00 | 44,107.00 |
| Putnam, Jenny D | Instructional Resources Coordinator | 1.00 | 38,607.00 |
| Reinhardt, Heather M | Career Services Specialist | 1.00 | 49,622.00 |
| Reynolds, Lisa C | Extended Campus Program Coordinator | 1.00 | 45,704.00 |
| Risinger, Matthew | IT Specialist | 1.00 | 49,245.00 |
| Rusch, Amanda S | IT Specialist | 1.00 | 49,245.00 |
| Schademann, Abby L | Admissions Representative | 1.00 | 32,409.00 |
| Schlichter, Marcus | Librarian-Acquisitions and Archivist | 1.00 | 67,228.00 |
| Smith, Chad C | IT Lead | 1.00 | 71,455.00 |
| Smith, Ruth E | Construction Project Coordinator | 1.00 | 53,727.00 |
| Stover, Nathan L | Assistant Coach | 1.00 | 42,427.00 |
| Suckstorf, Brett J | Assistant Coach | 1.00 | 38,442.00 |
| Sydow, Suzanne R | Director-Assessment | 1.00 | 88,296.00 |
| Uhrich, Kendall D | Coordinator of Admissions Services | 1.00 | 35,525.00 |
| Van Wyk, Kyle L | Admissions Representative | 1.00 | 34,396.00 |
| Zamzow, Lora M | Manager, Payroll | 1.00 | 45,504.00 |
| TOTAL | | 67.39 | 3,183,619.00 |

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

| | | | |
|----------------------|-----------------------------------|------|-----------|
| Greene, Kyle | Assistant Director-Residence Life | 1.00 | 40,919.00 |
| Gunion, Sarah E | Student Activities Coordinator | 0.13 | 5,009.00 |
| Henderson, Zachary J | Assistant Director Residence Life | 0.88 | 25,883.00 |
| VACANT | Assistant Director Residence Life | 0.88 | 25,500.00 |
| VACANT | Assistant Director-Residence Life | 0.88 | 25,500.00 |
| Osnes, Thomas R | Assistant Director Residence Life | 1.00 | 47,131.00 |
| Otte-Pick, Karla | Project Coordinator | 0.50 | 17,498.00 |
| Parker, Brett R | IT Specialist | 1.00 | 50,344.00 |
| Pitkin, Chad | Manager-Sport & Recreation | 1.00 | 48,720.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|---|---------------|-----------------------|
| Wynia, Jeremy A | IT Specialist | 1.00 | 49,245.00 |
| Zeiss, Jeffery J | Manager-Student Center | 1.00 | 50,610.00 |
| TOTAL | | 9.26 | 386,359.00 |
| <u>Professional Staff (Non-Union) -- State Supported Positions</u> | | | |
| Altwine, Chad | Director Facility Services | 1.00 | 96,395.00 |
| Anderson, J Linda | Assistant AD for Internal Affairs | 0.15 | 8,939.00 |
| Anderson, J Linda | Assistant AD for Internal Affairs | 0.85 | 50,652.00 |
| Bareiman, Jason L | Director Career Services | 1.00 | 66,895.00 |
| Barry, Jeannette M | Institutional Research Analyst | 1.00 | 64,112.00 |
| Barry, Michael J | Assoc Dir Athltcs/Dir Of Sprt & Rec Ctr | 0.25 | 18,766.00 |
| Benson, Vaughn L | Dean | 0.75 | 94,119.00 |
| Benson, Vaughn L | Dean | 0.25 | 31,373.00 |
| Brink, Marlon D | Head Coach | 1.00 | 59,785.00 |
| Brummels, Linda M | Director Counseling | 0.94 | 71,628.00 |
| Carstens, Jeffrey B | VP & Dean Of Students | 1.00 | 123,468.00 |
| Cleary, Joseph W | Head Coach | 1.00 | 49,735.00 |
| Collier, Jerry W | Director Of College Relations | 1.00 | 82,159.00 |
| DeBoer, Mitch | Comptroller | 1.00 | 81,022.00 |
| Dunning, John B | Chief Information Officer | 1.00 | 105,141.00 |
| Elliott, Steven T | VP Academic Affairs | 1.00 | 139,563.00 |
| Evetovich, Tammy | Dean | 0.75 | 86,250.00 |
| Evetovich, Tammy | Dean | 0.25 | 28,750.00 |
| Fredrickson, Angela S | VP Administration And Finance | 1.00 | 124,372.00 |
| Gade, Amy J | Associate Director-Admissions | 1.00 | 48,720.00 |
| Graber, David R | Director, Library | 1.00 | 79,509.00 |
| Halle, Kevin E | Director, Admissions | 1.00 | 62,857.00 |
| Hix, Ryan D | Asst Ath Dir Business Mgmt | 1.00 | 57,114.00 |
| Jammer, Susan | Controller | 0.83 | 49,974.00 |
| Kaminsky, Jeffrey D | Head Coach | 0.96 | 82,215.00 |
| Kaus, Annette L | Director Financial Aid | 1.00 | 80,762.00 |
| Kielsmeier, Chris J | Head Coach | 0.96 | 89,449.00 |
| Kielt, John M | HVAC/Energy Manager | 1.00 | 74,863.00 |
| Kneifl, Scott D | Head Coach | 1.00 | 81,200.00 |
| Koch, Alex | Head Coach | 1.00 | 49,533.00 |
| Korth, Regina | Nurse | 0.88 | 49,089.00 |
| Manson, Shelli A | Head Coach | 1.00 | 53,841.00 |
| McLaughlin, Dan | Head Coach | 1.00 | 90,322.00 |
| McQuistan, Ashley E | Human Resources Coordinator | 1.00 | 37,689.00 |
| Meyer, Barbara J | Director Budget | 1.00 | 81,141.00 |
| Morris, Muffin | Head Athletic Trainer | 1.00 | 49,680.00 |
| Muir, Nicholas S | Associate Chief Information Officer | 1.00 | 73,837.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--|--|---------------|-----------------------|
| Nelsen, Kyle R | Asst Director Facility Services | 1.00 | 76,145.00 |
| VACANT | Registrar | 1.00 | 75,000.00 |
| VACANT | Assistant Dean of Students | 1.00 | 73,000.00 |
| VACANT | Coaching Assistant, Baseball | 0.63 | 21,215.00 |
| Powicki, Michael M | Athletic Director | 1.00 | 109,560.00 |
| Quance, Marilyn S | Librarian-Technical Services | 1.00 | 63,900.00 |
| Scardino, Janell | Director, Administrative Systems | 1.00 | 76,884.00 |
| Scherer Connealy, Judith M | Director of Continuing Ed & Outreach | 1.00 | 76,125.00 |
| Sebade, Rhonda S | Assist to the President | 1.00 | 67,301.00 |
| Shudak, Nicholas J | Dean | 0.75 | 81,000.00 |
| Shudak, Nicholas J | Dean | 0.25 | 27,000.00 |
| Siebrandt, Rebecca L | Director Business Services | 1.00 | 53,841.00 |
| Spethman, Phyllis J | Director Professional Education Services | 1.00 | 71,670.00 |
| Swan, Evan D | Librarian-Circulation | 1.00 | 45,033.00 |
| Taoka, Yasuko | Dean | 0.75 | 81,000.00 |
| Taoka, Yasuko | Dean | 0.25 | 27,000.00 |
| Timmerman, Candace K | Director Human Resources | 1.00 | 80,762.00 |
| Travnicek, Nancy G | Director Learning Center | 1.00 | 57,609.00 |
| TOTAL | | 48.44 | 3,738,964.00 |
| <u>Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u> | | | |
| Barry, Michael J | Assoc Dir Athltcs/Dir Of Sprt & Rec Ctr | 0.75 | 56,297.00 |
| Dalaviras, Christin K | Director Student Act & Student Center | 1.00 | 53,795.00 |
| Lee, Quinneka B | Director of Residence Life | 1.00 | 52,273.00 |
| Schramm, Kim | Grounds,Arboretum/Landscape Manager | 1.00 | 54,127.00 |
| Young, Kaye L | Director of Accounting | 1.00 | 60,409.00 |
| TOTAL | | 4.75 | 276,901.00 |
| TOTAL PROFESSIONAL | | 129.84 | 7,585,843.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---|---------------------------------|---------------|-----------------------|
| <u>NAPE/Support Staff -- State Supported Positions</u> | | | |
| Agler, Leah | Office Assistant II | 1.00 | 28,912.00 |
| Ahmann, Nancy A | Office Assistant II | 1.00 | 29,406.00 |
| Albrecht, Amy R | Office Assistant II | 1.00 | 27,280.00 |
| Ankeny, Valerie A | Office Assistant II | 0.88 | 20,960.00 |
| Backstrom, Bryan R | Maintenance Repair Worker III | 1.00 | 28,801.00 |
| Becker, Shelly A | Office Assistant II | 1.00 | 25,250.00 |
| Beckman, Cindy L | Custodian | 1.00 | 23,941.00 |
| Benshoof, Karlene J | Office Assistant II | 1.00 | 25,730.00 |
| Bijlsma, Karyn D | Office Assistant II | 1.00 | 27,281.00 |
| Burke, Kathy J | Office Assistant II | 1.00 | 27,254.00 |
| Campbell, Terrill L | Maintenance Repair Worker III | 1.00 | 29,665.00 |
| Carroll, Dennis D | Maintenance Repair Worker II | 0.25 | 10,122.00 |
| Carroll, Dennis D | Maintenance Repair Worker II | 0.75 | 30,367.00 |
| Chase, Debra E | Office Assistant II | 1.00 | 38,232.00 |
| Craig, Patrick | Maintenance Repair Worker I | 0.75 | 17,956.00 |
| Donner, Colette | Custodian | 1.00 | 28,528.00 |
| Echtenkamp, Cathleen A | Library Assistant | 1.00 | 52,009.00 |
| Eriksen, Jessica A | Accounting Clerk III | 1.00 | 29,840.00 |
| Fassler, James K | Maintenance Repair Worker III | 1.00 | 31,835.00 |
| Foote, Tyler C | Maintenance Repair Worker III | 1.00 | 29,665.00 |
| Frazey, Misty L | Facility Operations Assistant | 1.00 | 28,971.00 |
| Gansebom, Sean M | Maintenance Repair Worker II | 1.00 | 24,191.00 |
| Gathje, Richard A | Custodian | 1.00 | 33,843.00 |
| Gothier, Cynthia J | Office Assistant II | 0.50 | 16,301.00 |
| Gothier, Cynthia J | Office Assistant II | 0.50 | 16,300.00 |
| Gubbels, Denise R | Office Assistant III | 1.00 | 29,705.00 |
| Guilliams, Pamela K | Library Technician | 1.00 | 28,584.00 |
| Gustafson, Heather L | Academic Credentials Technician | 1.00 | 30,979.00 |
| Hank, Amanda M | Office Assistant II | 1.00 | 32,095.00 |
| Hansen, Cathleen A | Office Assistant III | 1.00 | 37,066.00 |
| Harm, Debra J | Office Assistant II | 1.00 | 38,225.00 |
| Hart, Britney | Office Assistant III | 1.00 | 30,231.00 |
| Heiser, Kasey M | Office Assistant II | 0.88 | 26,052.00 |
| Hirschman, Dawn R | Office Assistant III | 1.00 | 36,364.00 |
| Holloway, Racquel J | Custodian | 1.00 | 26,922.00 |
| Janke, Michael S | Maintenance Repair Worker III | 1.00 | 31,908.00 |
| Jech, Brook Anne | Office Assistant III | 1.00 | 31,014.00 |
| Jensen, Lesa R | Office Assistant III | 1.00 | 44,028.00 |
| Kastrup, Tama | Office Assistant II | 1.00 | 37,668.00 |
| Kenny, Kelly R | Office Assistant II | 1.00 | 26,384.00 |
| Kramer, Katie E | Maintenance Repair Worker III | 1.00 | 33,164.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|------------------------|-------------------------------|---------------|-----------------------|
| Listerfelt, Nicole J | Office Assistant II | 1.00 | 23,533.00 |
| Lubberstedt, Theresa J | Custodian | 1.00 | 24,647.00 |
| Marr, Daniel A | Electrician | 1.00 | 50,742.00 |
| Mecseji, Karen A | Office Assistant II | 1.00 | 29,406.00 |
| Meier, Tammy J | Office Assistant III | 1.00 | 44,028.00 |
| Meyer, Roger P | Electrician | 1.00 | 39,116.00 |
| Milligan, Kathryn E | Custodian | 1.00 | 21,574.00 |
| Monahan, Pamela R | Accounting Clerk III | 1.00 | 38,093.00 |
| Mosley, Greg K | Maintenance Repair Worker III | 1.00 | 46,455.00 |
| Mostek, Denise M | Office Assistant IV | 1.00 | 47,071.00 |
| Nelson, Duane S | Maintenance Repair Worker III | 0.50 | 16,903.00 |
| Nelson, Roxanne | Custodian | 1.00 | 26,895.00 |
| Neuhalfen, Kathy | Custodian | 1.00 | 26,895.00 |
| VACANT | Office Assistant III | 1.00 | 26,042.00 |
| VACANT | Office Assistant II | 1.00 | 25,714.00 |
| VACANT | Accounting Clerk II | 1.00 | 22,548.00 |
| VACANT | Maintenance Repair Worker IV | 1.00 | 32,282.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| Paulson, Debra M | Custodian | 1.00 | 31,693.00 |
| Pedersen, Kathleen M | Office Assistant II | 1.00 | 26,776.00 |
| Penn, Suzanne L | Office Assistant II | 1.00 | 37,422.00 |
| Peterson, Ricky J | Maintenance Repair Worker III | 1.00 | 39,832.00 |
| Rahn, Terry L | Maintenance Repair Worker III | 1.00 | 36,755.00 |
| Rastede, Brian G | Electrician Master | 1.00 | 41,993.00 |
| Reinke, Shannon L | Office Assistant II | 1.00 | 25,705.00 |
| Reklaitis, Joe | Custodian | 1.00 | 28,528.00 |
| Ritze, David H | Maintenance Repair Worker II | 1.00 | 35,424.00 |
| Ritze, Randy G | Maintenance Repair Worker III | 1.00 | 46,679.00 |
| Roland, Charles G | Maintenance Repair Worker II | 1.00 | 41,000.00 |
| Ruskamp, Bernie J | Maintenance Repair Worker IV | 1.00 | 49,554.00 |
| Schmitz, Cynthia S | Custodial Leader | 1.00 | 37,898.00 |
| Schmitz, Thomas R | Broadcast Engineer | 1.00 | 50,607.00 |
| Schulz, Karen M | Custodian | 1.00 | 29,890.00 |
| Sherman, Stacie | Custodian | 1.00 | 27,112.00 |
| Sieler, Marisa A | Library Technician | 1.00 | 25,189.00 |
| Smith, Shawn M | Office Assistant II | 0.88 | 21,390.00 |
| Sowards, Dann M | Custodian | 1.00 | 20,946.00 |
| Spahr, Connie S | Accounting Clerk III | 1.00 | 38,093.00 |
| Stalling, Mary M | Custodian | 1.00 | 34,858.00 |
| Steffen, Angela M | Office Assistant III | 1.00 | 38,927.00 |
| Suckstorf, Erin N | Office Assistant II | 1.00 | 27,280.00 |
| Thompson, Patricia K | Library Technician | 1.00 | 40,185.00 |

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--------------------|-------------------------------|---------------|-----------------------|
| Tracy, Gunner W | Security Officer II | 0.45 | 12,064.00 |
| Trevett, Joyce F | Office Assistant III | 1.00 | 43,238.00 |
| Weber, Deborah K | Office Assistant II | 1.00 | 38,175.00 |
| Wert, Dorothy | Office Assistant II | 0.75 | 20,440.00 |
| Wiggins, Jessica K | Accounting Clerk III | 1.00 | 30,597.00 |
| Woodward, Lucas K | Maintenance Repair Worker III | 1.00 | 29,665.00 |
| Wurdinger, Mark R | Maintenance Repair Worker III | 1.00 | 33,808.00 |
| Ziska, Brandon K | Security Officer II | 1.00 | 36,215.00 |
| TOTAL | | 88.08 | 2,864,803.00 |

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

| | | | |
|---------------------|-------------------------------|--------------|-------------------|
| Beckman, Nicholas D | Custodian | 1.00 | 20,946.00 |
| Bessmer, Jill M | Custodian | 1.00 | 24,079.00 |
| Carlson, Douglas A | Custodian | 1.00 | 20,946.00 |
| Casey, V Gene | Maintenance Repair Worker III | 1.00 | 46,066.00 |
| Cooper, John W | Custodian | 1.00 | 23,012.00 |
| Foote, Daniel | Security Officer II | 1.00 | 28,573.00 |
| Gray, Bradley | Custodian | 1.00 | 30,468.00 |
| Gustafson, Carol A | Custodial Leader | 1.00 | 28,434.00 |
| Haney, Kathy R | Custodian | 1.00 | 34,858.00 |
| Humphrey, Norma J | Custodian | 1.00 | 23,803.00 |
| Jammer, William M | Maintenance Repair Worker II | 1.00 | 29,608.00 |
| Jensen, Debra L | Custodian | 1.00 | 23,941.00 |
| Loberg, Jeffery R | Maintenance Repair Worker II | 1.00 | 29,287.00 |
| Lowe, Kimberlee J | Custodian | 1.00 | 23,941.00 |
| Moody, Loretta K | Custodian | 1.00 | 22,437.00 |
| Mrsny, Jeffrey J | Custodian | 1.00 | 20,946.00 |
| Myers, Roger M | Custodian | 1.00 | 22,341.00 |
| Nelson, Duane S | Maintenance Repair Worker III | 0.50 | 16,902.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| VACANT | Custodian | 1.00 | 20,946.00 |
| Schmidt, Wendy A | Custodian | 1.00 | 31,693.00 |
| Tracy, Gunner W | Security Officer II | 0.55 | 14,746.00 |
| Webb, Jonathan L | Custodian | 1.00 | 22,221.00 |
| Weldon, Kevan V | Custodian | 1.00 | 25,386.00 |
| TOTAL | | 24.05 | 627,472.00 |

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

| | | | |
|-----------------|----------------------------|------|-----------|
| Backer, Joni S | Secretary To The President | 1.00 | 52,687.00 |
| Furlich, Amanda | Office Assistant III | 1.00 | 29,706.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|--|---------------------------|---------------|-----------------------|
| Hauptmann, JoAnn M | Office Assistant II | 1.00 | 25,693.00 |
| Headley, Heather L | Office Assistant I | 0.50 | 10,029.00 |
| Hoile, Kathleen C | Office Assistant IV | 1.00 | 36,346.00 |
| Soden, Dustin | Facility Services Manager | 0.50 | 22,830.00 |
| TOTAL | | 5.00 | 177,291.00 |
| <u>Support Staff (Non-Union)-Non State Supported Positions (Revenue Bond)</u> | | | |
| Mrsny, Jason J | Campus Security Manager | 1.00 | 51,432.00 |
| Soden, Dustin | Facility Services Manager | 0.50 | 22,829.00 |
| TOTAL | | 1.50 | 74,261.00 |
| TOTAL SUPPORT STAFF | | 118.63 | 3,743,827.00 |

Attachment: Salary Recommendations (1968 : Acceptance of Employee Salary Recommendations)

Wayne State College

Federal/Restricted

| Employee Name | Rank or Position Title | 2017-2018 FTE | 2017-2018 Base Salary |
|---------------|------------------------|---------------|-----------------------|
|---------------|------------------------|---------------|-----------------------|

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

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

| | | | |
|--------------------|----------------------------------|-------|---------|
| Kucera, Loren L | Director-NBDC | 0.91 | 64,769 |
| Potosnyak, Charles | Learning Skills Specialist, TRiO | 0.80 | 35,984 |
| Utecht, Lori | Learning Skills Specialist, TRiO | 0.75 | 36,612 |
| Woehler, Kara | Learning Skills Specialist, TRiO | 0.80 | 36,080 |
| | | <hr/> | <hr/> |
| | | 3.26 | 173,445 |

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

| | | | |
|------------------|---------------|-------|--------|
| Driskell, Sandra | Director TRiO | 1.00 | 55,401 |
| | | <hr/> | <hr/> |
| | | 1.00 | 55,401 |

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

| | | | |
|----------------------|---------------------------|-------|--------|
| Jorgensen, Stephanie | Office Assistant II, TRiO | 0.92 | 27,258 |
| | | <hr/> | <hr/> |
| | | 0.92 | 27,258 |

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Board Meeting Schedule for 2017-2018**

2017-2018 Board Meeting Schedule

| | | |
|------------------|--|---|
| SEPTEMBER | BOARD OF TRUSTEES MEETING-CHADRON | September 14-15, 2017 Thursday - Friday |
| NOVEMBER | BOARD OF TRUSTEES MEETING-WAYNE | November 16-17, 2017 Thursday - Friday |
| JANUARY | BOARD OF TRUSTEES MEETING-LINCOLN | January 16, 2018 Tuesday |
| MARCH | BOARD OF TRUSTEES MEETING-PERU | March 22-23, 2018 Thursday - Friday |
| JUNE | BOARD OF TRUSTEES MEETING-LINCOLN | June 14, 2018 Thursday |

The System Office recommends approval of the Board Meeting Schedule for 2017-2018.

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Distinguished Service Award Recommendation
Submitted by Chadron State College**

Board Policy 4500 allows College Presidents to make recommendations to the Board for Distinguished Service Awards. A recommendation for a Distinguished Service Award has been received from Chadron State. Information will be shared with the Board.

BOARD POLICY

The Nebraska State Colleges may confer a distinguished service award upon an outstanding person who, or organization that, has made a significant contribution to a College or to an alumnus who has achieved distinction and recognition, which reflects favorably upon the image of the Nebraska State College System.

PROCEDURE

The President must submit recommendations for Distinguished Service Awards to the Chancellor at least one (1) month prior to the meeting at which Board approval will be requested.

Each College shall develop criteria and procedures for the conferral of such awards.

The System Office and Chadron State College recommend approval of the Distinguished Service Award Recommendation Submitted by Chadron State College.

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: Approve Emeritus Status for Dr. Pearl Hansen

Dr. Pearl Hansen, a retired faculty member from Wayne State College, has applied for emeritus faculty status and submitted supporting materials that document the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 39 years of teaching.
2. Earned full professor rank in 1992.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service includes shaping classroom health, safety and archival standards for art and art practices; instrumental to art departments accreditation reaffirmation with the National Association of School of Art Design; numerous professional presentations and publications and serving on many committees and boards; serving as Division Head and Department Chair; and development of new courses.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations includes service facilitating the repair, restoration and cataloging of the Campus Art Collection; dedication to the Honors Program; developing a study trip to Russia; co-founding the Wayne Chicken Show and Wayne Community Arts Council; and fundraising for the Wayne Veteran's Memorial.

Chancellor Carpenter and WSC President Rames support Dr. Hansen's nomination and recommend that emeritus faculty status be granted.

The System Office and Wayne State College recommend approval of the Emeritus Status for Dr. Pearl Hansen.

ATTACHMENTS:

- WSC Pearl Hansen Emeritus Status Materials (PDF)

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System • *Our Focus is Your Future*

PRESIDENT
(402) 375-7200

May 17, 2017

Dear Chancellor Carpenter:

I am writing in support of Dr. Pearl Hansen's nomination for Emeritus Status. Her 39 years of service to Wayne State College as an educator and active faculty member makes Dr. Hansen an excellent candidate.

Dr. Hansen was an accomplished faculty member. She excelled as a teacher, advised many students, mentored colleagues and served on standing committees. She was very involved in all facets of art education including art safety and the 1% for Art Committee of which she remains an active member in her retirement. She created the Campus Art Collection which included repairing, framing and cataloging artwork on campus and continues to work on this project to this day. In Dr. Hansen's retirement, she continues to be an active and contributing member of the Wayne State College community.

I highly recommend that Dr. Pearl Hansen receive Emeritus Status.

Cordially,



Marysz P. Rames, EdD
President

Attachment: WSC Pearl Hansen Emeritus Status Materials (2024 : Emeritus Status for Dr. Pearl Hansen)

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System

Vice President for Academic Affairs

April 11, 2017

To Whom It May Concern,

This letter is written on behalf of Dr. Pearl Hansen, in support of her nomination for Emeritus Status. I have worked closely with Pearl over the past fourteen years. For more than four decades, Pearl has taught Art Education courses and assisted with facilitating the Campus Art Collection, where she has been a driving force in shaping classroom health, safety, and archival standards for art and art practices at the College. Over the past decade, Pearl's hard work and dedication have also been instrumental to the department's accreditation reaffirmation with the National Association of Schools of Art and Design.

Students, faculty, and staff who interact with Pearl are drawn to her passionate, innovative approach to teaching and learning, exceptional knowledge of art, and willingness to collaborate. She has lead countless large-scale community-based projects with students and faculty that are collaborative by nature. Since the inception of Service Learning on the Wayne State College campus, Pearl has worked tirelessly on projects that have promoted positive visibility throughout the region. She is a thoughtful mentor and advisor, and is always willing to share her time, knowledge, and experience. Her professional advice has been instrumental to the success of our Art Education students, and also for our students applying for graduate programs. Pearl still mentors our graduates and new faculty to this day, and continues to share a dialogue of ideas for improving and invigorating the classroom and educational environment.

I can say without reservation that Pearl Hansen is one of the best educators I have ever had the opportunity to work with. Her professional contributions are impeccable. She is an advocate for the art and design profession, and her knowledge of materials, ambitious work ethic and brilliant intellect are just a few qualities that contribute to her persona. Pearl's commitment to teaching and her approach to collaboration in the classroom have set a valuable example for student teachers and her peers. She has inspired countless individuals with her approach to teaching, research, and has positively influenced how future educators will interact with their students. Much to her credit, the success of the art and design programs at Wayne State College can be attributed to Pearl.

Pearl Hansen is undoubtedly qualified for Emeritus Status. Her continued commitment to WSC after her retirement is a testament to the future contributions she will bring to the institution. I highly recommend Pearl Hansen for Emeritus Status without any reservations.

Sincerely,



Steve Elliott
Vice President for Academic Affairs
Wayne State College
(402) 375-7208
stellio1@wsc.edu

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System

School of Arts and Humanities

April 22, 2017

To whom it may concern:

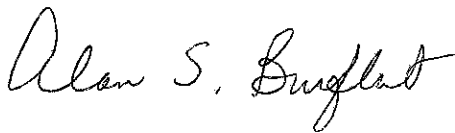
It is with great confidence that I write this letter to nominate Pearl Hansen for Emeritus status in the Nebraska State College System. Dr. Hansen served Wayne State College from 1976-2015 and attained the rank of full Professor.

During her tenure at Wayne State College, Dr. Hansen excelled as a teacher and mentor to countless students and colleagues in the Art and Design Department. She also served in a leadership role as Department Chair and Division Head and was involved in numerous committees and participated in many community service projects and learning experiences. She is especially remembered out for her dedication to campus safety, the Honors Program, and an innovative Study Trip to Russia.

Through her dedication to the mission of Wayne State College, Dr. Hansen earned the respect and admiration of all.

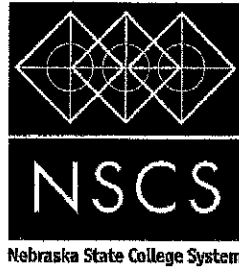
Thank you for your consideration.

Sincerely,



Alan S. Bruflat
Interim Dean

Attachment: WSC Pearl Hansen Emeritus Status Materials (2024 : Emeritus Status for Dr. Pearl Hansen)



Emeritus Faculty Award

WAYNE STATE COLLEGE NOMINATION FORM

I wish to nominate the following individual for consideration for Emeritus Faculty status at Wayne State College. I have provided a letter of support that addresses the criteria for the award and attached a copy of the individual's CV. This nomination will be shared with the person nominated.

Nominee Information

Name Dr. Pearl Hansen
Address 57830 East 14th St., Wayne, NE 68787
Telephone 402-369-1776

Nominee Criteria

- Served Wayne State College for at least 15 years
- Held rank of full Professor
- Retired for at least one year

Primary Nominator Information

Name J. Marlene Mueller and Joshua Piersanti
Title Professor of Art and Associate Professor of Graphic Design
Address Department of Art and Design, Wayne State College, 1111 Main St., Wayne, NE 68787
Telephone 402-375-7513 and 402-375-7350

I affirm that I am not a relative, spouse, or significant other of the nominee.

J. Marlene Mueller and Joshua Piersanti 4/19/17
Signature of Nominator Date

Alan Bruflet 4/22/17
Signature of Dean Date

Attachment: WSC Pearl Hansen Emeritus Status Materials (2024 : Emeritus Status for Dr. Pearl Hansen)

April 20, 2017

To: Emeritus Review Committee

Re: Dr. Pearl Hansen's Application for Emeritus Status

It is with great pleasure and honor that we nominate Dr. Pearl Hansen for the coveted title of Emeritus as she enters the third year of retirement from Wayne State College. The Department of Art and Design faculty members wholeheartedly support her application.

Dr. Hansen's reputation for solid innovative teaching, tireless commitment to college and community outreach, and devotion to her passion for artistic pursuits is legendary. In this letter, we will highlight her numerous contributions that far exceed the minimum contributions to qualify for emeritus status. We will also describe her collegiality, competency to work with others, and leadership throughout her sterling forty-year career at WSC.

Dr. Hansen's service and contributions to the College were noteworthy during her long tenure here, and her work has continued since her retirement. She served the College as both a Division Head and for several terms as Department Chair. One of the most important developments for the Department of Art and Design has been gaining accreditation from the National Association of Schools of Art and Design, and Pearl was instrumental in beginning this process during her time as Chair. Her experience outside the department—including teaching Honors Art courses and advanced courses for the School of Education—further demonstrate her willingness and ability to serve beyond traditional expectations. Following her retirement, Pearl continues to actively serve the College through her work with the Art Collection and 1% for Art.

It is clear from reading Dr. Hansen's extensive curriculum vitae that professionals in art education regard her as exceptional by the many awards she has received. Such admiration has also come from many other educational groups that have sought her expertise by appointing her to numerous councils and agencies in the State of Nebraska. Dr. Hansen rarely says no to anyone seeking her assistance. She is the go-to person for advice or problem solving. Such selfless and tireless attention to serving the greater good is a hallmark of her legacy at WSC.

The Campus Art Collection is the creation of Professor Hansen. Observing that a group of prints by historically significant artists purchased by the college during her undergraduate years had fallen into unsupervised disrepair, she made an action plan. Late in her career, she took on the extensive responsibility to collect damaged and discarded artworks, repair, frame, and catalog, appraise, install, photograph, archive and design a catalog/website to preserve the collection into perpetuity. This was a four-year effort and is ongoing since Dr. Hansen has graciously agreed to continue this work at the college after retirement.

Throughout her years at Wayne State College, Pearl continuously sought and received funds and resources from numerous grants. Every single one of these many grants was aligned precisely with the College's mission of learning excellence, student success, and regional service. Through her efforts with these grants, Dr. Hansen was able to expand the Department's offerings, improve the safety and health of students and faculty, improve the Art Collection, along with many other accomplishments, including repeatedly providing outstanding and effective community involvement.

Dr. Hansen’s integration of regional service, student success, and learning excellence into all her activities extended far beyond what was possible to accomplish with grants alone. While a professor here, Pearl co-founded the Wayne Chicken Show and Wayne Community Arts Council, effectively used her exceptional art skills in designing and building community play areas, continued to expand the Art and Design curriculum, brought in numerous art experts and guest speakers/teachers, and organized many national (and international) student trips to conferences, conventions and museums. Additional contributions to the College include organizing the annual Artswalk, presenting on Service-Learning, presenting at the National Art Education Association, fundraising for the Wayne Veterans Memorial, facilitating art workshops, and many, many other activities demonstrating selfless service.

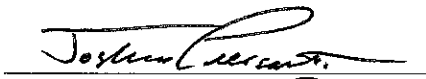

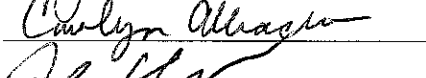
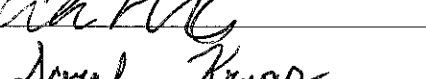
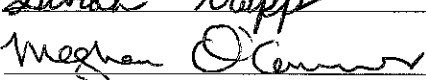

Evidenced in the Curriculum Vitae, Dr. Hansen devoted her Ph.D. research to hazards in the arts. As a young adult, she encountered challenging health issues because of exposure to unsafe studio practices. She devoted much of her career bringing awareness of toxic chemicals to art teachers in northeast Nebraska where there are now significant improvements to elementary and high school art classrooms. The current Studio Arts Building with state-of-the- art ventilation was a direct result of her intervention in contacting nationally renowned consultants in art health hazards. Students and faculty alike are the recipients of working in a safe studio environment thanks to her efforts.

Faculty in the Department of Art and Design are expected to be practicing professionals in their areas of expertise and Professor Hansen has been participating in faculty art shows yearly since 1976. Her continued search for materials that do not compromise her immune system has yielded highly creative, innovative water-based imagery. To date she continues to exhibit her work regionally and has contracted with the Norfolk Arts Center for a two-person show in 2018.

As mentioned above, Pearl devoted enormous effort and time toward facilitating student trips to art museums and galleries throughout the country. These trips included an annual field trip involving the entire department as well as trips with Art Education students and trips with Studio Art and Art Education students.

Pearl Hansen was also instrumental for initiating the 1% for Art program at WSC. Her early engagement with the Nebraska Arts Council yielded collaboration between the two state funded agencies to ensure that contemporary art have a home in newly renovated or constructed state funded buildings. In retirement, Dr. Hansen continues to serve on the 1% for Art Committee and has recently acted on new acquisitions for the Conn Library.

Pearl Hansen is the personification of a collaborator. She helps to empower students, faculty and community citizens to be better, to do great things, and to believe they can make a difference. Her leadership within the art department, college and community has helped to make the City of Wayne a better place to live, work and play. Multi-talented, collaborative, cutting-edge, pioneering, are only a few descriptors to apply to this remarkable woman. Wayne State College is the quality institution of higher education today because of Dr. Pearl Hansen.

| | |
|----------------------|--|
| Joshua Piersanti |  |
| J. Marlene Mueller |  |
| Dr. Carolyn Albracht |  |
| Dr. Andy Haslit |  |
| Sarah Krupp |  |
| Meghan O'Connor |  |

Attachment: WSC Pearl Hansen Emeritus Status Materials (2024 : Emeritus Status for Dr. Pearl Hansen)

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Emeritus Status for Dr. Gretchen Ronnow**

Dr. Gretchen Ronnow, a retired faculty member from Wayne State College, has applied for emeritus faculty status and submitted supporting materials that document the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 25 years of teaching.
2. Earned full professor rank in 1999.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service includes numerous professional presentations and publications; writing grants; and serving on many committees and boards both in and outside of Wayne State.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations includes serving as a visiting professor in Russia; participating in the faculty exchange program in Siberia; and her deep commitment to diversity.

Chancellor Carpenter and WSC President Rames support Dr. Ronnow's nomination and recommend that emeritus faculty status be granted.

The System Office and Wayne State College recommend approval of the Emeritus Status for Dr. Gretchen Ronnow.

ATTACHMENTS:

- WSC Gretchen Ronnow Emeritus Status Materials (PDF)

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System • *Our Focus is Your Future*

PRESIDENT
(402) 375-7200

May 17, 2017

Dear Chancellor Carpenter:

I am writing in support of Dr. Gretchen Ronnow's nomination for Emeritus Status. Her 25 years of service to Wayne State College as an educator and active faculty member makes Dr. Ronnow an excellent candidate.

Dr. Ronnow is an accomplished faculty member. She excelled as a teacher, advised many students, mentored colleagues and participated in service projects. She also served on several standing committees. Her commitment to diversity was evident by the visitors from foreign countries that she hosted through the years. In Dr. Ronnow's retirement, I am confident that she will continue to be an active and contributing member of the Wayne State College community.

I highly recommend that Dr. Gretchen Ronnow receive Emeritus Status.

Cordially,



Marysz P. Rames, EdD
President

Attachment: WSC Gretchen Ronnow Emeritus Status Materials (2023 : Emeritus Status for Dr. Gretchen Ronnow)

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System

Vice President for Academic Affairs

April 11, 2017

To Whom It May Concern,

This letter is written on behalf of Dr. Gretchen Ronnow, in support of her nomination for Emeritus Status. During her tenure at WSC, Gretchen has been an effective teacher, scholar, and mentor. As a faculty member in the Department of Language and Literature, Gretchen has served in committee leadership roles, and participated in numerous service projects. Her potential for future contributions will be an asset to the institution.

I recommend Gretchen Ronnow for Emeritus Status without any reservations.

Sincerely,



Steve Elliott
Vice President for Academic Affairs
Wayne State College
(402) 375-7208
stellio1@wsc.edu

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System

School of Arts and Humanities

April 18, 2017

To whom it may concern:

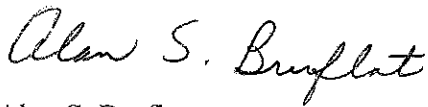
It is with great confidence that I write this letter to nominate Gretchen Ronnow for Emeritus status in the Nebraska State College System. Dr. Ronnow served Wayne State College for 25 years and attained the rank of full Professor.

During her tenure at Wayne State College, Dr. Ronnow excelled as a teacher and mentor to countless students and colleagues in the Language and Literature Department. She also served in a leadership role a Faculty Senator and was involved in numerous committees and participated in many community service projects and learning experiences.

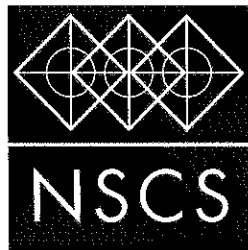
Through her dedication to the mission of Wayne State College, Dr. Ronnow earned the respect and admiration of all.

Thank you for your consideration.

Sincerely,



Alan S. Bruflat
Interim Dean



Nebraska State College System

Emeritus Faculty Award

WAYNE STATE COLLEGE NOMINATION FORM

I wish to nominate the following individual for consideration for Emeritus Faculty status at Wayne State College. I have provided a letter of support that addresses the criteria for the award and attached a copy of the individual's CV. This nomination will be shared with the person nominated.

Nominee Information

Name GRETCHEN RONNOW
 Address 1027 PEARL ST.
 Telephone 402-375-4147

Nominee Criteria

- Served Wayne State College for at least 15 years
 Held rank of full Professor
 Retired for at least one year

Primary Nominator Information

Name Catherine Rudin
 Title Professor, Language & Literature Dept, WSC
 Address 915 Logan St, Wayne NE 68787
 Telephone 402-375-4316

I affirm that I am not a relative, spouse, or significant other of the nominee.

Catherine Rudin 4/26/2017
 Signature of Nominator Date

Alan Buefler 4-24-17
 Signature of Dean Date

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System

April 19, 2017

To whom it may concern:

It is a great pleasure to nominate Dr. Gretchen Ronnow for Emeritus status at Wayne State College. Gretchen has been an exemplary faculty member and will continue to be an asset to WSC in retirement.

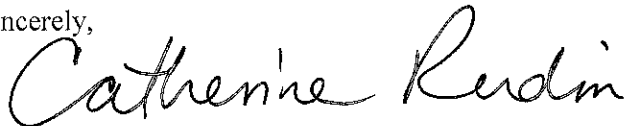
I have known Gretchen for 25 years; in fact, I was on the search committee that hired her back in 1992. We were impressed then by her energy and enthusiasm as well as her scholarship, professionalism, and depth of knowledge, and time has proved that initial impression correct. She has remained one of the most active and committed faculty members in the Language and Literature department, reliably willing to take on committees and other responsibilities, generous with her time and talents to help students or colleagues, and engaged in her field both as a researcher and as a teacher.

Among Gretchen's greatest contributions to the College has been her deep commitment to diversity. She has hosted or helped host numerous visitors, ranging from Native American writers to Russian and Kyrgyz Fulbright scholars. She taught in Siberia several times as part of a faculty exchange program, and at Ural Federal University in Ekaterinburg (Russia) as a visiting professor. She has consistently supported diversity on campus by including world and ethnic literatures in nearly all her classes.

Gretchen has excelled in other ways as well, including through her tireless service on departmental and campus-wide committees. In recent years she has served on the General Education Committee, Faculty Senate, and the ad hoc Online Assessment Committee, among others. In each of these capacities she has provided leadership to the department and school in clarifying issues, while effectively representing our interests to the wider campus community. She has often volunteered for less visible service activities as well, doing more than her share of writing up reports, showing up for Just Juniors day, or whatever else needs to be done.

Gretchen is known as an innovative and challenging teacher who cares about her students and is excited about her subject matter. Her classes are informed by her ongoing research, especially in the area of Native American literature. In addition to her teaching and service, she has maintained an active research program, attending conferences, presenting her work, and publishing numerous articles and reviews. Last but not least, she is a good friend and supportive colleague, a valued mentor to younger faculty and a source of wise advice even to us old hands. In short, it is hard to imagine anyone more qualified for Emeritus status.

Sincerely,



Dr. Catherine Rudin
Professor, Department of Language and Literature
Wayne State College

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Emeritus Status for Dr. Catherine Rudin**

Dr. Catherine Rudin, a retired faculty member from Wayne State College, has applied for emeritus faculty status and submitted supporting materials that document the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 31 years of teaching.
2. Earned full professor rank in 1991.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service includes working with the Omaha, Ponca and Winnebago Indian tribes to preserve the tribal languages; numerous professional presentations and publications and serving on many committees and boards and development of new courses.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations includes service as new faculty mentor; member of many Ph.D. committees; director of undergraduate honors project; organizer and host of 17th and 24th Annual Siouan and Caddoan Languages Conferences in 1997 and 2004 respectively; and consultant for various Omaha and Winnebago Language preservations projects.

Chancellor Carpenter and WSC President Rames support Dr. Rudin's nomination and recommend that emeritus faculty status be granted.

The System Office and Wayne State College recommend approval of the Emeritus Status for Dr. Catherine Rudin.

ATTACHMENTS:

- WSC Catherine Rudin Emeritus Status Materials (PDF)

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System • *Our Focus is Your Future*

PRESIDENT
(402) 375-7200

May 17, 2017

Dear Chancellor Carpenter:

I am writing in support of Dr. Catherine Rudin's nomination for Emeritus Status. Her 31 years of service to Wayne State College as an educator and active faculty member makes Dr. Rudin an excellent candidate.

Dr. Rudin is an accomplished faculty member who served in various leadership roles and served on standing committees. She taught various courses, advised many students and has been actively involved in professional organizations. In Dr. Rudin's retirement, I am confident that she will continue to be an active and contributing member of the Wayne State College community.

I highly recommend that Dr. Catherine Rudin receive Emeritus Status.

Cordially,



Marysz P. Rames, EdD
President

Attachment: WSC Catherine Rudin Emeritus Status Materials (2022 : Emeritus Status for Dr. Catherine Rudin)

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System

Vice President for Academic Affairs

April 11, 2017

To Whom It May Concern,

This letter is written on behalf of Dr. Catherine Rudin, in support of her nomination for Emeritus Status. During her tenure at WSC, Catherine has been an effective teacher, scholar, and mentor. As a faculty member in the Department of Language and Literature, Gretchen has served in committee leadership roles, and participated in numerous service projects. Her potential for future contributions will be an asset to the institution.

I recommend Gretchen Ronnow for Emeritus Status without any reservations.

