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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 Wayne State College, Wayne, Nebraska on November 17, 2017**

Executive Session	November 16 –	10:30 a.m.
Business Meeting	November 17 –	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

NOVEMBER 16-17, 2017

WAYNE STATE COLLEGE  
WAYNE, NEBRASKAWEDNESDAY, NOVEMBER 15 – all meetings will be held at the Kanter Student Center  
unless otherwise noted

1:00 – 4:00	Council of Business Officers	Hahn 201D
1:00 – 4:00	Council of Academic Officers	Hahn 208
1:00 – 4:00	Council of Student Affairs Officers	Hahn 017
4:00 – 5:00	Joint Council of Business Officers and Council of Academic Officers Meeting	Hahn Boardroom 018

THURSDAY, NOVEMBER 16 –

9:00 – 10:30	Joint Council of Academic Officers and Council of Student Affairs Officers Meeting	Goldenrod Room
10:30 – 1:00	BOARD EXECUTIVE SESSION & Lunch Discuss Personnel, Litigation & Liability Issues	Elkhorn Room
12:00 – 1:00	Lunch all others	Niobrara Room
1:00 – 2:00	<b>BOARD COMMITTEE MEETINGS</b> Academic & Personnel Committee      Bluestem Room Fiscal, Facilities & Audit Committee      Meadowlark Room Student Affairs, Marketing & Enrollment Committee      Goldenrod Room	
2:15 – 3:15	CAT Groundbreaking Ceremony and Campus Tour	
3:30	Check-in Cobblestone Inn	
5:30	Reception	Frey Conference Room
6:30	Dinner Teaching Excellence Recognition	Frey Conference Room

FRIDAY, NOVEMBER 17

7:00	Breakfast	Elkhorn Room
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**8:00**

**BOARD OF TRUSTEES BUSINESS MEETING**

**Niobrara Room**

**FACILITIES CORPORATION ANNUAL MEETING**

**Niobrara Room**

(Facilities Corporation Annual Meeting will immediately follow  
the Business Meeting)

## Call to Order

Approval of Meeting Agenda

Public Comments

## Minutes Approval

- 1 Board of Trustees of the Nebraska State Colleges - Regular Meeting - Sep 15, 2017 9:00 AM

### 1. Items for Consent Agenda

- 1.1 Approve Revised Peru State College Organizational Chart
- 1.2 Approve Emeritus Status for Dr. Margaret Crouse
- 1.3 Approve Emeritus Status for Dr. Katherine Bahr
- 1.4 Approve Emeritus Status for Dr. Spencer Davis
- 1.5 Approve Emeritus Status for Dr. Dan Holtz
- 1.6 Approve Emeritus Status for Mr. Kenneth Anderson
- 1.7 Approve Emeritus Status for Dr. Meenakshi Dalal
- 1.8 Approve Emeritus Status for Dr. John Paxton
- 1.9 Authorization for the Chancellor to Sign Customer Relationship Management System Contract for Wayne State College

## Items for Discussion and Action

### 2. Academic and Personnel

- 2.1 First and Final Round Approval of Revisions to Board Policy 5104; Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit
- 2.2 Approve International Studies Abroad (ISA) Contracts for Travel to England, Ireland and Northern Ireland for Chadron State College
- 2.3 Approve Memorandum of Understanding with University of Thessaly for Greece Study Abroad Program for Wayne State College

### 3. Student Affairs, Marketing, and Enrollment

- 3.1 First and Final Round Approval of Revisions to Board Policy 3300; Student Organizations; Conduct and Discipline
- 3.2 First and Final Round Approval of Revisions to Board Policy 3400; Tuition Remission

- 3.3 First and Final Round Approval of Revisions to Board Policy 3401; Non-Resident Scholars Program
- 3.4 First and Final Round Approval of Board Policy 4050; Academic and Professional Organizations
- 3.5 Approve Agreement with Omaha World Herald for Peru State College