Sincerely,



Steve Elliott
Vice President for Academic Affairs
Wayne State College
(402) 375-7208
stellio1@wsc.edu

Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • www.wsc.edu • Member of the Nebraska State College System

School of Arts and Humanities

April 18, 2017

To whom it may concern:

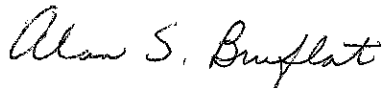
It is with great confidence that I write this letter to nominate Catherine Rudin for Emeritus status in the Nebraska State College System. Dr. Rudin served Wayne State College for 31 years and attained the rank of full Professor.

During her tenure at Wayne State College, Dr. Rudin excelled as a teacher and mentor to countless students and colleagues in the Language and Literature Department. She also served in a leadership role as Modern Language Day Co-Coordinator, English Assessment Coordinator, and ESL Committee Chair; she also was involved in numerous committees and participated in many community service projects and learning experiences, notably as instructor of Folk Dance and member of the Mariachi Negro y Oro.

Through her dedication to the mission of Wayne State College, Dr. Rudin earned the respect and admiration of all.

Thank you for your consideration.

Sincerely,



Alan S. Bruflat
Interim Dean



Emeritus Faculty Award

WAYNE STATE COLLEGE NOMINATION FORM

I wish to nominate the following individual for consideration for Emeritus Faculty status at Wayne State College. I have provided a letter of support that addresses the criteria for the award and attached a copy of the individual's CV. This nomination will be shared with the person nominated.

Nominee Information

Name CATHERINE RUDIN
 Address 915 LOGAN ST.
 Telephone 402-375-7026

Nominee Criteria

- Served Wayne State College for at least 15 years
 Held rank of full Professor
 Retired for at least one year

Primary Nominator Information

Name GRETCHEN RONNOW
 Title PROF. OF ENGLISH
 Address 1027 PEARL ST.
 Telephone 402-375-4147

I affirm that I am not a relative, spouse, or significant other of the nominee.

Gretchen Ronnow 4-24-17
 Signature of Nominator Date

Alan Bruflet 4-24-17
 Signature of Dean Date

WAYNE STATE UNIVERSITY
WAYNE, NE 68787

HUMANITIES DIVISION
402-375-7394

To Whom It May Concern:

19 April, 2017

I am happy to write a letter in support of my nomination of Dr. Catherine Rudin for Emeritus Faculty status at WSC. I have known Catherine as a colleague and friend—and international travel, language and customs expert—at WSC for 25 years and have spent many hours with her, discussing the ever-changing demographics of students, pedagogical philosophies and strategies, and community and global concerns. I even took her Russian language course before I left for a Fulbright year in Russia. Her entire professional, academic, and personal life has been a record of service to students and to colleagues as professor, advisor, and friend.

Catherine teaches courses ranging from the basics of linguistics, international languages and recreational dance to the esoterica of dialects, language acquisition, and speech pathology as well as working on preserving endangered languages and grammars. She has often advised me on techniques, technicalities, and concepts that work well with students and has certainly helped to improve my own teaching. Catherine has great patience with, understanding of, and compassion for her students at every level of their preparation and skill. She also has a solid sense of humor and perspective on human foibles. She is a pleasure to learn from and to know.

Catherine's service to the campus is well-documented and pervasive including many standing and *ad hoc* and search committees; and she is often on dissertation and thesis committees. She is often recognized by her peers and other committee members as level-headed, calm, rational, and assertive with the authority grounded in factual knowledge. Her service to the wider community is laudable, including working with the Omaha and Winnebago tribes, leading workshops in folk dance, and participating with the WSC mariachi group. Her scholarship is sterling: she has published and presented widely dating from the early '80s. By preparation, practice, experience, and model, Catherine Rudin eminently qualifies for Emeritus Faculty status.

Sincerely,



Gretchen Ronnow, Professor of English and Literatures

ITEMS FOR CONSENT AGENDA

June 16, 2017

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
First National Bank of Chadron

Account Name:

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

Authorized signatures:

Richard R. Rhine
 Dale Grant
 Charles Snare
 Kari Gaswick
 Melany Hughes
 Sally Katen (Agency Only)

U.S. Bank - Milwaukee Bank

Account Name:

Perkins Loan (Checking)

Peru State College
Farmers Bank of Cook, Peru Branch

Account Name:

Student Escrow
 Revolving Fund

Authorized signatures:

Daniel Hanson
 Kathy J. Carroll
 Katherine A. Tynon
 Eulanda Cade
 Tammie Hart

Wayne State College
Elkhorn Valley Bank & Trust, Wayne

Account Name:

Agency Fund (Regular Account)
 Revolving Fund (Petty Cash) (NOW Account)

Authorized signatures:

Marysz Rames
 Angela S. Fredrickson
 Steven Elliott

Action Item (ID # 1978)

Meeting of June 16, 2017

Barbara J. Meyer
Mitch DeBoer

U.S. Bank, Norfolk

Account Name:

Wayne State College (for e-checking)

The System Office recommends approval of the Depositories and Signatories.

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: Approve LB 309 Allocations and Retrievals

Chadron

- | | | | |
|----|---|---------|--------------|
| 1. | Acceptance of \$26,000 for roof replacement on Boiler House | | |
| | Allocation Date/Amount | 2/28/17 | \$26,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$26,000.00 |
| 2. | Acceptance of \$32,000 for ARC flash study on Boiler House | | |
| | Allocation Date/Amount | 2/28/17 | \$32,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$32,000.00 |
| 3. | Acceptance of \$25,000 for fire hydrant replacement across campus | | |
| | Allocation Date/Amount | 2/28/17 | \$25,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$25,000.00 |
| 4. | Acceptance of \$25,000 for ADA restroom remodel in King Library | | |
| | Allocation Date/Amount | 2/28/17 | \$25,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$25,000.00 |
| 5. | Acceptance of \$125,000 for lighting upgrade in King Library | | |
| | Allocation Date/Amount | 2/28/17 | \$125,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$125,000.00 |
| 6. | Acceptance of \$22,000 for window upgrade in King Library | | |
| | Allocation Date/Amount | 2/28/17 | \$22,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$22,000.00 |

Peru

- | | | | |
|----|---|---------|--------------|
| 1. | Acceptance of \$560,000 for HVAC, electrical and ADA upgrades for Theatre | | |
| | Allocation Date/Amount | 5/19/17 | \$560,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$560,000.00 |

Wayne

- | | | | |
|----|---|--------|--------------|
| 1. | Acceptance of an additional \$350,000 for window replacement in Humanities Building | | |
| | Allocation Date/Amount | 3/9/17 | \$350,000.00 |

Action Item (ID # 1979)

Meeting of June 16, 2017

| | |
|------------------------|--------------|
| Previous Allocation(s) | 275,000.00 |
| College Contribution | <u>00.00</u> |
| Estimated Project Cost | \$625,000.00 |

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

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Appointment of Substantial Completion Committee
for Delzell Hall Renovation Project for Peru State College**

The Delzell Hall Renovation Project is nearing completion. In accordance with Board Policy 8069, Peru State College recommends the appointment of the following committee to perform the Substantial Completion review.

John Chaney, Chair, Fiscal, Facilities and Audit Committee, Board of Trustees
Bob Engles, Board of Trustees
Steve Hotovy, Vice Chancellor for Facilities and Information Technology, NSCS Office
Kathy Carroll, Vice President for Administration and Finance, PSC
Jill McCormick, Director of Campus Services, PSC
Darrin Reeves, Assistant Director of Campus Services, PSC
Representative(s), Jackson Jackson Associates

The System Office and Peru State College recommend approval of the Appointment of Substantial Completion Committee for Delzell Hall for Peru State College.

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Appointment of Substantial Completion Committee
for Park Avenue Project at Peru State College**

The Park Avenue campus entrance project is nearing completion. In accordance with Board Policy 8069, Peru State College recommends the appointment of the following committee to perform the Substantial Completion review.

John Chaney, Chair, Fiscal, Facilities and Audit Committee, Board of Trustees
Bob Engles, Board of Trustees
Steve Hotovy, Vice Chancellor for Facilities and Information Technology, NSCS
Kathy, Carroll, Vice President for Administration and Finance, PSC
Jill McCormick, Director of Campus Services, PSC
Darrin Reeves, Assistant Director of Campus Services, PSC
Representative(s), The Clark Enersen Partners

The System Office and Peru State College recommend approval of the Appointment of Substantial Completion Committee for Park Avenue Project at Peru State College.

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Appointment of Substantial Completion Committee
for Field House Phase I Project for Peru State College**

The Field House Phase I Project is nearing completion. In accordance with Board Policy 8069, Peru State College recommends appointment of the following committee to perform the Substantial Completion review.

John Chaney, Chair, Fiscal, Facilities and Audit Committee, Board of Trustees
Bob Engles, Board of Trustees
Steve Hotovy, Vice Chancellor for Facilities and Information Technology, NSCS
Kathy Carroll, Vice President for Administration and Finance, PSC
Jill McCormick, Director of Campus Services, PSC
Darrin Reeves, Assistant Director of Campus Services, PSC
Steve Schneider, Athletic Director/Head Football Coach, PSC
Representative(s), Jackson, Jackson and Associates

The System Office and Peru State College recommend approval of the Appointment of Substantial Completion Committee for Field House Phase I for Peru State College.

ITEMS FOR CONSENT AGENDA

June 16, 2017

***ACTION:* Approve Appointment of Substantial Completion Committee
for Bowen Hall Renovation Project for Wayne State College**

The Bowen Hall renovation project is nearing completion. Wayne State College recommends appointment of the following committee to perform the substantial completion review in accordance with Board Policy 8069.

John Chaney, Chair, Fiscal, Facilities and Audit Committee, Board of Trustees
Carter 'Cap' Peterson, Board of Trustees
Steve Hotovy, Vice Chancellor for Facilities and Information Technology, NSCS
Marysz Rames, President, WSC
Angela Fredrickson, Vice President for Administration and Finance, WSC
Jeff Carstens, Vice President and Dean of Students, WSC
Quinneka Lee, Director of Residence Life, WSC
Chad Altwine, Director-Facility Services, WSC
Representative, Schemmer Associates, Inc.

The System Office and Wayne State College recommend approval of the Appointment of Substantial Completion Committee for Bowen Hall for Wayne State College.

ITEMS FOR CONSENT AGENDA

June 16, 2017

***ACTION:* Approve Appointment of Substantial Completion Committee
for Lindahl Drive Project for Wayne State College**

The Lindahl Drive project is nearing completion. Wayne State College recommends appointment of the following committee to perform the substantial completion review in accordance with Board Policy 8069.

John Chaney, Chair, Fiscal, Facilities and Audit Committee, Board of Trustees
Carter 'Cap' Peterson, Board of Trustees
Steve Hotovy, Vice Chancellor for Facilities and Information Technology, NSCS
Steven Elliott, Vice President for Academic Affairs, WSC
Mike Powicki, Athletic Director, WSC
Angela Fredrickson, Vice President for Administration and Finance, WSC
Chad Altwine, Director-Facility Services, WSC
Representative, BVH Architecture

The System Office and Wayne State College recommend approval of the Appointment of Substantial Completion Committee for Lindahl Drive for Wayne State College.

ITEMS FOR CONSENT AGENDA

June 16, 2017

ACTION: **Approve Authorization for Chancellor to Sign NSCS
Information Security Risk Assessment Consulting Contract**

The System Office is leading an effort to hire a consultant to perform an Information Security Risk Assessment of information technology systems and procedures for applicable security and compliance requirements at all three State Colleges. A Request for Proposals (RFP) was developed and advertised. Approval of this authorization will allow the Chancellor to approve the eventual contract with the top ranked consultant so that the Assessment work can move forward as soon as possible.

The System Office recommends approval of the Authorization for Chancellor to Sign NSCS Information Security Risk Assessment Consulting Contract.

ITEMS FOR CONSENT AGENDA

June 16, 2017

***ACTION:* Authorization for Chancellor to Sign Construction Contracts for Criminal Justice Crime Scene Investigation Facility for Wayne State College**

Wayne State respectfully requests authorization for the Chancellor to sign construction contracts for the upcoming Criminal Justice Crime Scene Investigation Facility project. Authorization for the Chancellor to sign the contracts in amounts not to exceed available funding for the project will assure that it moves forward in a timely manner. Approval for real property acquisition and authorization for funding are being requested in separate agenda items.

The System Office and Wayne State College recommend approval of the Authorization for Chancellor to Sign Construction Contracts for Criminal Justice Facility for Wayne.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

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

The Chancellor and Presidents' contracts will be extended until June 30, 2019. Recommended salaries for 2017-18 are as follows:

| | |
|--|-----------|
| Stan Carpenter, NSCS Chancellor | \$266,590 |
| Randy Rhine, Chadron State College President | \$192,363 |
| Dan Hanson, Peru State College President | \$197,590 |
| Marysz Rames, Wayne State College President | \$209,090 |

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

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

ACTION: **First and Final Round Approval of Revisions to Board Policy 4140; Academic Program and Degree Requirements**

Policy 4140 has been updated to reflect expectations for student learning outcomes to be aligned to general studies course requirements. The upper limit of credit hours for general studies has also been lowered from 42 to 40 to ensure that this portion of a degree program does not exceed one third of total credit hours required for a Bachelors degree.

The System Office recommends approval of the Revisions to Board Policy 4140; Academic Program and Degree Requirements.

ATTACHMENTS:

- Revisions to Board Policy 4140 (PDF)

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 4140 Academic Program and Degree Requirements

Page 1 of 3

BOARD POLICY

All academic degrees and programs in the Nebraska State College System shall conform to the following descriptions and definitions when prescribing degree, program and graduation requirements for completion of the Bachelor of Arts (BA) and Bachelor of Science (BS) degrees. The Bachelor of Applied Science (BAS) degree is designed to accommodate transfer students who have completed a technical associate degree from an accredited community or technical college or the equivalent in prior course work and life experience. Degrees and programs are based upon a unit of educational measurement referred to as a credit hour. A credit hour is defined in Board Policy 4141.

| | |
|-------------------------------------|--|
| Degree -- | The academic award bestowed on an undergraduate student who completes 120 unduplicated credit hours and meets other academic requirements, including, but not limited to, sufficient credits in the major, general studies, upper division level courses, and a minimum grade point average overall and in the major. Bachelor of Arts and Bachelor of Science degrees shall include a minimum of 40 credit hours of upper division coursework, and the Bachelor of Applied Science degree shall include a minimum of 20 credit hours of upper division coursework. Supportable and articulated requests for exceptions to the 120 unduplicated credit hour requirement must be submitted to the Board for approval. Due to licensure requirements, teacher education <u>field</u> endorsement programs and the Certified Public Account (CPA) program are hereby granted exception to the 120 credit hour requirement and may require more than 120 credit hours. |
| Subject Major -- | An academic program that concentrates on an academic discipline and ranges from 30 to 36 credit hours. A subject major shall be combined with a minor or second major to lead to a degree. |
| Comprehensive Major -- | An academic program that represents an expanded study of a discipline and leads to a degree. It may consist of a core and an option and ranges from at least 48 credit hours to no more than 57 credit hours. |
| BAS Major -- | An academic program that ranges from 30 to 40 credit hours of coursework that will prepare individuals for management and/or leadership opportunities. |
| Core -- | A cluster of courses in a comprehensive major that comprises the foundation for all options and shall include a minimum of 12 credit hours. A core leads to a degree when combined with an option/concentration. |
| Option/ Concentration -- | A series of courses within a comprehensive major that, when combined with a core of courses, if required, leads to a degree. An option or concentration is a sub-specialty of a major and shall include at least 18 credit hours. |
| Minor -- | An academic program that concentrates on a subject but does not in itself lead to a degree. A minor shall range from 18 to 21 credit hours. |
| Endorsement -- | A series of courses which leads to teacher certification in accordance with standards established by the Nebraska State Department of Education (NDE). The number of credit hours required to complete a field endorsement shall not exceed the minimum credit hours required by NDE by more than ten percent (10%) for endorsements with 50 or more minimum credit hours established. The number of credit hours required to complete a field endorsement with fewer than 50 minimum credit hours established, or a subject endorsement, shall not exceed the minimum credit hours required by NDE by more than twenty percent (20%). |

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 4140 Academic Program and Degree Requirements

Page 2 of 3

General Studies Program --

A series of courses designed to assist the student in acquiring the intellectual foundation that will last for a lifetime of learning and that will result in the graduation of students who are intellectually curious, proficient in their own field of study, knowledgeable and informed in the affairs of the world, and able to participate in society in a manner that will emphasize the role of individual contributions in the development of a better world.

The ~~A~~ general studies program shall be clearly aligned to established student learning outcomes and range from 30 to ~~3742~~ credit hours. The number of general studies program credit hours may be extended up to 40 if an upper division (300 or above) capstone course is included in the requirements and provides students with a culminating general studies experience. ~~, with no more than 6 credit hours of culminating upper division (300 or above) capstone coursework required. However, ~~u~~Upper division coursework may be included as options for students to select to meet general studies requirements, but only the general studies capstone course shall be mandated as an upper level course requirement.~~

All academic graduate degrees and programs in the Nebraska State College System shall conform to the following descriptions and definitions when prescribing degree, program and graduation requirements for completion of a graduate degree. Programs may include a culminating experience, such as a thesis, internship, comprehensive examination, a scholarly/creative/action research project, nationally normed instruments, simulations, practicums or other valid experiences appropriate to a student's degree program as determined by the discipline and/or a student's graduate committee.

Degree --

The academic award bestowed on a student who completes a minimum of 30 credit hours in an academic discipline and meets other academic requirements, including, but not limited to, completion of a baccalaureate degree, sufficient credits in the graduate core, and a minimum overall grade point average.

Graduate Major --

A set of core courses that comprise the foundation for a graduate degree and addresses the established accreditation and/or professional graduate standards for the program.

Focus Area --

A cluster of courses that concentrate on a specific area of specialization within a larger academic discipline. A focus area shall include a minimum of 12 credit hours.

Certificate of Advanced Studies --

A cluster of courses that concentrate on specific knowledge and/or skills aligned to an area of specialization or industry certification. These courses are available to non-degree seeking students; however, they may also be used toward the completion of a graduate degree. A certificate of advanced studies shall include a minimum of 9 credit hours.

Thesis --

A document that presents the student's formal research and findings on a topic related to the student's field of interest. The format should conform to the most current professional standard of the discipline.

Internship --

A meaningful work experience that allows the student to apply classroom theoretical knowledge and skills in a practical work setting and develop related job skills under the guidance of trained and established professionals.

Comprehensive Examination --

A summative assessment over a program of study, administered in oral or written form, that includes questions regarding course work and other materials relevant to the student's field of study.

ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 4140

Academic Program and
Degree Requirements

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**Scholarly/Creative/
Action Research
Project --**

A scholarly or creative work that does not necessarily conform to the format of a thesis. The project should relate to the student's area of interest and professional practice.

Policy Adopted: 2/23/95

Policy Revised: 6/2/11

Policy Revised: 1/12/16

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

ACTION: **First and Final Round Approval of Revisions to Board Policy 5007; Anti-Harassment/Discrimination Policy**

The proposed amendments for this policy clarify the definition and scope of sex/gender harassment, provide specific examples of types of sex/gender harassment, and update the definitions of prohibited behavior, such as stalking and dating violence.

The System Office recommends approval of the Revisions to Board Policy 5007; Anti-Harassment/Discrimination Policy.

ATTACHMENTS:

- Revisions to Board Policy 5007 (PDF)

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5007

Anti-Harassment/Discrimination Policy

Page 1 of 4

BOARD POLICY

It is the policy of the Nebraska State College Board of Trustees to provide a workplace free of tensions involving matters which do not relate to the System's business. In particular, an atmosphere of tension created by unlawful harassment or discrimination based on race, color, religion, sex, sexual orientation, gender identity, disability, age, marital-status, national origin, and any other categories protected by relevant federal, state, or local law do not belong in the workplace. Each College has designated an individual to coordinate the College's nondiscrimination efforts to comply with regulations implementing Title II of the Americans with Disabilities Act, Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act. Inquiries regarding nondiscrimination policies and practices may be directed to the Compliance Coordinators assigned at each College and identified on each College website.

Unlawful harassment or discrimination of employees, job applicants, or any visitors to a campus by other employees or students is prohibited. Unlawful harassment includes, without limitation, verbal harassment (derogatory comments and/or slurs, negative stereotyping, intimidating behavior), physical harassment (assault or physical interference), visual harassment (posters, cartoons, drawings, or improper written or graphic material), sexual/gender harassment, and innuendo. Further, other forms of unlawful harassment include actions that have the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

This policy elaborates further on the definition and scope of sex/gender harassment.

~~Sex harassment is a violation of state and federal law. It includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct, or visual forms of harassment of a sexual nature when submission to that conduct is either explicitly or implicitly made a term or condition of employment or is used as a basis for employment decisions. Further, other forms of unlawful harassment include actions that have the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Sex harassment includes Dating Violence, Domestic Violence, Sexual Assault, Sexual Violence, and Stalking and Retaliation as defined below.~~

Sex/Gender Harassment: Sex/gender harassment is unwelcome conduct of a sexual nature that is sex or gender based. It is a violation of state and federal law. Sex/gender harassment can include (but is not limited to) the following:

- Unwelcome sexual advances;
- Requests for sexual favors;
- Cyberbullying;
- Other verbal, nonverbal, online, or physical conduct of a sexual nature; and
- Physical aggression, intimidation, or hostility based on sex or sex-stereotyping, sexual orientation and/or gender identity, even if those acts do not involve conduct of a sexual nature.

Harassment does not have to include an intent to harm, be directed at a specific target, or involve repeated incidents. Sex/gender harassment is a violation of this policy.

i. *Quid Pro Quo Harassment*

Quid Pro Quo harassment is defined as unwelcome sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature, by a person who has authority or power over another, when submission to the sexual conduct is made (either explicitly or implicitly) a condition of a person's employment, participation in College programs or activities, or is used in evaluating a person's employment performance, development, or progress or in making another decision that will affect the person's relationship with the Colleges.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5007

Anti-Harassment/Discrimination Policy

Page 2 of 4

ii. Hostile Environment Harassment

Sex and/or gender harassment creates a hostile environment for a person when it is so severe, pervasive, or persistent that it interferes with, denies, or limits the person's ability to perform their job duties, or to participate in or benefit from the College's services, activities, or opportunities because of their sex or gender. A single incident, if sufficiently severe, can constitute a hostile environment. If conduct is sufficiently severe, it can create a hostile environment without being repetitive. Likewise, conduct that is less severe may not be sufficient to create a hostile environment without repeated incidents.

The determination regarding whether a hostile environment has been created requires objective and subjective consideration of the pertinent circumstances, including the type of conduct alleged, its severity, duration, and frequency, the context, including the person's age, sex, and relationship to each other, and any history of similar behavior.

iii. Retaliatory Harassment

Retaliation is any adverse or negative action taken against a person due to their report of a policy violation, their cooperation in an investigation into an alleged policy violation, or their engagement in any other protected activity.

Dating Violence: Dating violence is violence (*violence includes, but is not limited to sexual or physical abuse or the threat of such abuse*) committed by a person ~~(a)~~ who is or has been in a social relationship of a romantic or intimate nature with the victim; ~~and (b) where~~ the existence of such a relationship shall be determined based on a the reporting party's statement and with consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, (iii) the frequency of interaction between the persons involved in the relationship.

Dating violence can occur when one person purposely hurts or scares someone they are dating. Dating violence can be physical, emotional, and/or sexual abuse.

Domestic Violence: Domestic violence shall mean felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws.

Domestic violence includes patterns of abusive behavior in relationships used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behavior that intimidates, manipulates, humiliates, isolates, frightens, terrorizes, coerces, threatens, blames, hurts, injures, or wounds someone.

Under Neb. Rev. Stat. §28-323, domestic assault occurs when a person; (a) intentionally and knowingly causes bodily injury to his or her intimate partner; (b) threatens an intimate partner with imminent bodily injury; or, (c) threatens an intimate partner in a menacing manner. Intimate partner means a spouse; a former spouse; persons who have a child in common whether or not they have been married or lived together at any time; and persons who are or were involved in a dating relationship.

Sexual Assault: Sexual assault shall mean an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Sexual assault is contact or sexual penetration that occurs without the consent of the recipient.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5007 Anti-Harassment/Discrimination Policy

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Sexual contact means the intentional touching of a person's intimate parts or the intentional touching of a person's clothing covering the immediate area of the person's intimate parts. Sexual contact also includes when a person is forced to touch another person's intimate parts or the clothing covering the immediate area of the person's intimate parts. Sexual contact shall include only such contact which can be reasonably construed as being for the purpose of sexual arousal or gratification of either party.

Sexual penetration means sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse or any intrusion of any part of the person's body or of a manipulated object into the genital or anal openings of another person.

Sexual Violence: Any intentional act of sexual contact (touching or penetration) that is accomplished toward another without his/her/their consent. Such acts may include, but are not limited to, forced oral sex, forced anal penetration, insertion of foreign objects into the body, and any act of sexual intercourse "against someone's will." This includes, but is not limited to, the use of a weapon, physical violence or restraint, verbal threats, intimidation, and threats of retaliation or harm. Sexual violence includes Sexual Assault as defined in this policy. Note: It is never appropriate for allegations of sexual violence to be resolved by mediation.

Stalking: Stalking shall mean engaging in a course of conduct directed at a specific person that would cause a reasonable person to; (a) fear for his-or-her/their safety or the safety of others; or, (b) suffer substantial emotional distress.

- i. "Course of conduct" is defined as two or more acts (including, but not limited to) acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- ii. "Reasonable Person" is defined as a reasonable person under similar circumstances and with similar identities to the victim.
- iii. "Substantial emotional distress" is defined as significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking includes a pattern of repeated and unwanted attention, harassment, contact or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear. Stalking may include: threatening, repeatedly communicating with, or following a person who does not want the attention.

Retaliation: Any adverse or negative action taken against an individual due to their report of a policy violation, their cooperation in an investigation into an alleged policy violation, or their engagement in any other protected activity.

PURPOSE

The purpose of this policy is to establish clearly and unequivocally that the Nebraska State College System prohibits every form of unlawful harassment and discrimination and to set forth procedures for employees to report workplace harassment or discrimination.

PROCEDURES

If any employee has reason to believe that they or another employee has been unlawfully harassed or discriminated against, that employee should report the violation to a supervisor, the Director of Human Resources, Title IX Coordinator, or Vice President. If the reporting employee feels that the report does not achieve satisfactory results, a second report should be made to another administrator. Reports from employees in the System Office can be directed to the Chancellor or Vice Chancellor for Employee Relations.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5007

Anti-Harassment/Discrimination Policy

Page 4 of 4

Any complaints reported will be kept confidential to the extent possible and the reporting employee shall be assured that no negative consequences will be suffered as a result of making a report in good faith. All complaints are to be promptly and thoroughly investigated. If the investigation reveals that unlawful workplace harassment or discrimination has occurred, disciplinary action is to be immediately taken against the appropriate person or persons.

If the victim requests confidentiality, asks that the report not be pursued, or declines to participate in an investigation or disciplinary proceeding, the College will document the request. The College will take reasonable steps to investigate and respond to reports consistent with such a request, if possible. Requests will be evaluated and weighed against the College’s responsibility to provide a safe and nondiscriminatory environment.

Victims will be informed that the College has a legal duty to include information about reports of criminal sexual misconduct in annual security report statistics which do not identify either the person claiming to have been subject to criminal sexual misconduct or the alleged perpetrator.

In addition to promptly investigating and addressing all reports of harassment or discrimination, ongoing educational efforts and training on the issues of unlawful harassment, sexual abuse, and child molestation shall continue for employees.

| | | |
|------------------------|----------|-------------------|
| Policy Adopted: | 10/26/84 | |
| Policy Revised: | 3/11/94 | |
| Policy Revised: | 9/17/04 | |
| Policy Revised: | 4/25/14 | |
| Policy Revised: | 11/7/14 | |
| Policy Revised: | 3/26/15 | Effective: 7/1/15 |
| Policy Revised: | 3/24/17 | |
| <u>Policy Revised:</u> | | |

Attachment: Revisions to Board Policy 5007 (1971 : Revisions to Board Policy 5007; Anti-Harassment/Discrimination Policy)

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

ACTION: **Approve Authorization for Chadron State College to Contract
for Nursing Services**

Chadron State requests authorization to enter into a contract to obtain nursing services for the College's Student Health Program.

The System Office and Chadron State College recommend approval of the Authorization for Chadron State to Contract for Nursing Services.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

ACTION: **Approve Addition of Human Resources and Risk Management Option to Bachelor of Science in Business Administration Degree for Peru State College**

The option in Human Resources and Risk Management will be housed within the School of Professional Studies and as an option in the Business Administration degree program. It will provide students with an exceptionally strong human resources background, along with an understanding and application of risk management principles, which is a growing area of concern for private and public workplace organizations. Additionally, students are provided with technical skills in project management and database development and programming, which provides human resources professionals with the technical skills necessary to transition easily from college to the workforce.

The System Office and Peru State College recommend approval of the Human Resources and Risk Management Option for Peru State College.

ATTACHMENTS:

- PSC Proposal - Business Administration Human Resources and Risk Management Option (PDF)

Peru State College
**Proposal to Add Human Resources & Risk Management Option to Bachelor of
 Science in Business Administration Degree**

1. Descriptive information

- A. Name of institution
Peru State College (PSC)
- B. Name of program
Business Administration (Bachelor of Science)
- C. Degrees/credentials to be awarded graduates of the program
Major option under Business Administration: Human Resources and Risk Management
- D. Other programs offered in this field by the institution
Accounting, Business Marketing Information Technology (BMIT), Computer Management Information Systems (CMIS), Public Administration, Management, and Marketing options
- E. CIP code
52.1099
- 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, 2017
- I. Description, including credit hours and other requirements (program of study) and purpose of the proposed program.

The option in Human Resources and Risk Management will be housed within the School of Professional Studies and as an option in the Business Administration degree program. The campus community realizes the need for well-trained students who understand the complexity of human resources and risk management issues, and also possess applied skills in database programming and project management, which is critical for small to medium sized organizations. These issues are present in

both public and private organizations in Southeast Nebraska, regionally and nationally.

Option in Human Resources and Risk Management

Required credit hours: 24

The PSC faculty in Professional Studies and Arts and Sciences identified the need and importance of producing knowledgeable human resource leaders and risk managers for public and private organizations. All courses exist and are regularly offered for the BS in Business Administration degree, with the exception of BUS 460 Employment Law, which will be created and taught by a licensed attorney, and BUS 461 Compensation and Benefits, which will be created and taught by a full professor with a PhD in Human Resource Development.

This option provides students with an exceptionally strong human resources background, along with an understanding and application of risk management principles, which is a growing area of concern for private and public workplace organizations. Additionally, students are provided with technical skills in project management and database development and programming, which provides human resources professionals with the technical skills necessary to transition easily from college to the workforce. The formation of a Society for Human Resource Management (SHRM) effort is being undertaken to prepare students for professional credentialing.

Required classes:

| | | | |
|------|-----|---|---|
| BUS | 214 | Introduction to Business Quantitative Methods | 3 |
| BUS | 231 | Principles of Financial Accounting | 3 |
| BUS | 232 | Principles of Managerial Accounting | 3 |
| BUS | 251 | Legal Environment and Contract Law | 3 |
| BUS | 328 | Principles of Marketing | 3 |
| BUS | 335 | Production/Operations Management | 3 |
| BUS | 339 | Business Finance | 3 |
| BUS | 373 | Organizational Behavior | 3 |
| BUS | 480 | International Business | 3 |
| BUS | 495 | Business Policy (<i>Senior Competency Course</i>) | 3 |
| CMIS | 300 | Information Systems Management | 3 |

Required Human Resources and Risk Management Option courses:

| Human Resources and Risk Management Option | | | |
|---|-----|--------------------------------------|---|
| BUS | 331 | Risk Management and Insurance | 3 |
| BUS | 353 | Organizational Ethics | 3 |
| BUS | 380 | Human Resources Management | 3 |
| BUS | 381 | Employee Training and Development | 3 |
| BUS | 390 | Project Management | 3 |
| BUS | 460 | Employment Law | 3 |
| BUS | 461 | Compensation and Benefits | 3 |
| CMIS | 420 | Database Development and Programming | 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 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 in human resources related career opportunities, coupled with human resources related technical skills in an increasingly technological and challenging workplace.

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.

Recent review of demand reflects numerous job opportunities in the aforementioned areas of employment. According to the Bureau of Labor Statistics, employment of business and financial operations occupations is projected to grow at the rate of 8% from 2014-2024 (Bureau of Labor Statistics Occupational Outlook Handbook – see <https://www.bls.gov/ooh/business-and-financial/home.htm> .) The occupational areas of Human Resources Specialists and Compensation/Benefits/Job Analyst Specialists are

growing at the rates of 5% and 4% respectively. Many current and prospective students have requested an option specifically designed to prepare students for work in the human resources and risk management field.

Communication with human resource specialists and leaders of both public and private organizations reveals there is a need for human resource employees who possess a wide range of knowledge, skills and abilities within human resources, yet also have the understanding of technical issues (database development and project management) and risk management issues facing organizations. This degree program provides all the basic requirements of traditional human resources specialists along with an added skill set in project management, risk management and insurance functions, and database development and programming. The graduates of the program will fulfill positions as multitasking human resources specialists and analysts in small and medium sized organizations where employees must possess a broader skill set. Graduates of the program will also be able to serve in a human resources role in a larger organization.

Students graduating from this program will also be able to immediately pursue the Nebraska State College System Master of Science in Organizational Management (MSOM) degree program credential, and add the valuable knowledge and skills afforded by completion of that degree program to their professional development. Thus, a multi-purpose human resources professional with human resource skills, cognizance of risk management issues, technical skills and economic and entrepreneurial ability will be the end result of this program offering, when coupled with other opportunities provided to students within the Nebraska State College System.

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

Based on anecdotal information from student feedback and a long history of student requests for this type of program, specifically regarding the desire for the opportunity to pursue a human resources management degree on campus, Peru State College seeks to offer this degree option. As previously mentioned, there is an expected 8% projected increase in opportunities in this field, including projected growth rates of 5% and 4% for Compensation & Benefits analysts. It is expected 8-10 students will enroll in the program on campus within the first year and an equivalent or greater number enroll in the online program. The second year should see an increase of 4-6 students in this program with 8-10 students continuing in the third and fourth year. By the fifth year we are expecting between 75 to 100 majors in this program between the on campus and online enrollment.

This option would be very attractive to on campus students who are interested in working in human resources at small and medium sized organizations in the Nebraska

State College System service area and nationally and internationally. This degree option provides students with human resource leadership and management skills, a strong compensation and benefits background, and emphasizes on project management, risk management and insurance, and database programming and development, all of which are needed by multitasking human resources employees in small to mid-sized organizations. 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 option.

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 option is shared among the Schools of Professional faculty and will utilize current faculty members with no need for full time additional faculty or staff. Online adjunct faculty will need to be hired to replace full time faculty who will teach these classes on campus as a result of full time faculty no longer teaching other classes online. This degree should increase the number of students in existing core business classes and in this option.

b. Physical Facilities

- i. Location of the proposed program;
Peru State College on campus 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 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 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 option area will utilize current faculty members, staff support, facilities and equipment, and library services, the only additional costs anticipated are those of two adjunct faculty who will teach other courses formerly taught by current full time faculty who will teach two new courses in this program. The option area allows for incorporation of current courses into a format which attracts prospective and current students based on PSC providing a comprehensive human resources and risk management option area which includes applied technical skills.

5. Avoidance of Unnecessary Duplication

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

There is a human resource management degree option at various public institutions within the State of Nebraska, however, risk management is not included in those degrees as a standing core course requirement. This option allows flexibility for the student via a completely online format or as an on campus and academic offering. Due to the unique risk management and technological aspects of this program, it is foreseen there will be little to no competition for this program type from other educational institutions. Specifically, the technical aspect (project management and database development and programming) of this program not required in other colleges' degree programs.

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 human resources degree programs alone or in conjunction with specific academic areas. Since this option is designed to be offered both online and on campus, and includes technical courses within the human resources core of the program, we believe those programs will not negatively impact enrollment in this new option area.

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 option area offered in the surrounding states. However, the unique nature of this program, which includes human resources, risk management and insurance, project management and database programming and development skills, in conjunction with the program being offered on campus and online allows Nebraska residents access to a high quality online option in human resources and risk 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 option will address the demand across industries for qualified and widely skilled human resources professionals (small and mid-sized public and private organizations, administrative management, emergency management, municipal, county and state administration, healthcare, and social services) that already exists among these occupational areas. Existing students and prospective students who have actively sought business degrees will now have an option for human resources and risk 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. This new option widens students' career opportunities.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

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

Wayne State College recommends approval of the 2017-18 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, 2017 through June 30, 2018.

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

ATTACHMENTS:

- WSC Interlocal Agreement for Law Enforcement Services(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 designee. 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, 2017 and shall be in effect until June 30, 2018 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 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 willful misconduct or gross negligence of either party. 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.

Employee Work Eligibility Status. The City 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 City understands and agrees that lawful presence in the United States is required and the City may be disqualified or the Agreement 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 Agreement 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 _____, 2017.

CITY OF WAYNE

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

By: _____

By: _____

Name: Ken Chamberlain
Title: Mayor

Name: Gary Bieganski
Title: Chair, Board of Trustees

Attested By: _____
City Clerk

Date: _____

Date: _____

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

ACTION: **Approve City of Wayne and Wayne State College Interlocal Agreement for CAT Building**

Wayne State recommends approval of an Interlocal Agreement with the City of Wayne in which the City of Wayne will assist with funding for the College's Center for Applied Technology project.

The System Office and Wayne State College recommend approval of the City of Wayne and Wayne State College Interlocal Agreement.

ATTACHMENTS:

- WSC City Wayne 2017 Interlocal for CATS(PDF)

A RESOLUTION APPROVING AN INTERLOCAL AGREEMENT BETWEEN THE CITY OF WAYNE AND WAYNE STATE COLLEGE

THIS INTERLOCAL 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 doing business as Wayne State College, hereinafter called "the College".

WITNESSETH THAT:

WHEREAS, the College has an interest in providing relevant and meaningful education programs; and

WHEREAS, the College has an interest in providing students with an education that will enable them to enter the workforce with technical skills and experience that give them a competitive presence in the workforce; and

WHEREAS, the City has an interest in positively impacting economic development for the City of Wayne and desires to increase the number of qualified individuals in the Wayne and surrounding communities workforce; and

WHEREAS, the City has an interest in supporting and expanding development, training and educational opportunities through a state of the art facility available within the City of Wayne; and

WHEREAS, the Center for Applied Technology is anticipated to provide a positive economic impact for the City of approximately \$10,040,560 over the next 10 years by increasing the number of faculty and students that will reside in Wayne as well as the visitors that will access the restaurants, lodging, and retail operations. This impact is due to the nature of the facility, which will not only increase student enrollment, and faculty in the areas of industrial technology but it will also serve as a hub of activity for the state. Specifically the Center for Applied Technology will serve as a training site for industry, a career academy for local school districts, and host regional events focused on exposing high school students as well as working adults to the opportunities in manufacturing; and

WHEREAS, it is recognized that the provisions of said interests would best be accomplished in a joint endeavor because of certain hardships which might be experienced if undertaken singularly, and

WHEREAS, it is the desire of the Parties hereto signed to participate in this joint endeavor.

NOW, THEREFORE, BE IT RESOLVED, that the City 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 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. 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 as identified in this Agreement and in any addendum to this Agreement.
- c. No separate legal or administrative entity is created under this Agreement.

2. **College Obligations:**

- a. Classroom Use. The City may be allowed to rent classrooms free of charge when classrooms are not in use by the College. The facility rental agreement must be approved by the President. The City shall provide an appropriate proof of insurance.
- b. Facility and Field Use. The City may be allowed to rent facilities and athletic fields free of charge when facilities and fields are not in use by the College. The facility rental agreement must be approved by the President. The City shall provide an appropriate proof of insurance.
- c. Tuition Waivers. The College will provide tuition waivers to full-time, benefit eligible City employees on a space available basis. The total tuition waivers for the City to award shall not exceed 12 credit hours per academic year (fall/spring). The employees must be admitted as students of the College and must have met all normal academic requirements for the courses taken. Any mandatory or applicable fees which are charged with the course enrollment must be paid for by the employee. Although online courses have a single rate, a portion of the rate consists of fees. Tuition waivers awarded for online courses will not exceed the comparable amount provided for an on-campus course for a resident student.
- d. Athletic Event Passes. Twenty-five (25) general admission tickets to all home football, volleyball, men’s basketball and women’s basketball games to be used by City employees and members of their immediate family on an annual basis. Will include one (1) “City of Wayne Employee Day” during a regular season College home event in which all City employees, and members of their immediate families, will receive free admission. Does not include any NSIC or NCAA post-season events.

- e. Real Estate Transfer. The College agrees to transfer property rights to the City for the following property: Lots 22, 23, and 24, Block 10, College Hill First Addition to the City of Wayne, Wayne County, Nebraska, upon execution of this Agreement.
- f. Athletic Staff Assistance. One hundred (100) hours of athletic department staff and student-athlete assistance will be made available to assist City Recreational Sports program as agreed upon by the Parties on an annual basis. Activities and assistance may include, but not be limited to, instructional clinics to assist parent-volunteer coaches of REC sports programs, skill development and instruction for REC program participants, other administrative REC sport programming support. Activities will occur during the fall and spring as to not interfere with regularly scheduled WSC summer sports camps and leagues.
- g. Internet Services and Information Technology Assistance. Utilizing a one Gigabit Ethernet connection provided over fiber optic facilities provided by American Broadband, the College will provide the City with broadband internet access at data speed higher than those commercially available in Wayne. In addition to internet access, this method of connection provides direct access for the Wayne Public Library to educational resources hosted in state on Network Nebraska and to resources located on the high-speed Internet2 research network.

The College will layer on top of that bandwidth and access a variety of security and traffic shaping services, including traffic shaping and blocking capabilities, firewall functionality, and monthly vulnerability scanning and analysis.

The College will provide data center hosting space to house any servers not containing PCI or other sensitive data in a redundantly powered and cooled environment. WSC has an entire server rack available for use by the City as needed.

- h. Park Maintenance Services. The College will perform all mowing, weeding, and basic lawn clean-up (including leaves, sticks, and trash) for the City's property located at the 9th block of Nebraska Street: Lots 11 and 12, Block 3, College View Addition to the City of Wayne, Wayne County, Nebraska. The College will also perform all mowing, weeding, and basic lawn clean-up (including leaves, sticks, and trash) for the State of Nebraska's property located at the 9th block of Nebraska Street: Lots 7, 8, 9, and 10, Block 3, College View Addition to the City of Wayne, Wayne County, Nebraska.

i. Community Service Proposal Development for Park Improvement/ Beautification Plan. Wayne State College Industrial Technology classes and the City of Wayne Nebraska will work cooperatively on three Park Beatification projects. ITE 304, Surveying and Print Reading and ITE 493 Advanced Studies, will provide layout and design services/ideas to the City of Wayne. Students will work with local surveying and architectural firms to develop approved site work and construction documents.

3. **Consideration from City:** Four monetary payments to the College. Payments shall be due on the following dates: 7/1/2017, 12/1/2017, 5/1/2018, and 10/1/2018. Each payment shall consist of two hundred and fifty thousand dollars (\$250,000.00). Total consideration for this Agreement shall be one million dollars (\$1,000,000.00).

4. **Duration:** The term of this Agreement will be effective beginning July 1, 2017 and shall be in effect until June 30, 2027 except that either Party may terminate this Agreement upon sixty (60) days advance written notice. If this Agreement is terminated early, all payments and services provided up to the date of termination are non-refundable. All future obligations by either Party cease as of the date of termination.

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

6. **Execution:** This Agreement is hereby executed by the Parties upon the respective dates set forth below.

PASSED AND APPROVED THIS _____ day of June 2017.

BOARD OF TRUSTEES OF THE
NEBRASKA STATE COLLEGES
DOING BUSINESS AS
WAYNE STATE COLLEGE

By: _____
President

By: _____
Chancellor

Attachment: WSC City Wayne 2017 Interlocal for CATS (2003 : City of Wayne and Wayne State College Interlocal Agreement)

PASSED AND APPROVED this _____ day of May 2017.

THE CITY OF WAYNE, NEBRASKA

By: _____
Mayor

ATTEST:

By: _____
City Clerk

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

ACTION: **Approve Memorandums of Understanding with Virtual Education Software and Learners Edge for Wayne State College**

Wayne State requests permission to renew its partnership with Virtual Education Software, Inc. and Learners Edge, LLC to offer graduate education courses through Wayne State. WSC has worked with both companies for a number of years in offering continuing education courses for teachers.

The System Office and Wayne State College recommend approval of the Memorandums of Understanding with Virtual Ed Software and Learners Edge for Wayne State College.

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

June 16, 2017

***ACTION:* Approve Revisions to Wayne State Foundation Agreement**

The Wayne State Foundation requested a change in the Collaborative Agreement with the Board of Trustees. The change is noted on the fourth page. The change pertains to funding for the Controller's salary. The proposed language specifies a minimum salary contribution from the College and allows more flexibility for establishing the amount of the Foundation's salary contribution.

The System Office and Wayne State College recommend approval of the Revisions to Wayne State Foundation Agreement.

ATTACHMENTS:

- Wayne State Foundation Agreement Revisions (PDF)

Collaborative Agreement

This Agreement is made by and between the Board of Trustees of the Nebraska State College System, hereinafter referred to as the “Board” and the Wayne State Foundation Board of Trustees, hereinafter referred to as the “Foundation.”

This Agreement identifies a commitment between the Board and the Foundation to engage in cooperative practices and exchange benefits for the betterment of Wayne State College.

Nothing in this Agreement shall be interpreted to supersede the articles and by-laws of the Wayne State Foundation.

Role of the Foundation

As stated in the articles of incorporation, the Foundation is a separately incorporated, tax exempt 501 (c)(3) non-profit organization created to raise, manage, distribute, and steward private resources to support the various missions of Wayne State College. The Foundation is responsible for identifying and nurturing relationships with potential donors and other friends of Wayne State College (hereinafter referred to as the College) and the NSCS. The Foundation shall solicit cash, securities, real and intellectual property, and other private resources for the support of the College. The Foundation Board of Trustees and its Executive Committee are responsible for control and management of Foundation assets.

The Foundation exists to raise and manage private resources supporting the mission and the long-term priorities of the College, to provide opportunities for students, faculty, and staff and to provide a margin of institutional excellence beyond what is otherwise possible.

The Foundation is dedicated to building the endowment for the support of the College and in addressing, through financial support, the academic and other priorities of the College as submitted by the College to the Foundation.

The Foundation shall employ personnel experienced in planning for and managing private contributions to work with the NSCS and the College. Such employees are not employees of the College or the NSCS and are not afforded tenure or rank.

Role of the Board

The Board is legally responsible for the performance and oversight of all aspects of the Nebraska State College System, including Chadron State College, Peru State College, Wayne State College and the System Office.

The Board directs the strategic plan, priorities and operations for the NSCS.

The Board is responsible for the employment, compensation, and evaluation of all state college employees.

Role of the Chancellor

The Chancellor is responsible for overseeing the NSCS strategic plan, and for the leadership and operations for the Nebraska State College System.

The Chancellor acts as the liaison between the Board and the Foundation and is responsible for communicating the priorities and long-term plans for the state colleges to the Foundation either directly or through the College President.

The Chancellor is responsible for overseeing the employment, compensation, and evaluation of all the college presidents.

Role of the President

The President is responsible for setting priorities and long-term plans for the College in conjunction with the Board and communicating such priorities and long-term plans to the Foundation.

The President is responsible for overseeing the mission, and for the leadership and operations of the College.

Foundation's Responsibilities

The Foundation, in consultation with the College community and the President, is responsible for planning and executing a comprehensive fund-raising and donor-acquisition program in support of the College's mission. These programs may include annual giving, major gifts, planned gifts, special projects, and other campaigns as appropriate.

The Foundation is responsible for the control and management of all its assets, including the prudent management of all gifts consistent with donor intent and Internal Revenue Service requirements.

The Foundation shall continue to establish asset-allocation, disbursement, and spending policies that adhere to applicable federal and state laws including the Uniform Prudent Investor Act (UPIA) and the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

The Foundation shall continue to engage an independent accounting firm annually to conduct an audit of the Foundation's financial and operational records and shall provide the College, the President and the Chancellor a copy of the annual audited financial statements, including the management letters by October 1 each year, in order to allow for inclusion with the NSCS Comprehensive Audit. The parties agree to revise the October 1 deadline as may be necessary to accommodate the schedule established by the State Auditor of Public Accounts. The Foundation has provided annual audits of the Foundation to the College in a timely manner since 2004 when GASB 14, which was amended by GASB 39 and 61 was established. The Foundation shall continue to provide the President financial reports prepared for the Foundation's quarterly Executive Committee meetings. The President may share these reports with the Chancellor.

The Foundation is responsible for employment, compensation, supervision and evaluation of all its employees, including, but not limited to the **Chief Executive Officer, Director of Planned Giving, Director of Alumni Relations, Director of Major Gifts** and **Office Assistant I**. As part of its responsibilities as an employer, the Foundation shall adopt appropriate personnel policies, and conduct any necessary and appropriate personnel orientation and training. Paid leave, holiday benefits and

overtime provisions shall be established consistent with those established for College employees. The Foundation understands and agrees that the Board and the College are not responsible for the Foundation's obligations as an employer, although the Chancellor and President may provide input to the Foundation regarding the performance of the Foundation employees.

The Foundation may explore opportunities, including acquisition and management of real estate on behalf of the College and the Board for future allocation, transfer, or use.

The Foundation may serve as an instrument for entrepreneurial activities for the College and the Board and may engage in such activities as purchasing, developing, or managing real estate for College expansion.

The Foundation shall maintain, at its own expense, copies of the plans, budgets, and donor and alumni records developed in connection with the performance of its obligations.

The Foundation shall provide a portion of its unrestricted funds to a discretionary fund for the President and the Chancellor. The Foundation shall provide the President with an automobile suitable for the President and an annual expense account of no less than Ten Thousand Dollars (\$10,000). The Foundation will deposit no less than Two Thousand Five Hundred Dollars (\$2,500) into the account each quarter. Such funds may be used for the President's spouse to travel to Foundation and alumni events, dues for community organizations, flowers for funerals in the College and local community, off-campus banquets, off-campus wi-fi service for laptop during travel, and office publications, etc. Receipts for all expenses with appropriate documentation consistent with the IRS requirements shall be submitted to the Foundation. The Foundation shall also establish an annual expense account of no less than Fifteen Hundred Dollars (\$1,500) for the Chancellor to be used for activities in support of the College. Receipts for all expenses with appropriate documentation consistent with the IRS requirements shall be submitted to the Foundation to receive reimbursement.

The Foundation shall provide a college support account to be used for presidential expenses, student and faculty research, campus events not supported by state funds, student travel to conferences, etc. The account will be managed by the Foundation Office. The President will submit requests for payments to the Foundation Office explaining the request for payment by attaching supporting information and/or receipts in accordance with IRS requirements.

The Foundation shall provide one-third of the payments in support of the NSCS's annual Senator's reception. The Foundation shall provide to the NSCS the \$3,000 to fund the annual NSCS Teaching Excellence Award when the recipient is a faculty member of the College.

The Foundation agrees to reimburse the College in a timely manner for all expenses that the College incurs as a result of the terms of this Agreement, including but not limited to, unemployment benefits paid on behalf of the Foundation's previous employees, the proportionate share of worker's compensation premiums paid on behalf of the Foundation's employees, expenses for central office services as described in this Agreement, additional insurance premium expenses, retirement contributions for Foundation employees, employee benefits for Foundation employees, and all other related payroll expenses.

The Foundation recognizes that the Board is the employer of the Chancellor, the President, College employees and employees in the System Office. The Foundation will continue to respect that employer/employee relationship and agrees not to interfere or insert itself into employment matters between the Board and the Board's employees.

Except for reimbursing the President's spouse for travel expenses related to accompanying the President on College business, the Foundation agrees that it shall not enter into any agreements or contracts with the Board's employees, or family members of Board employees to provide income, deferred compensation, or provide any other taxable benefits as defined by the Internal Revenue Service without prior written approval by the Chancellor.

The Foundation agrees that the Board's employees shall not be appointed as board members or directors for the Foundation.

Board's Responsibilities

The Board shall provide the Foundation with office space including utilities free of charge. The Board shall also provide access to central office services including, but not limited to, telephone, facsimile, email, photocopier and computer support services. The Foundation agrees to reimburse the College for central office service expenses which exceed the budget allocated by the College annually in support of the Development and Alumni Office.

The Board shall include the Foundation as an additional insured on its general liability, cyber liability, property, and directors and officer's (educator's legal liability) insurance coverage at no charge. The parties agree that if the Foundation causes, through any act or omission, insurance premiums to increase, the Foundation shall reimburse the Board for such premium increases.

During the period that this Agreement is in effect and in order to assist the Foundation, the Board shall continue to employ three employees to work for the Foundation. Currently, those employees include two Office Assistants and the Controller. ~~The Foundation agrees to continue to provide .167 FTE funding to the College for the Controller position.~~ The Board agrees to continue to provide a minimum of \$49,728 annually to fund the Controller's salary as of July 1, 2017. The Foundation, at its discretion, may contribute additional funds toward the salary for the Controller position with the approval of the President. -In addition, the Board shall continue to employ students for temporary work needs for the Foundation at the discretion of the College.

The Board shall allow Foundation employees access to participate in the College plans for TIAA/CREF retirement programs; medical/dental, vision, long term disability, and life insurance plans; the immediate family tuition remission program; the tuition waiver program; and, Employee Assistance Program services in the same manner as College employees. The Foundation agrees to reimburse the College for the employer's share of the Foundation employee benefits.

The Board shall provide payroll processing services for Foundation employees in accordance with the College's normal policies and procedures. Wages must be paid by direct deposit or other means of electronic transfer. All Foundation payroll expenses shall be reimbursed to the College.

The Board may provide other benefits or services to assist the Foundation's work at the discretion of the Chancellor or President.

The Board shall make available to all College employees, the opportunity for payroll deduction for donations to be directed to the Foundation.

Hold Harmless

The Foundation agrees to protect, save and hold the Board, all Directors, agents, officers, representatives and employees thereof, forever harmless for any damages, costs or charges imposed for

violations of any law or ordinance occasioned by the negligence, affirmative act or omission of the Foundation, including the Foundation’s Directors, agents, officers, representatives and employees. The agreement to hold harmless shall include, but not be limited to, reimbursement for any and all losses, costs, damages, liability or expenses including attorney’s fees and litigation costs arising from this collaborative relationship and the terms of this Agreement.

The Board agrees to protect, save and hold the Foundation, all Directors, agents, officers, representatives and employees thereof, forever harmless for any damages, costs or charges imposed for violations of any law or ordinance occasioned by the negligence, affirmative act or omission of the Board, including the Board’s Directors, agents, officers, representatives and employees. The agreement to hold harmless shall include, but not be limited to, reimbursement for any and all losses, costs, damages, liability or expenses including attorney’s fees and litigation costs arising from this collaborative relationship and the terms of this Agreement.

Meetings

To ensure effective achievement of the items of the Agreement, the Chancellor and/or the President shall meet regularly with Foundation officers and/or employees to foster and maintain productive relationships, share information, and to ensure open and continuing communications and alignment of priorities.

Amendment

This Agreement may be amended upon written agreement of the parties.

Termination

Either party may, upon ninety (90) days written notice to the other party, terminate this Agreement. Notwithstanding the foregoing, either party may terminate this Agreement in the event the other party defaults in the performance of its obligations and fails to cure the default within thirty (30) days’ time after receiving written notice of the default

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized officers effective ~~October 1, 2016~~ July 1, 2017.

Chair of the Board of Trustees
On Behalf of the Board of Trustees of the
Nebraska State Colleges
Gary Bieganski

Date

Attachment: Wayne State Foundation Agreement Revisions (2025 : Revisions to Wayne State Foundation Agreement)

President of the Board of Trustees
On Behalf of the Wayne State Foundation
Jerry Carlson

Date

Attachment: Wayne State Foundation Agreement Revisions (2025 : Revisions to Wayne State Foundation Agreement)

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

June 16, 2017

ACTION: **First and Final Round Approval of Revisions to Board Policy 3020; Sexual Violence or Sex Harassment, Policies and Procedures**

Board Policy 3020 was revised to provide clarification to students about prohibited conduct, students' rights, and their options for reporting alleged policy violations.

The revisions to the policy clarify its scope, update the definitions of prohibited conduct, provide an expanded definition of consent, and outline the reporting options available to students who wish to report an alleged policy violation.

The System Office recommends approval of the Revisions to Board Policy 3020; Sexual Violence or Sex Harassment, Policies and Procedures.

ATTACHMENTS:

- Revisions to Board Policy 3020 (PDF)

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3020 Sexual Violence or Sex Harassment
Reporting, Policies and Procedures

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BOARD POLICY

The Board of Trustees of the Nebraska State Colleges is committed to providing an environment in which all students who participate in College programs and activities can work together in an atmosphere free from unlawful discrimination, harassment, or violence. Sexual violence and sex harassment are prohibited by law and by Board policy and the Colleges will not tolerate sexual violence or sex harassment in any form, including, but not limited to, sexual assault; stalking; dating violence; domestic violence; acquaintance, date or stranger rape; non-consensual sexual intercourse; sexual cyber harassment or sexual bullying. The Colleges will take appropriate action to prevent, correct, and discipline harassing or violent behavior that is found to violate Board policies and principles of equal opportunity and access.

This policy provides guidance for what students should do if they have been victims of sexual violence or sex harassment, and what the Colleges will do if such violence or harassment occurs. This policy applies to students regardless of whether the other party involved is a fellow student, an employee, or a third party. A student alleged to have committed sexual violence or sex harassment can be disciplined under the Code of Student Conduct and/or prosecuted under Nebraska criminal statutes. Additional Board Policies, Employee Handbooks and Collective Bargaining Agreements, also apply to employees alleged to have committed sexual violence or sex harassment.

The Colleges have a responsibility to respond to reports of sexual violence or sex harassment and attend to the needs of the students who are involved. Reports of sexual violence and sex harassment are taken with the utmost seriousness, and the student will be promptly referred to the appropriate persons or resources for assistance. The Colleges are also responsible ~~to ensure~~ for ensuring that the individual charged with committing such violence or harassment is treated fairly. Individuals are presumed innocent unless proven responsible, and will also be referred to appropriate resources and services for assistance.

Scope1. To Whom Does this Policy Apply?a. Students

This policy applies to all students, including traditional students, online or distance education students, and students participating in dual enrollment programs.

2. Where Does this Policy Apply?

This policy applies to the following:

a. The campuses of the Nebraska State Colleges

b. Areas owned or controlled by the Colleges

c. Off campus, to the extent that the conduct occurring off campus has continuing adverse effects on campus or creates a hostile environment for a student.

d. College educational programs or activities (whether on or off campus), including, but not limited to, internship and clinic programs and placements and College sponsored study-abroad programs.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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Conduct Prohibited by Board Policy 3020 and Definitions Definitions

Note: Being impaired by drugs or alcohol is not a defense to any violation of this policy.

Dating Violence: Dating violence is violence (*violence includes, but is not limited to sexual or physical abuse or the threat of such abuse*) committed by a person ~~(a)~~ who is or has been in a social relationship of a romantic or intimate nature with the victim; ~~and (b) where~~ the existence of such a relationship shall be determined based on the reporting party's statement and with a consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, (iii) the frequency of interaction between the persons involved in the relationship.

Dating violence can occur when one person purposely hurts or scares someone they are dating. Dating violence can be physical, emotional, and/or sexual abuse.

Domestic Violence: Domestic violence shall mean felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws.

Domestic violence includes patterns of abusive behavior in relationships used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behavior that intimidates, manipulates, humiliates, isolates, frightens, terrorizes, coerces, threatens, blames, hurts, injures, or wounds someone.

Under Neb. Rev. Stat. §28-323, domestic assault occurs when a person; (a) intentionally and knowingly causes bodily injury to his or her intimate partner; (b) threatens an intimate partner with imminent bodily injury; or, (c) threatens an intimate partner in a menacing manner. Intimate partner means a spouse; a former spouse; persons who have a child in common whether or not they have been married or lived together at any time; and persons who are or were involved in a dating relationship.

Sexual Assault: Sexual assault shall mean an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Sexual assault is contact or sexual penetration that occurs without the consent of the recipient.

Sexual contact means the intentional touching of a person's intimate parts or the intentional touching of a person's clothing covering the immediate area of the person's intimate parts. Sexual contact also includes when a person is forced to touch another person's intimate parts or the clothing covering the immediate area of the person's intimate parts. Sexual contact shall include only such contact which can be reasonably construed as being for the purpose of sexual arousal or gratification of either party.

Sexual penetration means sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse or any intrusion of any part of the person's body or of a manipulated object into the genital or anal openings of another person.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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Sex/Gender Harassment: Sex/gender harassment is unwelcome conduct of a sexual nature that is sex or gender-based. Sex/gender harassment can include (but is not limited to) the following:

- Unwelcome sexual advances
- Requests for sexual favors
- Cyberbullying
- Other verbal, nonverbal, online, or physical conduct of a sexual nature
- Physical aggression, intimidation, or hostility based on sex or sex-stereotyping, sexual orientation and/or gender identity, even if those acts do not involve conduct of a sexual nature.

Harassment does not have to include an intent to harm, be directed at a specific target, or involve repeated incidents. Sex/gender harassment is a violation of this policy.

i. *Quid Pro Quo Harassment*

Quid Pro Quo harassment is defined as unwelcome sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature, by a person who has authority or power over another, when submission to the sexual conduct is made (either explicitly or implicitly) a condition of a person's academic standing, employment, participation in College programs or activities, or is used in evaluating a person's educational or employment performance, development, or progress or in making another decision that will affect the person's relationship with the Colleges.

ii. *Hostile Environment Harassment*

Sex and/or gender harassment creates a hostile environment for a student-victim when it is so severe, pervasive, or persistent that it interferes with, denies, or limits the student's ability to participate in or benefit from the Colleges' services, activities, or opportunities because of their sex or gender. A single incident, if sufficiently severe, can constitute a hostile environment. If conduct is sufficiently severe, it can create a hostile environment without being repetitive. Likewise, conduct that is less severe may not be sufficient to create a hostile environment without repeated incidents.

The determination regarding whether a hostile environment has been created requires objective and subjective consideration of the pertinent circumstances, including the type of conduct alleged, its severity, duration, and frequency, the context, including the parties' age, sex, and relationship to each other, and any history of similar behavior.

iii. *Retaliatory Harassment*

Retaliation is any adverse or negative action taken against an individual due to their report of a policy violation, their cooperation in an investigation into an alleged policy violation, or their engagement in any other protected activity.

~~Federal law (specifically, Title IX) prohibits student on student discrimination, including hostile environment sex harassment and hostile environment gender harassment. (Gender harassment may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex stereotyping, sexual orientation and/or gender identity, even if those acts do not involve conduct of a sexual nature.) Harassment does not have to include an intent to harm, be directed at a specific target, or involve repeated incidents. (For instance, as detailed below, a single instance of unwelcome physical contact of a sexual nature could constitute unlawful sex or gender harassment.) Sex and/or gender harassment creates a hostile environment for the student victim when it is so severe, pervasive, or~~

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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~~persistent that it interferes with or limits the victim student's ability to participate in or benefit from the Colleges' services, activities, or opportunities because of his or her sex or gender. Sex Harassment includes Dating Violence, Domestic Violence, and Stalking as defined in this policy.~~

Sexual Violence: Any intentional act of sexual contact (touching or penetration) that is accomplished toward another without ~~his/her~~their consent. Such acts may include, but are not limited to, forced oral sex, forced anal penetration, insertion of foreign objects into the body, and any act of sexual intercourse "against someone's will." This includes, but is not limited to, the use of a weapon, physical violence or restraint, verbal threats, intimidation, and threats of retaliation or harm. Sexual Violence includes Sexual Assault as defined in this policy. Note: It is never appropriate for allegations of sexual violence to be resolved by mediation.

~~Consent: Positive cooperation in the act or expressing intent to engage in the act. The person must act freely and voluntarily and have knowledge of the nature of the act or transaction involved. A person who is giving consent cannot be incapacitated by drugs or alcohol, unconscious, passed out, coming in and out of consciousness, under the threat of violence, injury or other forms of coercion, and cannot have a disorder, illness, or disability that would impair his/her understanding of the act or his/her ability to make decisions. A person who is giving consent cannot be forced, coerced or deceived into providing consent.~~

~~A person may express a lack of consent through words or conduct. A person need only resist, either verbally or physically, so as to make the person's refusal to consent genuine and real and so as to reasonably make known to the actor the person's refusal to consent. A person need not resist verbally or physically where it would be useless or futile to do so.~~

~~The presence or absence of consent is based on the totality of circumstances, including the context in which an alleged incident occurred. The fact that a student was under the influence of drugs/alcohol may be considered in determining whether that person had consented to the act in question. Consent may not be inferred from silence or passivity alone.~~

Stalking: Stalking shall mean engaging in a course of conduct directed at a specific person that would cause a reasonable person to; (a) fear for ~~his or her~~their safety or the safety of others; or, (b) suffer substantial emotional distress.

- ~~i. "Course of conduct" is defined as two or more acts (including, but not limited to) acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.~~
- ~~ii. "Reasonable Person" is defined as a reasonable person under similar circumstances and with similar identities to the victim.~~
- ~~iii. "Substantial emotional distress" is defined as significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.~~

Stalking includes a pattern of repeated and unwanted attention, harassment, contact or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear. Stalking may include: repeatedly communicating with, following, threatening, or spreading rumors about a person who does not want the attention.

Retaliation: Any adverse or negative action taken against an individual due to their report of a policy violation, their cooperation in an investigation into an alleged policy violation, or their engagement in any other protected activity.

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Additional Definitions

Student: An individual who is currently enrolled or registered in an academic program or who has completed the immediately preceding term and is eligible for re-enrollment.

Employee: An individual who is paid by the College to perform specific job duties, including faculty and staff, whether they are employed part-time or full-time.

Responsible Employee/Mandatory Reporter:

Any employee who has been tasked with reporting incidents of sexual misconduct by students to the Colleges' Title IX Coordinator. This includes employees who have the authority to take action to address sexual violence, and employees whom a student could reasonably believe has this authority or duty. See "Reporting a Policy Violation to the Colleges" on page 6 for additional information.

Confidential Employee: A College employee who does not have a duty to report incidents of sexual misconduct to the College's Title IX Coordinator. Medical or mental health professionals employed by the Colleges (Licensed Student Counselors and Nurses) are Confidential Employees and respect and protect confidential communications from students, faculty, and staff to the extent they are legally able to do so. Employees may have to breach a confidence, however, when they perceive an immediate and serious threat to any person or property.

Reporting Party: An individual that makes a report to the College of a potential policy violation. This may be the alleged victim or a third party.

Alleged Victim: An individual who alleges to have been the victim in an incident(s) of sexual misconduct in violation of this policy.

Alleged Perpetrator/Responding Party: An individual who is alleged to have committed an act of sexual misconduct in violation of this policy.

Consent:**a. Definition**

Consent is positive cooperation in an act or expressing intent to engage in an act. Consent is indicated through words or conduct. An absence of words or conduct does not constitute consent. An individual who consents to a sexual act must give that consent voluntarily, and with knowledge and understanding of the nature of the act and their participation in it. Consent to one type of sexual activity does not necessarily constitute consent for another type of sexual activity. Consent can be withdrawn by any party at any time through words or conduct.

b. Capacity to Consent

Consent can be invalidated (in other words, a person cannot give consent) in a number of situations.

- A person cannot give consent if they are incapacitated by drugs or alcohol, unconscious, passed out, asleep, coming in and out of consciousness, or if they have a disorder, illness, or disability that would impair their understanding of the act and their ability to make decisions.
- A person cannot give consent if they are under the threat of violence, injury, or other forms of coercion or intimidation.

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- A person cannot give consent if they are forced, coerced, intimidated, or deceived into providing consent. Consent cannot be inferred from silence or passivity alone.

The fact that the alleged victim was under the influence of drugs/alcohol may be considered in determining whether that person had the capacity to consent to the act in question. If the person was incapacitated, the question of whether the alleged perpetrator knew, or should have known, that the alleged victim was incapacitated will be considered.

c. Lack of Consent

A person may express a lack of consent through words or conduct. A person need only resist, either verbally or physically, so as to make the person's refusal to consent genuine and real and so as to reasonably make known to the other party that person's refusal to consent. A person need not resist verbally or physically where it would be useless or futile to do so. The presence or absence of consent is based on the totality of circumstances, including the context in which an alleged incident occurred.

Hostile Environment: Sex and/or gender harassment creates a hostile environment for a student-victim when it is so severe, pervasive, or persistent that it interferes with or limits the student's ability to participate in or benefit from the Colleges' services, activities, or opportunities because of their sex or gender.

The determination regarding whether a hostile environment has been created requires objective and subjective consideration of the pertinent circumstances, including the type of conduct alleged, its severity, duration, and frequency, the context, including the parties' age, sex, and relationship to each other, and any history of similar behavior.

Reporting a Policy Violation to the Colleges

There are multiple options available to an individual who wishes to report a policy violation to the College. Reports can be filed by the alleged victim or a third party. Reports can be made to the College's Title IX Coordinator, or to designated employees who are "Mandatory Reporters" (also known as "Responsible Employees"). Mandatory Reporters shall communicate the report to the College's Title IX Coordinator.¹ Pursuant to federal law, the College has a legal responsibility for documenting and reporting an incidence of sexual violence and sex harassment.

¹ An individual considering making a report to a Mandatory Reporter should be aware that any personally identifiable details they share with the Mandatory Reporter will be communicated to the Title IX Coordinator.

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| <u>Title IX Coordinator</u> | <u>Mandatory Reporters</u> |
|---|--|
| <p><u>Anne DeMersseman</u> <u>Chadron State College</u> <u>1000 Main Street</u> <u>Chadron, NE 69337</u> <u>(308) 432-6038</u></p> <p><u>Eulanda Cade</u> <u>Peru State College</u> <u>PO Box 10</u> <u>Peru, NE 68421-0010</u> <u>(402) 872-2230</u></p> <p><u>David McMahan</u> <u>Wayne State College</u> <u>1111 North Main Street</u> <u>Wayne, NE 68787</u> <u>(402) 375-7213</u></p> | <ul style="list-style-type: none"> • <u>President</u> • <u>Vice Presidents</u> • <u>Deans</u> • <u>College Title IX Coordinator and Designees (contact information is listed to the left)</u> • <u>Dean of Students</u> • <u>Housing/Residence Life Staff to include:</u> <ul style="list-style-type: none"> ○ <u>Directors</u> ○ <u>Managers</u> ○ <u>Assistant Directors</u> ○ <u>Senior Residence Hall Advisors</u> ○ <u>Residence Hall Advisors</u> • <u>Coaches and Assistant Coaches</u> • <u>Campus Security Officers</u> <p><u>Reports to the above designated employees will constitute “notice” to the College for the purposes of considering an investigation and institutional response in conjunction with the Title IX Coordinator.</u></p> <p><u>College employees (even medical or mental health professionals identified below) are required by law to report any allegations of sexual abuse or assault of a minor to either law enforcement or the Department of Health and Human Services.</u></p> <p><u>Exception Regarding Employee Reporting: The law recognizes and protects the confidentiality of communications between a person seeking care and a medical or mental health professional. Medical or mental health professionals employed by the College (Licensed Student Counselors and Nurses) respect and protect confidential communications from students, faculty, and staff to the extent they are legally able to do so. Employees may have to breach a confidence, however, when they perceive an immediate and serious threat to any person or property.</u></p> |

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i. No Time Limit on Reporting

There is no time limit for reporting a policy violation to the College. However, the more time that passes between the alleged policy violation and the report to the College the more difficult it becomes for the College to respond and/or investigate the matter to determine whether the alleged perpetrator is responsible for the alleged behavior. Additionally, if the alleged perpetrator graduates or otherwise leaves the College, the College will not have the ability to hold them accountable if they are found responsible for sexual misconduct. Therefore, the College encourages early reporting of incidents that may be policy violations.

ii. Requests for Confidentiality, No Investigation, or Informal Resolution

An alleged victim may request the following: (1) for their name to be kept confidential, (2) for there to be no investigation into the alleged incident, or (3) for an informal resolution process. The College will take all reasonable steps to investigate and respond to the report consistent with the alleged victim's request. In determining whether it is possible to grant a request, the Title IX Coordinator must balance the request with their overall duty of providing a safe and non-discriminatory campus environment. Alleged victims who make these requests should understand that their request may limit the College's ability to respond fully to their concern. The College will offer appropriate resources and support to the alleged victim.

iii. Interim Measures

A range of interim measures are available to protect the alleged victim, as necessary, throughout the Title IX investigation. Any interim measures required will be put in place as soon as reasonably possible. The following are examples of interim measures that the College can implement: a no-contact order; a no-trespass order; a temporary suspension; a change in academic or living situations; access to counseling and academic support; the option to complete courses online, via independent study, or from a distance; the option to re-take a course or withdraw without penalty; and assistance working with professors to make up tests or assignments. Interim measures will be taken at no cost to the alleged victim.

Reporting Conduct to Law Enforcement

Violations of this policy that constitute criminal conduct may be reported to law enforcement. Reporting conduct to the College and reporting conduct to law enforcement are two separate processes. A reporting party can choose to report the conduct only to the College,² or only to law enforcement, or to both the College and law enforcement.

Alleged victims should be advised that physical evidence can be collected at the same time as medical care is provided, but that medical evidence for a criminal prosecution cannot be collected without a report being made to local law enforcement. It is important that students make an informed decision regarding important physical evidence that can be preserved.

Regardless of whether or not the law enforcement authorities choose to prosecute a reported offense, the College can pursue formal disciplinary action against a student or employee alleged to have committed sexual violence or sex harassment.

If a report is made to law enforcement and the agency pursues an investigation, the College will cooperate with the law enforcement agency.

² There is one exception: employees (even medical or mental health professionals who are Confidential Employees) are required by law to report any allegations of sexual abuse or assault of a minor to either law enforcement or the Department of Health and Human Services. In Nebraska, the age of majority is 19.

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Reporting

~~Reports can be filed by the alleged victim or a third party who is aware of allegations of sexual violence or sex harassment, including other students or College employees. Reports should be filed with one of the designated College administrators and/or employees responsible for student services, as follows:~~

- ~~● President~~
- ~~● Vice Presidents~~
- ~~● Deans~~
- ~~● College Title IX Coordinator and Designees (contact information is listed below)~~
- ~~● Dean of Students~~
- ~~● Housing/Residence Life Staff to include:

 - ~~○ Directors~~
 - ~~○ Managers~~
 - ~~○ Assistant Directors~~
 - ~~○ Senior Residence Hall Advisors~~
 - ~~○ Residence Hall Advisors~~~~
- ~~● Coaches and Assistant Coaches~~
- ~~● Campus Security Officers~~

~~Reports to the above designated administrators or employees will constitute “notice” to the College for the purposes of considering an investigation and institutional response in conjunction with the Title IX Coordinator.~~

~~College employees (even medical or mental health professionals identified below) are required by law to report any allegations of sexual abuse or assault of a minor to either law enforcement or the Department of Health and Human Services.~~

~~*Exception Regarding Employee Reporting:* The law recognizes and protects the confidentiality of communications between a person seeking care and a medical or mental health professional. Medical or mental health professionals employed by the Colleges (Licensed Student Counselors and Nurses) respect and protect confidential communications from students, faculty, and staff to the extent they are legally able to do so. Employees may have to breach a confidence, however, when they perceive an immediate and serious threat to any person or property.~~

Confidentiality

The College appreciates the privacy concerns inherent in allegations of sexual violence or sex harassment. To protect students’ privacy rights, the names of students or other identifying information, especially that which is contained in written documents and notes, will only be disclosed to third parties if; (a) prior written permission is given by the student concerned; (b) the disclosure is necessary to conduct an investigation or implement an interim measure; (c) the disclosure is necessary to pursue disciplinary action; or, (d) the disclosure is otherwise required by law.

Victims will be informed that the College has a legal duty to include information about reports of criminal sexual misconduct in annual security report statistics which do not identify either the person claiming to have been subject to criminal sexual misconduct or the alleged perpetrator.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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If an alleged victim is under the age of eighteen (18) years, the College will obtain consent from the parents or guardians prior to beginning an investigation or disclosing information, unless otherwise required by law.

~~If the alleged victim requests confidentiality, asks that the report not be pursued, or declines to participate in an investigation or disciplinary proceeding, the College will document the request. The College will take reasonable steps to investigate and respond to reports consistent with such a request, if possible. Requests will be evaluated and weighed against the College's responsibility to provide a safe and nondiscriminatory environment.~~

Disciplinary Processes and Consequences

Processes and procedures described in Board Policies 3100 and 3200 may be used subsequent to a sexual violence or sex harassment investigation to address cases of student misconduct, due process and discipline. If the alleged perpetrator is an employee, other Board Policies or Collective Bargaining Agreements will determine the due process steps and disciplinary consequences.

Disciplinary consequences may include, but are not limited to: warnings, disciplinary probation, loss of privileges, restitution, remedial work assignments, remedial educational requirements, service requirements, remedial behavioral requirements, College housing relocation, College housing suspension, removal from College housing, suspension, and expulsion.

~~While students are not *required* to notify law enforcement authorities regarding a report of sexual violence or sex harassment, reports still need to be filed with Campus Security to inform them that an act of violence may have occurred. Campus Security shall notify the Title IX Coordinator, who is responsible for coordinating the College response to the reports of sexual violence and sex harassment. Pursuant to federal law, the College has a legal responsibility for documenting and reporting an incidence of sexual violence and sex harassment.~~

~~Regardless of whether or not the law enforcement authorities choose to prosecute a reported offense, the College can pursue formal disciplinary action against a student or employee alleged to have committed sexual violence or sex harassment.~~

Title IX Coordinators

Anne DeMersseman
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Chadron, NE 69337
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Investigation Procedures

Note: While this policy and procedures are written primarily for the benefit of students, the same procedures shall also apply in the event either the individual reporting the sexual violence or sex harassment, or the alleged perpetrator, is not a student. Similarly, while the procedures assume that the incident occurred on or near College property or at an official College function or activity, some of these procedures may also apply if an alleged incident occurs off-campus or in a setting unrelated to College functions/activities.

- 1) An initial report may occur by telephone, email, in writing, or in person. When an initial report of sexual violence or sex harassment is received by any designated administrator or employee (listed in this Policy under [“Reporting a Policy Violation to the Colleges”](#)“[Reporting](#)”), the initial report shall be shared with the Title IX Coordinator as quickly as possible.
- 2) The Title IX Coordinator or designee will contact the alleged victim for the following purposes:
 - To ask questions in order to gain a better understanding regarding the nature of the incident;
 - To explain confidentiality and reporting requirements;
 - To explain the investigatory process, law enforcement options, and possible consequences;
 - To provide information about resources that are available to the individual; and,
 - To ask if the alleged victim wishes for the report to be pursued through an investigation or not. (If the alleged victim requests confidentiality, or asks that the report not be pursued, the College will take all reasonable steps to investigate and respond to the report consistent with the request for confidentiality or request not to pursue an investigation, if possible. The request will be evaluated and weighed against the College’s responsibility to provide a safe and nondiscriminatory environment.)
- 3) The Title IX Coordinator or designee, after consultation with the [General Counsel System Director for Title IX](#), will determine if an investigation will be conducted.
- 4) If an investigation will be conducted, the Title IX Coordinator or designee will immediately begin an investigation and will take steps to complete the investigation within sixty (60) calendar days after receipt of the report, if possible. The College is committed to a complete and impartial investigation of reports of sexual violence or sex harassment, including the opportunity for both parties to present witnesses and other evidence. Investigations will occur as quickly as possible, but the complexity of the investigation, the severity and the extent of the harassment, or number of involved parties can impact the duration.

The investigation shall consist of:

- Reviewing all related written statements or reports;
 - Interviewing the alleged victim, alleged perpetrator and other witnesses;
 - Reviewing applicable College records; and,
 - Reviewing other relevant material and evidence.
- 5) The Title IX Coordinator or designee will provide parties involved in the investigation with periodic updates while an investigation is pending, consistent with Family Educational Rights and Privacy Act (FERPA) restrictions.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3020 Sexual Violence or Sex Harassment Reporting, Policies and Procedures

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- 6) At the conclusion of the investigation, the Title IX Coordinator or designee will make a determination regarding the report using a “preponderance of the evidence” standard (which means he or she will assess whether it is more likely than not that alleged sexual violence or harassment occurred) and will provide the recommendation to the Vice President responsible for Student Affairs and the President. The Title IX Coordinator will also issue separate written statements to the alleged perpetrator and the alleged victim, informing them of the determination and recommendation to the Vice President for Student Affairs and the President.
- 7) Within ten (10) working days from receipt of the Title IX Coordinator’s or designee’s recommendation, the Vice President will issue a written statement to the alleged victim, the alleged perpetrator and the Title IX Coordinator regarding the outcome of the investigation and a decision as to whether or not disciplinary proceedings will commence in accordance with Board Policies 3100 and 3200. In the event that disciplinary proceedings commence at the conclusion of the investigation, the College has an obligation to disclose the outcome of the disciplinary proceedings to the student who reports being the victim of sexual violence.
- 8) If the alleged victim and alleged perpetrator agree with the decision of the Vice President, the matter is considered resolved without any further rights of appeal by either party. If either the alleged victim or the alleged perpetrator object to the decision of the Vice President, either individual may appeal the decision in writing to the President within seven (7) calendar days. (Any sanctions imposed during the disciplinary process will go into effect after the 7-day window for appeals closes, and if an appeal occurs, after it is complete. However, existing interim measures [such as a temporary suspension] may remain in place.) Requests to extend the 7-day window for appeals for good cause must be submitted in writing to the Vice President and will be decided on a case-by-case basis. The President will review the matter and then issue his/her decision to; (a) affirm the Vice President’s decision; (b) refer the matter for further investigation; or, (c) refer the matter for disciplinary proceedings. The President’s decision will be final.

Note: Title IX prohibits retaliation for reporting parties and any individuals participating in an investigation. The College will not only take steps to prevent retaliation but will also take strong responsive action if it occurs.

Conflicts of Interest in Investigations

Conflicts of interest (whether real or perceived) by those handling a Title IX investigation or response will not be permitted. A party who wishes to raise a concern regarding a conflict of interest in the investigation or response process may submit their concern in writing as soon as possible to the Vice President for Student Affairs.

Resources and Assistance

The Title IX Coordinator or Designee will have available contact and referral information for counseling/mental health services, medical services, law enforcement, judicial remedies/restraining orders, and educational resources, and will share resource information with victims and alleged perpetrators. Assistance options including, College no contact orders, changes in academic, living, transportation and working situations may be made available as remedies to protect alleged victims, alleged perpetrators, and witnesses. ~~victims or witnesses.~~

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3020 Sexual Violence or Sex Harassment Reporting, Policies and Procedures

Policy Adopted: 6/15/12 Effective: 7/1/12
 Policy Revised: 7/29/13
 Policy Revised: 12/10/13
 Policy Revised: 4/25/14 Effective: 7/1/14
 Policy Revised: 11/7/14
 Policy Revised: 1/14/15
 Policy Revised: 3/26/15 Effective: 7/1/15
 Policy Revised: 8/5/15
 Policy Revised: 3/1/16
 Policy Revised: 10/14/16
Policy Revised:

Attachment: Revisions to Board Policy 3020 (1914 : Revisions to Board Policy 3020; Sexual Violence or Sex Harassment, Policies and

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3650 Student Records

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BOARD POLICY

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

Education records means records that are directly related to a student and are maintained by the College or a party acting for the College.

Education records do not include the following:

- Records that are kept in the sole possession of the maker, are used only as a personal memory aid, and are not accessible or revealed to any other person except a temporary substitute for the maker of the record.
- Records of the security department of the College, subject to the provisions of 34 CFR§99.8.
- Records relating to an individual who is employed by an educational agency or institution, that:
 - (a) Are made and maintained in the normal course of business;
 - (b) Relate exclusively to the individual in that individual's capacity as an employee; and
 - (c) Are not available for use for any other purpose.

Note: records relating to a student who is employed as a result of his or her status as a student are education records.

- Records on a student that are:
 - (a) Made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in his or her professional capacity or assisting in a paraprofessional capacity;
 - (b) Made, maintained, or used only in connection with treatment of the student; and
 - (c) Disclosed only to individuals providing the treatment. "Treatment" does not include remedial educational activities or activities that are part of the program of instruction at the College.
- Records created or received by the College after an individual is no longer a student in attendance and that are not directly related to the individual's attendance as a student.
- Grades on peer-graded papers before they are collected and recorded by a faculty member.

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

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

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3650 Student Records

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Right to Review Education Records

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

Right to Seek to Amend Education Records

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

Releasing Information Pursuant to Student Consent

Except as authorized by this policy, Non-directory information (as defined below) will be released only upon the written request of the student.

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

Releasing Information Without Student Consent

Colleges may, upon written request, release non-directory personally identifiable education records without student consent in accordance with FERPA and federal regulations. A record of such releases to third parties must be maintained by the College. No consent from the student is required for the release of, or access to, an education record or personally identifiable information under the following circumstances:

- a) By school officials who have a legitimate educational interest. School officials include a person employed by the College in an administrative, supervisory, academic, research, or support staff position (including law enforcement unit personnel and health center staff); a person serving on a board or committee; or a student serving on an official committee, such as a disciplinary or grievance committee. A school official ~~College employees, representatives and associates who have a legitimate educational interest, may look at a student file in any office (except the Health Center) in order to advise and assist students. A also may include a volunteer or contractor outside of the College who performs an institutional service or function for which the College would otherwise use its own employees and who is under the direct control of the School with respect to the use and maintenance of information from education records, such as an attorney, auditor, or collection agent or a student volunteering to assist another school official in performing his or her tasks. A school official has a legitimate educational interest~~ is defined as if the official needs to review a

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3650 Student Records

Page 2-3 of 24

~~student's educational record in order to: perform fulfill his or her professional responsibilities for the College. This includes, but is not limited to, performing an administrative task outlined in that employee's, representative's or associate's official's duties; performing a supervisory or instructional task directly related to a student's education or the College; or performing a service or benefit for the student or the College such as health care, job placement, security, residential services, the acquisition of learning materials or student financial aid. Associates with a legitimate educational interest include third party providers from whom students have purchased content or services in conjunction with a College program, class or activity and for whom the College has an assurance of FERPA privacy protections on file.~~

- b) In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid.
- c) To organizations conducting studies for, or on behalf of, the College, in order to: (i) develop, validate, or administer predictive tests; (ii) administer student aid programs; or (iii) improve instruction.
- d) To accrediting organizations to carry out their accrediting functions.
- e) To parents of a student if the student is a dependent for IRS tax purposes.
- f) To comply with a judicial order or lawfully issued subpoena.
- g) To appropriate officials in connection with a health or safety emergency if knowledge of the information is necessary to protect the health or safety of students or other persons.