**4. Fiscal, Facilities and Audit**

- 4.1 Acceptance of Revenue Bond Audit Report for Fiscal Year Ending June 30, 2017
- 4.2 Approve Reallocation of Contingency Maintenance Funds for Peru State College
- 4.3 Approve Use of Capital Improvement Fee Funds for the Criminal Justice Crime Scene Investigation Facility for Wayne State College
- 4.4 First and Final Round Approval of Revisions to Board Policy 6006; Depositories
- 4.5 First and Final Round Approval of Revisions to Board Policy 8064; Capital Construction and Information Technology (IT); Bids

**Items for Information and Discussion**

**5. Academic and Personnel**

- 5.1 Online Programs Report
- 5.2 Summer Instructional Load Reports
- 5.3 Off Campus Course Offerings Summary
- 5.4 Quantitative Academic Reports
- 5.5 Reports of Personnel Actions

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

- 6.1 Marketing Activities and Events Update
- 6.2 Summer Enrollment Reports
- 6.3 Board of Trustees Scholarship Acceptance Report

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

- 7.1 Remission Fund Award Report by Category
- 7.2 Special Tuition Rate Reports
- 7.3 Physical Plant Status Reports
- 7.4 Capital Construction Quarterly Reports
- 7.5 Year End Revenue Bond Expenditure Reports
- 7.6 Contracts and Change Orders for Information
- 7.7 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 Presidents' Reports
- iii. Student Trustees' Report**

**Adjournment**

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September 15, 2017

### Call to Order

The meeting was called to order at 9:00 AM by Chairman 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	Present	
Jess Zeiss	Vice Chairman	Present	

### Approval of Meeting Agenda

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

**ABSENT:** Michelle Suarez

### Minutes Approval

Board of Trustees of the Nebraska State Colleges - Regular Meeting - Jun 16, 2017 8:00 AM

A motion was made by Trustee Engles and seconded by Trustee Peterson to approve the minutes of the June 16, 2017 meeting. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

### Public Comments

No public comment.

## 1. Items for Consent Agenda

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

**ABSENT:** Michelle Suarez

### 1.1 Approve Organizational Charts

Each College has provided its organizational chart for approval.

### 1.2 Authorization for President to Negotiate an Agreement with Chadron Medical Clinic for Professional Health Services for Chadron State College

Chadron State College requested that the Board grant the President authority to negotiate an agreement with the Chadron Medical Clinic P.C. for the provision of professional health care services for students.

### 1.3 Approve LB 309 Allocations and Retrievals

#### Chadron State

#### 1. Acceptance of an additional \$170,000 for sprinkler system in Heating Plant

Allocation Date/Amount	3/20/17	\$170,000.00
Previous Allocation(s)		20,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$190,000.00

#### 2. Acceptance of \$90,000 for design of roof replacement on Armstrong Building

Allocation Date/Amount	7/28/17	\$90,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$90,000.00

#### 3. Acceptance of an additional \$94,000 for roof replacement on Heating Plant

Allocation Date/Amount	7/17/17	\$94,000.00
Previous Allocation(s)		26,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$120,000.00

#### Peru State

#### 1. Acceptance of \$35,000 for design of fire alarm replacement in CATS, Library, Hoyt, Campus Services buildings

Allocation Date/Amount	7/28/17	\$35,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$35,000.00



**Wayne State**

1. Retrieval of \$38,260 for Rice Auditorium balcony egress project
 

Allocation Date/Amount	9/20/16	\$45,000.00
Retrieval Date/Amount	2/28/17	<u>38,260.00</u>
Estimated Project Cost		\$ 6,740.00
  
2. Acceptance of \$10,000 for efficiency improvements study of Energy Plant
 

Allocation Date/Amount	7/28/17	\$10,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$10,000.00
  
3. Acceptance of \$30,000 for design of roof replacement on Gardner Business building
 

Allocation Date/Amount	7/28/17	\$30,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$30,000.00
  