~~Information concerning students obtained through counseling activities will not be made available to unauthorized persons without the expressed written consent of the student involved, except under legal compulsion or where the safety of others is involved or as otherwise addressed in FERPA.~~

~~Students may voluntarily waive their right to inspect and review three types of confidential recommendations: 1) application for admission to an educational institution, 2) for employment or 3) for honors or awards. The student must indicate or be notified in advance of the names of all persons making recommendations, including all those solicited by the institution or volunteering their comment. This may not be a general permanent waiver; it must be provided for at the appropriate time for each of the three types of confidential statement or recommendation. The College may, upon written request, release non-directory personally identifiable education records without student consent in accordance with FERPA and federal regulations. A record of such releases must be maintained by the College.~~

- h) The College may also release, upon written request, and without student consent, to the victim and/or the general public the final result of a campus disciplinary proceeding involving a violent crime or non-forcible sex offense where the accused was found to have violated College rules or policies.
- i) To an official of another school, school system, or institution of higher education in which a student seeks or intends to enroll. Colleges shall provide access to education records of students who apply for admission and/or transfer within the NSCS whenever such records are requested by another NSCS College without obtaining student consent for such a release.
- j) Directory information, as described below.
- k) Other disclosures not listed above as permitted by FERPA and other applicable laws.

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3650 Student Records

Page 24 of 24**Directory Information**

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

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

Filing Complaints

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

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

Policy Adopted: 1/28/77
 Policy Revised: 8/9/80
 Policy Revised: 6/5/93
 Policy Revised: 5/21/01
 Policy Revised: 3/31/06
 Policy Revised: 9/10/10
 Policy Effective: 7/1/12 Approved: _____ 1/18/12
 Policy Revised: 4/25/14
 Policy Revised: 6/18/15 Effective Date: 7/1/15
Policy Revised: Effective Date 7/1/17

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **Approve Tuition Rates for 2017-2018**

The proposed tuition rates for 2017-18 are as follows:

TUITION

| | |
|--|----------|
| Undergraduate, resident | \$172.00 |
| Graduate, resident | \$215.00 |
| Undergraduate, non-resident | \$344.00 |
| Graduate, non-resident | \$430.00 |
| | |
| CHADRON STATE COLLEGE "Eagle Rate" | |
| Undergraduate, non-resident (on-site) | \$173.00 |
| | |
| PERU STATE COLLEGE "One Rate Any State" | |
| Undergraduate, non-resident (on-site) | \$173.00 |
| | |
| COLLEGE CENTER AT SOUTH SIOUX CITY (WSC) | |
| "Bridge Rate" | |
| Undergraduate, non-resident (College Center) | \$173.00 |
| Graduate, non-resident (College Center) | \$216.00 |
| | |
| ONLINE RATE (all inclusive) | |
| Undergraduate Online | \$279.00 |
| Graduate Online | \$348.75 |
| | |
| DUAL ENROLLMENT PROGRAM RATE (all inclusive) | \$ 60.00 |

TUITION RATES

Board Policy 6021 states that undergraduate resident tuition rates will be established, and the graduate rate will be approximately one hundred twenty-five percent (125%) of the undergraduate rate. Non-resident undergraduate rates will be established at no more than two hundred percent (200%) of resident undergraduate rates, and non-resident graduate rates will be established at approximately one hundred twenty-five percent (125%) of the non-resident undergraduate rate.

ONLINE RATE

Board Policy 6021 also provides that the online rate is inclusive of tuition and fees.

DUAL ENROLLMENT PROGRAM RATE

Board Policy 6021 also provides that the dual enrollment rate is inclusive of tuition and fees.

The System Office recommends approval of the Tuition Rates for 2017-2018.

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **Approve 2017-2018 Fee Recommendations**

The Colleges have submitted proposed fee changes for FY 2017-18. The proposed fees are shown on the following pages, along with a comparison to the prior year's fees.

MANDATORY FEES

The System Capital Improvement Fee is proposed to increase from \$10.50 to \$11.00. This is the second of four years of planned \$0.50 increases per year to support the 2016 Facilities Corporation deferred maintenance and refunding bond repayments.

Peru State and Wayne State are proposing increases in their Facilities Fees, as planned, to support their FY 2015-2016 revenue bond issue repayments.

The System Office recommends approval of the 2017-2018 Fee Recommendations.

ATTACHMENTS:

- CSC Proposed Fee Schedule (PDF)
- PSC Proposed Fee Schedule (PDF)
- WSC Proposed Fee Schedule (PDF)

| CHADRON STATE COLLEGE | | | | | |
|---|------|----|----|--------------|--------------|
| Proposed Student Fee Schedule | | | | | |
| 2017-2018 Fiscal Year | | | | | |
| | | | | | Proposed |
| | Fund | | | 2016-17 | 2017-18 |
| | C* | R* | T* | Rate | Rate |
| Mandatory Fees: (per credit hour unless specified) | | | | | |
| Admission/Matriculation Fee (one time) | x | | | \$15.00 | \$15.00 |
| Capital Improvement Fee | | | x | \$10.50 | \$11.00 |
| Event Fee** | x | | x | \$13.50 | \$13.50 |
| Max per semester | x | | x | \$162.00 | \$162.00 |
| Facilities Fee*** | x | x | | \$21.00 | \$21.00 |
| Health Fee | x | | | \$4.45 | \$4.45 |
| Max per semester | x | | | \$53.40 | \$53.40 |
| Student Activity Fee | | | x | \$7.00 | \$7.00 |
| Max per semester | | | x | \$84.00 | \$84.00 |
| Student Record Fee | x | | | \$0.41 | \$0.41 |
| Technology Fee | x | | | \$10.00 | \$10.00 |
| Other Fees: | | | | | |
| Alcohol/Marijuana Policy Violation Fees | x | | | as published | as published |
| Course Lab Fees (per course) | x | | | as published | as published |
| Degree/Graduation Fee | x | | | \$20.00 | \$20.00 |
| Housing Application Fee | | x | | \$50.00 | \$50.00 |
| International Student Fee (per cr hr) | x | | | \$10.00 | \$10.00 |
| Late Drop Fee | x | | | \$75.00 | \$75.00 |
| Late Payment Fee (2% of outstanding balance up to) | x | | | \$100.00 | \$100.00 |
| Late Registration/Enrollment Fee | x | | | \$25.00 | \$25.00 |
| Library Penalty | x | | | as published | as published |
| Library Book Replacement Penalty (per item) | x | | | cost | cost |
| Music, Private Lessons (per semester) | x | | | as published | as published |
| New Student Orientation Fee (for first 3 participants) | x | | | \$100.00 | \$100.00 |
| New Student Orientation Fee (for 3+ participants ea) | x | | | \$50.00 | \$50.00 |
| Parking: | | | | | |
| Annual 1st Vehicle | x | | | \$0.00 | \$0.00 |
| Annual 2nd Vehicle (each add'l. vehicle) | x | | | \$20.00 | \$20.00 |
| Annual Motorcycle (if add'l vehicle) | x | | | \$20.00 | \$20.00 |
| Penalty | x | | | \$20.00 | \$20.00 |
| Payment Plan (per plan) | | | | \$20.00 | CashNet |
| Placement/Credential Fee | x | | | \$30.00 | \$30.00 |
| Reinstatement after Administrative Withdrawal | x | | | \$100.00 | \$100.00 |
| Returned Check Charge | x | | | \$30.00 | \$30.00 |
| Student ID Card: | | | | | |
| Duplicate ID Card/Old Card Exchanged | x | | | \$20.00 | \$20.00 |
| Replacement ID Card | x | | | \$20.00 | \$20.00 |
| Student Teacher Fee (per credit hour) | x | | | \$6.25 | \$6.25 |
| Transcript Fee | | | | \$5.00 | Parchment |
| C* = cash fund | | | | | |
| R* = revolving fund | | | | | |
| T* = trust fund | | | | | |
| CHADRON STATE COLLEGE | | | | | |
| Proposed Employee Parking Fee Schedule | | | | | |
| 2017-2018 Fiscal Year | | | | | |
| | | | | | Proposed |
| | Fund | | | 2016-17 | 2017-18 |
| | C* | R* | T* | Rate | Rate |
| Parking: | | | | | |
| Annual 1st Vehicle | x | | | \$20.00 | \$20.00 |
| Annual 2nd Vehicle (each add'l. vehicle) | x | | | \$20.00 | \$20.00 |
| Annual Motorcycle | x | | | \$20.00 | \$20.00 |
| Penalty | x | | | \$20.00 | \$20.00 |
| **\$12.80 to cash and \$0.70 to trust fund | | | | | |
| ***\$16 to revenue bond and \$5 to cash | | | | | |

| PERU STATE COLLEGE | | | | | |
|--|------|----|----|-------------------|-------------------|
| Proposed Student Fee Schedule | | | | | |
| 2017-2018 Fiscal Year | | | | | |
| | | | | | Proposed |
| | Fund | | | 2016-2017 | 2017-2018 |
| | C* | R* | T* | Rate | Rate |
| Mandatory Fees: (per credit hour unless specified) | | | | | |
| Admission/Matriculation Fee (one time) | X | | | \$15.00 | \$15.00 |
| Capital Improvement Fee | | X | | \$10.50 | \$11.00 |
| Event Fee | X | | | \$7.75 | \$7.75 |
| Facilities Fee** | X | X | | \$26.00 | \$28.00 |
| Health Fee | X | | | \$5.00 | \$5.00 |
| Publications Fee | | | X | \$1.00 | \$1.00 |
| Student Activity Fee | | | X | \$6.00 | \$6.00 |
| Technology Fee | X | | | \$10.10 | \$10.10 |
| (Per credit hour unless specified) | | | | | |
| Fees which vary from above for off-campus students: | | | | | |
| Extended Campus Fee | X | | | \$34.00 | \$34.00 |
| Other Fees: | | | | | |
| Alcohol/Marijuana/Conduct Policy Violation Fees | | X | | as published | as published |
| CLEP Test Administration Fee | X | | | as published | \$15.00 |
| Course Lab Fees (per course) | X | | | as published | as published |
| Degree/Graduation Fee: | | | | | |
| Undergraduate/Baccalaureate | X | | | \$50.00 | \$50.00 |
| Graduate/Master's | X | | | \$75.00 | \$75.00 |
| Housing Application Fee | | X | | \$50.00 | \$50.00 |
| Improper Checkout Fee | | X | | as published | as published |
| International Student Fee (one time) | | | X | \$150.00 | \$150.00 |
| Late Housing Contract Cancellation Fee: | | | | | |
| Fall: Prior to July 1- No Fee | | X | | | |
| Fall: July 1-August 1- \$150 | | | | | |
| Fall: August 1-August 15- \$300 | | | | | |
| Fall: August 15-Start of Classes- \$500 | | | | | |
| Fall: After classes start- \$500 plus pro-rated charges | | | | | |
| Spring: Prior to November 1- No Fee | | | | | |
| Spring: November 1-December 1- \$150 | | | | | |
| Spring: December 1-December 15- \$300 | | | | | |
| Spring: December 15-Start of Classes- \$500 | | | | | |
| Spring: After classes start- \$500 plus pro-rated charges | | | | | |
| Late Payment Fee | X | | | 2% of balance due | 2% of balance due |
| Late Registration/Enrollment Fee | X | | | \$10.00 | \$10.00 |
| Learning Community Fee (as applicable) | X | | | \$25.00 | \$25.00 |
| Library Penalty (per item and per day) | X | | | \$0.10 | \$0.10 |
| Music, Private Lessons (per semester) | X | | | \$90.00 | \$90.00 |
| New Student Orientation Fee | | | X | \$100.00 | \$100.00 |
| Parking: | | | | | |
| Parking Tickets | X | | | as published | as published |
| Penalty for Late Payment of Parking Ticket | X | | | as published | as published |
| Payment Plan | X | | | CashNet | CashNet |
| Returned Check Charge | X | | | \$30.00 | \$30.00 |
| Student ID Card: | | | | | |
| Duplicate ID Card/Old Card Exchanged | X | | | \$25.00 | \$25.00 |
| Replacement ID Card | X | | | \$25.00 | \$25.00 |
| Transcript Fee | X | | | Parchment | Parchment |
| C* = cash fund | | | | | |
| R* = revolving fund | | | | | |
| T* = trust fund | | | | | |
| PERU STATE COLLEGE | | | | | |
| Proposed Employee Parking Fee Schedule | | | | | |
| 2017-2018 Fiscal Year | | | | | |
| | | | | | Proposed |
| | Fund | | | 2016-2017 | 2017-2018 |
| | C* | R* | T* | Rate | Rate |
| Parking: | | | | | |
| Annual 1st Vehicle | X | | | \$25.00 | \$25.00 |
| Parking Tickets | X | | | as published | as published |
| Penalty for Late Payment of Parking Ticket | X | | | as published | as published |
| ** \$26 Revolving Fund and \$2 Cash Fund | | | | | |

| WAYNE STATE COLLEGE | | | | | |
|---|------|----|----|-----------------|-----------------|
| Proposed Student Fee Schedule | | | | | |
| 2017-2018 Fiscal Year | | | | | |
| | Fund | | | 2016-17 | Proposed |
| | C* | R* | T* | Rate | 2017-18 Rate |
| Mandatory Fees: (per credit hour unless specified) | | | | | |
| Admission/Matriculation Fee (one time) | X | | | \$15.00 | \$15.00 |
| Capital Improvement Fee | | X | | \$10.50 | \$11.00 |
| Event Fee (Fall, Spring) (on-campus only) | | | | | |
| 0-12 credit hours | X | | | \$11.25 | \$11.25 |
| Max per semester | X | | | \$135.00 | \$135.00 |
| Facilities Fee (on-campus only)** | | | | | |
| 0-12 credit hours | X | X | | \$20.35 | \$21.25 |
| Max per semester | X | X | | \$244.20 | \$255.00 |
| Health Fee (on-campus only) | | | | | |
| 0-12 credit hours | X | | | \$5.25 | \$5.25 |
| Max per semester | X | | | \$63.00 | \$63.00 |
| Student Activity Fee (Fall, Spring) (on-campus only) | | | | | |
| 0-12 credit hours | | | X | \$6.25 | \$6.25 |
| Max per semester | | | X | \$75.00 | \$75.00 |
| Student Record Fee | X | | | \$1.00 | \$1.00 |
| Technology Fee | X | | | \$8.25 | \$8.25 |
| (Per credit hour unless specified) | | | | | |
| Fees which vary from above for off-campus students: | | | | | |
| Off Campus Fee | X | | | \$35.00 | \$35.00 |
| Technology Fee (off-campus, no max.) | X | | | \$8.25 | \$8.25 |
| Other Fees: | | | | | |
| Course Lab Fees (per course) | X | | | as published | as published |
| Degree/Graduation Fee: | | | | | |
| Undergraduate/Baccalaureate | X | | | \$50.00 | \$50.00 |
| Graduate/Master's | X | | | \$75.00 | \$75.00 |
| Housing Application Fee | | X | | \$50.00 | \$50.00 |
| Late Housing Contract Cancellation Fee | | X | | 10% of contract | 10% of contract |
| Late Payment Fee | X | | | 2% up to \$100 | 2% up to \$100 |
| Library Fine (Interlibrary Loan) (per item per day) | X | | | \$0.25 | \$0.25 |
| Library Replacement Fee (replacement cost plus \$40 processing fee) | X | | | Cost + \$40 | Cost + \$40 |
| Material Fee | X | | | at cost | at cost |
| Music, Locker Rental (per semester) | X | | | \$10.00 | \$10.00 |
| Music, Instrument Rental Fee (per semester) | X | | | \$10.00 | \$10.00 |
| Orientation Fee-New Student | X | | | \$95.00 | \$95.00 |
| Orientation Fee-Transfer Student | X | | | \$15.00 | \$15.00 |
| Parking Fines | | X | | as published | as published |
| Payment Plan Fee (per semester) | X | | | \$25.00 | \$25.00 |
| Reinstatement after Administrative Withdrawal | X | | | \$100.00 | \$100.00 |
| Returned Check Charge | X | | | \$30.00 | \$30.00 |
| Student Replacement ID Card | X | | | \$20.00 | \$20.00 |
| Transcript Fee (per hard-copy transcript after 25 free requested) | X | | | \$5.00 | \$5.00 |
| Electronic Transcript Fee | X | | | Parchment | Parchment |
| C* = cash fund | | | | | |
| R* = revolving fund | | | | | |
| T* = trust fund | | | | | |
| WAYNE STATE COLLEGE | | | | | |
| Proposed Employee Parking Fee Schedule | | | | | |
| 2017-2018 Fiscal Year | | | | | |
| | Fund | | | 2016-17 | Proposed |
| | C* | R* | T* | Rate | 2017-18 Rate |
| Parking:*** | | | | | |
| Annual Vehicle (Fall/Spring/Summer) | X | X | | \$50.00 | \$50.00 |
| Annual Reserved in Hahn | X | X | | \$80.00 | \$80.00 |
| Annual Motorcycle | X | X | | \$20.00 | \$20.00 |
| Spring/Summer | X | X | | \$30.00 | \$30.00 |
| Summer Only | X | X | | \$20.00 | \$20.00 |
| ** Cash = \$2.20 & Revolving = \$19.05 | | | | | |
| *** Cash = 20% & Revolving = 80% | | | | | |

Attachment: WSC Proposed Fee Schedule (1981 : 2017-2018 Fee Recommendations)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: Approve Distribution of Funds for FY 2017-2018

The General Fund appropriation for FY 2017-18 is \$52,142,227, which is contained in LB 327 (2017). This is a decrease of \$262,021 (or 0.5%) from the FY 2016-17 initial base general fund amount. It is important to note that during FY 2016-17, the NSCS's general fund base budget was reduced by 4% on a one-time basis.

The Cash Fund appropriation displayed includes the level contained in LB 327 plus adjustments made for the proposed tuition increase for FY 2017-18. In addition, adjustments are made to bring the Chadron State and Wayne State cash fund appropriation levels more in line with projected cash fund revenues. The Cash Fund amount for the System Office reflects 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 fall short of covering all of the core needs increases for the Colleges for FY 2017-18. The balance will be made up through budget cuts.

The Revolving Fund (Revenue Bond) Operations and Maintenance amounts are from the FY 2017-18 preliminary revenue bond operating budgets approved by the Board.

The Federal Fund appropriation reflects the amount contained in LB 327. Additional adjustments may be made to the Federal Funds appropriation as needed by the Colleges during the fiscal year.

The System Office recommends approval of the Distribution of Funds for FY 2017-2018.

ATTACHMENTS:

- Distribution of Funds (PDF)

Proposed Distribution of Funds
2017-18
June 16, 2017

| | CSC | PSC | WSC | SO | TOTAL |
|--|-------------------|-------------------|-------------------|------------------|--------------------|
| DISTRIBUTION 2016-17 | | | | | |
| General Fund (NOTE 1) | 17,925,843 | 10,126,865 | 22,259,978 | 2,091,562 | 52,404,248 |
| Cash Funds (est.) | 12,466,333 | 8,112,522 | 16,828,510 | 618,080 | 38,025,445 |
| Board approved adjustment for PSC (9/9/16) | 0 | 275,000 | 0 | 0 | 275,000 |
| Revised Cash Funds (est.) | 12,466,333 | 8,387,522 | 16,828,510 | 618,080 | 38,300,445 |
| Subtotal General and Cash | 30,392,176 | 18,514,387 | 39,088,488 | 2,709,642 | 90,704,693 |
| Federal Funds (est.) | 13,689,798 | 12,820,000 | 20,229,900 | 0 | 46,739,698 |
| Revolving Funds (est.) | 2,960,000 | 1,437,520 | 5,008,126 | 0 | 9,405,646 |
| 2016-17 All Funds Total | 47,041,974 | 32,771,907 | 64,326,514 | 2,709,642 | 146,850,037 |

2017-18 Gen./Cash Fund Adjustments

| | | | | | |
|--|------------------|----------------|------------------|---------------|------------------|
| Gen. Fund - LB 327 (2017) Operations | (161,329) | (122,593) | (27,740) | 49,641 | (262,021) |
| Cash Fund - Tuition Adjustments (NOTE 2) | 726,459 | 577,884 | 884,505 | 0 | 2,188,848 |
| Cash Fund - Other Adjustments (NOTE 2) | 700,000 | 0 | (1,500,000) | 0 | (800,000) |
| Total 2017-18 Gen./Cash Adjustments | 1,265,130 | 455,291 | (643,235) | 49,641 | 1,126,827 |

DISTRIBUTION 2017-18

| | | | | | |
|----------------------------------|-------------------|-------------------|-------------------|------------------|--------------------|
| General Fund | 17,764,514 | 10,004,272 | 22,232,238 | 2,141,203 | 52,142,227 |
| Cash Funds (est.) | 13,892,792 | 8,965,406 | 16,213,015 | 618,080 | 39,689,293 |
| Subtotal General and Cash | 31,657,306 | 18,969,678 | 38,445,253 | 2,759,283 | 91,831,520 |
| Federal Funds (est.) (NOTE 3) | 13,689,798 | 12,820,000 | 20,229,900 | 0 | 46,739,698 |
| Revolving Funds (est.) (NOTE 4) | 3,155,000 | 1,515,820 | 4,661,947 | 0 | 9,332,767 |
| 2017-18 All Funds Total | 48,502,104 | 33,305,498 | 63,337,100 | 2,759,283 | 147,903,985 |

NOTE 1

During FY17, General Funds were reduced 4% by LB22 (2017) on a one-time basis. The numbers here reflect the base budget.

NOTE 2

Increases reflect estimated additional revenues from the tuition and online rate increases, pending Board approval.

The other adjustments for CSC and WSC are made to bring the cash fund appropriation more in line with cash fund revenue levels.

Additional adjustments are made when approved by the Board.

NOTE 3

Federal Funds are estimates based on LB327 (2017). Adjustments are made as needed by the Colleges.

NOTE 4

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

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 16, 2017

***ACTION:* Approve Preliminary Operating Budgets for 2017-2018**

The System Office and the Colleges have prepared recommended operating budgets for FY 2017-18, 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 2017-18.

The System Office recommends approval of the Preliminary Operating Budgets for 2017-2018.

ATTACHMENTS:

- CSC Preliminary Operating Budget (PDF)
- PSC Preliminary Operating Budget (PDF)
- WSC Preliminary Operating Budget (PDF)
- System Office Preliminary Operating Budget (PDF)

| Expenditure Type | 801 CSC 1.0 Instruction | 802 CSC 2.0 Research | 803 CSC 3.0 Public Svc | 804 CSC 4.0 Acad Supp | 805 CSC 5.0 Student Svc | 806 CSC 6.0 Gen Admin | 807 CSC 7.0 Plant O&M | 808 CSC 8.0 Student Aid | Total |
|--|-------------------------------|----------------------------|------------------------------|-----------------------------|-------------------------------|-----------------------------|-----------------------------|-------------------------------|----------------------|
| Permanent Staff: | | | | | | | | | |
| Faculty FTE | 95.00 | | | | | | | | 95.00 |
| Professional Staff FTE | 3.84 | | 3.00 | 33.00 | 32.00 | 40.35 | | | 112.19 |
| Support Staff FTE | 1.00 | | 2.00 | 8.00 | 5.00 | 17.00 | 32.10 | | 65.10 |
| Salaries | 6,649,355 | 0 | 320,664 | 2,055,124 | 1,814,070 | 2,848,145 | 985,535 | | 14,672,893 |
| Benefits | 1,970,435 | | 150,400 | 719,293 | 634,925 | 1,129,377 | 471,483 | | 5,075,913 |
| Total Permanent Salaries & Benefits | 8,619,790 | 0 | 471,064 | 2,774,417 | 2,448,995 | 3,977,522 | 1,457,018 | 0 | 19,748,806 |
| 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 | 7,000 | 112,000 | 195,000 | 598,750 | 175,000 | 106,000 | 0 | 2,193,750 |
| Benefits | | | | | | | | | |
| Total Temporary Salaries & Benefits | | | | | | | | | 0 |
| | 1,000,000 | 7,000 | 112,000 | 195,000 | 598,750 | 175,000 | 106,000 | 0 | 2,193,750 |
| Total Personal Services | \$ 9,619,790 | \$ 7,000 | \$ 583,064 | \$ 2,969,417 | \$ 3,047,745 | \$ 4,152,522 | \$ 1,563,018 | \$ - | \$ 21,942,556 |
| Total Operating Expenses | 775,846 | 11,956 | 189,826 | 762,310 | 465,127 | 1,847,361 | 1,735,503 | 0 | 5,787,929 |
| Total Supplies | 467,271 | 12,000 | 52,076 | 737,879 | 784,248 | 115,239 | 478,581 | 0 | 2,647,294 |
| Total Travel | 142,758 | 2,744 | 9,148 | 124,707 | 525,417 | 103,823 | 10,000 | 0 | 918,597 |
| Total Capital Outlay | 110,181 | 0 | 0 | 83,728 | 77,777 | 43,744 | 0 | 0 | 315,430 |
| Tuition Remissions and Exemptions | 27,570 | | 242 | 3,724 | 6,964 | 7,000 | 0 | 0 | 45,500 |
| Total General/Cash Budget | \$11,143,416 | \$33,700 | \$834,356 | \$4,681,765 | \$4,907,278 | \$6,269,689 | \$3,787,102 | \$0 | \$31,657,306 |
| 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 | \$11,143,416 | \$85,700 | \$865,356 | \$4,681,765 | \$5,417,278 | \$6,270,689 | \$3,787,102 | \$13,095,798 | \$45,347,104 |
| General Funds | 8,309,160 | | 110,000 | 2,623,053 | 2,506,400 | 2,810,901 | 1,405,000 | | 17,764,514 |
| Cash Funds | 2,834,256 | 33,700 | 724,356 | 2,058,712 | 2,400,878 | 3,458,788 | 2,382,102 | | 13,892,792 |
| Federal Funds | 0 | 52,000 | 31,000 | | 510,000 | 1,000 | | 13,095,798 | 13,689,798 |
| Total Funds | 11,143,416 | 85,700 | 865,356 | 4,681,765 | 5,417,278 | 6,270,689 | 3,787,102 | 13,095,798 | 45,347,104 |

General Funds: Include new appropriation of 17,764,514 and no carryforward

Cash Funds: Based on adjustment to base funds during the past fiscal year and additional revenue, cash funds set at 13,892,792

Attachment: CSC Preliminary Operating Budget (1985 : Preliminary Operating Budgets for 2017-2018)

PERU STATE COLLEGE
2017-2018 PRELIMINARY OPERATING BUDGET

June 16, 2017

| 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 | 9.51 | 0.00 | 0.00 | 15.25 | 18.04 | 25.00 | 2.00 | 0.00 | 69.80 |
| Support Staff FTE | 4.00 | 0.00 | 0.00 | 3.00 | 2.00 | 8.00 | 20.00 | 0.00 | 37.00 |
| Salaries | 4,083,154 | 0 | 0 | 758,727 | 833,798 | 1,038,790 | 788,735 | 0 | 7,503,204 |
| Benefits | 1,361,051 | | | 252,909 | 277,933 | 346,263 | 262,912 | | 2,501,068 |
| Total Permanent Salaries & Benefits | 5,444,205 | 0 | 0 | 1,011,636 | 1,111,731 | 1,385,053 | 1,051,647 | 0 | 10,004,272 |
| <u>Temporary Staff:</u> | | | | | | | | | |
| Part-time Faculty FTE | 41.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 41.25 |
| Graduate Assistant FTE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Federal Work-study FTE | 0.00 | 0.00 | 0.00 | 0.00 | 3.21 | 0.00 | 0.00 | 0.00 | 3.21 |
| Other Student FTE | 0.00 | 0.00 | 0.60 | 1.20 | 0.00 | 0.50 | 0.25 | 0.00 | 2.55 |
| Other Straight-time FTE | 0.00 | 0.00 | 0.00 | 0.50 | 1.80 | 0.20 | 0.00 | 0.00 | 2.50 |
| Salaries | 1,009,331 | 0 | 9,393 | 37,831 | 189,096 | 32,329 | 26,765 | 0 | 1,304,745 |
| Benefits | 83,610 | 0 | 778 | 3,134 | 15,664 | 2,678 | 2,217 | 0 | 108,081 |
| Total Temporary Salaries & Benefits | 1,092,941 | 0 | 10,171 | 40,965 | 204,760 | 35,007 | 28,982 | 0 | 1,412,826 |
| Total Personal Services | \$6,537,146 | \$0 | \$10,171 | \$1,052,601 | \$1,316,491 | \$1,420,060 | \$1,080,629 | \$0 | \$11,417,098 |
| Total Operating Expenses | 721,275 | 0 | 10,170 | 1,362,904 | 406,508 | 2,497,394 | 1,069,872 | 0 | 6,068,123 |
| Total Supplies | 47,696 | 0 | 0 | 36,299 | 200,106 | 244,703 | 199,425 | 0 | 728,229 |
| Total Travel | 71,345 | 0 | 0 | 39,160 | 243,617 | 132,097 | 0 | 0 | 486,219 |
| Total Capital Outlay | 0 | 0 | 0 | 0 | 0 | 45,000 | 0 | 0 | 45,000 |
| Tuition Remissions and Exemptions | 0 | 0 | 0 | 0 | 210,364 | 0 | 0 | 14,645 | 225,009 |
| Total General/Cash Budget | \$7,377,462 | \$0 | \$20,341 | \$2,490,964 | \$2,377,086 | \$4,339,254 | \$2,349,926 | \$14,645 | \$18,969,678 |
| Federal FTE | 0.00 | 0.00 | 0.00 | 0.00 | 2.68 | 0.00 | 0.00 | 0.00 | 2.68 |
| Total Federal Funds | 0 | 0 | 0 | 0 | 322,484 | 0 | 0 | 12,497,516 | 12,820,000 |
| Total Expenditures | \$7,377,462 | \$0 | \$20,341 | \$2,490,964 | \$2,699,570 | \$4,339,254 | \$2,349,926 | \$12,512,161 | \$31,789,678 |
| Fund Sources | | | | | | | | | |
| General Funds (1) | \$5,444,205 | \$0 | \$0 | \$1,011,636 | \$1,111,731 | \$1,385,053 | \$1,051,647 | \$0 | \$10,004,272 |
| Cash Funds (2) | 1,933,257 | 0 | 20,341 | 1,479,328 | 1,265,355 | 2,954,201 | 1,298,279 | 14,645 | 8,965,406 |
| Federal Funds (3) | 0 | 0 | 0 | 0 | 322,484 | 0 | 0 | 12,497,516 | 12,820,000 |
| Total Funds | \$7,377,462 | \$0 | \$20,341 | \$2,490,964 | \$2,699,570 | \$4,339,254 | \$2,349,926 | \$12,512,161 | \$31,789,678 |

(1) General Funds Appropriation \$10,004,272

(2) Cash Funds \$8,690,406, BAA Funds \$275,000, Total of \$8,965,406

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

Attachment: PSC Preliminary Operating Budget (1985 : Preliminary Operating Budgets for 2017-2018)

WAYNE STATE COLLEGE
2017-18 OPERATING BUDGET

June 16, 2017

*** 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 | 126.80 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 126.80 |
| Professional Staff FTE | 7.09 | 0.00 | 0.00 | 27.00 | 44.26 | 34.48 | 4.00 | 0.00 | 116.83 |
| Support Staff FTE | 13.00 | 0.00 | 0.00 | 7.00 | 8.63 | 23.95 | 40.50 | 0.00 | 93.08 |
| Salaries | 9,989,220 | 0 | 0 | 2,025,653 | 2,791,119 | 2,854,061 | 1,631,810 | 0 | 19,291,863 |
| Benefits | 3,163,985 | 0 | 0 | 689,792 | 1,001,397 | 1,348,030 | 768,795 | 0 | 6,971,999 |
| Total Permanent Salaries & Benefits | 13,153,205 | 0 | 0 | 2,715,445 | 3,792,516 | 4,202,091 | 2,400,605 | 0 | 26,263,862 |
| <u>Temporary Staff:</u> | | | | | | | | | |
| Part-time Faculty FTE | 29.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 29.50 |
| Graduate Assistant FTE | 3.75 | 0.00 | 0.00 | 0.00 | 2.75 | 0.00 | 0.00 | 0.00 | 6.50 |
| 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 | 1.14 | 0.00 | 1.01 | 6.87 | 8.25 | 5.77 | 3.15 | 0.00 | 26.19 |
| Other Student FTE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Salaries | 859,172 | 0 | 39,500 | 149,975 | 259,150 | 119,975 | 60,700 | 0 | 1,488,472 |
| Benefits | 65,730 | 0 | 3,025 | 11,473 | 19,825 | 9,180 | 4,645 | 0 | 113,878 |
| Total Temporary Salaries & Benefits | 924,902 | 0 | 42,525 | 161,448 | 278,975 | 129,155 | 65,345 | 0 | 1,602,350 |
| Total Personal Services | 14,078,107 | 0 | 42,525 | 2,876,893 | 4,071,491 | 4,331,246 | 2,465,950 | 0 | 27,866,212 |
| Total Operating Expenses | 784,531 | 4,615 | 106,025 | 583,785 | 404,415 | 2,104,967 | 1,660,704 | 0 | 5,649,042 |
| Total Supplies | 884,775 | 5,178 | 52,400 | 439,908 | 450,005 | 1,469,027 | 305,000 | 0 | 3,606,293 |
| Total Travel | 181,500 | 9,300 | 700 | 290,000 | 597,000 | 110,095 | 10,000 | 0 | 1,198,595 |
| Total Capital Outlay | 45,000 | 0 | 0 | 35,000 | 5,000 | 15,000 | 5,000 | 0 | 105,000 |
| Tuition Remissions and Exemptions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20,111 | 20,111 |
| Total General/Cash Budget | 15,973,913 | 19,093 | 201,650 | 4,225,586 | 5,527,911 | 8,030,335 | 4,446,654 | 20,111 | 38,445,253 |
| <u>FEDERAL FUNDS</u> | | | | | | | | | |
| FTE | 2.50 | 0.00 | 0.00 | 0.00 | 4.77 | 0.00 | 0.00 | 5.99 | 13.26 |
| Total Federal Funds | 300,000 | 0 | 0 | 0 | 400,000 | 500 | 0 | 19,529,400 | 20,229,900 |
| Total Expenditures | 16,273,913 | 19,093 | 201,650 | 4,225,586 | 5,927,911 | 8,030,835 | 4,446,654 | 19,549,511 | 58,675,153 |
| <u>Fund Sources</u> | | | | | | | | | |
| General Funds | 9,202,657 | 0 | 0 | 2,637,155 | 3,732,200 | 4,399,771 | 2,260,455 | 0 | 22,232,238 |
| Cash Funds | 6,771,256 | 19,093 | 201,650 | 1,588,431 | 1,795,711 | 3,630,564 | 2,186,199 | 20,111 | 16,213,015 |
| Federal Funds | 300,000 | 0 | 0 | 0 | 400,000 | 500 | 0 | 19,529,400 | 20,229,900 |
| Total Funds | 16,273,913 | 19,093 | 201,650 | 4,225,586 | 5,927,911 | 8,030,835 | 4,446,654 | 19,549,511 | 58,675,153 |

Attachment: WSC Preliminary Operating Budget (1985 : Preliminary Operating Budgets for 2017-2018)

PRELIMINARY

| NEBRASKA STATE COLLEGE SYSTEM OFFICE 2017-18 OPERATING BUDGET | | | |
|--|----------------------|-------------------|------------------|
| PERSONAL SERVICES | GENERAL FUNDS | CASH FUNDS | TOTAL |
| Professional FTE | 11 | | 11 |
| Salaries | 1,440,403 | | 1,440,403 |
| Benefits | 334,520 | | 334,520 |
| Sub-Total | 1,774,923 | | 1,774,923 |
| Support Staff FTE | 2 | | 2 |
| Salaries | 93,565 | | 93,565 |
| Benefits | 29,673 | | 29,673 |
| Sub-Total | 123,238 | | 123,238 |
| Total Personal Serv | 1,898,161 | 0 | 1,898,161 |
| Total Operating Exp | 166,400 | 618,080 | 784,480 |
| Total Travel | 76,642 | | 76,642 |
| Total Capital Outlay | 0 | 0 | 0 |
| TOTAL | 2,141,203 | 618,080 | 2,759,283 |

MARKETING INITIATIVES

New Funds for 2017-18

\$154,787

Attachment: System Office Preliminary Operating Budget (1985 : Preliminary Operating Budgets for 2017-2018)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **Approve Preliminary Revenue Bond Operating Budgets for 2017-2018**

The Colleges have submitted their preliminary revenue bond operating budgets for the 2017-2018 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 | 177% |
| Peru | 268% |
| Wayne | 147% |

Peru State's debt service coverage remains higher through FY 2017-18 as the first principle payment on the Delzell Hall renovation (Revenue Bond Series 2015) doesn't begin until FY 2018-19.

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 2017-2018.

ATTACHMENTS:

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

NEBRASKA STATE COLLEGE SYSTEM
 2017-2018 REVENUE BOND OPERATIONS BUDGET
 CHADRON STATE COLLEGE

June 16, 2017

PRELIMINARY BUDGET

| | Proposed Budgeted FY 2018 |
|---|--|
| <u>Revenues:</u> | |
| Residence Hall/Dormitory Rentals | \$2,700,000 |
| Apartment/House Rentals | 60,000 |
| Facilities Rentals | 42,000 |
| Food Service Contracts | 2,515,000 |
| Food Service Commissions | 402,720 |
| Facilities Fees* | 1,060,000 |
| Bookstore Commissions | 30,000 |
| Investment/Interest Income | 63,000 |
| Other Income | 75,000 |
| Total Revenues | <u>\$6,947,720</u> |
| <u>Expenditures:</u> | |
| FTE: 36.55 | |
| Salaries and Benefits | \$1,850,000 |
| Utilities | 650,000 |
| Insurance | 35,000 |
| Equipment & Furnishings | 10,000 |
| Capital Outlay | 10,000 |
| Telephone/Cable T.V & Internet Services | 85,000 |
| Supplies | 215,000 |
| Repairs and Maintenance | 200,000 |
| Other Operating Expenses | 100,000 |
| Subtotal - Operations and Maintenance | <u>\$3,155,000</u> |
| Food Service Payments | 2,217,475 |
| Debt Service | 891,604 |
| Total Expenditures | <u>\$6,264,079</u> |
| <i>Available for Distribution to Subsidiary Funds</i> | <u><u>\$683,641</u></u> |
| Debt Service Coverage Ratio | 176.68% |

*All student derived fees

Attachment: CSC Preliminary Revenue Bond Budget (1986 : Preliminary Revenue Bond Operating Budgets for 2017-2018)

NEBRASKA STATE COLLEGE SYSTEM
2017-2018 REVENUE BOND OPERATIONS BUDGET

June 16, 2017

PERU STATE COLLEGE

Preliminary Operating Budget

| REVENUE SOURCE | Proposed Budget FY 2018 |
|--|-------------------------------|
| | <hr/> |
| Residence Hall/Dormitory Rentals | 1,582,010 |
| Apartments/House Rentals | 124,812 |
| Facilities Rentals | 0 |
| Food Service Contracts | 1,776,124 |
| Food Service Commissions | 0 |
| Facilities Fees | 958,495 |
| Bookstore Commissions/Income | 42,000 |
| Trustee Investment/Interest Income | 24,765 |
| Parking Fees/Fines | 0 |
| Other | 50,000 |
| | <hr/> |
| TOTAL REVENUE | <u><u>4,558,205</u></u> |
| | |
| EXPENDITURES AND DEBT SERVICE | |
| FTE 14.33 | |
| Salaries and Benefits | 706,208 |
| Utilities | 317,625 |
| Insurance | 44,681 |
| Equipment & Furnishings | 75,000 |
| Capital Outlay | 0 |
| Telephone/Cable Television/Internet | 52,015 |
| Supplies | 85,000 |
| Repairs and Maintenance | 161,575 |
| Other Operating Expenses | 73,716 |
| Operating/Maintenance Total | <hr/> 1,515,820 |
| Food Service Payments | 1,294,373 |
| Debt Service | 651,202 |
| TOTAL EXPENSES | <hr/> <u><u>3,461,395</u></u> |
| Available for Distribution to Subsidiary Funds | 1,096,810 |
| DEBT SERVICE COVERAGE RATIO | 268.43% |

Attachment: PSC Preliminary Revenue Bond Budget (1986 : Preliminary Revenue Bond Operating Budgets for 2017-2018)

June 16, 2017

**NEBRASKA STATE COLLEGE SYSTEM
2017-18 REVENUE BOND OPERATIONS BUDGET**

WAYNE STATE COLLEGE

PRELIMINARY BUDGET

| REVENUE SOURCE | PROPOSED BUDGET FY18 |
|------------------------------------|---------------------------------|
| Residence Hall/Dormitory Rentals | 3,065,659 |
| Apartment/House Rentals | 0 |
| Facilities Rentals | 0 |
| Food Service Contracts | 4,181,677 |
| Food Service Commissions | 74,769 |
| Facilities Fees | 1,290,000 |
| Bookstore Commissions/Income | 115,000 |
| Trustee Investment/Interest Income | 115,000 |
| Parking Fees/Fines | 45,000 |
| Other | 125,000 |
| TOTAL REVENUE | 9,012,105 |

EXPENDITURES AND DEBT SERVICE

| | |
|--|------------------|
| FTE 57.78 | |
| Salaries and Benefits | 2,458,130 |
| Utilities | 1,036,500 |
| Insurance | 37,000 |
| Equipment & Furnishings | 180,000 |
| Capital Outlay | 0 |
| Telephone/Cable Television/Internet | 164,225 |
| Supplies | 230,000 |
| Repairs and Maintenance | 365,000 |
| Other Operating Expenses | 191,092 |
| Operations/Maintenance Total | 4,661,947 |
| Food Service Payments | 2,299,437 |
| Debt Service | 1,393,215 |
| TOTAL EXPENSES | 8,354,599 |
| Available for Distribution to Subsidiary Funds | 657,506 |

| | |
|------------------------------------|----------------|
| DEBT SERVICE COVERAGE RATIO | 147.19% |
|------------------------------------|----------------|

Attachment: WSC Preliminary Revenue Bond Budget (1986 : Preliminary Revenue Bond Operating Budgets for 2017-2018)

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 16, 2017

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

The budgets have been revised to reflect encumbrances and carryforwards from 2015-16, 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 2016-17 are also included.

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

2016-2017 Operating Budgets

| | Chadron | | Peru | | Wayne | |
|---------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Preliminary | Revised | Preliminary | Revised | Preliminary | Revised |
| General Fund | \$17,402,028 | \$17,179,001 | \$9,808,485 | \$ 9,704,951 | \$21,642,044 | \$21,332,564 |
| Cash Fund | \$11,593,365 | \$14,487,413 | \$7,687,844 | \$10,482,747 | \$16,129,167 | \$24,243,532 |
| Federal Funds | \$13,689,798 | \$14,742,176 | \$12,820,000 | \$13,389,527 | \$20,229,900 | \$23,679,666 |
| TOTAL | \$42,685,191 | \$46,408,590 | \$30,316,329 | \$33,577,225 | \$58,001,111 | \$69,255,762 |

The System Office revised operating budget is also attached.

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

ATTACHMENTS:

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

Chadron State College
2016-17 REVISED OPERATING BUDGET

| Expenditure Type | 801 PCS 1.0 Instruction | 802 PCS 2.0 Research | 803 PCS 3.0 Public Svc | 804 PCS 4.0 Acad Supp | 805 PCS 5.0 Student Svc | 806 PCS 6.0 Gen Admin | 807 CPCS 7.0 Plant O&M | 808 PCS 8.0 Student Aid | Total |
|--|-------------------------------|----------------------------|------------------------------|-----------------------------|-------------------------------|-----------------------------|------------------------------|-------------------------------|---------------------|
| Personal Services | | | | | | | | | |
| Permanent Staff: | | | | | | | | | |
| Faculty FTE | 95.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 95.00 |
| Professional Staff FTE | 3.84 | 0.00 | 3.00 | 33.00 | 32.00 | 40.35 | 0.00 | 0.00 | 112.19 |
| Support Staff FTE | 1.00 | 0.00 | 2.00 | 8.00 | 5.00 | 17.00 | 32.10 | 0.00 | 65.10 |
| Salaries | 6,447,145 | 0 | 302,756 | 1,948,815 | 1,718,558 | 2,690,971 | 1,003,108 | 0 | 14,111,353 |
| Benefits | 1,896,455 | 0 | 210,035 | 658,307 | 534,176 | 1,233,801 | 475,350 | 0 | 5,008,124 |
| Total Permanent Salaries & Benefits | 8,343,600 | 0 | 512,791 | 2,607,122 | 2,252,734 | 3,924,772 | 1,478,458 | 0 | 19,119,477 |
| Temporary Staff: | | | | | | | | | |
| Part-time Faculty FTE | 21.75 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 21.75 |
| Graduate Assistant FTE | 9.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 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 | 823,636 | 14,639 | 97,864 | 98,424 | 561,024 | 232,639 | 104,576 | 0 | 1,932,802 |
| Benefits | 66,890 | | 7,829 | 7,074 | 44,882 | 20,211 | 8,366 | 0 | 155,252 |
| Total Temporary Salaries & Benefits | 890,526 | 14,639 | 105,693 | 105,498 | 605,906 | 252,850 | 112,942 | 0 | 2,088,054 |
| Total Personal Services | \$9,234,126 | \$14,639 | \$618,484 | \$2,712,620 | \$2,858,640 | \$4,177,622 | \$1,591,400 | \$0 | \$21,207,531 |
| Total Operating Expenses | 869,430 | 22,403 | 130,089 | 860,164 | 495,469 | 1,861,526 | 1,245,722 | 0 | 5,484,803 |
| Total Supplies | 387,063 | 8,874 | 133,310 | 914,341 | 779,665 | 260,927 | 610,833 | 0 | 3,095,013 |
| Total Travel | 301,726 | 3,039 | 7,811 | 97,686 | 582,806 | 181,623 | 101,756 | 0 | 1,276,447 |
| Total Capital Outlay | 0 | 0 | 0 | 67,355 | 40,873 | 35,599 | 0 | 0 | 143,827 |
| Tuition Remissions and Exemptions | 26,261 | 0 | 376 | 3,025 | 80,400 | 0 | 388 | 348,343 | 458,793 |
| Total General/Cash Budget | \$10,818,606 | \$48,955 | \$890,070 | \$4,655,191 | \$4,837,853 | \$6,517,297 | \$3,550,099 | \$348,343 | \$31,666,414 |
| Federal FTE | 0.00 | 0.00 | 0.50 | 0.00 | 6.67 | 0.00 | 0.00 | 0.00 | 7.17 |
| Total Federal Funds | 10,000 | 71,529 | 62,311 | 0 | 570,826 | 2,000 | 0 | 14,025,510 | 14,742,176 |
| Total Expenditures | \$10,828,606 | \$120,484 | \$952,381 | \$4,655,191 | \$5,408,679 | \$6,519,297 | \$3,550,099 | \$14,373,853 | \$46,408,590 |
| General Funds | 8,509,160 | 0 | 110,000 | 2,309,382 | 2,181,400 | 2,810,901 | 1,258,158 | 0 | 17,179,001 |
| Cash Funds | 2,309,446 | 48,955 | 780,070 | 2,345,809 | 2,656,453 | 3,706,396 | 2,291,941 | 348,343 | 14,487,413 |
| Federal Funds | 10,000 | 71,529 | 62,311 | 0 | 570,826 | 2,000 | 0 | 14,025,510 | 14,742,176 |
| Total Funds | \$10,828,606 | \$120,484 | \$952,381 | \$4,655,191 | \$5,408,679 | \$6,519,297 | \$3,550,099 | \$14,373,853 | \$46,408,590 |

General Funds: Includes new appropriation of 17,925,843 and a midyear appropriation decrease of 746,842.
Cash Funds: Includes new appropriation of 11,593,365, tuition and fees adjustment 872,968 adjustment for NOG funding 331,058 and carryforward encumbrances of 1,690,021.

Attachment: CSC Revised Operating Budget (1983 : Revised Operating Budgets for 2016-2017)

PERU STATE COLLEGE
2016-2017 REVISED OPERATING BUDGET

June 16, 2017

| 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 | 51.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 51.00 |
| Professional Staff FTE | 8.76 | 0.00 | 0.00 | 15.17 | 19.48 | 22.00 | 1.00 | 0.00 | 66.41 |
| Support Staff FTE | 4.00 | 0.00 | 0.00 | 3.00 | 2.00 | 9.00 | 21.00 | 0.00 | 39.00 |
| Salaries | 4,048,453 | 0 | 0 | 1,134,314 | 947,483 | 1,769,611 | 686,948 | 0 | 8,586,808 |
| Benefits | 2,217,640 | 0 | 0 | 345,921 | 345,676 | 1,261,972 | 488,152 | 0 | 4,659,362 |
| Total Permanent Salaries & Benefits | 6,266,093 | 0 | 0 | 1,480,235 | 1,293,159 | 3,031,583 | 1,175,100 | 0 | 13,246,171 |
| <u>Temporary Staff:</u> | | | | | | | | | |
| Part-time Faculty FTE | 55.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 55.00 |
| 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 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other Student FTE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other Straight-time FTE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Salaries | 731,098 | 0 | 4,939 | 70,647 | 140,930 | 67,043 | 42,891 | 0 | 1,057,548 |
| Benefits | 55,929 | 0 | 378 | 5,405 | 39,950 | 5,129 | 3,281 | 0 | 110,073 |
| Total Temporary Salaries & Benefits | 787,027 | 0 | 5,316 | 76,053 | 180,880 | 72,172 | 46,173 | 0 | 1,167,621 |
| Total Personal Services | \$7,053,120 | \$0 | \$5,316 | \$1,556,288 | \$1,474,040 | \$3,103,755 | \$1,221,273 | \$0 | \$14,413,791 |
| Total Operating Expenses | 720,252 | 0 | 23,579 | 1,051,560 | 522,770 | 723,726 | 1,178,254 | 0 | 4,220,141 |
| Total Supplies | 69,664 | 0 | 0 | 27,190 | 171,136 | 78,957 | 213,832 | 0 | 560,779 |
| Total Travel | 54,044 | 0 | 0 | 29,333 | 208,347 | 42,623 | 0 | 0 | 334,347 |
| Total Capital Outlay | 7,090 | 0 | 0 | 0 | 0 | 107,907 | 0 | 0 | 114,997 |
| Tuition Remissions and Exemptions | 650 | 0 | 0 | 0 | 179,908 | 0 | 0 | 363,084 | 543,642 |
| Total General/Cash Expenditure | \$7,904,820 | \$0 | \$28,895 | \$2,664,371 | \$2,556,201 | \$4,056,968 | \$2,613,359 | \$363,084 | \$20,187,698 |
| Federal FTE | 0.00 | 0.00 | 0.00 | 0.00 | 2.68 | 0.00 | 0.00 | 0 | 2.68 |
| Total Federal Funds | 0 | 47,705 | 0 | 0 | 392,326 | 0 | 0 | 12,949,496 | 13,389,527 |
| Total Expenditures | \$7,904,820 | \$47,705 | \$28,895 | \$2,664,371 | \$2,948,527 | \$4,056,968 | \$2,613,359 | \$13,312,580 | \$33,577,225 |
| Fund Sources | | | | | | | | | |
| General Funds (1) | \$4,983,098 | \$0 | \$19,725 | \$976,803 | \$1,385,851 | \$1,527,445 | \$797,384 | \$14,645 | \$9,704,951 |
| Cash Funds (2) | 2,921,722 | 0 | 9,170 | 1,687,568 | 1,170,350 | 2,529,523 | 1,815,975 | 348,439 | 10,482,747 |
| Federal Funds (3) | 0 | 47,705 | 0 | 0 | 392,326 | 0 | 0 | 12,949,496 | 13,389,527 |
| Total Funds | \$7,904,820 | \$47,705 | \$28,895 | \$2,664,371 | \$2,948,527 | \$4,056,968 | \$2,613,359 | \$13,312,580 | \$33,577,225 |

(1) General Funds Appropriation: \$9,704,951, reduction in appropriation of (\$421,914)

(2) Cash Funds Appropriation: \$8,112,522, carryforward of \$1,746,786, BAA Accounts \$275,000 and Tuition Remission of \$348,439 (NOG and ACE)

(3) Federal Funds Appropriation: \$13,389,527

Attachment: PSC Revised Operating Budget (1983 : Revised Operating Budgets for 2016-2017)

WAYNE STATE COLLEGE
2016-17 OPERATING BUDGET

June 16, 2017

*** 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 | 129.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 129.50 |
| Professional Staff FTE | 6.09 | 0.00 | 0.00 | 27.00 | 44.28 | 34.28 | 4.00 | 0.00 | 115.65 |
| Support Staff FTE | 14.00 | 0.00 | 0.00 | 7.00 | 7.63 | 23.95 | 40.50 | 0.00 | 93.08 |
| Salaries | 10,870,649 | 0 | 0 | 1,955,298 | 2,756,887 | 2,792,930 | 1,618,407 | 0 | 19,994,171 |
| Benefits | 3,234,105 | 0 | 0 | 670,813 | 963,363 | 1,316,830 | 741,850 | 0 | 6,926,961 |
| Total Permanent Salaries & Benefits | 14,104,754 | 0 | 0 | 2,626,111 | 3,720,250 | 4,109,760 | 2,360,257 | 0 | 26,921,132 |
| <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 | 1,531,319 | 1,485 | 65,000 | 188,875 | 288,448 | 163,959 | 65,655 | 0 | 2,304,741 |
| Benefits | 117,145 | 255 | 4,975 | 14,450 | 22,066 | 12,545 | 5,022 | 0 | 176,458 |
| Total Temporary Salaries & Benefits | 1,648,464 | 1,740 | 69,975 | 203,325 | 310,514 | 176,504 | 70,677 | 0 | 2,481,199 |
| Total Personal Services | \$15,753,218 | \$1,740 | \$69,975 | \$2,829,436 | \$4,030,764 | \$4,286,264 | \$2,430,934 | \$0 | \$29,402,331 |
| Total Operating Expenses | 2,258,907 | 4,737 | 117,200 | 594,549 | 430,300 | 2,084,946 | 2,175,729 | 0 | 7,666,368 |
| Total Supplies | 2,834,137 | 5,160 | 75,325 | 439,108 | 650,005 | 1,713,027 | 358,969 | 0 | 6,075,731 |
| Total Travel | 277,825 | 6,300 | 3,049 | 296,516 | 598,000 | 100,254 | 15,000 | 0 | 1,296,944 |
| Total Capital Outlay | 195,000 | 0 | 3,500 | 96,500 | 18,942 | 15,000 | 35,000 | 0 | 363,942 |
| Tuition Remissions and Exemptions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 770,780 | 770,780 |
| Total General/Cash Budget | \$21,319,087 | \$17,937 | \$269,049 | \$4,256,109 | \$5,728,011 | \$8,199,491 | \$5,015,632 | \$770,780 | \$45,576,096 |
| <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 | 547,167 | 0 | 0 | 1,000 | 615,994 | 10,000 | 0 | 22,505,505 | 23,679,666 |
| Total Expenditures | \$21,866,254 | \$17,937 | \$269,049 | \$4,257,109 | \$6,344,005 | \$8,209,491 | \$5,015,632 | \$23,276,285 | \$69,255,762 |
| <u>Fund Sources</u> | | | | | | | | | |
| General Funds* | 9,782,061 | 1,716 | 0 | 2,359,080 | 3,406,945 | 3,696,432 | 2,086,330 | 0 | 21,332,564 |
| Cash Funds* | 11,537,026 | 16,221 | 269,049 | 1,897,029 | 2,321,066 | 4,503,059 | 2,929,302 | 770,780 | 24,243,532 |
| Federal Funds | 547,167 | 0 | 0 | 1,000 | 615,994 | 10,000 | 0 | 22,505,505 | 23,679,666 |
| Total Funds | \$21,866,254 | \$17,937 | \$269,049 | \$4,257,109 | \$6,344,005 | \$8,209,491 | \$5,015,632 | \$23,276,285 | \$69,255,762 |

*General Funds: Includes new appropriation of \$22,259,978 less legislative budget cut of \$927,414.

*Cash Funds: Includes new appropriation of \$14,943,108, adjustment for base/fee increases of \$1,885,402, carryforward balance of \$6,667,686 16-17 NOG funds of \$678,996, 16-17 NDE Attracting Excellence to Teaching funds of \$48,000 and 16-17 CCPE ACE Scholar funds of \$20,340.

Attachment: WSC Revised Operating Budget (1983 : Revised Operating Budgets for 2016-2017)

REVISED

| 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 | 120,943 | | 120,943 |
| Total Capital Outlay | 0 | 0 | 0 |
| TOTAL* | 2,142,140 | 618,080 | 2,760,220 |

MARKETING INITIATIVES

| | |
|------------------------------|------------------|
| New Funds for 2016-17 | \$154,787 |
| Carry-forward Funds | \$258,986 |
| Total Funds 2016-17 | \$413,773 |

* Includes carryforward funds of \$50,578

ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

June 16, 2017

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

The Colleges have submitted their revised revenue bond budgets for the 2016-2017 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 | 209% | 166% |
| Peru | 214% | 203% |
| Wayne | 232% | 161% |

With the revisions to the Operating Budgets, the appropriation for the revenue bond program operating expenditures will decrease for PSC and WSC to reflect the change in the "Subtotal - Operations and Maintenance" amounts on the revised budgets as compared to the current appropriation level. The decreases are as follows:

Peru State College (\$76,114.76)
Wayne State College (\$1,490,113.70)

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

ATTACHMENTS:

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

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

June 16, 2017

REVISED BUDGET

| | <i>Revised Budget FY 2017</i> |
|---|---------------------------------------|
| <u>Revenues:</u> | |
| Residence Hall/Dormitory Rentals | \$2,603,000 |
| Apartment/House Rentals | \$99,000 |
| Facilities Rentals | \$35,000 |
| Food Service Contracts | \$2,382,000 |
| Food Service Commissions | \$397,000 |
| Facilities Fees* | \$1,062,000 |
| Bookstore Commissions | \$31,000 |
| Investment/Interest Income | \$63,000 |
| Other Income | \$55,000 |
| Total Revenues | \$6,727,000 |
| <u>Expenditures:</u> | |
| FTE 34.32 | |
| Salaries and Benefits | \$1,875,000 |
| Utilities | \$600,000 |
| Insurance | \$32,500 |
| Equipment & Furnishings | \$10,000 |
| Capital Outlay | \$10,000 |
| Telephone/Cable T.V & Internet Services | \$85,000 |
| Supplies | \$213,064 |
| Repairs and Maintenance | \$150,000 |
| Other Operating Expenses | \$115,000 |
| Subtotal - Operations and Maintenance | \$3,090,564 |
| Food Service Payments | 2,156,000 |
| Debt Service | 892,786 |
| Total Expenditures | \$6,139,350 |
| Available for Distribution | |
| to Subsidiary Funds | \$587,650 |
| Debt Service Coverage Ratio | 165.82% |

*All student derived fees

16-17 Appropriation \$2,960,000; carryforward from 15-16 \$130,564

Attachment: CSC Revised Revenue Bond Budget (1984 : Revised Revenue Bond Operating Budgets for 2016-2017)

NEBRASKA STATE COLLEGE SYSTEM
2016-2017 REVENUE BOND OPERATIONS BUDGET

June 16, 2017

PERU STATE COLLEGE

REVISED BUDGET

| REVENUE SOURCE | BUDGET FY 2017 |
|------------------------------------|-------------------------|
| Residence Hall/Dormitory Rentals | 1,464,680 |
| Apartments/House Rentals | 139,551 |
| Facilities Rentals | 0 |
| 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 | 243,532 |
| Other Operating Expenses* | 84,623 |
| Operating/Maintenance Total | <hr/> 1,562,490 |
| Food Service Payments | 1,232,736 |
| Debt Service | 786,552 |
| TOTAL EXPENSES | <hr/> <u><u>3,581,778</u></u> |
| Available for Distribution to Subsidiary Funds | 811,680 |
| DEBT SERVICE COVERAGE RATIO | 203.19% |

* Revolving Fund Appropriations \$1,480,528.00. Carryforward from FY2015-16 \$81,962.00.
Total available \$1,562,490.00

Attachment: PSC Revised Revenue Bond Budget (1984 : Revised Revenue Bond Operating Budgets for 2016-2017)

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

WAYNE STATE COLLEGE

REVISED BUDGET

| REVENUE SOURCE | PROPOSED BUDGET FY17 |
|------------------------------------|-------------------------|
| Residence Hall/Dormitory Rentals | 2,934,500 |
| Apartment/House Rentals | 0 |
| Facilities Rentals | 3,000 |
| Food Service Contracts | 3,769,200 |
| Food Service Commissions | 62,000 |
| Facilities Fees | 1,240,000 |
| Bookstore Commissions/Income | 180,000 |
| Trustee Investment/Interest Income | 155,000 |
| Parking Fees/Fines | 48,000 |
| Other | 165,000 |
| TOTAL REVENUE | 8,556,700 |

EXPENDITURES AND DEBT SERVICE

| | |
|--|------------------|
| FTE 56.81 | |
| Salaries and Benefits | 2,325,000 |
| Utilities | 1,050,000 |
| Insurance | 35,000 |
| Equipment & Furnishings | 180,000 |
| Capital Outlay | 0 |
| Telephone/Cable Television/Internet | 155,000 |
| Supplies | 230,000 |
| Repairs and Maintenance | 365,000 |
| Other Operating Expenses | 198,167 |
| Operations/Maintenance Total* | 4,538,167 |
| Food Service Payments | 2,461,970 |
| Debt Service | 969,151 |
| TOTAL EXPENSES | 7,969,288 |
| Available for Distribution to Subsidiary Funds | 587,412 |
| DEBT SERVICE COVERAGE RATIO | 160.61% |

*Revolving Funds: Includes new appropriation of \$5,095,301 and carryforward balance of \$932,980 adjusted down to \$4,538,167 as anticipated revenue for 2016-17 will not reach approved expenditure level for FY17.

Attachment: WSC Revised Revenue Bond Budget (1984 : Revised Revenue Bond Operating Budgets for 2016-2017)

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **First and Final Round Approval of Board Policy 7017;
Contracts; Sponsorship**

This is a new board policy regarding sponsorships. All three Colleges have been working on updates to their sponsorship agreements and processes. The policy is intended to provide the overarching policy under which sponsorship agreements are managed systemwide. The policy also responds, in part, to items noted by the APA in its FY 2015-16 Management Letter.

The System Office recommends approval of the Board Policy 7017; Contracts; Sponsorship.

ATTACHMENTS:

- Board Policy 7017 Contracts Sponsorships (PDF)

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM**POLICY: 7017****Contracts; Sponsorships****Page 1 of 1****BOARD POLICY**

The Board recognizes that many College activities provide potential sources of revenue or other non-financial benefits through legitimate and worthwhile opportunities for sponsorships.

Sponsorship is defined as support provided for College activities for which reciprocal benefits are available to the sponsor.

This policy does not apply to gifts provided to the College Foundations. Plans to seek sponsorships from a current or prospective Foundation contributor must be coordinated with the College Foundation.

For purposes of this policy, a qualified sponsorship payment is defined as support provided for College activities for which reciprocal benefits are available to the sponsor. The reciprocal benefits must be in accordance with IRS regulations for qualified sponsorships. Any printed or verbal acknowledgements are limited to the sponsor's name, contact information, regularly used logo and slogan, and/or neutral product or service descriptions. A qualified sponsorship agreement expressly excludes price information, qualitative/comparative statements, calls to action, or displays in regularly printed materials not connected with a specific event.

All sponsorships shall:

- Be qualified sponsorship payments in accordance with the definition provided in this policy;
- Have an appropriate financial commitment on the part of the sponsor in order to offset any administrative burden and/or expense associated with the sponsorship;
- Comply with all other policies of the Board and Colleges;
- Not unduly advance the interests of one non-College entity or organization over another;
- Be conducted in a manner consistent with the NSCS mission and values; and,
- Reflect positively on the College and the NSCS.

Sponsorships are not appropriate on recruitment materials, student communications related to academic programming, course catalogs and course schedules, or on the College landscapes or buildings. The only exception is the recognition of a sponsor in an athletic facility.

Sponsorships for the following shall not be considered without prior written approval from the Chancellor:

- Sponsorships that involve facilities where there are outstanding tax-exempt bonds or that are a part of any tax-exempt refunding bonds; and
- Sponsorships related to revenue bond facilities, operations, or activities.

Each College is responsible for administration and implementation of its sponsorship agreements and all agreements shall be administered in accordance with their terms and consistent with this policy. The President is responsible for communication to the College regarding any College-wide exclusive sponsorships.

Revenue from sponsorships shall be deposited in the appropriate accounts in the College's cash funds. One exception to this is that sponsorship revenue designated by the College for student scholarships shall be deposited in or transferred to the College's Trust Funds and shall only be used for student scholarships.

All sponsorship agreements must be reviewed by the College Vice President for Administration and Finance and shall be signed by the College President or Vice President for Administration and Finance. Sponsorship agreements shall be reported to the Board for information in accordance with Board Policy 7015.

Policy Adopted:

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7015

Contracts; Limitations, Exemptions

Page 1 of 3

BOARD POLICY

Contracts Guidance

A contract is necessary whenever a legal relationship is established consisting of rights and duties that go beyond the sale transaction details. Thus, a contract is NOT required when there are no terms beyond the documentation of purchase details, such as 1) definition of items/scope, 2) delivery of the items/services, and 3) the timing of billing and payment.

The following purchases do NOT require a contract when the purchase is below fifty-thousand dollars (\$50,000): lodging, airfare, advertising, and repairs for vehicles, equipment, furnishings, facilities/grounds, and Information Technology hardware & software systems.

College departments and units are responsible for negotiating contracts prior to submission to the Vice President for Administration and Finance. The NSCS standard contract forms are to be used for the initial review draft. (See “*Contract for Services Guidance and Instructions*” found at www.nscs.edu.) In cases where there are no alternatives to using vendor contract forms, the applicable provisions of the appropriate NSCS form need to be incorporated into the initial review draft. If an online user agreement (sometimes referred to as a “click-through agreement”) is required for a purchase, the terms and conditions are to be reviewed by the College department or unit prior to review and approval by the Vice President for Administration and Finance. Refer to the first two paragraphs above for when online user agreements are considered contracts.

The Board is responsible for all contracts. No contract may commit funds for a future fiscal year, unless specific funding has been identified in a Legislative appropriation bill or an appropriate escape clause has been inserted in the contract.

No contract, purchase agreement or lease/purchase agreement, that requires Board approval, shall be signed or finalized in any form until the Board has authorized the College to enter into such an understanding.

Contracts, Memorandums of Understandings, or Agreements establishing collaborative, educational partnerships between the Colleges and external entities must be approved in advance by the Board and signed by the Chancellor. Contracts that are solely for the purpose of exploring the potential for future substantive contracts do not require approval of the Board and shall be signed by the President.

All contracts for capital construction projects must follow the criteria stipulated in Policies 8063 through 8068.

All contracts related to revenue bond facilities will be in accordance with the indentures, statutes, and related Board policies.

Exempt Contracts

Certain contracts do not require review and approval by the Board. An exempt contract shall be defined as any of the following;

1. Any contract with individual students for room and board or deferred payment programs.
2. Any student internship, practicum or workforce training grant agreements.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7015

Contracts; Limitations, Exemptions

Page 2 of 3

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3. Any community service and service learning contracts.
 4. Any Northeast Nebraska Teacher Academy agreements (NENTA.)
 5. Any articulation agreements to determine course equivalencies in accordance with Board Policies.
 6. Any bus chartering contracts.
 7. Any contract for the purchase of food and consumable food service items used in the regular course of business operations.
 8. Any contract for the purchase of supplies and commodities used in the regular course of business operations.
 9. Any contract for the purchase of installation services including repairs or maintenance agreements or movable equipment including computer hardware, and computer software services, licenses and maintenance agreements where the total cost does not exceed one hundred thousand dollars (\$100,000). In cases of multiple-year contracts, contract amendments, contract extensions, contract renewals, and contracts with optional years, the one hundred thousand dollar (\$100,000) limit only applies to any given one (1) year period as defined in the contract documents.
 10. Any contract for the purchase of utilities, gasoline, oil, or diesel fuel used in the regular course of business operations. Utilities shall include trash services, cable television and internet services.
 11. Any contract dealing with the sale of College personal property, if Board Policy 7014 is followed.
 12. Any granting of a lease or rental agreement to an external party, if the annual proceeds are less than twenty four thousand dollars (\$24,000) in accordance with Board Policy 8027.
 13. Any contract relating to the staging or performance of any cultural, artistic, musical, scholarly, recreational, or intercollegiate athletic event (at home or away).
 14. Any contract for the purchase of material to be added to the collection of any College library.
 15. Any contract that does not exceed twenty four thousand dollars (\$24,000), whereby a College will provide services to an external party, including, but not limited to, instruction, consulting, planning, technical assistance or program development courses. (For contracts to receive services, refer to Board Policy 7016.)
 16. Any sponsorship agreements (refer to Board Policy 7017.)
 176. Any contract with the state or federal government for the provision of Financial Aid.
 187. Any contract associated with an emergency approved by the Chancellor.

BUSINESS MANAGEMENT, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 7015

Contracts; Limitations, Exemptions

Page 3 of 3

All exempt contracts shall be signed by the President or the Vice President for Administration and Finance. In the event that the President and Vice President for Administration and Finance are not able to sign on behalf of their respective institution, the Chancellor is authorized to execute a contract on behalf of the institution. The Chancellor or Vice Chancellor for Finance and Administration or General Counsel are authorized to sign exempt contracts for the System Office.

A list of the exempt contracts over fifty thousand dollars (\$50,000), authorized and signed by the College or System Office, shall be provided to the Board of Trustees for information in the proper format.

All other contracts, once approved by the Board, shall be signed by the President or Vice President for Administration and Finance and then by the Chancellor or Vice Chancellor for Finance and Administration, or General Counsel.

Legal Reference: RRS 85-304
RRS 85-411

Board of Trustees; Powers; Enumerated
Campus buildings and facilities; Board; Powers

Policy Adopted: 7/22/83
Policy Revised: 3/11/94
Policy Revised: 6/15/95
Policy Revised: 4/13/07
Policy Revised: 11/4/11
Policy Revised: 3/15/13
Policy Revised: 9/6/13
Policy Revised: 11/7/14
Policy Revised: 6/18/15
Policy Revised: 5/3/16
Policy Revised:

Attachment: Revisions to Board Policy 7015 (2002 : Revisions to Board Policy 7015; Contracts; Limitations, Exemptions)

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **First and Final Round Approval of Revisions to Board Policy 8069 Capital Construction; Inspections; Substantial Completion; Final Completion**

The System Office recommends revision of Board Policy 8069 to clarify options for construction inspection services, to modernize Substantial Completion language, and to better define the procedures for Final Inspection and close out of a capital construction project.

The System Office recommends approval of the Revisions to Board Policy 8069 Capital Construction; Inspections; Substantial and Final Completion.

ATTACHMENTS:

- Revisions to Board Policy 8069 (PDF)

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 8069

**Capital Construction; Inspections;
Substantial Completion; Final Completion**

Page 1 of 2

BOARD POLICY

~~Normally e~~Construction projects will be inspected by ~~other than either~~ the architect or engineering firm who designed the project, or by a construction inspector specifically hired. ~~If the Board does not have a Physical Plant consultant on its staff, the College will contract with a registered architect or engineer~~ to perform the construction inspection function. This representative of the owner will be responsible for the inspection services and provide information to the architect or engineer as applicable.

The duties of the construction inspector shall be determined by the College administrator responsible for the project, after consultation with the architect or engineer who designed the project.

Substantial Completion

A committee recommended by the President shall perform the substantial completion inspection of a capital construction project. The committee shall include the Chair of the Fiscal, Facilities and Audit Committee, a Board of Trustee's member, the Vice Chancellor for Facilities and Information Technology, a registered architect or engineer employed by the state (for state funded projects), the construction inspector retained by the College, the campus Physical Plant Director, and other campus representatives appointed by the President.

Before the substantial completion inspection occurs, the college-retained inspector, the architect/engineer and the contractor shall make an inspection of the project for the purpose of developing a punch list to be used by the substantial completion inspection committee. A copy shall be provided to each member of the committee along with a notation of the items that have been completed.

Following the inspection, if the committee determines that the project is at the substantial completion phase, each member shall sign the AIA document indicating that designation. The president shall report such action to the Board at the next official meeting through submission of an updated capital construction quarterly report for the project, for ratification of the committee's approval.

The purpose of the substantial completion inspection is to:

1. allow the owner to occupy or utilize the project for its intended use~~start use of the facility~~
2. ~~to~~ insure a quality ~~product~~project
3. ~~to~~ make specific payments and commence warranties

The substantial completion inspection allows:

1. The inspection committee to identify areas where an acceptable level of quality of work, materials or equipment are lacking
2. The contractor to obtain payment and stop responsibility for future financial exposure other than that identified
3. The architect to show progress and/or move the project to closure

FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 8069 Capital Construction; Inspections;
Substantial Completion; Final Completion**

Page 2 of 2

Final Completion

When the architect, engineer, contractor and college-retained inspector or College representative determine that the project is complete with all work on the outstanding items adequately performed, the project shall be deemed to have reached final completion and final payments will be processed. Notice of final completion and project close out will be provided to the Board of Trustees through submission of the final capital construction quarterly report for the project at the next regular Board meeting. ~~The President will notify the Board of Trustees at the next available Board meeting when the project's final inspection is accomplished.~~

Legal Reference: RRS 81-855 Engineers and architects; public works; supervision by registered engineer or architect required; exception

RRS 85-304 Board of trustees; powers, enumerated

Policy Adopted: 3/11/94

Policy Revised: 2/23/95

Policy Revised: 2/12/04

Policy Revised: 9/15/06

Policy Revised: 11/7/14

Policy Revised:

Attachment: Revisions to Board Policy 8069 (2000 : Revisions to Board Policy 8069 Capital Construction; Inspections; Substantial and Final

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **Approve Artist and Art Design for 1% Art for Rangeland Lab Facility at Chadron State College**

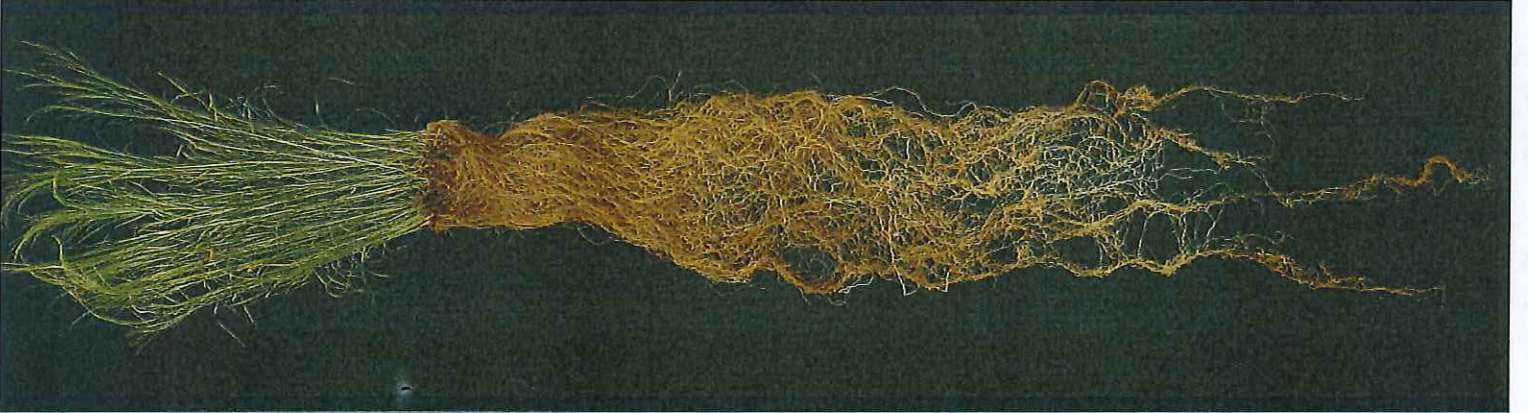
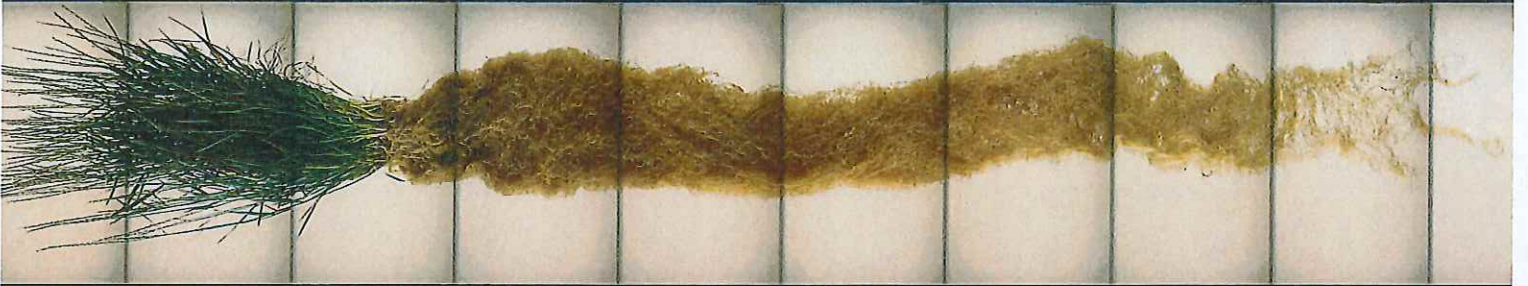
Nebraska law provides for the set aside of one percent (1%) of state funds (subject to deductibles and exclusions) appropriated for construction costs of certain capital construction projects to be used for the acquisition of works of art. Chadron State requests approval for the creation of artwork for the Rangeland Lab Facility to be financed from \$28,532 in cash funds from the Rangeland Lab Facility project. Krista Birnbaum provided a proposal suitable for permanent indoor display. Following national artists' submissions for this site, Krista was invited to campus to present her proposal to the 1% Art Committee. The Nebraska Arts Council was consulted through the entire selection process.

The System Office and Chadron State College recommend approval of the Artist and Art Design for 1% Art for Rangeland Lab Facility at Chadron State College.

ATTACHMENTS:

- CSC 1% Art for Rangeland Lab (PDF)

photographs by Jim Richardson



root systems

Switchgrass, a native of the prairie, can reach a root depth of 10 feet.



ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **Approve Use of Capital Improvement Fee Funds for Improvements to the Administration Building at Peru State College**

Peru State requests approval to use \$50,000 of capital improvement fee funds toward the improvements to the Administration Building and purchase of modular office furniture to provide better privacy and flow for students in the Admissions, Financial Aid and Business Offices. Students in these areas discuss private and confidential matters. The Peru State Retention Task Force recommended the College increase opportunities for students to have private conversations with the business office and financial aid office personnel by reworking processes and physical space, as necessary. The current arrangement doesn't allow privacy for these conversations, so through a combination of modular cubicles and walls, the College will create an improved environment.

The System Office and Peru State College recommend approval of the Use of Capital Improvement Fee Funds for Peru State College.

ITEMS FOR DISCUSSION AND ACTION
FISCAL, FACILITIES AND AUDIT

June 16, 2017

ACTION: **Approve Return of Cash Funds Designated for Athletic Field Improvements to Undesignated Cash Funds for Wayne State College**

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

Athletic Field Improvements \$70,550.82

This project is now complete and the remaining funds will return to undesignated cash funds for future use.

The System Office and Wayne State College recommend approval of the Return of Designated Cash Funds to Undesignated Cash Funds for Wayne State.

ITEMS FOR DISCUSSION AND ACTION/FISCAL, FACILITIES AND AUDIT

June 16, 2017

***ACTION:* Approve Real Property Acquisition for Wayne State College**

The System Office and Wayne State respectfully request authorization for the College to acquire from the Wayne State Foundation land located at 211 E 10th Street, Wayne, NE. The legal description of the property is the East 120 feet of Lots 8, 9, 10 & 11, Block 2, Spahr's Addition to the City of Wayne, Wayne County, Nebraska. The land currently has no structures and is rough graded. The College plans to use the land for the placement of a building to serve as a Criminal Justice Crime Scene Investigation facility. The acquisition of this property is in compliance with Board Policy 8002.

The System Office and Wayne State College recommend approval of the Real Property Acquisition for Wayne State College.

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 16, 2017

INFORMATION ONLY: **Promotion and 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 | 9 | 10% | 23 | 24% | 22 | 23% | 40 | 43% | |
| Promoted into Rank | N/A | | 0 | | 2 | | 2 | | |
| Promoted to next Rank | <u>0</u> | | <u>2</u> | | <u>2</u> | | <u>N/A</u> | | |
| IMPACT | 9 | 10% | 21 | 22% | 22 | 23% | 42 | 45% | 94 |
| Peru | 8 | 16% | 24 | 47% | 6 | 12% | 13 | 25% | |
| Promoted into Rank | N/A | | 1 | | 2 | | 2 | | |
| Promoted to next Rank | <u>1</u> | | <u>2</u> | | <u>2</u> | | <u>N/A</u> | | |
| IMPACT | 7 | 14% | 23 | 45% | 6 | 12% | 15 | 29% | 51 |
| Wayne | 5 | 4% | 34 | 29% | 27 | 23% | 52 | 44% | |
| Promoted into Rank | N/A | | 1 | | 3 | | 7 | | |
| Promoted to next Rank | <u>1</u> | | <u>3</u> | | <u>7</u> | | <u>N/A</u> | | |
| IMPACT | 4 | 4% | 32 | 28% | 23 | 20% | 59 | 50% | 118 |
| System Total | 22 | 8% | 81 | 31% | 55 | 21% | 105 | 40% | |
| Promoted into Rank | N/A | | 2 | | 7 | | 11 | | |
| Promoted to next Rank | <u>2</u> | | <u>7</u> | | <u>11</u> | | <u>N/A</u> | | |
| IMPACT | 20 | 8% | 76 | 29% | 51 | 19% | 116 | 44% | 263 |

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 2017 | Result of 2017 Tenure Awarded | Percent of Faculty with Tenure |
|--------------|-------------------------|-----------------|---------------------|-------------------------------|--------------------------------|
| Chadron | 94 | 55 | 2 | 57 | 61% |
| Peru | 51 | 20 | 0 | 20 | 39% |
| Wayne | 118 | 76 | 3 | 79 | 67% |
| | | | | | |
| System Total | 263 | 151 | 5 | 156 | 59% |

ATTACHMENTS:

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

RANK PROMOTIONS

**Chadron State College
June 16, 2017**

| 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> | | | | | | |
| Janice Haynes | Communication Arts | Assistant Professor to Associate Professor | Ph.D. | 7 | 2 | 9 |
| Richard Kenney | Social Work | Assistant Professor to Associate Professor | MSW | 0 | 5 | 5 |
| Michael Stephens | Music | Associate Professor to Professor | Ph.D. | 0 | 10 | 10 |
| James Wada | Justice Studies | Associate Professor to Professor | Ph.D. | 0 | 10 | 10 |
| | | | | | | |

Attachment: CSC Promotion Report (1973 : Promotion and Tenure Report)

TENURE
Chadron State College
June 16, 2017

| Name | Division OR School | Present Rank | Degree | Years Prior College Service Credit* | Years at Institution in 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. | | | | | |
| Shaunda French | Communication Arts | Associate Professor | Ph.D | 0 | 6 |
| Jesse Sealey | Education | Associate Professor | Ed.D | 0 | 6 |
| | | | | | |

Attachment: CSC Tenure Report (1973 : Promotion and Tenure Report)

RANK PROMOTION RECOMMENDATION PERU STATE COLLEGE – SPRING 2017

| 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> | | | | | | |
| Gul Ahmad | Arts and Sciences | Assistant Professor to Associate Professor | Ph.D. | 5 | 5 | 10 |
| Jacob Bartlett | Arts and Sciences | Assistant Professor to Associate Professor | D.M.A. | 0 | 5 | 5 |
| Sheri Grotrian-Ryan | Professional Studies | Associate Professor to Professor | Ph.D. | 1 | 10 | 11 |
| Kyle Ryan | Education | Associate Professor To Professor | Ph.D. | 2 | 8 | 10 |
| Ronicka Schottel | Professional Studies | Instructor to Assistant Professor | M.S. | 0 | 5 | 5 |

Attachment: PSC Promotion Report (1973 : Promotion and Tenure Report)

RANK PROMOTION
Wayne State College
2017

| 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. | | | | | | |
| Calkin, Joshua | Arts and Humanities | Assistant Professor to Associate Professor | DMA | 3 | 10 | 13 |
| Cupp, Rodney | Arts and Humanities | Associate Professor to Professor | PhD | 2 | 11 | 13 |
| Davis, Adam | Natural and Social Sciences | Associate Professor to Professor | PhD | 1 | 9 | 10 |
| Fox, Kristi | Natural and Social Sciences | Associate Professor to Professor | PhD | 0 | 11 | 11 |
| Franklin, Laura | Education and Counseling | Assistant Professor to Associate Professor | EdD | 0 | 5 | 5 |
| Garden, Randa | Arts and Humanities | Associate Professor to Professor | PhD | 2 | 13 | 15 |
| Kuchta, Mary | Natural and Social Sciences | Instructor to Assistant Professor | MSE | 0 | 3 | 3 |
| Marcellus, Stephanie | Arts and Humanities | Assistant Professor to Associate Professor | PhD | 1 | 5 | 6 |
| Nicholson, Lori | Business and Technology | Associate Professor to Professor | PhD | 3 | 16 | 19 |

| | | | | | | |
|---------------------|-----------------------------|----------------------------------|-----|---|----|----|
| Ras, Gerald | Business and Technology | Associate Professor to Professor | PhD | 3 | 12 | 15 |
| Zardenenta, Gustavo | Natural and Social Sciences | Associate Professor to Professor | PhD | 3 | 7 | 10 |

TENURE
Wayne State College
2017

| 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. | | | | | |
| | | | | | |
| Kolbeck, Karl | Arts and Humanities | Associate Professor | DMA | 6 | 6 |
| Pease, Craig | Education and Counseling | Associate Professor | EdD | 6 | 6 |
| Piersanti, Joshua | Arts and Humanities | Associate Professor | MFA | 6 | 6 |

Attachment: WSC Tenure Report (1973 : Promotion and Tenure Report)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 16, 2017

INFORMATION ONLY: Foundation Employee Compensation Report

Chadron State Foundation's employee salary information for 2017-2018 is attached as an information item.