4. Acceptance of \$360,000 for geothermal, masonry and FLS projects for Stadium
 

Allocation Date/Amount	7/28/17	\$360,000.00
College Contribution		<u>00.00</u>
Estimated Project Cost		\$360,000.00

**Items for Discussion and Action****2. Academic and Personnel**

- 2.1 Approve Virtual Education Software (VESI) Memorandum of Understanding for Chadron State College

A motion to approve the Virtual Education Software (VESI) Memorandum of Understanding for Chadron State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 2.2 Approve STA Travel Contract for London Faculty-Led Study Abroad Program for Chadron State College

A motion to approve the STA Travel Contract for London Faculty-Led Study Abroad Program for Chadron State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 2.3 Approve Addition of Supplemental Endorsement in Health Sciences (6-12) to Bachelor of Science in Education in Family and Consumer Sciences Degree for Chadron State College

A motion to approve the Addition of the Supplemental Endorsement in Health Sciences (6-12) to the Bachelor of Science in Education in Family and Consumer Sciences Degree for Chadron State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 2.4 Approve Pathways 2 Tomorrow Agreement for Wayne State College

A motion to approve the Pathways 2 Tomorrow Agreement for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 2.5 Approve Ecuador Study Abroad Agreement with Trek Ecuador for Wayne State College

A motion to approve the Ecuador Study Abroad Agreement with Trek Ecuador for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 2.6 Approve Memorandum of Agreement with Metropolitan Community College and Wayne State College

A motion to approve the Memorandum of Agreement with Metropolitan Community College and Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 2.7 Approve Shared Services Agreement for Wayne State College

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

**ABSENT:** Michelle Suarez

2.8 First and Final Round Approval of Revisions to Board Policy 2020; Councils - Board

A motion to approve the First and Final Round Approval of Revisions to Board Policy 2020; Councils - Board was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

2.9 First and Final Round Approval of Revisions to Board Policy 2550; Nebraska State College System Organizational Chart

A motion to approve the First and Final Round Approval of Revisions to Board Policy 2550; Nebraska State College System Organizational Chart was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

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

No action items

4. **Fiscal, Facilities and Audit**

4.1 Approve Carryforward of Funds for Operations

The Colleges and System Office requested Board approval for the following carryforward of appropriated cash funds and revolving funds for operations from FY2016-17 to FY2017-18. Funds were from cash funds and revolving (revenue bond funds) appropriated during FY2016-17:

CASH FUNDS

Chadron State College	\$1,645,510.00
Peru State College	\$2,324,175.00
Wayne State College	\$3,733,265.54
System Office	\$ 547,742.96

REVOLVING FUNDS

Chadron State College	\$ 97,171.00
Peru State College	\$ 89,505.00
Wayne State College	\$ 237,501.46

A motion to approve the Carryforward of Funds for Operations was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

4.2 Approve Write-Off of Uncollectible Accounts

The following "bad debt" designations were submitted to the Board for authorization to cancel as uncollectible accounts. These totals did not include any accounts where there was a court order already in place to write them off.

Chadron State College

Cash Fund Accounts (Tuition and Fees)	\$110,165.50
Other Fund Accounts (CIF and Trust)	2,076.56
Revenue Bond Accounts	<u>20,705.06</u>
	\$132,947.12

Peru State College

Cash Fund Accounts (Tuition and Fees)	\$78,631.77
Other Fund Accounts (CIF and Trust)	2,417.21
Revenue Bond Accounts	<u>20,107.06</u>
	\$101,156.04

Wayne State College

Cash Fund Accounts (Tuition and Fees)	\$29,418.91
Other Fund Accounts (CIF and Trust)	816.14
Revenue Bond Accounts	<u>19,739.26</u>
	\$49,974.31

A motion to approve the Write-Off of Uncollectible Accounts was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

4.3 Approve Naming of Planetarium in Math/Science Building at Chadron State College

A motion to approve the Naming of the Planetarium in the Math/Science Building at Chadron State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

4.4 Approve Reallocation of Contingency Maintenance Funds for Chadron State College

Chadron State requested the following reallocation of contingency maintenance funds:

From Resolution:

4/25/14      \$35,305.01      #4 Revenue Bond Buildings  
Replacement Flooring

To Resolution:

3/24/17      \$35,305.01      #9 Revenue Bond Buildings  
Replacement Flooring

From Resolution:

3/26/15      \$50,000      #8 Revenue Bond Buildings  
Replacement Flooring

To Resolution:

3/24/17      \$50,000      #9 Revenue Bond Buildings  
Replacement Flooring

From Resolution:

3/26/15      \$26,698.63      #5 High Rise Gold Room Repairs

To Resolution:

3/24/17      \$26,698.63      #6 Revenue Bond Buildings Asbestos  
Abatement

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

**ABSENT:** Michelle Suarez

4.5 Approve Return of Designated Cash Funds for Lindahl Drive Area Improvements Project to Undesignated Cash Funds for Wayne State College

A motion to approve the Return of \$43,399.94 of Designated Cash Funds for Lindahl Drive Area Improvements Project to Undesignated Cash Funds for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

4.6 Approve Use of Unappropriated Cash Funds On One-Time Basis for the Center for Applied Technology Project for Wayne State College

Wayne State requested Board approval to use \$3,400,000 of unappropriated cash funds on a one-time basis for the Center for Applied Technology project. This was in addition to the \$1,000,000 of unappropriated cash funds approved for the project by the Board on June 10, 2016. Thus, the total of unappropriated cash to be used for the project would be \$4,400,000 with approval of this Board item, which would allow the College to move forward with construction of the project. The cash fund balance adequately supports this request.

A motion to approve the Use of \$3,400,000 of Unappropriated Cash Funds On a One-Time Basis for the Center for Applied Technology Project for Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

4.7 Approve Use of Unappropriated Cash Funds on a One-Time Basis for the Press Box Replacement Project at Wayne State College

Wayne State College requested Board approval to use an additional \$800,000 of unappropriated cash funds on a one-time basis for the Press Box Replacement project. Along with the \$800,000 of unappropriated cash approved by the Board on March 24, 2017, there would be a total of \$1,600,000 unappropriated cash for the project with approval of this Board item. This additional funding would allow the College to move forward with construction of the project. The cash fund balance adequately supports this request.

A motion to approve the Use of \$800,000 of Unappropriated Cash Funds on a One-Time Basis for the Press Box Replacement Project at Wayne State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

4.8 Approve Change Order for Nebraska State College System Office

A motion to approve the Change Order for Nebraska State College System Office was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 4.9 First and Final Round Approval of Deletion of Board Policy 8010; Buildings; Historical Register

A motion to approve the First and Final Round Approval of Deletion of Board Policy 8010; Buildings; Historical Register was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 4.10 First and Final Round Approval of Deletion of Board Policy 8038; Unclaimed Property

This policy was being deleted because the information was being incorporated into a new policy 7013; and revised to better reflect current state law.

A motion to approve the First and Final Round Approval of Deletion of Board Policy 8038; Unclaimed Property was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

- 4.11 First and Final Round Approval of Board Policy 7013; Unclaimed Property; Uncashed Warrants and Personal Property

Policy 7013 was a new policy to replace Policy 8038, move it into the Business Management section of the policy manual, and update the policy to better reflect current state law on unclaimed property. The policy included procedures for the Colleges and System Office to follow in various situations related to unclaimed property.

A motion to approve the First and Final Round Approval of Board Policy 7013; Unclaimed Property; Uncashed Warrants and Personal Property was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Zeiss.