ATTACHMENTS:

- CSC 2017-18 Foundation Salaries (PDF)

| Employee Name | SAP Position | Position Title | FTE | 2016-2017 Base Salary | Adjustments increase | 2017-2018 Total Annual Salary | Notes |
|---|--------------|---------------------|--------------|-----------------------------|-------------------------|-------------------------------------|-------|
| Professional Staff (Non-Union) -- Foundation | | | | | | | |
| Haag, Cricket | 600008 | BUSINESS MANAGER | 1.000 | 61,146.00 | 917.00 | 62,063.00 | |
| Rasmussen, Connie | 600005 | EXECUTIVE DIRECTOR | 1.000 | 134,000.00 | 2,010.00 | 136,010.00 | |
| Watson, George | 660660 | MAJOR GIFTS OFFICER | 1.000 | 82,400.00 | 1,236.00 | 83,636.00 | |
| Total | | | 3.000 | 277,546.00 | 4,163.00 | 281,709.00 | |
| Total Foundation Funded Positions | | | 3.000 | 277,546.00 | 4,163.00 | 281,709.00 | |

Attachment: CSC 2017-18 Foundation Salaries (1974 : Foundation Employee Compensation Report)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 16, 2017

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 2016, which corresponds with the timing of the first report in 2010.

ATTACHMENTS:

- Employee Demographic Fall 2016 (PDF)

FALL 2016 EMPLOYEE PROFILE

| | FEMALE | MALE | AMERICAN INDIAN OR ALSASKAN NATIVE | ASIAN | BLACK OR AFRICAN AMERICAN | HISPANIC/ LATINO | NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER | WHTe | TWO OR MORE RACES | UNKNOWN |
|--------------|------------|------------|------------------------------------|----------|---------------------------|------------------|---|--------------|-------------------|----------|
| CSC | 208 | 190 | 2 | 6 | 8 | 6 | 7 | 366 | - | 3 |
| PSC | 148 | 108 | 2 | 1 | 4 | 2 | - | 241 | - | 6 |
| WSC | 383 | 239 | 1 | 1 | 11 | 10 | - | 599 | - | 0 |
| SO | 11 | 3 | - | - | - | - | - | 14 | - | - |
| TOTAL | 750 | 540 | 5 | 8 | 23 | 18 | 7 | 1,220 | 0 | 9 |

Source: SAP Query (Active, Monthly Employees - Fall 2016)

| | | | | | | | | | | |
|-----------------|-----|-----|---|----|----|----|---|-------|---|----|
| TOTAL Fall 2015 | 699 | 538 | 8 | 8 | 23 | 18 | 5 | 1,167 | 0 | 8 |
| 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 Fall 2016 (1975 : Employee Demographic Report)

ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

June 16, 2017

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 2017 (PDF)
- CSC Personnel Report June 2017 (PDF)
- PSC Personnel Report June 2017 (PDF)
- WSC Personnel Recommendations June 2017 (PDF)

| 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 |
| Henry, Rachel | System Director for Marketing and Communications | NA | \$59,200 Prorated \$9,866.67 | State | 5/1/17-6/30/17 | 1.000 | New Appointment | Special |

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 16, 2017

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 |
|-----------------------|--------------------------------------|---------------------|----------|----------------|-----------------------|-------|---------------------------------|---------------------|
| Carnot, Mary Jo | Counseling, Psychology & Social Work | Professor | \$5,200 | State | 06/01/2016-04/11/2017 | 1.000 | SARA Document additional duties | NA |
| Doherty, Nathaniel | English & Humanities | Instructor | \$38,000 | State | 08/19/2016-05/07/2017 | 1.000 | Non-renewal | NA |
| McCarthy, Christopher | Business | Assistant Professor | \$51,500 | State | 01/07/2016-05/07/2017 | 1.000 | Resignation | NA |
| Morrow, Johnica | Physical & Life Sciences | Assistant Professor | \$51,000 | State | 08/17/2017-05/09/2018 | 1.000 | New hire | Tenure Track |
| Moses, Greg | Mathematical Sciences | Assistant Professor | \$57,000 | State | 08/17/2017-05/09/2018 | 1.000 | New hire | Tenure Track |
| Sayaloune, Detsinh | Mathematical Sciences | Instructor | \$41,000 | State | 08/17/2017-05/09/2018 | 1.000 | New hire | Non Tenure Track |
| Sealey, Jesse | Education | Associate Professor | \$59,011 | State | 08/18/2011-05/07/2017 | 1.000 | Resignation | NA |
| Staben, John | Mathematical Sciences | Instructor | \$49,000 | State | 08/19/2016-05/07/2017 | 1.000 | Non-renewal | NA |
| Wood, Terrie | Business | Instructor | \$46,000 | State | 08/17/2017-05/09/2018 | 1.000 | New hire | Non 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 |
|------------------|-------------------|------|---------|----------------|-----------------------|-----|---|---------------------|
| Badura, Victoria | Adjunct | NA | \$7,515 | State | 01/11/2017-05/06/2017 | NA | ACTG 632, ACTG 332, ACTG 438 9 cr hrs; correction | Special |
| Courts, Bari | Adjunct | NA | \$5,010 | State | 01/11/2017-05/06/2017 | NA | ACTG 242 6 cr hrs; correction | Special |
| Cressy, Charles | Adjunct | NA | \$775 | State | 01/01/2017-01/10/2017 | NA | Internship Portfolio Grading 22 hours \$25 per hour | Special |
| Cressy, Charles | Adjunct | NA | \$550 | State | 03/20/2017-03/22/2017 | NA | Internship Portfolio Grading 22 hours \$25 per hour | Special |
| Hosman, Lonnie | Part Time Faculty | NA | \$1,000 | State | 08/03/2017-08/16/2017 | NA | Early onboarding | Special |

Attachment: CSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 16, 2017

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 | \$2,505 | State | 01/11/2017-05/06/2017 | NA | EDUC 475 1 cr hr, Supervision 2 cr hrs; correction | Special |
| Morrow, Johnica | Part Time Faculty | NA | \$700 | State | 08/08/2017-08/16/2017 | NA | Early onboarding | Special |
| Morrow, Johnica | Part Time Faculty | NA | \$1,200 | State | 07/03/2017-07/18/2017 | NA | Early onboarding | Special |
| Morrow, Johnica | Part Time Faculty | NA | \$2,000 | State | 06/05/2017-06/30/2017 | NA | Early onboarding | Special |
| Moses, Greg | Part Time Faculty | NA | \$1,000 | State | 08/03/2017-08/16/2017 | NA | Early onboarding | Special |
| Pollard, Tracie | Adjunct | NA | \$7,515 | State | 01/11/2017-05/06/2017 | NA | EDUC 475 8 cr hrs, Supervision 1 cr hr; correction | Special |
| Ritzen, Cassandra | Part Time Faculty | NA | \$400 | State | 08/01/2017-08/04/2017 | NA | Early onboarding | Special |
| Ritzen, Cassandra | Part Time Faculty | NA | \$400 | State | 08/11/2017-08/16/2017 | NA | Early onboarding | Special |
| Sayaloune, Detsinh | Part Time Faculty | NA | \$2,200 | State | 06/01/2017-06/30/2017 | NA | Early onboarding | Special |
| Sayaloune, Detsinh | Part Time Faculty | NA | \$3,100 | State | 07/05/2017-08/16/2017 | NA | Early onboarding | 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 |
|-----------------|-----------------------------------|------|------------------------------|----------------|-----------------------|-------|-------------------|---------------------|
| Aye, Khin | Assistant Director-Residence Life | NA | \$27,295 | Revenue Bond | 07/01/2016-05/07/2017 | 1.000 | Resignation | NA |
| Aye, Khin | Project Coordinator | NA | \$33,990 prorated \$5,049.24 | Revenue Bond | 05/08/2017-06/30/2017 | 1.000 | New Appointment | Special |
| Dockweiler, Ann | Nurse | NA | \$44,331 | State | 08/23/2002-06/30/2017 | 0.830 | Resignation | NA |
| Gurrola, Yadira | Assistant Director-Residence Life | NA | \$27,295 | Revenue Bond | 07/01/2016-05/07/2017 | 1.000 | Resignation | NA |

Attachment: CSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 16, 2017

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 |
|-----------------|---------------------------|------|-------------------------------------|----------------|---------------------------|-------|-------------------|---------------------|
| Masters, Logan | Assistant Coach | NA | \$36,500 prorated \$12,926.81 | State | 02/22/2017- 06/30/2017 | 1.000 | New Appointment | Special |
| O'Daniel, Tyler | Admissions Representative | NA | \$31,930 prorated \$9717.83 | State | 03/13/2017- 06/30/2017 | 1.000 | New Appointment | Special |
| O'Daniel, Tyler | Admissions Representative | NA | \$31,930 | State | 03/13/2017- 04/27/2017 | 1.000 | Resignation | NA |
| Pope, Kate | Project Coordinator | NA | \$35,000 prorated \$8,750 | State | 04/03/2017- 06/30/2017 | 1.000 | New Appointment | Special |
| Reed, Leah | Project Coordinator | NA | \$33,990 | State | 08/03/2016- 06/30/2017 | 1.000 | Resignation | NA |
| Smith, Jaclyn | Academic Advisor | NA | \$42,000 prorated \$8,225 | State | 04/20/2017- 06/30/2017 | 1.000 | New Appointment | Special |
| Smith, Sara | Admissions Representative | NA | \$31,930 | State | 01/26/2015- 04/28/2017 | 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 |
|------------------|---|------|-------------------------------------|------------------------------|---------------------------|-------|-------------------|---------------------|
| Diers, Amee | Assistant Director-Human Resources | NA | \$43,858 prorated \$14,619.33 | 75% State 25% Rev Bond | 03/01/2017- 06/30/2017 | NA | Reclassification | Special |
| Kendrick, David | Associate Vice President for Teaching & Learning Technologies | NA | \$90,000 | State | 07/01/2017- 06/30/2018 | 1.000 | New hire | Specific |
| Lecher, Danielle | Director-Market Development | NA | \$52,000 prorated \$13,000 | State | 04/01/2017- 06/30/2017 | NA | Additional duties | NA |
| Nesheim, David | Interim Director-Assessment | NA | \$89,601 prorated \$82,134.25 | State | 08/01/2017- 06/30/2018 | 1.000 | New hire | Specific |

Attachment: CSC Personnel Report June 2017 ('1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 16, 2017

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 |
|-------------|---------------------------------|------|-----------|----------------|-----------------------|-------|-------------------|---------------------|
| Weeast, Art | Interim Director-Implementation | NA | \$106,575 | State | 08/01/2017-06/30/2018 | 0.920 | New hire | Specific |

UNIONIZED SUPPORT STAFF
(FULL TIME/.75 FTE OR MORE)

| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
|-------------------|------------------------------|------|---------|----------------|-----------------------|-------|-------------------|---------------------|
| Crowell, Darin | Security Officer II | NA | \$2,333 | State | 3/27/2017 | 1.000 | New Hire | Probationary |
| Dinstel, Jonni | Office Assistant II | NA | \$1,860 | State | 4/3/2017 | 1.000 | New Hire | Probationary |
| Elliot, Andrea | Custodian | NA | \$1,728 | State | 02/06/2017-03/10/2017 | 1.000 | Discharge | NA |
| Frear, Donald | Maintenance Repair Worker II | NA | \$1,995 | State | 3/7/2017 | 1.000 | New Hire | Probationary |
| Hooks, Unique | Office Assistant II | NA | \$1,917 | State | 5/22/2017 | 1.000 | New Hire | Probationary |
| Knaub, Nancy | Custodian | NA | \$1,958 | Revenue Bond | 07/18/2011-03/31/2017 | 1.000 | Resignation | NA |
| Pickering, Joshua | Custodian | NA | \$1,728 | Revenue Bond | 2/7/2017 | 1.000 | New Hire | Probationary |
| Smith, Eli | Custodian | NA | \$1,728 | Revenue Bond | 08/09/2016-04/24/2017 | 1.000 | Resignation | NA |
| Sutton, Alexander | Custodian | NA | \$1,728 | State | 4/3/2017 | 1.000 | New Hire | Probationary |
| Yardley, Nicholas | Maintenance Repair Worker II | NA | \$2,055 | State | 05/24/2016-04/21/2017 | 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, Zachary | OA II | NA | \$1,974 | State | 05/09/2016-06/30/2017 | 1.000 | Resignation | NA |

Attachment: CSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: Chadron State College

MEETING DATE: June 16, 2017

| NON-UNIONIZED SUPPORT STAFF (PART-TIME/LESS THAN .75 FTE) | | | | | | | | |
|---|------------------|------|---------|----------------|---------------------------|-------|-------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Kuhnel, Katy | Academic Advisor | NA | \$1,536 | Grant | 08/13/2015- 02/17/2017 | 0.500 | Resignation | NA |

Attachment: CSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 16, 2017

| 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 |
| Spencer Davis | School of Arts and Sciences | Professor | \$95,491 | State | 8/22/83 - 8/31/17 | 1.0 | Retirement | N/A |
| Candy Blecha | School of Education | Instructor | \$53,000 | State | 8/22/83 - 8/31/17 | 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 |
| Albers, Stephanie | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | PSYC 121 049X (3 cr hrs) | Special |
| Anderson, Josh | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | ART 206 049X (3 cr hrs) | Special |
| Beaudoin-Colwell, Lisa | Adjunct | N/A | \$2,505 | State | 2/4/2017 - 3/3/17 | N/A | SPED 500 OCAX (3 cr hrs) | Special |
| Beaudoin-Colwell, Lisa | Adjunct | N/A | \$2,505 | State | 2/4/2017 - 3/3/17 | N/A | SPED 500 OCBX (3 cr hrs) | Special |
| Betts, Gregory | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | EDIC 510 049V (3 cr hrs) | Special |
| Betts, Gregory | Adjunct | N/A | \$2,505 | State | 2/4/17 - 3/3/17 | N/A | SPED 500 OCCX (3 cr hrs) | Special |
| Bliss, Stacy | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | PSYC 305 049V (3 cr hrs) | Special |
| Brizuela, Francisco | Adjunct | N/A | \$2,505 | State | 3/13/17 - 3/31/17 | N/A | INS 500 049S (3 cr hrs) | Special |
| Carlson, Jeanette | Adjunct | N/A | \$2,505 | State | 3/4/17 - 3/31/17 | N/A | EDUC 552 OCBX (3 cr hrs) | Special |
| Cartwright, Jame | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | SPED 405 115Z (3 cr hrs) | Special |
| Christiansen, Heath | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | CMIS 101 049X (3 cr hrs) | Special |
| Craver, Susan | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BUS 328 049X (3 cr hrs) | Special |
| Craver, Susan | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BUS 480 049X (3 credit hours) | Special |
| Falcon, Lori | Adjunct | N/A | \$2,505 | State | 3/4/17 - 3/31/17 | N/A | EDUC 552 OCCX (3 cr hrs) | Special |

Attachment: PSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 16, 2017

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 |
|---------------------|------------------|------|---------|----------------|----------------------|-----|---------------------------|---------------------|
| Falcon, Lori | Adjunct | N/A | \$2,505 | State | 3/4/17 - 3/31/17 | N/A | EDUC 552 OCDX (3 cr hrs) | Special |
| Feldman, Ann | Adjunct | N/A | \$2,505 | State | 3/4/17 - 3/31/17 | N/A | EDUC 552 OCAX (3 cr hrs) | Special |
| Hagemann, Mary | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | EDUC 3364 115Z (3 cr hrs) | Special |
| Hays, Jon | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | HIST 113 049X (3 cr hrs) | Special |
| Jacobsen, Linda | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BUS 30 049X (3 cr hrs) | Special |
| Kramer, Melissa | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | CJUS 220 049X (3 cr hrs) | Special |
| Kuchera, Evan | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | ESCI 240 049X (3 cr hrs) | Special |
| Langstraat, Rick | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BUS 232 049X (3 cr hrs) | Special |
| Lee, Chris | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | HIST 114 049X (3 cr hrs) | Special |
| Lottman, Brent | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | CJUS 190 049X (3 cr hrs) | Special |
| Martinelli, Jason | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | ESCI 215 049T (3 cr hrs) | Special |
| Martinelli, Jason | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | ESCI 215 049X (3 cr hrs) | Special |
| McGee, Mary | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | EDUC 553 049X (3 cr hrs) | Special |
| Muthersbaugh, Kelly | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | EDUC 569 049X (3 cr hrs) | Special |
| Odum, Jay | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BUS 251 049X (3 cr hrs) | Special |
| Radell, David | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | STAT 210 049X (3 cr hrs) | Special |
| Roberts, Laura | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | PSYC 250 049X (3 cr hrs) | Special |
| Shaw, Cassie | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BUS 201 049X (3 cr hrs) | Special |

Attachment: PSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 16, 2017

| 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 |
| Snyder, Randall | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | MUSC 211 049X (3 cr hrs) | Special |
| Tanner, Colby | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BIOL 130 049X (3 cr hrs) | Special |
| Walsh, Andrew | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | HPER 222 000Z (3 cr hrs) | Special |
| Weichel, Mark | Adjunct | N/A | \$2,505 | State | 1/7/17 - 2/3/17 | N/A | EDUC 600 0CCX (3 cr hrs) | Special |
| Weichel, Mark | Adjunct | N/A | \$2,505 | State | 1/7/17 - 2/3/17 | N/A | EDUC 600 OCDX (3 cr hrs) | Special |
| Weninger, Hope | Adjunct | N/A | \$2,505 | State | 1/9/17 - 3/3/17 | N/A | BUS 373 049X (3 cr hrs) | 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 |
| Baxter, Marissa | FA Counselor | N/A | \$31,930 prorated \$10,643 | State | 4/3/17 - 6/30/17 | 1.0 | New Appointment | N/A |
| Baxter, Marissa | FA Counselor | N/A | \$31,930 | State | 4/3/17 - 4/7/17 | 1.0 | Resignation | N/A |
| Dietze, Marilyn | Project Coordinator | N/A | \$33,990 | State | 12/1/15 - 5/10/17 | 1.0 | Resignation | N/A |
| Higgins, Loryn | IT Specialist | N/A | \$48,517 | State | 9/13/16 - 1/6/17 | 1.0 | Resignation | N/A |
| Hutson, Crystal | Student Activities Coordintor | N/A | \$36,050 prorated \$13,518 | .16 Rev Bond, .84 State | 2/13/17 - 6/30/17 | 1.0 | New Appointment | N/A |
| Jones, Barb | Project Coordinator | N/A | \$33,990 | State | 3/1/06 - 6/30/17 | 1.0 | Retirement | N/A |
| Kamenar, Tereza | Project Coordinator | N/A | \$36,000 prorated \$10,500 | State | 3/13/17 - 6/30/17 | 1.0 | Reclassification | N/A |
| Meland, Marie | Tutorial Services/ADA Coordinator | N/A | \$41,134 | State | 7/10/00 - 6/30/17 | 0.84 | Retirement | N/A |

Attachment: PSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 16, 2017

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 |
|------------------|---|------|---------------------------|----------------|----------------------|------|-------------------|---------------------|
| Rippe, Pat | Director- Field Experiences/Certification Officer | N/A | \$67,107 | State | 8/23/99 - 8/31/17 | 0.92 | Retirement | N/A |
| Varley, Lou | Assistant Coach | N/A | \$38,538 | State | 7/1/11 - 12/31/17 | 0.92 | Resignation | N/A |
| Williams, Ashley | Project Coordinator | N/A | \$33,990 prorated \$7,081 | State | 4/14/17 - 6/30/17 | 1.0 | New Appointment | N/A |

NON-UNIONIZED PROFESSIONAL STAFF

(Full-time/.75 FTE or more)

| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
|---------------------|------------------------------------|------|----------------------------|----------------|----------------------|-----|----------------------------|---------------------|
| Albury, Joan | Interim Head Volleyball Coach | N/A | \$40,000 | State | 7/20/16 - 2/17/17 | 1.0 | End of interim appointment | N/A |
| Burkey-Jeeves, Lisa | Assistant Director - Financial Aid | N/A | \$38,745 prorated \$14,529 | State | 2/13/17 - 6/30/17 | 1.0 | New Appointment | N/A |
| Dunekacke, Jari | Assistant Director - Admissions | N/A | \$42,000 prorated \$10,500 | State | 4/1/17 - 6/30/17 | 1.0 | New Appointment | N/A |
| Fortney, Pat | Dean, School of Arts and Sciences | N/A | \$96,386 | State | 8/18/06 - 8/31/17 | 1.0 | Resignation | N/A |
| Schroeder, Laurie | Head Volleyball Coach | N/A | \$48,000 prorated \$16,000 | State | 3/2/17 - 6/30/17 | 1.0 | New Appointment | 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 |
|------------------|------------------|------|------------|----------------|----------------------|-----|-------------------|---------------------|
| Baier, Robert | Custodian | N/A | \$1,728/mo | State | 5/1/17 - 6/30/17 | 1.0 | New Hire | Probationary |
| Guyer, Paige | Custodian | N/A | \$1,728/mo | State | 7/18/16 - 3/22/17 | 1.0 | Resignation | N/A |
| Kearney, Connie | OA IV | N/A | \$4,186/mo | State | 8/9/76 - 5/31/17 | 1.0 | Retirement | N/A |
| Mackaig, Daniel | MRW II | N/A | \$1,995/mo | State | 4/17/17 - 6/30/17 | 1.0 | New Hire | Probationary |
| Mathers, Annette | Custodian | N/A | \$1,728/mo | State | 2/15/17 - 6/30/17 | 1.0 | New Hire | Probationary |

Attachment: PSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: PERU STATE COLLEGE
MEETING DATE: June 16, 2017

| NON-UNIONIZED SUPPORT STAFF (Part-time/less than .75 FTE) | | | | | | | | |
|---|------------------|------|----------|----------------|----------------------|-----|-------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Wright, Adam | Custodian | N/A | \$890/mo | State | 6/1/17 - 4/30/17 | 0.5 | Resignation | N/A |

Attachment: PSC Personnel Report June 2017 (1996 : Reports of Personnel Actions)

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 16, 2017

| 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 |
| Conway, Gerald | Business and Economics | Associate Professor | \$94,021.00 | State | 09/02/75-05/10/17 | 1.0 | Retirement | N/A |
| Conway, Kathleen | Counseling | Professor | \$97,617.00 | State | 07/06/81-05/10/17 | 1.0 | Retirement | N/A |
| Dalal, Meenakshi | Business and Economics | Professor | \$96,969.00 | State | 08/26/85-05/10/17 | 1.0 | Retirement | N/A |
| Dickson, Cody | Counseling | Assistant Professor | \$50,000.00 | State | 08/17/17-05/09/18 | 1.0 | New Appointment, replaced Tara Wilson | Tenure-Track |
| Hallgren, Kenneth | Business and Economics | Professor | \$98,132.00 | State | 08/25/86-05/10/17 | 1.0 | Retirement | N/A |
| Hanson, Brian | History, Politics and Geography | Assistant Professor | \$50,500.00 | State | 08/17/17-05/09/18 | 1.0 | New Appointment, replaced Mark Leeper | Tenure-Track |
| Jensen, Gwen | Communication Arts | Professor | \$71,978.00 | State | 05/16/94-05/10/17 | 1.0 | Retirement | N/A |
| Krupp, Sarah | Art and Design | Assistant Professor | \$50,000.00 | State | 08/18/17-05/09/18 | 1.0 | New Appointment, replaced J.V. Brummels | Tenure-Track |
| McCutcheon, Cassandra | Criminal Justice | Instructor | \$41,500.00 | State | 08/17/17-05/09/18 | 1.0 | New Appointment | Non Tenure-Track |
| Nelson, Jeryl | Business and Economics | Professor | \$400.00* | Revenue Bond | 01/01/17-02/24/17 | N/A | *Athletic Event Staff up to a max of 40 hours at a rate of \$10/hr. | Special |
| Paxton, John | Business and Economics | Professor | \$102,428.00 | State | 01/09/78-05/10/17 | 1.0 | Retirement | N/A |
| Worner, Gregory | Technology and Applied Sciences | Instructor | \$43,260.00 | State | 08/20/15-05/10/17 | 1.0 | Resignation | N/A |
| Worner, Tamara | Physical Sciences and Mathematics | Professor | \$72,842.00 | State | 08/18/00-05/10/17 | 1.0 | Resignation | N/A |

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 16, 2017

| 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 |
| Beach, Gerald | Adjunct | N/A | \$804.00 | State | 01/09/17-05/10/17 | N/A | EDU 786-60 (2 graduate students, 3 cr hrs) | Special |
| King, Melissa | Adjunct | N/A | \$215.00 | State | 01/09/17-05/10/17 | N/A | MUS 427-60 (1 undergraduate student, 2 cr hrs) | Special |
| Larson, Beth | Adjunct | N/A | \$2,088.00 | State | 01/09/17-05/10/17 | N/A | CSL 662 (2.5 cr hrs) | Special |
| Lawton, April | Adjunct | N/A | \$402.00 | State | 01/09/17-05/10/17 | N/A | EDU 698-60 (1 graduate student, 3 cr hrs) | Special |
| Mangnuson, Grant | Adjunct | N/A | \$2,505.00 | State | 03/13/17-05/10/17 | N/A | ITE 510-W0 (3 cr hrs) | Special |
| Mohl, Mary | Adjunct | N/A | \$1,215.00* | State | 01/06/17-05/10/17 | N/A | *additional duties associated with MAT 196-02 up to a max of 81 hours at a rate of \$15/hr. {change from March report} | Special |
| Niemann, Jill | Adjunct | N/A | \$3,000.00 | State | 01/09/17-05/10/17 | N/A | Mentoring duties at the South Sioux City Community of Learning. | Special |
| Person, Teresa | Adjunct | N/A | \$429.00 | State | 01/09/17-05/10/17 | N/A | EDU 310-60 (2 undergraduate students, 2 cr hrs) | Special |
| Raab, Klaus | Adjunct | N/A | \$322.00 | State | 01/09/17-05/10/17 | N/A | GER 120-60 (1 undergraduate student, 3 cr hrs) | Special |
| Stortvedt, Colleen | Adjunct | N/A | \$835.00 | State | 03/17/17-03/18/17 | N/A | CSL 468/568-80 (1 cr hrs) | Special |
| Tramontia, Peggy | Adjunct | N/A | \$644.00 | State | 01/09/17-05/10/17 | N/A | EDU 302-60 (2 undergraduate students, 3 cr hrs) | Special |
| Tucker, Anne | Adjunct | N/A | \$835.00 | State | 03/13/17-05/10/17 | N/A | EDU 457/557-W1 (1 cr hr) | Special |

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 16, 2017

| 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 |
| Berg, Asia | Admissions Representative | N/A | \$32,000.00; prorated \$4,754.00 | State | 05/08/17-06/30/17 | 1.0 | New Appointment, replaced Donna Neeman | Special |
| Broberg, Amanda | Graphic Designer | N/A | \$1,470.00 | State | 07/11/16-10/31/16 | N/A | Additional duties | Special |
| Buster, Larissa | Assistant Director – Residence Life | N/A | \$28,441.00 | Revenue Bond | 07/01/15-05/12/17 | .875 | Resignation | N/A |
| Cleary, Joseph | Assistant Coach | N/A | \$33,990.00 | State | 08/11/15-03/06/17 | 1.0 | Resignation | N/A |
| Curran, Benjamin | Football Offensive Coordinator | N/A | \$45,000.00; prorated; \$13,370.00 | State | 03/15/17-06/30/17 | 1.0 | New Appointment, replaced Logan Masters | Special |
| Guzman, Veronica | Coordinator of Admissions Services | N/A | \$39,912.00; prorated \$8,648.00 | State | 04/13/17-06/30/17 | 1.0 | Additional compensation for significantly increased job responsibilities | N/A |
| Henderson, Zachary | Assistant Director – Residence Life | N/A | \$25,500.00; prorated \$2,125.00 | Revenue Bond | 06/01/17-06/30/17 | .875 | New Appointment, replaced Alexandra Neemann | Special |
| Kreikemeier, Kaleb | Coordinator of Admissions Services | N/A | \$35,000.00; prorated \$9,385.00 | State | 03/27/17-06/30/17 | 1.0 | New Appointment | Special |
| Masters, Logan | Football Offensive Coordinator | N/A | \$42,436.00 | State | 07/01/15-02/21/17 | 1.0 | Resignation | N/A |
| Mohlfeld, Kathy | Licensed Student Counselor | N/A | \$100.00 | State | 04/01/17 | N/A | Additional duties | Special |
| Mohlfeld, Kathy | Licensed Student Counselor | N/A | \$835.00 | State | 03/13/17-05/10/17 | N/A | Adjunct assignment for CSL 105-W1 (1 cr hr) | Special |
| Muir, Trudy | Graphic Designer | N/A | \$1,284.50 | State | 07/11/16-10/31/16 | N/A | Additional duties | N/A |

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 16, 2017

| 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 |
| Nelson, Jeremy | IT Lead | N/A | \$74,675.00; prorated \$16,180.00 | State | 04/13/17- 06/30/17 | 1.0 | Additional compensation for significantly increased job responsibilities | N/A |
| Piekarski, Alex | Assistant Coach | N/A | \$36,000.00; prorated \$10,044.00 | State | 03/22/17- 06/30/17 | 1.0 | New Appointment, replaced Joseph Cleary | Special |
| Quance, Marilyn | Librarian – Technical Services | N/A | \$2,505.00 | State | 01/09/17- 05/10/17 | N/A | Adjunct assignment for IDS 120-W0 (2 cr hrs) and IDS 368-W0 (1 cr hr) | Special |
| Uhrich, Kendall | Coordinator of Admissions Services | N/A | \$35,000.00; prorated \$2,652.00 | State | 06/05/17- 06/30/17 | 1.0 | New Appointment, replaced Amy Gade | Special |

| Non-Unionized Professional Staff (Full-Time/.75 FTE or More) | | | | | | | | |
|--|---|------|---|----------------|-----------------------|-----|---|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Cleary, Joseph | Head Coach | N/A | \$49,000.00; prorated \$15,624.00 | State | 03/07/17- 06/30/17 | 1.0 | New Appointment, replaced Bruce Erickson | Special |
| Erickson, Bruce | Head Coach | N/A | \$56,650.00 | State | 07/20/15- 02/24/17 | 1.0 | Resignation | N/A |
| Kneifl, Scott | Head Coach | N/A | \$80,000.00; prorated \$26,667.00 | State | 03/01/17- 06/30/17 | 1.0 | Salary and FTE increase from .917 to 1.0 | N/A |
| Kneifl, Scott | Head Coach | N/A | \$965.00 | State | 01/09/17- 05/10/17 | N/A | Adjunct teaching assignment PED 317-60 (3 undergraduate students, 3 cr hrs) | Special |
| Scherer Connealy, Judith | Director of Continuing Education and Outreach | N/A | \$75,000.00; prorated \$2,841.00 | State | 06/19/17- 06/30/17 | 1.0 | New Appointment | Special |

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR
COLLEGE: Wayne State College
MEETING DATE: June 16, 2017

| 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 |
| Kroenke, Katie | Graduate Assistant | N/A | \$90.00* | State | 03/18/17 | N/A | *Work at track meet up to a max of 9 hours at a rate of \$10/hr. | Special |
| Reeder, Sean | Graduate Assistant | N/A | \$6,000.00 | State | 08/01/15-03/02/17 | N/A | Resignation | N/A |

| Unionized Support Staff (Full-Time/.75 FTE or More) | | | | | | | | |
|---|------------------------------|------|----------------|----------------|----------------------|-----|---------------------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Gubbels, Denise | Office Assistant III | N/A | \$2,450.92/mo. | State | 04/06/17 | 1.0 | New Hire, replaced Janel Kramer | Probationary |
| Kamrath, Vernon | Custodian | N/A | \$2,876.08/mo. | Revenue Bond | 08/03/87-06/02/17 | 1.0 | Retirement | N/A |
| Kramer, Janel | Office Assistant III | N/A | \$2,603.50/mo. | State | 07/05/16-03/03/17 | 1.0 | Resignation | N/A |
| Lewon, Mark | Custodian | N/A | \$1,780.00/mo. | Revenue Bond | 08/01/14-02/27/17 | 1.0 | Discharge | N/A |
| Mrsny, Jeff | Custodian | N/A | \$1,728.17/mo. | Revenue Bond | 03/13/17 | 1.0 | New Hire, replaced Mark Lewon | Probationary |
| Stewart, Ainsley | Office Assistant II | N/A | \$1,978.25/mo. | State | 05/04/16-05/26/17 | 1.0 | Resignation | N/A |
| Swinney, William | Maintenance Repair Worker IV | N/A | \$4,183.33/mo. | State | 02/01/02-06/30/17 | 1.0 | Retirement | N/A |

| Non-Unionized Support Staff (Full-Time/.75 FTE or more) | | | | | | | | |
|---|---------------------|------|----------------|----------------|----------------------|-----|---------------------------------|---------------------|
| Name | Title/Assignment | Rank | Salary | Funding Source | Period of Employment | FTE | Reason for Action | Type of Appointment |
| Hauptmann, JoAnn | Office Assistant II | N/A | \$2,119.92/mo. | State | 03/13/17 | 1.0 | New Hire, replaced Misty Frazey | Probationary |

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

June 16, 2017

INFORMATION ONLY: Scholarship Luncheon Report

The NSCS Scholarship Luncheon was held at Hillcrest Country Club on Friday, April 21, 2017. 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 Dr. Matt Blomstedt provided the keynote address to the 92 people in the audience. Chadron State alumnus Danny Reynaga served as the student speaker for the event.

Scholarship recipients and their families were introduced by the 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 16, 2017

***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 2015.

ATTACHMENTS:

- Student Demographic Report Fall 2016 (PDF)

FALL 2016 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 | 1,755 | 1,222 | 26 | 115 | 25 | 11 | 2,347 | 215 | 92 | 62 | 84 |
| PSC | 1,556 | 1,015 | 14 | 153 | 21 | 0 | 1,984 | 127 | 67 | 19 | 186 |
| WSC | 1,914 | 1,443 | 30 | 89 | 19 | 1 | 2,782 | 258 | 78 | 15 | 85 |
| TOTAL | 5,225 | 3,680 | 70 | 357 | 65 | 12 | 7,113 | 600 | 237 | 96 | 355 |

| | | | | | | | | | | | |
|--------------------|-------|-------|----|-----|----|----|-------|-----|-----|-----|-----|
| TOTAL Fall 2015 | 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 2016 (1967 : Student Demographic Report)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 16, 2017

***INFORMATION ONLY:* Annual Report on Internal Leases of Revenue Bond Buildings**

Chadron State leases 16,281 square feet of Revenue Bond Building office space in Crites Hall on an annual basis for state supported functions. The space is leased for \$1.74 per square foot for 2016-17 and 2017-18, for a total lease payment to the Revenue Bond fund of \$28,329.

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

June 16, 2017

INFORMATION ONLY: Physical Plant Status Reports

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 2017) | | |
|--|------------------------|------------------------------|
| College: Chadron State College | | Meeting Date: 6/16/17 |
| Project Description | Status | Fund Source |
| LB 309 Projects | | |
| Boiler House Roof Replacement | In Progress | LB 309 |
| Boiler House Sprinkler System | In Progress | LB 309 |
| Campus Arc Flash Study | In Progress | LB 309 |
| Campus Fire Hydrant Replacement | In Progress | LB 309 |
| Campus Tunnel Upgrade | In Progress | LB 309 |
| King Library ADA Restroom Remodel | In Progress | LB 309 |
| King Library Lighting Upgrade | In Progress | LB 309 |
| King Library Window Upgrade | In Progress | LB 309 |
| Contingency Maintenance Projects | | |
| Andrews Hall Fire Alarm Upgrade | Funded | Contingency Maintenance |
| Andrews Hall Elevator Upgrade | Funded | Contingency Maintenance |
| Andrews Hall Sprinkler System | In Progress | Contingency Maintenance |
| Crites Hall Windows | In Progress | Contingency Maintenance |
| Edna Work Hall Windows | In Progress | Contingency Maintenance |
| High Rise Shower & Mechanical Upgrades | In Progress | Contingency Maintenance |
| High Rise Gold Room Repairs | In Progress | Contingency Maintenance |
| Kent Hall Sprinkler System | Complete | Contingency Maintenance |
| Mechanical Room Upgrades | In Progress | Contingency Maintenance |
| Residence Hall Security Cameras | Funded | Contingency Maintenance |
| Residence Hall Campus Wireless Upgrades | Substantially Complete | Contingency Maintenance |
| Revenue Bond Buildings Asbestos Abatement | In Progress | Contingency Maintenance |
| Revenue Bond Buildings Flooring Replacement | In Progress | Contingency Maintenance |
| Revenue Bond Buildings Furnishings | In Progress | Contingency Maintenance |
| Revenue Bond Buildings Lighting Retrofit | In Progress | Contingency Maintenance |
| Student Center Specialty Equipment | In Progress | 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) | | |
| Stadium/Track Improvement Project | In Progress | LB 957 |

PHYSICAL PLANT STATUS REPORT

College: Peru State College

Meeting Date: June 16, 2017

| Project Description | Status | Fund Source |
|--|-------------|--|
| LB 309 Projects | | |
| Campus Utility Metering | In Progress | LB 309 |
| Hoyt Science Hall HVAC Controls | In Progress | LB 309 |
| Campus Tunnel Geothermal | In Progress | LB 309 |
| Revenue Bond Projects | | |
| Delzell Hall Renovation | In Progress | Bond Funds |
| Contingency Maintenance Projects | | |
| Delzell Hall & Student Center Repairs | In Progress | Contingency Maintenance |
| R&R Equipment Infrastructure | In Progress | Contingency Maintenance |
| R&R Furnishings | In Progress | Contingency Maintenance |
| Student Center Roof Replacement | 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 LB 957 Foundation Capital Improvement Fees College Cash Funds |

Attachment: PSC Physical Plant Status Report (1991 : Physical Plant Status Reports)

PHYSICAL PLANT STATUS REPORT

As of March 31, 2017

College: Wayne State College

Meeting Date: June 16, 2017

| LB 309 Projects | | |
|--|------------------------|--|
| Project Description | Status | Fund Source |
| Humanities Re-Roof | Complete | LB 309 |
| Rice Auditorium Balcony Egress | Design Complete | LB 309 |
| Humanities Window Replacement | In Progress | LB 309 |
| Connell Hall Exterior Molding Replacement | In Design | LB 309 |
| Contingency Maintenance Projects | | |
| Project Description | Status | Fund Source |
| Berry Hall Re-Roof | Complete | Contingency Maint. |
| Neihardt Hall Fire Alarm Replacement | In Design | Contingency Maint. |
| Anderson Hall Fire Sprinkler Install/Ceiling Replacement | In Design | Contingency Maint. |
| Berry Hall Fire Sprinkler Install | In Design | Contingency Maint. |
| Campuswide Electrical Replacement | In Progress | Contingency Maint. |
| Other Capital Construction Projects | | |
| (Include all projects using non-state or state funds that do not "fit" into any of the other categories) | | |
| Project Description | Status | Fund Source |
| Bowen Hall Renovation | In Progress | 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 |
| Stadium Press Box | In Design | Cap Impr Fees/LB 309/Sport Facilities Cash/ WS Foundation/Cash |
| Center for Applied Technology | In Design | State Appropriation- LB605 Bonds/Cash/WS Foundation |

Attachment: WSC Physical Plant Status Report (1991 : Physical Plant Status Reports)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 16, 2017

INFORMATION ONLY: Capital Construction Quarterly Reports

Capital Construction Quarterly Reports from each of the Colleges are provided to the Board for information.

Chadron

1. Stadium Renovation - Interim report

Peru

1. Delzell Renovation - Interim report
2. Field House - Interim report
3. Park Avenue Campus Entrance - Interim report
4. Theater Renovation - Interim report

Wayne

1. Bowen Hall Renovation and Addition - Interim report
2. Carhart Renovation, Phase III - Interim report
3. Center for Applied Technology - Interim report
4. Lindahl Drive Improvements - Interim report
5. Press Box Replacement - Interim report
6. U.S. Conn Library Renovation - Interim report

ATTACHMENTS:

- CSC Capital Construction Quarterly Report--Stadium (PDF)
- PSC Capital Construction Quarterly Report--Delzell (PDF)
- PSC Capital Construction Quarterly Report--Field House (PDF)
- PSC Capital Construction Quarterly Report--Park Avenue Entrance (PDF)
- PSC Capital Construction Quarterly Report--Theatre (PDF)
- WSC Capital Construction Quarterly Report--Bowen (PDF)
- WSC Capital Construction Quarterly Report--Carhart (PDF)
- WSC Capital Construction Quarterly Report--CAT (PDF)
- WSC Capital Construction Quarterly Report--Lindahl Drive (PDF)
- WSC Capital Construction Quarterly Report--Press Box (PDF)
- WSC Capital Construction Quarterly Report--US Conn Library (PDF)

| CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT as of March 31, 2017 | | | | |
|--|--------------------------------|----------------------------------|-----------------------|--|
| College: Chadron State College | | Meeting Date: June 16, 2017 | | |
| Project Information | Project Title: | Stadium Facility | | |
| | Program Number: | | | |
| | Professional Consultant: | Bahr Vermeer and Haecker | | |
| | General Contractor: | Adolfson & Peterson Construction | | |
| | Net Square Footage: 13,014 | Gross Square Footage: 20,021 | per Program Statement | |
| | Bid Opening Date | | | |
| | Notice of Proceed Date | | | |
| | Estimated Completion Date | | | |
| Final Acceptance Date | | | | |
| Project Dates | Professional Consultants: | Bahr Vermeer and Haecker | | |
| | Needs Statement | 5/20/2014 | | |
| | Program Statement | 8/13/2015 | | |
| | Professional Services Contract | 12/1/2014 | | |
| | Bonds Sold | 8/17/2016 | | |
| | Preliminary Plans | | | |
| | Design Development | 3/24/2017 | | |
| | CM @ Risk Contract | 10/17/2016 | | |
| | Substantial Completion | | | |
| Final Completion | | | | |
| Report Information | Status | Initial Report: | 3/24/2017 | |
| | | Interim Report: X | | |
| | | Final Report: | | |
| Financial Information | | | | |
| State Buildings | State Funds | \$6,202,766.00 | | |
| | Federal Funds | \$0.00 | | |
| | LB 309 Funds | \$0.00 | | |
| | Cash Funds | \$211,810.00 | | |
| | Capital Imp. Fee Commitment | \$850,000.00 | | |
| | Other | \$1,097,234.00 | | |
| Total Available | \$8,361,810.00 | | | |
| 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 | \$8,361,810.00 | | |
| Expenditure Information | | | | |
| | Proposed Budget | Expended to Date | Balance | |
| Program Planning | \$61,810.00 | \$61,810.00 | \$0.00 | |
| Professional Fees & Reimb. | \$770,000.00 | \$302,729.71 | \$467,270.29 | |
| Life Cycle Cost Analysis | | | \$0.00 | |
| Construction | | | | |
| 1. General, Mech., Elec. | \$7,530,000.00 | \$0.00 | \$7,530,000.00 | |
| 2. Fixed Equipment | \$0.00 | \$0.00 | \$0.00 | |
| 3. Sitework/Utilities | \$0.00 | \$0.00 | \$0.00 | |
| Furnishings/Moveable Equip. | \$0.00 | \$0.00 | \$0.00 | |
| Contingency | \$0.00 | \$0.00 | \$0.00 | |
| Artwork | | | \$0.00 | |
| Other Items | | | | |
| 1. Special/Tech. Equipment | | | \$0.00 | |
| 2. Asbestos Abatement | | | \$0.00 | |
| 3. Signage | | | \$0.00 | |
| 4. Venetian Blinds | | | \$0.00 | |
| Change Order | | | \$0.00 | |
| TOTALS | \$8,361,810.00 | \$364,539.71 | \$7,997,270.29 | |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2017

| | | | | |
|----------------------------------|--------------------------------|-------------------------------|-----------------------|--|
| College: Peru State College | | Meeting Date: June 16, 2017 | | |
| Project Information | Project Title: | Delzell Renovation | | |
| | Program Number: | 829 | | |
| | Professional Consultant: | Jackson & Jackson | | |
| | General Contractor: | F&B Contractors, Inc. | | |
| | 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 | 7/29/2015 | | |
| | Professional Services Contract | 12/29/2015 | | |
| | Bonds Sold | 2/4/2016 | | |
| | Preliminary Plans | | | |
| | Design Development | 8/27/2015 | | |
| | Construction Contract | 7/20/2016 | | |
| | 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 | | | |
| Total Available | \$0.00 | | | |
| Revenue Bond Buildings | Bonds Sold | \$8,935,000.00 | | |
| | Costs of Issuance/Reserves | \$735,000.00 | | |
| | Balances of Proceeds | \$8,200,000.00 | | |
| Revenue Sources for Construction | 1. Bond Proceeds Series 2015 | \$8,200,000.00 | | |
| | 2. Interest Earnings | \$0.00 | | |
| | 3. Other | \$710,000.00 | | |
| | Total Available | \$8,910,000.00 | | |
| | | | | |
| Expenditure Information | | | | |
| | Proposed Budget | Expended to Date | Balance | |
| Program Planning | | | | |
| Professional Fees | \$782,766.00 | \$749,400.04 | \$33,365.96 | |
| Life Cycle Cost Analysis | | | | |
| Construction | \$6,879,463.00 | \$5,594,888.82 | \$1,284,574.18 | |
| 1. General, Mech., Elec. | | | | |
| 2. Fixed Equipment | | | | |
| 3. Sitework/Utilities | \$607,321.00 | \$0.00 | \$607,321.00 | |
| Furnishings/Moveable Equip. | | | | |
| Contingency | \$414,300.00 | \$0.00 | \$414,300.00 | |
| Artwork | | | | |
| Other Items | | | | |
| 1. Construction Administration | \$226,150.00 | \$178,512.89 | \$47,637.11 | |
| 2. Relocation Costs | | | | |
| Change Orders | | | | |
| 1 | | | | |
| 2 | | | | |
| TOTALS | \$8,910,000.00 | \$6,522,801.75 | \$2,387,198.25 | |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2017

| | | | | |
|----------------------------------|-------------------------------------|-------------------------------|-------------|--|
| College: Peru State College | | Meeting Date: June 16, 2017 | | |
| Project Information | Project Title: | Athletic Field House | | |
| | Program Number: | 997 | | |
| | Professional Consultant: | Jackson & Jackson | | |
| | General Contractor: | Rogge Construction | | |
| | 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 | | | |
| | Professional Services Contract | 6/18/2015 | | |
| | Bonds Sold | | | |
| | Preliminary Plans | | | |
| | Design Development | | | |
| | Construction Contract | 4/11/2016 | | |
| 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 | \$315,000.00 | | |
| | LB 309 Funds | | | |
| | Cash Funds | | | |
| | Capital Imp. Fee Commitment | \$219,291.00 | | |
| | Other-Peru State College Foundation | \$445,909.00 | | |
| Total Available | \$980,200.00 | | | |
| Revenue Bond Buildings | Bonds Sold | | | |
| | Costs of Issuance/Reserves | | | |
| | Balances of Proceeds | | | |
| Revenue Sources for Construction | 1. Bond Proceeds Series 2011 | | | |
| | 2. Interest Earnings | | | |
| | 3. Other | | | |
| | Total Available | | | |
| | | | | |
| Expenditure Information | | | | |
| | Proposed Budget | Expended to Date | Balance | |
| Program Planning | | | | |
| Professional Fees | \$77,222.00 | \$76,496.00 | \$726.00 | |
| Life Cycle Cost Analysis | | | | |
| Construction | | | | |
| 1. General, Mech., Elec. | \$762,683.00 | \$763,178.20 | -\$495.20 | |
| 2. Fixed Equipment | \$50,600.00 | \$38,376.52 | \$12,223.48 | |
| 3. Sitework/Utilities | | | | |
| Furnishings/Moveable Equip. | | | | |
| Contingency | | | | |
| Artwork | | | | |
| Other Items | | | | |
| 1. Construction Administration | \$15,000.00 | \$14,080.42 | \$919.58 | |
| 2. Relocation Costs | | | | |
| Change Orders | | | | |
| 1 | \$74,695.00 | \$1,218.46 | \$73,476.54 | |
| 2 | | | | |
| TOTALS | \$980,200.00 | \$893,349.60 | \$86,850.40 | |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
as of March 31, 2017

| | | | | |
|----------------------------------|-------------------------------------|-------------------------------|-----------------------|---------------------|
| College: Peru State College | | Meeting Date: June 16, 2017 | | |
| Project Information | Project Title: | Park Avenue Campus Entrance | | |
| | Program Number: | 938 | | |
| | Professional Consultant: | Clark Enersen Partners | | |
| | General Contractor: | Nemaha Landscape Construction | | |
| | 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 | | | |
| | Construction Contract | 5/13/2014 | | |
| | 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 | \$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 | | | |
| | 3. Other | | | |
| | Total Available | | | |
| | | | | |
| Expenditure Information | Proposed Budget | Expended to Date | Balance | |
| | Program Planning | | | |
| | Professional Fees | \$100,573.00 | \$61,044.82 | \$39,528.18 |
| | Life Cycle Cost Analysis | | | |
| | Construction | | | |
| | 1. General, Mech., Elec. | | | |
| | 2. Fixed Equipment | | | |
| | 3. Sitework/Utilities | \$1,925,035.00 | \$2,019,450.77 | -\$94,415.77 |
| | 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 | \$7,575.00 | \$0.00 |
| | 2 | | | |
| | TOTALS | \$2,522,402.00 | \$2,339,519.96 | \$182,882.04 |

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
As of March 31, 2017

| | | | | |
|----------------------------------|--------------------------------|---------------------------------------|--------------------|--|
| College: Peru State College | | Meeting Date: June 16, 2017 | | |
| Project Information | Project Title: | Theater Project | | |
| | Program Number: | 904 | | |
| | Professional Consultant: | Architectural Design Associates, Inc. | | |
| | General Contractor: | | | |
| | Current Net Square Footage: | Current Gross Square Footage: | | |
| | Addition Net: | Addition Gross: | | |
| | Renovation Net: | Renovation Gross: | | |
| | Bid Opening Date | | 2/8/2017 | |
| Notice to Proceed Date | | | | |
| Estimated Completion Date | | | | |
| Final Acceptance Date | | | | |
| Project Dates | Professional Consultants: | | | |
| | Needs Statement | | | |
| | Program Statement | 11/13/2015 | | |
| | Professional Services Contract | 6/28/2016 | | |
| | Bonds Sold | | | |
| | Preliminary Plans | | | |
| | Design Development | 9/9/2016 | | |
| | Construction Contract | 3/1/2017 | | |
| Substantial Completion | | | | |
| Final Completion | | | | |
| Report Information | Status | Initial Report: | | |
| | | Interim Report: X | | |
| | | Final Report: | | |
| Financial Information | | | | |
| State Buildings | State Funds--LB No: 957 | \$6,138,234.00 | | |
| | Federal Funds | | | |
| | LB 691 Funds | | | |
| | LB 309 Funds | \$559,603.00 | | |
| | Cash Funds | \$200,000.00 | | |
| | Capital Imp. Fee Commitment | \$100,000.00 | | |
| | Other | \$600,000.00 | | |
| | Total Available | \$7,597,837.00 | | |
| Revenue Bond Buildings | Bonds Sold | | | |
| | Costs of Issuance/Reserves | | | |
| | Balances of Proceeds | | | |
| Revenue Sources for Construction | 1. Bond Proceeds | | | |
| | 2. Interest Earnings | | | |
| | 3. Other | | | |
| | Total Available | | | |
| | | | | |
| Expenditure Information | | | | |
| | Proposed Budget | Expended to Date | Balance | |
| Program Planning | | | | |
| Professional Fees | \$ 655,375 | \$506,577.47 | \$148,798 | |
| Life Cycle Cost Analysis | | | | |
| Construction | \$ 5,536,500 | \$96,497 | \$5,440,004 | |
| 1. General, Mech., Elec. | | | | |
| 2. Fixed Equipment | | | | |
| 3. Sitework/Utilities | \$ 183,530 | \$0.00 | \$183,530 | |
| Furnishings/Moveable Equip. | \$ 349,310 | | | |
| Contingency | \$ 848,000 | \$0.00 | \$848,000 | |
| Artwork | \$ 25,122 | | | |
| Other Items | | | | |
| 1. Construction Administration | | \$0.00 | \$0 | |
| 2. Relocation Costs | | | | |
| Change Orders | | | | |
| 1 | | | | |
| 2 | | | | |
| TOTALS | \$ 7,597,837 | \$603,074 | \$6,994,763 | |

Attachment: PSC Capital Construction Quarterly Report-- Theatre (1992 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2017**

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| | | | |
|----------------------------------|--------------------------------|----------------------------------|----------------|
| College: Wayne State College | | Meeting Date: June 16, 2017 | |
| Project Information | Project Title: | Bowen Hall Renovation & Addition | |
| | Program Number: | 909 | |
| | Professional Consultant: | Schemmer Associates Inc. | |
| | General Contractor: | HausmannConstruction Inc. | |
| | Net Square Footage: 80,689 | Gross Square Footage: 99,347 | |
| | Bid Opening Date | 3/10/2016 | |
| | Notice of Proceed Date | 5/3/2016 | |
| | Estimated Completion Date | Summer 2017 | |
| 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 | 5/10/2016 | |
| 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 | \$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 | \$1,240,000.00 | |
| | 2. Bond Proceeds Series 2016 | \$10,700,000.00 | |
| | 3. Interest Earnings | \$140,393.95 | |
| | 4. Other | \$17,020.24 | |
| | Total Available | \$12,097,414.19 | |
| Expenditure Information | Proposed Budget | Expended to Date | Balance |
| Program Planning | \$154,967.82 | \$154,967.82 | \$0.00 |
| Professional Fees | \$873,535.00 | \$786,661.17 | \$86,873.83 |
| Life Cycle Cost Analysis | | | \$0.00 |
| Construction | | | |
| 1. General, Mech., Elec. | \$10,002,000.00 | \$5,220,407.43 | \$4,781,592.57 |
| 2. Fixed Equipment | \$288,408.00 | \$143,532.90 | \$144,875.10 |
| 3. Sitework/Utilities | \$7,100.00 | \$7,100.00 | \$0.00 |
| Furnishings/Moveable Equip. | \$650,000.00 | | \$650,000.00 |
| Contingency | \$247,162.35 | | \$247,162.35 |
| Artwork | | | \$0.00 |
| Other Items | | | |
| 1. Abatement | \$186,181.50 | \$186,181.50 | \$0.00 |
| 2. Advertising/Other | \$15,000.00 | \$11,456.88 | \$3,543.12 |
| 3. Testing/Inspections | \$8,355.00 | \$5,280.00 | \$3,075.00 |
| Change Orders | | (included above) | |
| 1. | -\$776,860.00 | | -\$776,860.00 |
| 2. | \$10,557.87 | | \$10,557.87 |
| 3. | \$87,604.83 | | \$87,604.83 |
| 4. | \$114,111.79 | | \$114,111.79 |
| 5. | \$42,142.87 | | \$42,142.87 |
| 6. | \$29,605.78 | | \$29,605.78 |
| 7. | \$31,520.11 | | \$31,520.11 |
| 8. | \$43,329.57 | | \$43,329.57 |
| 9. | \$35,944.18 | | \$35,944.18 |
| 10 | \$46,747.52 | | \$46,747.52 |
| TOTALS | \$12,097,414.19 | \$6,515,587.70 | \$5,581,826.49 |

Attachment: WSC Capital Construction Quarterly Report--Bowen (1992 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2017**

| | | | |
|----------------------------------|---|-----------------------------|-------------|
| College: Wayne State College | | Meeting Date: June 16, 2017 | |
| 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 | |
| | Other - Wayne State Foundation | \$258,343.00 | |
| | Cash Op Funds - Cadaver Lab | \$43,192.66 | |
| Total Available | \$4,795,867.51 | | |
| 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 | \$386,050.00 | \$386,050.00 | \$0.00 |
| Life Cycle Cost Analysis | | | \$0.00 |
| Construction | | | |
| 1. General, Mech., Elec. | \$3,644,658.46 | \$3,644,658.46 | \$0.00 |
| 2. Fixed Equipment | | | . |
| 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 | \$57,700.00 | \$30,175.00 | \$27,525.00 |
| Other Items | | | |
| 1. Legal, ins., moving | | | \$0.00 |
| 2. Special technical/lab eqpmt. | \$434,226.39 | \$434,226.39 | \$0.00 |
| 3. Misc. (advert., abatement) | \$15,320.00 | \$15,320.00 | \$0.00 |
| Change Orders | | | |
| 1. | | | \$0.00 |
| 2. | | | \$0.00 |
| TOTALS | \$4,795,867.51 | \$4,768,342.51 | \$27,525.00 |

Attachment: WSC Capital Construction Quarterly Report--Carhart (1992 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2017**

| | | | | |
|----------------------------------|--|---|-----------------|-----------------|
| College: Wayne State College | | Meeting Date: June 16, 2017 | | |
| Project Information | Project Title: | Center for Applied Technology | | |
| | Program Number: | 905 | | |
| | Professional Consultant: | BVH Architects | | |
| | Construction Mgr. | Hausmann Construction | | |
| | Net Square Footage: 41,535 | Gross Square Footage: 53,165 per Design Development | | |
| | Bid Opening Date | | | |
| | Notice of Proceed Date Estimated Completion Date Final Acceptance Date | November 2018 | | |
| Project Dates | Professional Consultants: | BVH Architects | | |
| | Needs Statement | | | |
| | Program Statement | 11/13/15; Revised September 2016 | | |
| | Professional Services Contract | 10/4/16 | | |
| | Bonds Sold | 8/17/16 | | |
| | Preliminary Plans | | | |
| | Design Development | 3/24/17 | | |
| | Construction Contract | 11/28/16 GMP - TBD | | |
| | Substantial Completion Final Completion | | | |
| Report Information | Status | Initial Report: | | |
| | | Interim Report: | X | |
| | | Final Report: | | |
| Financial Information | | | | |
| State Buildings | Cash Funds | \$1,004,008.00 | | |
| | Capital Imp. Fee | | | |
| | Other-Bonds Sold | \$8,931,000.00 | | |
| | Other-Institutional Funds | \$5,272,280.00 (est.) | | |
| | Total Available | \$15,207,288.00 | | |
| 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 | \$0.00 | | \$0.00 |
| | Professional Fees | \$1,011,025.00 | \$395,228.17 | \$615,796.83 |
| | Life Cycle Cost Analysis | | | |
| | Construction | | | |
| | 1. General, Mech., Elec. | \$12,277,269.00 | | \$12,277,269.00 |
| | 2. Fixed Equipment | | | |
| | 3. Sitework/Utilities | \$150,000.00 | | \$150,000.00 |
| | Furnishings/Moveable Equip. | \$1,697,740.00 | | \$1,697,740.00 |
| | Contingency | \$22,684.00 | | \$22,684.00 |
| | Artwork | \$35,190.00 | | \$35,190.00 |
| | Other Items | | | |
| | 1. Advertising, Printing | \$5,000.00 | \$4,007.76 | \$992.24 |
| | 2. Asbestos tests/abatement | | | \$0.00 |
| | 3. Testing/Inspections | \$8,380.00 | \$8,380.00 | \$0.00 |
| Misc. | | | | |
| 1. | | | \$0.00 | |
| 2. | | | | |
| TOTALS | \$15,207,288.00 | \$407,615.93 | \$14,799,672.07 | |

Attachment: WSC Capital Construction Quarterly Report--CAT (1992 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2017**

| | | | |
|----------------------------------|--------------------------------|-----------------------------|---------|
| College: Wayne State College | | Meeting Date: June 16, 2017 | |
| Project Information | Project Title: | Lindahl Drive Improvements | |
| | Program Number: | 930 | |
| | Professional Consultant: | BVH | |
| | General Contractor: | | |
| | Net Square Footage: | Gross Square Footage: | |
| | Bid Opening Date | | |
| | Notice of Proceed Date | | |
| Estimated Completion Date | September 2016 | | |
| 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 | \$103,791.34 | |
| | 2. Cash Capital | \$1,956,600.06 | |
| | 3. Capital Imp. Fee Commitment | \$700,000.00 | |
| | Total Available | \$2,760,391.40 | |
| Expenditure Information | Proposed Budget | Expended to Date | Balance |
| Program Planning | \$70,900.81 | \$70,900.81 | \$0.00 |
| Professional Fees | \$221,360.37 | \$221,360.37 | \$0.00 |
| Life Cycle Cost Analysis | | | \$0.00 |
| Construction | | | |
| 1. General, Mech., Elec. | \$2,351,173.81 | \$2,351,173.81 | \$0.00 |
| 2. Fixed Equipment | \$58,523.72 | \$58,523.72 | \$0.00 |
| 3. Sitework/Utilities | \$28,650.00 | \$28,650.00 | \$0.00 |
| Furnishings/Moveable Equip. | | | \$0.00 |
| Contingency | \$0.00 | | \$0.00 |
| Artwork | \$0.00 | | \$0.00 |
| Other Items | | | |
| 1. Testing/Inspections | \$26,261.34 | \$26,261.34 | \$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 | \$2,760,391.40 | \$2,760,391.40 | \$0.00 |

Attachment: WSC Capital Construction Quarterly Report--Lindahl Drive (1992 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2017**

| | | | | |
|----------------------------------|--------------------------------|--|----------------|----------------|
| College: Wayne State College | | Meeting Date: June 16, 2017 | | |
| Project Information | Project Title: | Press Box Replacement | | |
| | Program Number: | 955 | | |
| | Professional Consultant: | Jackson Jackson & Assoc. | | |
| | Construction Mgr. | | | |
| | Net Square Footage: 5,672 | Gross Square Footage: 6,354 per Design Development | | |
| | Bid Opening Date | | | |
| | Notice of Proceed Date | | | |
| Estimated Completion Date | July 2018 | | | |
| Final Acceptance Date | | | | |
| Project Dates | Professional Consultants: | Jackson Jackson & Assoc. | | |
| | Needs Statement | | | |
| | Program Statement | 3/26/15 | | |
| | Professional Services Contract | 2/6/17 | | |
| | Bonds Sold | n/a | | |
| | Preliminary Plans | | | |
| | Design Development | 3/24/17 | | |
| | Construction Contract | | | |
| | Substantial Completion | | | |
| Final Completion | | | | |
| Report Information | Status | Initial Report: | | |
| | | Interim Report: | X | |
| | | Final Report: | | |
| Financial Information | | | | |
| State Buildings | Cash | \$804,384.62 | | |
| | Sports Facilities Cash Funds | \$300,000.00 | | |
| | Capital Imp. Fee | \$612,915.38 | | |
| | LB 309 | \$300,000.00 (est.) | | |
| | Other-Wayne State Foundation | \$1,035,000.00 (est.) | | |
| | Total Available | \$3,052,300.00 | | |
| 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 | \$12,987.73 | \$12,987.73 | \$0.00 |
| | Professional Fees | \$235,000.00 | \$35,714.97 | \$199,285.03 |
| | Life Cycle Cost Analysis | | | |
| | Construction | | | |
| | 1. General, Mech., Elec. | \$2,606,000.00 | | \$2,606,000.00 |
| | 2. Fixed Equipment | | | |
| | 3. Sitework/Utilities | | | \$0.00 |
| | Furnishings/Moveable Equip. | \$50,000.00 | | \$50,000.00 |
| | Contingency | \$122,012.27 | | \$122,012.27 |
| | Artwork | | | \$0.00 |
| | Other Items | | | |
| | 1. Advertising, Printing | \$2,000.00 | \$816.40 | \$1,183.60 |
| | 2. Special Inspections/Testing | \$24,300.00 | | \$24,300.00 |
| | Misc. | | | |
| | 1. Spec. Technical Costs | | | \$0.00 |
| | 2. | | | |
| TOTALS | \$3,052,300.00 | \$49,519.10 | \$3,002,780.90 | |

Attachment: WSC Capital Construction Quarterly Report--Press Box (1992 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT
AS OF MARCH 31, 2017**

| | | | | |
|----------------------------------|--|--------------------------------|-----------------|----------------|
| College: Wayne State College | | Meeting Date: June 16, 2017 | | |
| 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: 51,805 | Gross Square Footage: 89,914 | | |
| | Bid Opening Date | | | |
| | Notice of Proceed Date Estimated Completion Date Final Acceptance Date | Spring/Summer 2017 | | |
| 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 | \$2,730,000.00 (est.) | | |
| | Total Available | \$21,971,000.00 | | |
| 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 | \$63,087.85 | \$63,087.85 | \$0.00 |
| | Professional Fees | \$1,418,793.00 | \$1,380,068.68 | \$38,724.32 |
| | Life Cycle Cost Analysis | | | |
| | Construction | | | |
| | 1. General, Mech., Elec. | \$16,791,805.35 | \$15,487,764.17 | \$1,304,041.18 |
| | 2. Fixed Equipment | | | |
| | 3. Sitework/Utilities | \$28,500.00 | \$17,786.75 | \$10,713.25 |
| | Furnishings/Moveable Equip. | \$1,249,801.00 | \$977,597.53 | \$272,203.47 |
| | Contingency | \$665,853.80 | | \$665,853.80 |
| | Artwork | \$308,159.00 | \$34,063.00 | \$274,096.00 |
| | Other Items | | | |
| | 1. Advertising, Printing | \$40,000.00 | \$35,549.91 | \$4,450.09 |
| | 2. Asbestos tests/abatement | \$535,000.00 | \$532,548.30 | \$2,451.70 |
| | Misc. | | | |
| | 1. Technical Costs | \$835,000.00 | \$421,301.16 | \$413,698.84 |
| | 2. Other | \$35,000.00 | \$24,570.92 | \$10,429.08 |
| | TOTALS | \$21,971,000.00 | \$18,974,338.27 | \$2,996,661.73 |

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 16, 2017

INFORMATION ONLY: Spring Occupancy and Income Reports

The Spring 2017 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 2017.

In summary, the following ratios.

| | % Residence Hall Bed Occupancy for Spring 2017 | % Residence Hall Room Occupancy for Spring 2017 | % Residence Hall Income for Spring 2017 |
|---------|--|---|---|
| Chadron | 57% | 77% | 76% |
| Peru | 62% | 61% | 78% |
| Wayne | 58% | 68% | 77% |

| | Chadron | Peru | Wayne | Chadron | Peru | Wayne |
|-----------|---------------|------|-------|----------------|------|-------|
| | Bed Occupancy | | | Room Occupancy | | |
| 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 |
| Spring 17 | 752 | 369 | 908 | 556 | 187 | 540 |

ATTACHMENTS:

- CSC Spring 2017 Occupancy and Income Report (PDF)
- PSC Spring 2017 Occupancy and Income Report (PDF)
- WSC Spring 2017 Occupancy and Income Report (PDF)

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: CHADRON STATE COLLEGE
TERM: SPRING 2017

REPORT DATE: June 16, 2017
FINAL REPORT

OCCUPANCY

| | Designed Bed Capacity | Actual Bed Capacity | Beds Occupied Spring 2016 | Beds Occupied Spring 2017 | Percent of Change | Percent Bed Occupancy | Available Room Capacity | Rooms Occupied Spring 2016 | Rooms Occupied Spring 2017 | Percent Room Occupancy |
|------------------|-----------------------------|---------------------------|---------------------------------|---------------------------------|----------------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|------------------------------|
| Residence Hall | | | | | | | | | | |
| ANDREWS | 304 | 284 | 183 | 162 | -11.48% | 57.04% | 148 | 134 | 120 | 81.08% |
| BROOKS | 110 | 84 | 42 | 27 | -35.71% | 32.14% | 40 | 31 | 20 | 50.00% |
| EDNA WING | 94 | 94 | 51 | 48 | -5.88% | 51.06% | 49 | 39 | 40 | 81.63% |
| EDNA WORK | 92 | 92 | 59 | 59 | 0.00% | 64.13% | 46 | 43 | 43 | 93.48% |
| HIGH RISE | 400 | 422 | 261 | 263 | 0.77% | 62.32% | 218 | 187 | 193 | 88.53% |
| KENT HALL | 304 | 275 | 149 | 148 | -0.67% | 53.82% | 151 | 98 | 95 | 62.91% |
| EAGLE RIDGE | 69 | 69 | 40 | 45 | 12.50% | 65.22% | 69 | 40 | 45 | 65.22% |
| SUBTOTALS | 1,373 | 1,320 | 785 | 752 | -4.20% | 56.97% | 721 | 572 | 556 | 77.12% |

| | Apartment Available | Apartment Occupied Spring 2016 | Apartment Occupied Spring 2017 | Percent of Change | Percent Occupancy |
|------------------|------------------------|--------------------------------------|--------------------------------------|----------------------|----------------------|
| Family Housing | | | | | |
| EDNA WORK WING | 0 | 0 | 0 | 0.00% | 0.00% |
| WEST COURT | 16 | 28 | 8 | -71.43% | 50.00% |
| SUBTOTALS | 16 | 28 | 8 | -71.43% | 50.00% |
| TOTALS | 1,373 | 1,336 | 813 | -6.52% | 56.89% |

ACTUAL INCOME

| | Original Design | Present Use | Current Rates | Total Potential Income | Actual Income | Percent of Potential Income |
|------------------------------------|--------------------|----------------|------------------|------------------------------|--------------------|-----------------------------------|
| Residence Halls * | 1,373 | 1,320 | \$1,601-\$2,448 | \$2,002,115 | \$1,520,010 | 75.92% |
| Student Apartments | | | | | | |
| Family Housing | 29 | 29 | \$467 | \$60,928 | \$15,667 | 25.71% |
| Faculty Apartments | | | | | | |
| Summer, Guest Housing & Rentals | | | | \$20,000 | \$0 | 0.00% |
| Other | | | | | | |
| TOTALS | | | | \$2,083,043 | \$1,535,677 | 73.72% |

* 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 2017

REPORT DATE: June 16, 2017
Final

OCCUPANCY

| | Designed Bed Capacity | Actual Bed Capacity | Beds Occupied Spring 2016 | Beds Occupied Spring 2017 | Percent of Change | Percent Bed Occupancy | Available Room Capacity | Rooms Occupied Spring 2016 | Rooms Occupied Spring 2017 | Percent Room Occupancy |
|------------------|-----------------------------|---------------------------|---------------------------------|---------------------------------|----------------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|------------------------------|
| Residence Hall | | | | | | | | | | |
| ELIZA MORGAN | 148 | 148 | 114 | 119 | 4.39% | 80.41% | 88 | 62 | 62 | 70.45% |
| DELZELL** | 151 | 151 | 114 | 0 | -100.00% | 0.00% | 72 | 63 | 0 | 0.00% |
| CLAYBURN/MATHEWS | 120 | 120 | 53 | 100 | 88.68% | 83.33% | 60 | 28 | 50 | 83.33% |
| DAVIDSON/PALMER | 116 | 116 | 74 | 88 | 18.92% | 75.86% | 58 | 40 | 44 | 75.86% |
| NICHOLAS/PATE | 24 | 60 | 48 | 62 | 29.17% | 103.33% | 30 | 27 | 31 | 103.33% |
| SUBTOTALS | 559 | 595 | 403 | 369 | -8.44% | 62.02% | 308 | 220 | 187 | 60.71% |

| | Apartments Available | Apartments Occupied Spring 2016 | Apartments Occupied Spring 2017 | 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 | 559 | 614 | 422 | 388 | 0 | 63.19% |

ACTUAL INCOME

| | Original Design | Present Use | Current Rates | Total Potential Income | Actual Income | Percent of Potential Income |
|------------------------------------|--------------------|----------------|------------------|------------------------------|------------------|-----------------------------------|
| Residence Halls * | 559 | 369 | \$1,676-\$3,593 | \$876,504 | \$682,530 | 77.87% |
| Student Apartments | 11 | 11 | \$1,754-\$3,073 | \$64,898 | \$47,298 | 72.88% |
| Faculty Apartments | 8 | 8 | \$3,276-\$4,098 | \$29,868 | \$19,421 | 65.02% |
| Summer, Guest Housing & Rentals | | | | \$0 | \$13,929 | |
| Other | | | | \$0 | \$5,460 | |
| TOTALS | | | | \$971,270 | \$768,638 | 79.14% |

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

**Delzell Renovations finished Fall 2017

**REVENUE BOND FACILITIES
OCCUPANCY AND INCOME REPORT**

COLLEGE: WAYNE STATE COLLEGE
TERM: SPRING 2017

REPORT DATE: JUNE 16, 2017
FINAL REPORT

OCCUPANCY

| | Designed Bed Capacity | Actual Bed Capacity | Beds Occupied Spring 2016 | Beds Occupied Spring 2017 | Percent of Change | Percent Bed Occupancy | Available Room Capacity | Rooms Occupied Spring 2016 | Rooms Occupied Spring 2017 | Percent Room Occupancy |
|----------------|-----------------------------|---------------------------|---------------------------------|---------------------------------|----------------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|------------------------------|
| Residence Hall | 165 | 159 | 129 | 135 | 4.65% | 84.91% | 66 | 62 | 64 | 96.97% |
| Anderson Hall | 328 | 306 | 226 | 241 | 6.64% | 78.76% | 159 | 136 | 149 | 93.71% |
| Berry Hall | 448 | 435 | 268 | 0 | -100.00% | 0.00% | 208 | 165 | 0 | 0.00% |
| Bowen Hall** | 240 | 231 | 144 | 179 | 24.31% | 77.49% | 119 | 94 | 109 | 91.60% |
| Morey Hall | 185 | 161 | 125 | 130 | 4.00% | 80.75% | 91 | 80 | 83 | 91.21% |
| Neihardt Hall | 142 | 139 | 109 | 118 | 8.26% | 84.89% | 75 | 69 | 70 | 93.33% |
| Pile Hall | 147 | 140 | 102 | 105 | 2.94% | 75.00% | 74 | 64 | 65 | 87.84% |
| Terrace Hall | 1,655 | 1,571 | 1,103 | 908 | -17.68% | 57.80% | 792 | 670 | 540 | 68.18% |
| SUBTOTALS | | | | | | | | | | |

| | Apartment Available | Apartment Occupied Spring 2016 | Apartment Occupied Spring 2017 | Percent of Change | Percent Occupancy |
|----------------|------------------------|--------------------------------------|--------------------------------------|----------------------|----------------------|
| Family Housing | | | | | |

| | | | | | | |
|-----------|-------|-------|-------|-----|---------|--------|
| SUBTOTALS | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTALS | 1,655 | 1,571 | 1,103 | 908 | -17.68% | 57.80% |

ACTUAL INCOME

| | Original Design | Present Use | Current Rates | Total Potential Income | Actual Income | Percent of Potential Income |
|------------------------------------|--------------------|----------------|------------------|------------------------------|------------------|-----------------------------------|
| Residence Halls * | 1,655 | 1,136 | \$1,385-\$2,855 | \$1,775,167 | \$1,375,069 | 77.46% |
| Student Apartments | | | | | | |
| Family Housing | | | | | | |
| Faculty Apartments | | | | | | |
| Summer, Guest Housing & Rentals | | | | \$0 | \$0 | NA |
| Other | | | | \$23,806 | \$23,806 | 100.00% |
| TOTALS | | | | \$1,798,973 | \$1,398,875 | 77.76% |

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

** Due to renovation, the residence hall rooms in Bowen are not available for occupancy this semester.

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 16, 2017

INFORMATION ONLY: Contracts and Change Orders for Information

Chadron State Contracts

- Heating Plant (design of roof replacement) -- \$11,900
- Institutional Research (WebFOCUS Reporting Philosophy & Best Practice & AppStudio Training) -- \$4,000 per week not to exceed \$12,000
- King Library (design of restroom ADA renovations) -- \$12,000
- King Library (design of window upgrades) -- \$8,800
- Memorial Hall (move existing line sets, replace wire ropes with shackles, add counterweights) -- \$16,170
- Campus (steam line repair) -- \$12,485
- Stadium Improvement Location (geotechnical testing) -- \$11,000
- Campus (removal and proper disposal of hazardous waste) -- \$50 per biohazard container
- West Court Housing (building demolition) -- \$29,500
- Campus (fire hydrant replacement) -- \$19,700
- Edna Work Hall (window replacement) -- \$113,850
- Financial Aid Office (review, verification, processing of student financial aid applications) -- \$85/hour plus travel expense, not to exceed \$34,962
- Student Services (Guidebook app for mobile devices renewal) -- \$6,000 annually

Chadron State Change Order

- High Rise Residence Hall (#4-shower renovations floor levels 2 and 3) \$170,151

Peru State Contracts

- Theater/Event Center (asbestos survey, abatement and lead paint inspection) -- \$4,125
- Campus Services Building (landscape screen of the cooling towers) -- \$8,000
- Centennial Complex (mechanical systems design) -- \$24,700
- Theater/Event Center-Tunnel (asbestos, abatement and management fee) -- \$18,650
- Neal Hall (demolition and removal of building) -- \$48,800
- Theater/Event Center (renovation and addition) -- \$5,553,000
- Centennial Complex (residence halls fire sprinklers) -- \$316,000

Peru State Change Orders

- Delzell Hall (#4-add tubular steel piece, delete access ladder from roof, changes to door Actuators/power connections) -- (\$15)
- Delzell Hall (#5-extend/remove walls, delete painting of all dorm room walls, lobby and corridors, aluminum access doors with locks, add light switch/fire alarm pull station) -- (\$45,880)
- Theater Renovation (#1-additional design services) -- \$47,000
- Delzell Hall (#6-ceiling and soffit work, lighting, tackwell revisions, delete tapered insulation) -- \$16,790
- Theater Renovation and Addition (#1-controls management) - (\$5,500)

Wayne State Contracts

- Memorial Stadium-Press Box Replacement (professional services) -- \$235,000
- Student Center-Multicultural Center (replace carpet) -- \$7,987
- Brandenburg (create new office, ED311) -- \$11,435
- Center for Applied Technology (pre-construction phase work) -- \$15,000
- Student Center-Multicultural Center (expansion construction) -- \$29,642
- Memorial Stadium-Press Box Replacement (site survey) -- \$2,500
- Memorial Stadium-Press Box Replacement (geotechnical services) -- \$1,800
- Campuswide (inspections on 48 automatic door openers) - \$1,807
- Campuswide (concrete street and sidewalk work) -- \$17,765
- Morey Hall (convert storage space into Food Pantry) -- \$17,032
- Campuswide (WSC video viewbook) -- \$46,970
- Neihardt, Terrace and Student Center (fire suppression systems maintenance) -- \$2,116.25
- Ramsey and Ley Theaters, Rice Auditorium (inspect stages) -- \$3,424
- Stadium Press Box Renovation (thermal conductivity testing) -- \$8,000
- Student Center (remove carpet and tile; replace with LVT) -- \$41,670
- Student Center (re-roof penthouse area) -- \$6,850
- Softball Field, Tree Nursery and Campus Services Building (remove trees) -- \$2,700
- Carhart Science (install auto air release in fire sprinkler system) -- \$1,650
- Student Center (replace carpet in Zones 1, 2 and 10) -- \$20,251
- Rec Center (install turnstiles, configuration testing and training) -- \$19,773
- Anderson Hall (fire sprinkler installation) -- \$268,020
- Rec Center/Carlson Natatorium (replace sewer line) -- \$12,860

Wayne State Change Orders

- Bowen Hall (#6-duct seal system, concrete stem wall, balusters, fix roof drain) -- \$29,605.78
- Bowen Hall (#7-replace electrical circuits and wire) -- \$31,520.11
- U.S. Conn Library (#16-electrical work and paint stair railings) -- \$0
- Bowen Hall (#8-heat pump install) -- \$43,329.57
- Bowen Hall (#9-repair basement floor, structural repair and add wing walls at heat pumps) -- \$35,944.18
- U.S. Conn Library (#17-repair lights, sprinklers, slab cracking, brick veneer and joint protection) -- \$36,187.73
- Bowen Hall (#10- bay windows without heat pumps; roller shades; electrical work; wall repair) -- \$46,747.52
- Bowen Hall (#11-residential appliances; skim floors) -- \$36,112.78

Nebraska State College System Contract

- Nebraska State College System Office and Colleges (lobbyist services) -- \$38,960

ATTACHMENTS:

- CSC Contracts and Change Orders for Information (PDF)
- PSC Contracts and Change Orders for Information (PDF)

Information Item (ID # 1994)

Meeting of June 16, 2017

- WSC Contracts and Change Orders for Information (PDF)
- NSCS Contracts and Change Orders for Information (PDF)

**CHADRON STATE COLLEGE
CONTRACTS AND CHANGE ORDERS FOR INFORMATION**

June 16, 2017

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: | Heating Plant Design of Roof Replacement \$11,900 LB309 Dave Coe dba Coe Engineering |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Institutional Research WebFOCUS Reporting Philosophy & Best Practice & AppStudio Training \$4,000 per week not to exceed \$12,000 Cash Thomas J, Flynn, Consultant |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | King Library Design of Restroom ADA Renovations \$12,000 LB309 Dave Coe dba Coe Engineering |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | King Library Design of Window Upgrades \$8,800 LB309 Dave Coe dba Coe Engineering |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Memorial Hall Move existing line sets, replace wire ropes with shackles, add counterweights \$16,170 Cash Barbizon Light of the Rockies |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Campus Steam line repair \$12,485 Cash Midwestern Mechanical, Inc. |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Stadium Improvement location Geotechnical Testing \$11,000 Cash American Engineering Testing, Inc. |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Campus Removal & proper disposal of hazardous waste \$50 per biohazard container Cash GRP & Associates, Inc. |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | West Court Housing Building Demolition \$29,500 Contingency Maintenance Littrel Construction |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Campus Fire Hydrant Replacement 19,700 LB309 Littrel Construction |

Attachment: CSC Contracts and Change Orders for Information (1994 : Contracts and Change Orders for Information)

**CHADRON STATE COLLEGE
CONTRACTS AND CHANGE ORDERS FOR INFORMATION**

June 16, 2017

| | |
|---------------------|--|
| Location on Campus: | Edna Work Hall |
| Contracted Work: | Window Replacement |
| Contract Amount: | \$113,850 (approved at 3/24/17 Board Meeting) |
| Fund Source: | Contingency Maintenance |
| Contractor: | Chadron Glass and Windows, Inc. |
| Location on Campus: | Financial Aid Office |
| Contracted Work: | Review, verification, processing of student financial aid applications |
| Contract Amount: | \$85/hour plus travel expense, not to exceed \$34,962 |
| Fund Source: | Cash |
| Contractor: | Attain, LLC |
| Location on Campus: | Student Services |
| Contracted Work: | Guidebook App for mobile devices renewal |
| Contract Amount: | \$6,000 annually |
| Fund Source: | Cash |
| Contractor: | Guidebook |

CHANGE ORDERS – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are less than \$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 Shower Renovation |
| No. & Description: | #4—shower renovations floor levels 2 and 3 |
| Change Order Amount: | \$170,151 (approval received at 3/24/17 Board Meeting) |
| Fund Source: | Contingency Maintenance |
| Contractor: | Mac Construction |

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: Contracted Work: Contract Amount: Fund Source: Contractor: | Theater/Event Center Asbestos Survey, Abatement and Lead Paint inspection \$4,125.00 LB957 Bond Proceeds AMI Environmental |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | By Campus Services Building Landscape Screen of the Cooling Towers \$8,000.00 Foundation Architectural Design Associates |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Centennial Complex Mechanical Systems Design \$24,700.00 Revenue Bond Admin Advanced Engineering Systems |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Theater/Event Center – tunnel Asbestos Abatement and Management Fee \$18,650.00 LB957 Bond Proceeds AMI Environmental |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Neal Hall Demolition and Removal of Building \$48,800.00 Contingency Maintenance Trail Construction, LLC |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Theater/Event Center Renovation and Addition \$5,553,000.00 LB957 Bond Proceeds, Foundation, LB309 Rogge General Contractors |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Centennial Complex Residence Halls Fire Sprinklers \$316,000.00 Revenue Bond Nifco Mechanical Systems, Inc. |

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.

| Peru State College | |
|--|---|
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Delzell Hall Change Order #4 – Add tubular steel piece, delete access ladder from roof, changes to door Actuators/power connections (\$15.00) Bond Proceeds, Contingency Maintenance F&B Constructors, Inc. |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Delzell Hall Change Order #5 – Extend/remove walls, delete painting of all dorm room walls, lobby and corridors, aluminum access doors with locks, add light switch/fire alarm pull station (\$45,880.00) Bond Proceeds, Contingency Maintenance F&B Constructors, Inc. |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Theater Renovation Change Order #1 – Additional design services \$47,000.00 Cash funds, Capital Improvement Fees, Bond Proceeds, Foundation, LB309 Architectural Design Associates, P.C. |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Delzell Hall Change Order #6 – Ceiling and Soffit work, lighting, tackwell revisions, delete tapered insulation \$16,790.00 Bond Proceeds, Contingency Maintenance F&B Constructors, Inc. |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Theater Renovation and Addition Change Order #1 – Controls Management (\$5,500.00) Cash funds, Capital Improvement Fees, Bond Proceeds, Foundation, LB309 Rogge General Contractor, Inc. |

Attachment: PSC Contracts and Change Orders for Information (1994 : Contracts and Change Orders for Information)

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: | Memorial Stadium - Press Box Replacement Professional Services \$235,000 Capital Improvement Fee Jackson Jackson & Associates, Omaha, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Student Center – Multicultural Center Replace carpet \$7,987.00 Revenue Bond Phipps Commercial Flooring, Wayne, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Brandenburg Create new office, ED311 \$11,435.00 Cash Christiansen Construction Co., Pender, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Center for Applied Technology Preconstruction phase work \$15,000.00 Bond Funds Hausmann Construction, Inc., Lincoln, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Student Center – Multicultural Center Expansion construction \$29,642.00 Contingency Maintenance Christiansen Construction Co., Pender, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Memorial Stadium - Press Box Replacement Site survey \$2,500.00 Capital Improvement Fee Olsson Associates, South Sioux City, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Memorial Stadium - Press Box Replacement Geotechnical Services \$1,800.00 Capital Improvement Fee Terracon Consultants Inc., Omaha, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Campus-Wide Inspections on 48 automatic door openers \$1,807.00 Cash/Revenue Bond M & O Door Products, Inc., Columbus, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Campus-Wide Concrete street and sidewalk work \$17,765.00 Contingency Maintenance Christiansen Construction Co., Pender, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Morey Hall Convert storage space into Food Pantry \$17,032.00 Contingency Maintenance Christiansen Construction Co., Pender, NE |

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| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Campus-Wide WSC video viewbook \$46,970.00 Cash StudentBridge, West Point, GA |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Neihardt, Terrace and Student Center Fire suppression systems maintenance \$2,116.25 Revenue Bond General Fire & Safety Equipment, Omaha, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Ramsey & Ley Theaters, Rice Auditorium Inspect stages \$3,424.00 Cash Omaha Stage Co., Omaha, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Stadium Press Box Renovation Thermal conductivity testing \$8,000.00 Capital Improvement Fee Omaha Public Power District, Omaha, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Student Center Remove carpet & tile; replace with LVT \$41,670.00 Contingency Maintenance Phipps Commercial Flooring, Wayne, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Student Center Re-roof penthouse area \$6,850.00 Contingency Maintenance Christiansen Construction Co., Pender, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Softball Field, Tree Nursery & Campus Services Building Remove trees \$2,700.00 Cash Hartington Tree, LLC, Hartington, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Carhart Science Install auto air release in fire sprinkler system \$1,650.00 Cash Midwest Automatic Fire Sprinkler Co., Omaha, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Student Center Replace carpet in Zones 1, 2 and 10 \$20,251.00 Contingency Maintenance Phipps Commercial Flooring, Wayne, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Rec. Center Install turnstiles, configuration testing & training \$19,773.00 Contingency Maintenance Sentrixx Security, Omaha, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Anderson Hall Fire sprinkler installation \$268,020.00 Contingency Maintenance Christiansen Construction Co., Pender, NE |
| Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor: | Rec. Center/Carlson Natatorium Replace sewer line \$12,860.00 Revenue Bond Redlinger Brothers Plumbing/Heating-Watertown, SD |

CHANGE ORDERS – (including architect/engineer fees, construction contracts, equipment purchases and all other miscellaneous expenditures) which are less than \$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.

| Wayne State College | |
|--|--|
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Bowen Hall #6, Duct seal system, concrete stem wall, balusters, fix roof drain \$29,605.78 Rev. Bond Construction Fund Hausmann Construction, Inc., Lincoln, NE |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Bowen Hall #7, Replace electrical circuits and wire \$31,520.11 Rev. Bond Construction Fund Hausmann Construction, Inc., Lincoln, NE |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | US Conn Library #16, Electrical work and paint stair railings \$0 Bond Fund/Cash/Foundation Beckenhauer Construction, Norfolk, NE |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Bowen Hall #8, Heat pump install \$43,329.57 Rev. Bond Construction Fund Hausmann Construction, Inc., Lincoln, NE |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Bowen Hall #9, Repair basement floor, structural repair and add wing walls at heat pumps \$35,944.18 Rev. Bond Construction Fund Hausmann Construction, Inc., Lincoln, NE |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | US Conn Library #17, Repair lights, sprinklers, slab cracking, brick veneer & joint protection \$36,187.73 Bond Fund/Cash/Foundation Beckenhauer Construction, Norfolk, NE |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Bowen Hall #10, bay windows w/o heat pumps; roller shades; electrical work; wall repair \$46,747.52 Rev. Bond Construction Fund Hausmann Construction, Inc., Lincoln, NE |
| Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor: | Bowen Hall #11, residential appliances; skim floors \$36,112.78 Rev. Bond Construction Fund Hausmann Construction, Inc., Lincoln, NE |

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); and 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.

| Nebraska State College System | |
|--------------------------------------|---|
| Location on Campus: | Nebraska State College System Office and Colleges |
| Contracted Work: | Lobbyist Services |
| Contract Amount: | \$38,960 |
| Fund Source: | Cash |
| Contractor: | Trent Nowka Company |

Attachment: NSCS Contracts and Change Orders for Information (1994 : Contracts and Change Orders for Information)

ITEMS FOR INFORMATION AND DISCUSSION FISCAL, FACILITIES, AND AUDIT

June 16, 2017

INFORMATION ONLY: Grant Applications and Awards for Information

The following grant applications and awards are provided to the Board for information.