**ABSENT:** Michelle Suarez

## Items for Information and Discussion

### 5. Academic and Personnel

- 5.1 Reports of Personnel Actions

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

- 5.2 Foundation Employee Compensation Report  
The Wayne State Foundation employee compensation report was provided to the Board for information.
- 5.3 Spring Instructional Load Reports  
Spring instructional load reports from each of the Colleges were provided to the Board for information.
- 5.4 Spring Graduation Summaries  
Spring graduation summary reports from each of the Colleges were provided to the Board for information.
- 5.5 Updates to Board Policy 4160; Degree Programs; Chadron State College  
Board Policy 4160; Degree Programs; Chadron State College was updated to reflect Board action relating to academic programs.
- 5.6 Updates to Board Policy 4170; Degree Programs; Peru State College  
Board Policy 4170; Degree Programs; Peru State College was updated to reflect Board action relating to academic programs.
- 5.7 Updates to Board Policy 4180; Degree Programs; Wayne State College  
Board Policy 4180; Degree Programs; Wayne State College was updated to reflect Board action relating to academic programs.
- 6. Student Affairs, Marketing, and Enrollment**
- 6.1 Spring Enrollment Reports  
Spring enrollment reports from each of the Colleges were provided to the Board for information.
- 7. Fiscal, Facilities, and Audit**
- 7.1 Physical Plant Status Reports  
Physical Plant Status Reports from each of the Colleges were provided to the Board for information.
- 7.2 Capital Construction Quarterly Reports  
Capital Construction Quarterly Reports from each of the Colleges were 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

7.3 LB 309 Project Status Reports

LB 309 Project Status Reports from each of the Colleges were provided to the Board for information.

7.4 Contingency Maintenance Progress Reports

Contingency Maintenance Progress Reports from each of the Colleges were provided to the Board for information.

7.5 Year End Operating Expenditure Reports

Year End Operating Expenditure Reports for FY2016-17 from each of the Colleges and the System Office were provided to the Board for information.

7.6 Year End Financial Reports

Year End Financial Reports from each of the Colleges were provided to the Board for information.

7.7 Contracts and Change Orders for Information

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

Chadron State Contracts

- Heat Plant (ARC flash study) -- \$19,800
- Andrews Hall (fire sprinkler renovation) -- \$266,760
- Rangeland Complex (parking lot paving) -- \$99,130
- Boiler House (fire sprinkler system) -- \$125,380
- Marketing Development (billboard/marquee advertising at Colorado Convention Center-Denver) -- \$5,400 annually
- Marketing Development (kiosk advertising at Colorado Convention Center-Denver) -- \$2,100/3 months

- Marketing Development (10 taxi cab tops advertising at Denver) -- \$4,210/3 months
- Andrews Hall (fire alarm system design) -- \$7,600
- The Hub (asbestos abatement) -- \$28,940
- Heating Plant (wood fuel supply) -- \$38.95 per ton at 50% moisture
- Rangeland Lab (art purchase) -- \$26,000
- IT and Athletics Departments (athletics compliance software) -- \$36,000 (\$12,000 annually over 3 years)

#### Peru State Contracts

- IT Software (Blackboard license and service agreement for software) -- \$265,000
- Campus Services (install concrete pad for windmill sculpture) -- \$650
- Administration (recruit for director of financial aid) -- \$150/hour
- Administration (CPA consulting services for support during audit prep and audit) - not to exceed \$10,000

#### Peru State Change Orders

- Delzell Hall (#7-provide credit from EPDM roofing on Roof "G"; caulk existing metal roof seam; provide credit to remove overlay for west parking lot apron) - (-\$4,806)
- Delzell Hall (#8-provide bypass valves to heating and chilled water system; refeed existing light pole to panel GL2; provide lights at west side fire escape) -- \$3,176

#### Wayne State Contracts

- Campus (6-year maintenance and 12-year hydrostatic tests on fire extinguishers) -- \$2,422
- Campus (annual testing on 18 elevators) -- \$5,388
- Conn Library (install railing in the penthouse) -- \$7,230
- Parking Lot 10 (sidewalk and curb replacement) -- \$10,700
- Carlson Natatorium (install pool liner) -- \$49,466
- Student Center (replace sanitary sewer) -- \$25,809
- Recreation Center (new entry into room 104) -- \$6,882
- Stadium (expand soccer locker room [Room 101A]) -- \$8,240
- Conn Library North Curb and Street (sidewalk and street repairs) -- \$47,325
- Studio Arts (modify dust collector system) -- \$2,699
- Peterson Fine Arts (patio, ramp and stairs repairs) -- \$4,200
- Ramsey Theatre (replace carpet on wall base and transitions) - - \$9,282
- Anderson Hall (move water lines and install new pipes) -- \$5,300
- Brandenburg Education, Room 101 (remove old and install new carpet) -- \$3,306
- Student Center, Neihardt Hall and Pile Hall (clean pizza oven, hoods and vents) -- \$8,100
- Carhart Science (install 6 insulated window units) -- \$2,377

- Bowen Hall (recaulk precast masonry joints) -- \$42,600
- Studio Arts (build roof over south entrance) -- \$12,200
- Campus (semi-annual inspections of fire suppression systems) -- \$3,020
- Rice Auditorium (refinish floor) -- \$2,239.42
- Berry Hall and Morey Hall (remove old and install new carpet) - - \$9,122
- Berry Hall (repair leak in water tank) -- \$1,690
- Rice Auditorium (repair expansion joint in tunnel #1) -- \$1,890
- Campus (inspections of campus fire sprinkler systems) -- \$14,280
- Center for Applied Technology (guaranteed maximum price (GMP) amendment bid package #1) -- \$3,789,890
- Benthack, Bowen Hall, Fine Arts, Gardner, Hahn and Neihardt Hall (5 year inspections) -- \$3,520
- Carlson Natatorium Room 121 (epoxy floor coating in shower room) -- \$1,950
- Bowen Hall (remove concrete, install trench drain, replace concrete) -- \$1,770
- Student Center/Cat's Corner Served (reset tile and grout) -- \$770
- Criminal Justice Crime Scene Investigation Facility (design services) -- \$32,000
- Rice Auditorium and Ramsey Theatre Stages (rigging repairs) - - \$17,472.52
- Bowen Hall (install kitchen hood fire suppression system) -- \$2,750
- Carlson Natatorium (design work - pool liner improvements) -- \$3,500
- Carlson Natatorium (repair and recoat shower room floor) -- \$400
- Bowen Hall (install intelligent interface module on fire suppression system) -- \$490
- Campus (semi-annual inspections of fire alarm system) -- \$890
- Center for Applied Technology (provide quality control testing and engineering services) -- \$34,550
- Memorial Stadium (concrete repairs to grandstand aisles) -- \$13,925
- Morey Hall and Berry Hall (replace shutoff valves) -- \$12,000
- Gardner Hall (sheetrock repairs due to water damage) -- \$1,640
- Student Services (consulting services) - up to \$65,000
- Admissions (consulting services) -- \$68,937
- Student Services (consulting services) - up to \$20,000
- Campus (garbage and recycling services) -- \$73,392
- Network and Technology Services (maintenance services) -- \$19,864.08

#### Wayne State Change Orders

- Bowen Hall (#12-south entry sidewalk, hanger and supports for cabling) -- \$33,833.18
- Bowen Hall (#13-revised electrical power to dampers) --

\$48,915.18

- Parking Lot 10 (#1-remove storm sewer inlet, pour base and inlet structure, install storm sewer pipe) -- \$5,842
- Bowen Hall (#14-remove, install and paint metal doors; grout fill holes in walls and ceiling; new ductwork) -- \$15,306.21
- Anderson Hall (#1-move sprinkler piping, repair basement walls, emergency lighting, conduit install) -- \$14,487
- Bowen Hall (#15-work on elevator, corner guards, sump pump, rain hoods, fire labels, light fixture, modify existing load center with shunt trip, LVT2 at laundry room) -- \$31,209.60
- Bowen Hall (#16-elevator machine room ground wire, existing electrical floor boxes, relocate FA devices, modify handrails extensions, misc. items) -- \$34,930.60