Chadron State Applications

- Black Box Lighting Upgrade (Darold A. Newblom Foundation) -- \$15,312
- Bringing Awareness of Behavioral Health Career Paths (Behavioral Health Education Center of Nebraska) -- \$1,000
- Space Science for Elementary Students (NASA Nebraska Space Grant) -- \$8,000

Chadron State Award

- Upward Bound (U.S. Department of Education) -- \$257,497 year one of five-year grant

Peru State Applications

- Evaluating Telehealth Use and Challenges in Rural Hospitals to Foster Research Collaboration in Public Health Research in Rural Nebraska (Rural Futures Institute) -- \$75,000
- Talk on Native American Culture (Humanities Nebraska) -- \$800

Peru State Award

- Obesity Intervention and Service Learning in Nebraska City Public School (Rural Futures Institute) -- \$19,999

Wayne State Applications

- Annual National Geographic Alliance Grant 2017-18 (National Geographic Education Foundation) -- \$42,613
- ETC Equipment Grants (ETC [Electronic Theatre Controls, Inc.]) -- \$9,620
- The HEARTS (Hypertension Education And Resourcing Talented Students) Initiative: Engaging Nebraska, Ethiopia, and Nepal Students in Global Health Partnerships (Rural Futures Institute [RFI]) -- \$20,000
- Nebraska EPSCoR Undergraduate Research Experience (National Science Foundation Infrastructure Grant) -- \$5,000

Wayne State Awards

- Improving Social Studies Instruction Using the *Student Atlas of Nebraska, 2017-18* (U.S. Department of Education) -- \$17,300
- Nebraska Business Development Center (U.S. Small Business Administration) -- \$65,000

ATTACHMENTS:

- CSC Grant Application-Black Box Lighting (PDF)

- CSC Grant Application-Behavioral Health (PDF)
- CSC Grant Application-Space Science (PDF)
- CSC Grant Award-Upward Bound (PDF)
- PSC Grant Application-Evaluating Telehealth (PDF)
- PSC Grant Application-Native American Culture Talk (PDF)
- PSC Grant Award-Service Learning Course (PDF)
- WSC Grant Application-National Geographic Alliance (PDF)
- WSC Grant Application-ETC Equipment (PDF)
- WSC Grant Application-HEARTS Initiative (PDF)
- WSC Grant Application-EPSCoR Research (PDF)
- WSC Grant Award-Social Studies Instruction (PDF)
- WSC Grant Award-NBDC (PDF)

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

| | | |
|---|--|--|
| College: Chadron State College | | Date: June 16, 2017 |
| Notice of Intent | Application: <input checked="" type="checkbox"/> | Accept Award: |
| Name of Program: Black Box Lighting Upgrade | | |
| Funding Source: Darold A. Newblom Foundation Also indicate if the source is federal, state or private Private | | |
| Is this grant a Sub-Award ? | Yes: | No: <input checked="" type="checkbox"/> |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$15,312.00 | Amount Awarded: | Funding Period: 5/1/17 – 8/1/17 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: 3/31/17 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? No | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| Will this grant require State Matching Funds ? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): | | |
| Will this grant require In-Kind Support ? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | Yes: | No: <input checked="" type="checkbox"/> |
| How many FTE positions will the grant fund? | FTE: -0- | |
| How many of these are new positions? | New FTE: -0- | |
| Briefly describe the purpose(s) of this application/award: This project is designed to upgrade the lighting inventory available to student designers. Students graduating from undergrad theatre design programs are expected to install, program and design with DMX (computer) controlled lighting fixtures. This purchase will provide student designers the practical experience required for success as designers in the theatre profession. | | |
| Is this grant a continuation of a previous/existing grant? | Yes: | No: <input checked="" type="checkbox"/> |
| If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: | | |
| Has this grant application been previously denied? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, please state the reason: | | |
| Person responsible for the preparation of the application: Scott Cavin, Associate Professor | | |
| Administrator responsible for approving the application: Randy Rhine, President | | |

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

| | | |
|--|-----------------|---|
| College: Chadron State College | | Date: June 16, 2017 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: Bringing Awareness of Behavioral Health Career Paths | | |
| Funding Source: Behavioral Health Education Center of Nebraska (Private) Also indicate if the source is federal, state or private | | |
| Is this grant a Sub-Award ? | | Yes: No: X |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$1,000 | Amount Awarded: | Funding Period: 8/1/2017 – 6/30/2018 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: 5/22/17 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? No | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | Yes: No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: No: X |
| How many FTE positions will the grant fund? | | FTE: -0- |
| How many of these are new positions? | | New FTE: -0- |
| Briefly describe the purpose(s) of this application/award: This project is a collaborative effort between Dr. Cate Jones-Hazledine, area psychologist and Dr. Wilson, counselor educator at Chadron State College. The purpose of this project is to expose area high school students to behavioral health professions. Drs. Cate and Wilson will travel to area high schools to present on different behavioral health careers. | | |
| 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: Tara Wilson, Assistant Professor | | |
| Administrator responsible for approving the application: Randy Rhine, President | | |

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

| | | |
|---|--|---|
| College: Chadron State College | | Date: June 16, 2017 |
| Notice of Intent | Application: <input checked="" type="checkbox"/> | Accept Award: |
| Name of Program: Space Science for Elementary Students | | |
| Funding Source: NASA Nebraska Space Grant Also indicate if the source is federal, state or private <input type="checkbox"/> State | | |
| Is this grant a Sub-Award ? | | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$8,000 | Amount Awarded: | Funding Period: 8/1/17 – 2/28/18 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: 5/15/17 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? <input type="checkbox"/> No | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| Will this grant require State Matching Funds ? | | Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> |
| If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): 1:1.5 match required. Faculty salary, benefits, facilities and administration. | | |
| Will this grant require In-Kind Support ? | | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> |
| How many FTE positions will the grant fund? | | FTE: -0- |
| How many of these are new positions? | | New FTE: -0- |
| Briefly describe the purpose(s) of this application/award: This proposal is to fund educational activities in conjunction with the total solar eclipse on August 21, 2017, and the following months. This project will highlight space science, including planetary research and the upcoming 2020 rover mission. The grant will fund the transportation of an exhibit of space materials (space suit, photos, and an exhibit about planetary exploration) from Johnson Space Center to Chadron State College for display from August-late September. | | |
| Is this grant a continuation of a previous/existing grant? | | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> |
| If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: | | |
| Has this grant application been previously denied? | | Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> |
| If yes, please state the reason: | | |
| Person responsible for the preparation of the application: Dr. Ann Buchmann | | |
| Administrator responsible for approving the application: Randy Rhine, President | | |

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

| | | |
|---|--|--|
| College: Chadron State College | | Date: June 16, 2017 |
| Notice of Intent | Application: | Accept Award: X |
| Name of Program: Upward Bound | | |
| Funding Source: U.S. Department of Education (federal) Also indicate if the source is federal, state or private | | |
| Is this grant a Sub-Award ? | | Yes: No: X |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$257,500 (Year one of five year grant) | Amount Awarded: \$257,497 (Year one of five year grant) | Funding Period: 9/1/2017 – 9/1/2022 (Year one: 9/1/2017 – 8/31/2018) Please indicate specific dates for the grant. |
| Closing Date for Application Submission: Continuation of previous grant | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? Yes | | Date Approved/Reviewed: 4/20/2012 |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: X No: |
| If yes, indicate dollar amount and/or percentage rate allowed: 8% | | |
| 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 Support ? | | Yes: No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: No: X |
| How many FTE positions will the grant fund? | | FTE: 5 |
| How many of these are new positions? | | New FTE: 0 |
| Briefly describe the purpose(s) of this application/award: The grant application requests funds to continue the Upward Bound program at Chadron State College. The project will serve 50 low-income and first generation high school students in three target high schools. The Upward Bound Program prepares students for postsecondary education. | | |
| Is this grant a continuation of a previous/existing grant? | | Yes: X No: |
| If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: 2016 award was \$250,000; the program remains the same. | | |
| Has this grant application been previously denied? | | Yes: No: X |
| If yes, please state the reason: | | |
| Person responsible for the preparation of the application: Maggie Smith-Bruehlman | | |
| Administrator responsible for approving the application: Dr. Randy Rhine | | |

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

| | | |
|--|-----------------|---|
| College: Peru State College | | Date: June 16, 2017 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: Evaluating Telehealth Use and Challenges in Rural Hospitals to Foster Research Collaboration in Public Health Research in Rural Nebraska | | |
| Funding Source: Rural Futures Institute Also indicate if the source is federal, state or private State | | |
| Is this grant a Sub-Award ? | | Yes: No: X |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$75,000 | Amount Awarded: | Funding Period: July 1, 2017-June 30, 2019 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: March 15, 2017 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | Yes: No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: No: X |
| How many FTE positions will the grant fund? | | FTE: 0 |
| How many of these are new positions? | | New FTE: 0 |
| Briefly describe the purpose(s) of this application/award: In the proposed study, we aim to identify and quantify challenges related to telehealth use and reimbursement among hospitals located in rural communities, and identify state-level telehealth policies that can promote telehealth use and reimbursement. Lastly, the project's long-term impact will be to establish an ongoing research collaboration between Peru State College and the UNMC College of Public Health (COPH) in order to strengthen public health research and infrastructure in rural Nebraska. | | |
| 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. Kate Trout | | |
| Administrator responsible for approving the application: Dr. Tim Borchers | | |

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

| | | |
|--|-----------------|---|
| College: Peru State College | | Date: June 16, 2017 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: Talk on Native American Culture | | |
| Funding Source: Humanities Nebraska Also indicate if the source is federal, state or private: State | | |
| Is this grant a Sub-Award ? | Yes: | No: X |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$800 | Amount Awarded: | Funding Period: April 1-30, 2017 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: Feb. 28, 2017 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | Yes: | No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | Yes: | No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | Yes: | No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | Yes: | No: X |
| How many FTE positions will the grant fund? | FTE: 0 | |
| How many of these are new positions? | New FTE: 0 | |
| Briefly describe the purpose(s) of this application/award: The project is to talk about how Native American people who lived in this area, in a historical context, as well as discuss Native American folklore, and reflections on the perceptions of the Native American people of this area. The grant will cover costs related to bringing speakers to campus. | | |
| 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. John Tiner | | |
| Administrator responsible for approving the application: Dr. Tim Borchers | | |

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

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|--|--------------------------|---|
| College: Peru State College | | Date: June 16, 2017 |
| Notice of Intent | Application: | Accept Award: X |
| Name of Program: Title: Obesity Intervention and Service Learning in Nebraska City Public Schools | | |
| Funding Source: Rural Futures Institute Also indicate if the source is federal, state or private State | | |
| Is this grant a Sub-Award ? | | Yes: No: X |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$19,999.92 | Amount Awarded: \$19,999 | Funding Period: July 1, 2017-June 30, 2019 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: March 15, 2017 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? No | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | Yes: No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: No: X |
| How many FTE positions will the grant fund? | | FTE: .10 |
| How many of these are new positions? | | New FTE: 0 |
| Briefly describe the purpose(s) of this application/award: Peru State College (PSC) and the University of Nebraska Omaha (UNO), in partnership with rural stakeholders, seek to develop a new reflective and collaborative service learning designated course for undergraduates in an effort to combat the epidemic of rural pediatric obesity. | | |
| Is this grant a continuation of a previous/existing grant? | | Yes: No: X |
| If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: | | |
| Has this grant application been previously denied? | | Yes: No: X |
| If yes, please state the reason: | | |
| Person responsible for the preparation of the application: Dr. Kyle Ryan and Dr. Sheri Grotrian-Ryan | | |
| Administrator responsible for approving the application: Dr. Tim Borchers | | |

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

| | | |
|---|-----------------|--|
| College: Wayne State College | | Date: June 16, 2017 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: Annual National Geographic Alliance Grant 2017-18 | | |
| Funding Source: National Geographic Education Foundation (NGEF) Also indicate if the source is federal, state or private: Private | | |
| Is this grant a Sub-Award ? | | Yes: No: X |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$42,613 | Amount Awarded: | Funding Period: 08/01/17-11/01/18 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: 04/14/2017 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | Yes: No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: No: X |
| How many FTE positions will the grant fund? | | FTE: 0.00 |
| 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 2017-18 year. The funding would provide a stipend for the Alliance Coordinator and travel expenses to attend the 2018 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 2018 National Initiative will focus on supporting educators in implementing the Geo-Inquiry Process into their classrooms. The Nebraska Alliance is proposing to host at least one institute at multiple sites on the Geo-Inquiry Process for 20 middle school educators. They propose 10 teams of 2 educators-one media/computer teacher and one science/social studies teacher. The Alliance will continue to fund shipping costs for at least one giant floor map. They will also continue to produce and distribute the "Student Atlas of Nebraska" aimed at 4 th grade classrooms. The Alliance will fund a summer workshop for middle and high school teachers wanting to learn more about how to translate geography terms and concepts from the Nebraska State Social Studies Standards into lesson for their 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

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|--|--|--|
| College: Wayne State College | | Date: June 16, 2017 |
| Notice of Intent | Application: <input checked="" type="checkbox"/> | Accept Award: |
| Name of Program: ETC Equipment Grants | | |
| Funding Source: ETC (Electronic Theatre Controls, Inc.) Also indicate if the source is federal, state or private: Private | | |
| Is this grant a Sub-Award ? | Yes: | No: <input checked="" type="checkbox"/> |
| If a sub-award, indicate the agency the sub-award is through: | | |
| Amount Requested: \$9,620 | Amount Awarded: | Funding Period: 1/1/18-12/31/18 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: September 30, 2017 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| Will this grant require State Matching Funds ? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, indicate dollar amount and specific uses of funds (i.e., salaries, honorariums, travel, office supplies, phone, postage, space rental, equipment, etc.): | | |
| Will this grant require In-Kind Support ? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | Yes: | No: <input checked="" type="checkbox"/> |
| How many FTE positions will the grant fund? | FTE: 0.00 | |
| How many of these are new positions? | New FTE: 0.00 | |
| Briefly describe the purpose(s) of this application/award: This proposal would provide some updated lighting equipment for Ramsey Theatre. ETC (Electronic Theatre Controls, Inc.) provides philanthropic grants to help support the performing arts. Equipment grants consist of new/used/refurbished ETC goods and gear. | | |
| Is this grant a continuation of a previous/existing grant? | Yes: | No: <input checked="" type="checkbox"/> |
| If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: | | |
| Has this grant application been previously denied? | Yes: | No: <input checked="" type="checkbox"/> |
| If yes, please state the reason: | | |
| Person responsible for the preparation of the application: Mr. Brian Begley, Assistant Professor, Communication Arts Department | | |
| Administrator responsible for approving the application: Ms. Angie Fredrickson, Vice President, Administration and Finance | | |

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

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|--|-----------------|--|
| College: Wayne State College | | Date: June 16, 2017 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: The HEARTS (Hypertension Education And Resourcing Talented Students) Initiative: Engaging Nebraska, Ethiopia, and Nepal Students in Global Health Partnerships | | |
| Funding Source: Rural Futures Institute (RFI) Also indicate if the source is federal, state or private: State | | |
| Is this grant a Sub-Award ? | | Yes: X No: |
| If a sub-award, indicate the agency the sub-award is through: UNMC | | |
| Amount Requested: \$20,000 | Amount Awarded: | Funding Period: 7/1/17- 6/30/19 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: March 1, 2017 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | Yes: No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: X No: |
| How many FTE positions will the grant fund? | | FTE: 0.00 |
| How many of these are new positions? | | New FTE: 0.00 |
| Briefly describe the purpose(s) of this application/award: The purpose of Rural Futures Institute (RFI) grants is to increase the community capacity of rural communities in addressing their challenges and opportunities. This proposal would fund a project that promotes Service-Learning, Community Based Participatory Research and Civic Engagement in undergraduate and graduate education. This proposed project will work with students in Nebraska, Ethiopia and Nepal to address the prevention of hypertension. The HEARTS (Hypertension Education And Resourcing Talented Students) teams will address this issue. This proposal requests funds for training materials, travel and supplies needed to carry out the project. | | |
| Is this grant a continuation of a previous/existing grant? | | Yes: No: X |
| If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: | | |
| Has this grant application been previously denied? | | Yes: No: X |
| If yes, please state the reason: | | |
| Person responsible for the preparation of the application: Dr. Barbara Engebretsen, Professor, Health, Human Performance & Sport | | |
| Administrator responsible for approving the application: Ms. Angie Fredrickson, Vice President, Administration and Finance | | |

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

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|---|-----------------|--|
| College: Wayne State College | | Date: June 16, 2017 |
| Notice of Intent | Application: X | Accept Award: |
| Name of Program: Nebraska EPSCoR Undergraduate Research Experience | | |
| Funding Source: National Science Foundation Infrastructure Grant Also indicate if the source is federal, state or private: Federal | | |
| Is this grant a Sub-Award ? | | Yes: X No: |
| If a sub-award, indicate the agency the sub-award is through: Nebraska EPSCoR | | |
| Amount Requested:\$5,000 | Amount Awarded: | Funding Period: 8/28/17-4/20/18 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: March 20, 2017 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? | | Date Approved/Reviewed: |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | Yes: No: X |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: X No: |
| How many FTE positions will the grant fund? | | FTE: 0.21 |
| How many of these are new positions? | | New FTE: 0.21 |
| Briefly describe the purpose(s) of this application/award: The purpose of this program is to provide a research experience for students in small colleges or universities that offer an undergraduate degree related to science, technology, engineering or math to increase the pool of students choosing careers in these areas. This proposal requests funds for wages and travel expenses for an undergraduate student. The student will work with Dr. Paul Karr, Wayne State College professor, on the computational studies required by a research team to develop newer, more efficient and affordable solar energy power sources. | | |
| 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. Paul Karr, Professor, Physical Sciences and Mathematics 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

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|---|--------------------------|---|
| College: Wayne State College | | Date: June 16, 2017 |
| Notice of Intent | Application: | Accept Award: X |
| Name of Program: Improving Social Studies Instruction Using the <i>Student Atlas of Nebraska, 2017-18</i> | | |
| Funding Source: U.S. Department of Education Also indicate if the source is federal, state or private: Federal | | |
| Is this grant a Sub-Award ? | | Yes: X No: |
| If a sub-award, indicate the agency the sub-award is through: Coordinating Commission for Post Secondary Education | | |
| Amount Requested: \$17,300 | Amount Awarded: \$17,300 | Funding Period: 02/02/17-08/1/18 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: November 8, 2016 | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? Yes | | Date Approved/Reviewed: 01/17/17 |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | Yes: X No: |
| If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): In-kind support includes the time commitment of several staff members. | | |
| Is State Maintenance of Effort or Future Fiscal Responsibility required? | | Yes: No: X |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: No: X |
| How many FTE positions will the grant fund? | | FTE: 0.0 |
| How many of these are new positions? | | New FTE: 0.0 |
| Briefly describe the purpose(s) of this application/award: This award provides funding for five workshops at five different ESU's during Summer 2017 to train 4 th grade teachers how to use the <i>Student Atlas of Nebraska</i> for lessons on the history, geography, government and economy of Nebraska. Five more workshops will be presented during Summer 2018 with different teachers at five different ESU's. The funds will provide stipends for teacher participants, stipend/travel costs for workshop director and supplies for the workshops. Each participant will receive free copies of the <i>Student Atlas of Nebraska</i> to use in their classrooms. Mutual of Omaha will provide the funding to print these copies of the <i>Student Atlas of Nebraska</i> in honor of the state's 150 th birthday. The second edition of the <i>Student Atlas of Nebraska</i> has been updated to address the Hispanic presence in Nebraska as well as specialty crops grown in the Panhandle. | | |
| Is this grant a continuation of a previous/existing grant? | | Yes: No: X |
| If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: While technically not a continuation, this grant is similar to those funded in 2009-2011 and 2015-2016. | | |
| 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. Angie Fredrickson, Vice President, Administration and Finance | | |

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

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|--|--------------------------|--|
| College: Wayne State College | | Date: June 16, 2017 |
| Notice of Intent | Application: | Accept Award: X |
| Name of Program: Nebraska Business Development Center | | |
| Funding Source: U.S. Small Business Administration Also indicate if the source is federal, state or private: Federal | | |
| Is this grant a Sub-Award ? | | Yes: X No: |
| If a sub-award, indicate the agency the sub-award is through: University of Nebraska at Omaha | | |
| Amount Requested: \$65,000 | Amount Awarded: \$65,000 | Funding Period: 01/01/17-12/31/17 Please indicate specific dates for the grant. |
| Closing Date for Application Submission: | | |
| When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? Yes | | Date Approved/Reviewed: 11/10/16 |
| Does this grant include Indirect Cost Funds for the College's use? | | Yes: No: X |
| If yes, indicate dollar amount and/or percentage rate allowed: | | |
| 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 Support ? | | 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 |
| If yes, describe briefly | | |
| Are there restrictions imposed by regulation on claiming indirect costs? | | Yes: No: X |
| How many FTE positions will the grant fund? | | FTE: 0.91 |
| How many of these are new positions? | | New FTE: 0.00 |
| 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 funds for salary and benefit costs of the 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 | | |

Chancellor's Report

President Trump's Budget Proposal and Higher Education

President Trump recently released his 2018 budget proposal, "A New Foundation for American Greatness." Higher education, along with K-12 services and programs are high on the list of budget cuts with a deficit of \$9.2 billion (13.5%). We will stay current on the changing political landscape so we are aware of how it may affect our colleges and our students. In short, any cuts to higher education funding for students will only increase the debt load for many students. Listed below are some of the significant cuts to Higher Education funding included in the President's budget proposal and blueprint for the Department of Education. As you will see, many of the proposals are problematic.

Eliminate Public Service Loan Forgiveness Program

President Trump's budget eliminates the Public Service Loan Forgiveness program. This program encourages individuals to work full-time in the public service arena by forgiving the remaining balance on direct loans after the borrower makes 120 qualifying payments.

Eliminate Subsidized Stafford Loans

With Subsidized Direct loans, the Department of Education currently pays the interest while the student is in school, six months after graduation or while loans are in deferment. The Trump proposal eliminates Subsidized Stafford student loans entirely. This would add thousands of dollars to the cost of attending college--especially for low income students.

*It would appear that the two proposals above would only impact loans originating on or after July 1, 2018.

Create One Income-Driven Repayment (IDR) Plan

The budget narrative says that there are several income-driven repayment (IDR) plans available that complicate the process and make it difficult to enroll in any one repayment plan. The Trump budget proposal creates a single plan that would cap at 12.5% of discretionary income. After 15 years of repayment, undergraduates receive forgiveness on remaining balances. For graduate debt, forgiveness is available after 30 years of repayment.

Eliminate the Federal Supplemental Educational Opportunity Grant (SEOG) program

The budget proposal eliminates the Federal Supplemental Educational Opportunity Grant program to save \$732 million from the 2017 annualized CR level. These grants provide aid between \$100 and \$4,000 per year to students with exceptional financial need. These grants often supplement Pell grant aid for low-income students.

Reductions to Federal Work-Study

The proposed budget cuts the Federal Work-Study (FWS) program nearly in half, by \$488 million dollars for 2018. FWS provides funds to students through part-time employment. The program will be significantly reduced and reallocated to ensure funds would be prioritized to Pell Grant recipients.

Changes to Pell Grant Program

The budget proposes cutting \$3.9 billion from the approximate \$10.6 billion surplus and reallocating the funds to bring back the Year-Round Pell program. The Year-Round Pell theoretically makes it easier for students to graduate faster and gives students the opportunity to earn a third semester of support during an academic year. However, the proposal also suggests freezing the maximum amount of aid that can be awarded at \$5,920 for the next decade, with no adjustments to inflation. There is a concern that these changes to Pell aid plus the elimination of several other programs will have an adverse impact on low-income students who rely on these programs to attend college.

Support for Historically Black Colleges and Universities and Minority-Serving Institutions

The proposed budget protects support for Historically Black Colleges and Universities and Minority-Serving Institutions. \$492 million in funding will be maintained for programs that serve high percentages of minority students.

Impacts on Federal TRIO and GEAR UP Funding

The proposed budget reduces funding to the TRIO program in areas with little evidence on the overall effectiveness in improving student outcomes. Trump proposes \$808 million in funding for the Federal TRIO Programs and \$219 million for GEAR UP. This change is said to result in savings of \$193 million from the 2017 annualized CR level.

Presidents' Reports

Chadron State College June 2017

Chadron State College students continued to distinguish themselves in the classroom, at the concert hall, through field research, on the track, and at state and national academic competitions during 2016-17. They also enjoyed giving back to the community through service learning, an important facet of the undergraduate experience on campus.

A few examples below illustrate why Chadron State is such a unique place:

- During a unique Veteran's Day program planned by a CSC alumna in November, Family and Consumer Science students presented quilts to veterans of the Vietnam War, including two they made. Other CSC students enrolled in ROTC served as the Color Guard for the event. Volunteers from church and civic groups ranging from elementary school students to retirees helped with the project designed to express gratitude for the former soldiers' service.
- In recognition of the Native American culture, senior Broc Anderson of Alliance coordinated a two-day powwow in his hometown, bringing together multiple generations for song and dance traditions. He was the president of Social Sciences club and organized the powwow through his internship with the Knight Museum and Sandhills Center.
- Research opportunities are important to CSC faculty and students and graduate student Adam Neumann of Fort Calhoun hiked for days in the Wyoming wilderness with two assistants and hand tools to collect samples and conduct glacial geology research. The study was supported by Purdue University and the University of Vermont, among other organizations. In April, he presented his findings at the Nebraska Academy of Sciences annual meeting accompanied by other graduate and undergraduate student presenters and his adviser Dr. Mike Leite, a former NSCS Teaching Excellence Award recipient.
- Eighteen CSC students who advanced to professional schools will begin researching various disciplines. In addition to health professions students who advanced to professional schools, four students, including former NSCS Student Trustee Coy Clark of Benkleman have been accepted to law schools. Megan McLean of Brewster, an Army ROTC cadet, is among three students entering veterinary schools and her tuition will be paid thanks to one of five national active duty, education delay scholarships.
- The inaugural class of Rural Law Opportunities Program (RLOP) was announced in March. Five of the RLOP students will be incoming freshmen, while two currently attend CSC. The incoming freshmen are Elizabeth Adam of Wilsonville, Gunnar Buchhammer of Scottsbluff, Celeste Cardona of Mitchell, Alexandria Nobiling of Chadron and Carter Thiele of Oakland. The current students are Tindra Norris and Kevin Zhang, both of Chadron.
- The 2016-17 academic year also saw a first for the music department as a complete concert featured pieces composed by CSC students and faculty. Zachary Banzhaf of Chadron and Curtis Stevens of Ogallala composed pieces for vocals, saxophone, trumpet and piano. Banzhaf's wife, track standout Nicky, wrote the lyrics to "I Will Sing," performed by Zach Henderson of Douglas, Wyoming, and CSC accompanist Bobby Pace. During the

concert, Dr. Michael Stephens, who teaches composing, performed an original number with Dr. Sandy Schaeffer who retired in May.

- Sigma Tau Delta members Stephanie Gardener of Chadron and Rachel Dowling of Hampton, Nebraska, were selected through an online audition process to present original works at the English honor society's national convention. Gardener, who plans to pursue a master of fine arts degree in creative writing, said her piece was inspired by the sounds described in Edgar Allen Poe's "The Raven." Dowling said her piece, "Dear Mina," was written for one of Dr. Steve Coughlin's creative writing classes.
- Eleven Phi Beta Lambda members qualified for the national conference in June with top five finishes in 34 events, including cyber security, computer applications, information management, and small business planning. National qualifiers are Teryn Blessin of Waverly, Neb., Stephanie Alfred of Mitchell, Neb., Kelsey Brummels and Leyna Brummels both of Ewing, Neb., Dawson Brunswick of McCook, Neb., Austin Casper of Albion, Neb., Cody Cooper of Gothenburg, Neb., Drew Kasch of Highlands Ranch, Colo., Marleigha McDonald of Gillette, Wyo., Molly O'Connell of Saint Onge, S.D., and Tierra Synder of Beatrice, Neb. Alternates include Troy Fields of Halsey, Neb., and Lukas Klueber of Rapid City, S.D.
- In a new and interesting twist to a five-year tradition, The Big Event, students invited friends and family to travel to Chadron in late April and help with the annual service project designed to thank Chadron and the surrounding area for supporting CSC. Aliya Uddin, an online CSC student drove from Sheridan, Wyoming, to join her friend Jazmin Perez and more than 540 volunteers who worked at 54 job sites including indoor and outdoor painting, yard work, trail maintenance, roadside trash removal and social events with elderly citizens.
- For the fifth year, Dr. Beth Wentworth and elementary and middle school math education majors reached out to area youth in an effort to help build their math skills. Through Family Math Night in Hay Springs, Nebraska, CSC students conducted engaging, age-appropriate activities for children using game boards and pieces they designed and created. Dane McConnell of Lodgepole, Nebraska, said participating in the outreach activity and Wentworth's enthusiasm helped him solidify his goal of becoming a math teacher.
- Finally, three members of the CSC women's track team finished third in NCAA Division II Indoor Track and Field championships in March. It was the first time a CSC team placed in the top three at the national meet. Mel Herl of Eaton, Colorado, led the team becoming the first CSC weight thrower to capture a national crown and in doing so set a new personal record. Tessa Gorsuch of Rapid City, S.D., and Stachia Reuwsaat of Black Hawk, S.D., also took home All-American honors and Reuwsaat won her second-straight national title in the long jump.

Clearly, it has been a fantastic academic year for Chadron State College and its students. I am excited to see what the next year holds.

**Peru State College
Strategic Planning
June 2017**

Peru State College has undertaken a comprehensive and inclusive process to prepare the College's next strategic plan. The new plan will extend the College's vision beyond the current plan titled "Essential Engagement" which provided goals and strategies for the past six years. Several hundred points of input were gathered and a large committee was formed to coordinate the College's planning not just for six years, but the next 150 years.

The Process:

Last June, Dr. Nancy Myers, Director of Organization Development at UNL, led a Cabinet retreat focused on formulating a strategic planning process. In August, a strategic planning committee was formed of 22 members chosen to represent students, the community, the PSC Foundation, alumni and every area of campus. This committee met every two weeks throughout the year.

Background research was conducted on external and internal environments. Presentation of this information in open sessions was followed by many opportunities for input from the campus community. The most significant effort was a strengths, opportunities, aspirations and results (SOAR) discussion led by Dr. Myers. These sessions provided members of the campus community with the chance to respond in small groups to the following four questions:

- What are we proud of as an organization?
- What opportunities do we have as a College?
- What do we want Peru State College to become?
- How can we be a College of choice?

Nearly 300 faculty, staff, students and friends of the College participated in this discussion, resulting in strong themes for the plan. Two more surveys were electronically distributed. One focused on the College's vision and the other on its values. Over 200 individuals provided input through the vision survey and more than 165 participated through the values survey.

As the strategic planning committee began to develop a new vision, new values, goals and strategies, additional meetings were held with members of the campus community. Those meetings included the academic schools, professional and support staff senates, student senate, president's council, president's cabinet and four town hall meetings open to the entire campus community.

First Results:

As a result of this campus-wide discussion, the College now has a framework for its strategic plan. The new plan is titled, "Engaging the Future" and includes a vision, values and main goals. Each goal will have three to five strategies with specific action steps to achieve the overall goal.

Vision: Peru State College will be renowned for transforming student lives through personal and engaging educational experiences.

Values: Peru State College lives its mission and vision through *engagement* in the classroom, *engagement* across campus, and *engagement* in the region and beyond while valuing:

- **P**ride: We proudly celebrate our history as Nebraska's first College, our heritage of educating all students, and our tradition of achievement by students, alumni, faculty, and staff. We cherish the stately *Campus of a Thousand Oaks* entrusted to us.
- **E**xcellence: We pursue excellence through best practices and innovation in scholarship, teaching, research, and student development. We commit to providing exceptional facilities and resources supporting an engaged collegiate experience.
- **R**esilience: We recognize resilience as a key factor in success. We provide support and encouragement to achieve high standards by cultivating passion and perseverance.
- **U**nity: We embrace unity as a diverse and inclusive community. We believe in creating a culture of respect, mutual support, and understanding. We lead and model this culture on campus, in the region, and around the world.

Goals:

1. **Academic Excellence through Engagement**
This goal will have strategies focused on the development of high impact practices that improve learning, retention and persistence to graduation.
2. **Transformative Student Experience**
The transformative student experience strategies will develop an immersive, robust, supportive and safe learning environment for students.
3. **Sharing the Peru State Story**
Peru State College continues to develop and foster regional and national brand recognition focused on distinctive engagement. The strategies under this goal will direct new efforts and include working with the NSCS to enhance prominence for the system.
4. **Excellence for the Future**
The strategies and initiatives created to achieve this goal will focus on human resources, the City of Peru, facilities, technology and increased Foundation support for our students and the College. These strategies will reflect continued work with the NSCS to provide resources for renovations, technology and operations.

Next Steps:

Our strategic planning process will continue over the next six months. Sub-committees have been formed to develop the strategies and action steps under each of the four goals. As these action-steps emerge, the original strategic planning committee will review the work and identify priorities for the College. At the same time, measures and assessments will be created for each action step so that the College can monitor the progress of this plan.

The above vision, values and strategies reflect extensive conversation and revision by the Peru State College community. The discussion about the College's mission and future is as important as the document itself. We are fortunate to have faculty, staff, students, alumni, and community members strongly committed to our mission and united around a common vision for the future.

Wayne State College June 2017

Academic excellence serves as a cornerstone of the Wayne State educational experience. Our faculty and staff regularly receive honors and awards recognizing their contributions and achievements within their fields. We are proud to note the following examples of such excellence from the 2016-17 academic year.

Dr. Barbara Engebretsen, professor of exercise physiology and public and global health at Wayne State, received a prestigious Fulbright Global Award from the J. William Fulbright Foreign Scholarship Board. The award will assist Engebretsen's efforts to implement the HEARTS Initiative: Engaging Student Health Clubs to Address Hypertension in Ethiopia, Nepal, and Nebraska.

Engebretsen's joint project has been in development since first meeting with international colleagues while on sabbatical in 2015. The Hypertension Education and Resourcing Talented Students (HEARTS) Initiative brings academics, health professionals, and college students together to provide workshops to teach and mentor high school students in the basic physiology of blood pressure, teach skills for measuring BP, and develop health risk survey strategies. The project also has a strong local connection. Engebretsen and her team plan to partner with Northeast Nebraska Area Health Education Center in Norfolk – Student Health Club members.

Engebretsen will travel to Ethiopia and Nepal for two and a half months for two summers. She will plan her work and coordinate closely with the Public Affairs Section of the U.S. Embassy in Ethiopia and the United States Educational Foundation in Nepal.

Dr. Glenn Kietzmann, professor of biology, received the Nebraska State College System Teaching Excellence Award and the State Nebraska Bank and Trust Teaching Excellence Award at the college's May 6 commencement ceremony. Kietzmann has taught at Wayne State since 1989.

Kietzmann teaches human anatomy, histology, parasitology, comparative vertebrate anatomy, biology concepts, and general education biology. He helped create the Rural Health Opportunities Program (RHOP) at Wayne State and has been involved with the program since it began at the college in 1990. He advises pre-nursing and biology students in the Life Sciences Department at the college.

The National Council for Geographic Education (NCGE) has honored Wayne State associate geography professor Dr. Lesli Rawlings with the Higher Education Distinguished Teaching Award. The award recognizes and supports excellence in geography teaching among college educators.

Rawlings challenges her students to connect current events with geographical concepts by assigning them "geography in the news" homework and having them present their findings and related maps to the class. They also discuss worldwide events such as Russia's annexation of Crimea, North Korea test firing missiles, the Syrian refugee crisis, terrorism, and natural disasters. Her urban geography class is also required to attend a city council or planning commission meeting.

Geospatial technology plays a big part in geography education at Wayne State. Rawlings led the effort to create the geospatial technology minor at WSC. She has guided students in Service-Learning projects based on this mapping and measuring technology.

Dr. Todd Young, professor of physics and astronomy, received the Friend of Science Award, the top award at the Nebraska Academy of Sciences (NAS) Annual Meeting in Lincoln on April 21. NAS awards the honor in recognition of a person in Nebraska who has made significant contributions to science or science education across the state.

Young is also the director of the Fred G. Dale Planetarium on the WSC campus. His research interests include variable stars, cosmology, and science technical, non-fiction, and fiction writing. His teaching interests are physics and astronomy education and outreach. Young is a member of the Great Plains Planetarium Association, the International Planetarium Society, the Western Alliance Planetarium Association and the Nebraska Academy of Science.

Wayne State senior Anna Knezevic received a Fulbright English Teaching Award (ETA) to serve in Malaysia. Knezevic, of Wayne, Neb., majored in marketing and international business.

The Fulbright U.S. Student Program provides grants for individually designed study/research projects or for English Teaching Assistant Programs. Candidates submit a Statement of Grant Purpose defining activities to take place during one academic year in a participating country outside the U.S.

During their grants, Fulbrighters meet, work, live with, and learn from the people of the host country, sharing daily experiences. The program facilitates cultural exchange through direct interaction on an individual basis in the classroom, field, home, and in routine tasks, allowing the grantee to gain an appreciation of others' viewpoints and beliefs, the way they do things, and the way they think. Through engagement in the community, the individual interacts with his or her hosts on a one-to-one basis in an atmosphere of openness, academic integrity, and intellectual freedom, thereby promoting mutual understanding, according to the Fulbright Program.

Several students are shining bright in the mathematics department at Wayne State. Kelli Soltys, Paige Allen, and Chelcee Hrnshir, all seniors, were invited in February to participate in the Nebraska Conference on Undergraduate Women in Mathematics at the University of Nebraska-Lincoln, an event that brings female students from all over the world.

Soltys is from Omaha and majoring in math education with a secondary certification; Allen is from Elkhorn double-majoring in criminal justice and applied math with a math concentration; and Hrnshir is from Trenton, Neb., majoring in applied math with a computer science concentration.

Soltys also accepted an invitation to attend the Colorado Summer Institute in Biostatistics (CoSIBS) at the University of Colorado-Denver to study biostatistics over the summer. She was also invited to a sister SIBS program at Emory University.

Kaitlyn Dougherty, a senior from Sioux City, Iowa, majoring in applied math with a biology concentration, is completing an honors colloquium project on analysis of stream ecology data. Dougherty presented her research at the Math on the Northern Plains Conference on April 8 at Augustana University.