#### Nebraska State College System Contracts

- Nebraska State College System Office (Legislative Management Services (IQM2) -- \$7,712.64 annually
- Nebraska State College System Office and Colleges (access to driver's license information for annual check) -- \$0.00
- Nebraska State College System Office and Colleges (administrative services) -- \$50/monthly
- Nebraska State College System Office (research and develop NSCS brand) -- \$24,575
- Nebraska State College System Office (online media monitoring and online media access and services) -- \$5,000 for 2 years
- Nebraska State College System (mentoring and scholarships) - - \$0

#### 7.8 Grant Applications and Awards for Information

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

##### Chadron State Application

- Prairie Restoration Methods for Cool Season Grass Infested Rangelands (Mari Sandoz Heritage Society) -- \$2,000

##### Chadron State Award

- Licensed Alcohol and Drug Counselors (LADC) Workforce Development Plan (Behavioral Health Education Center of Nebraska) -- \$29,000

##### Peru State Applications

- Peru State College Sesquicentennial Oral History Project (Nemaha County Development Foundation Fund) -- \$1,000
- Peru State College Sesquicentennial Oral History Project (Harold W. and Lois D. Struve Foundation) -- \$7,525

##### Peru State Awards

- The Children's Health, Activity and Nutrition Community Engagement (CHANCE) Initiative (ServeNebraska/AmeriCorps) --\$42,397
- Size-Selective Electrochemical Sensing via Metal-Organic Supercontainers (National Science Foundation) -- \$32,910

#### Wayne State Award

- Nebraska Research Network in Functional Genomics (National Institutes of Health sub award through University of Nebraska Medical Center) -- \$32,250 third year of a 5-year grant

## 8. Miscellaneous Action and Information Items

### i. Chancellor's Report

Gary Bieganski will provide greetings from the Board at the Fall commencement ceremony on December 15 at Chadron State and Carter 'Cap' Peterson at Wayne State.

Chancellor Carpenter reported that Christina Wunderlich had been hired as the Director of Systemwide Accounting and Matt Eash had been hired as the Director of Financial Operations in the System Office.

Chancellor Carpenter noted that a groundbreaking ceremony for the Stadium project at Chadron State would be held September 23 and for the CAT project at Wayne State on November 16. He also noted the revenue bond audit had begun and the Facilities Corp audit had been completed.

### ii. Presidents' Report

WSC President Rames reported that tours of the newly renovated Bowen Hall would be held October 6 and that the Library project had been completed and would be represented in the American School and University magazine for its architectural design. She further noted that the undergraduate criminal justice program would begin to be conducted online, and that several more international students had registered for the fall term and finally that the admissions representative at the College Center in South Sioux City was having a great impact with the Latino community.

PSC President Hanson reported that the database developed to assist with student progress proved to be very helpful. He further reported on events on campus for the solar eclipse and several events were planned for October 24 to celebrate the first day of classes 150 years ago. He reported that the Delzell Hall renovation was completed. He also noted that the Feeding 44 project, developed by Rachel Henry, current NSCS Director of Marketing and Communications, while she was a student at PSC, was still in operation and a diabetes screening nurse and an occupational therapist had been added to the project to provide additional services.

CSC President Rhine reported that a CSC student had conducted several research projects on glacial geology and had presented his research at the

Nebraska Academy of Science recently. He further reported that 18 May graduates had enrolled in professional schools, one of them being Coy Clark, a former student trustee. He also reported that faculty and students had composed music and lyrics that had been performed recently and two student athletes were looking forward to trying out for the 2020 Olympics.

### iii. Student Trustees' Report

WSC Vice President and Dean of Students, Jeff Carstens, reported for Student Trustee Jayme Krejci that the Bowen Hall, Library and upper cafeteria renovations were a huge hit with the students. Phone charging stations have been installed in the Student Center, Rec Center and U.S. Conn Library. Dean Jacobs spoke to students about the service-learning study abroad trip to Ecuador. Students would be hosting a "Nearly Naked Mile" during homecoming along with many other events. The Nearly Naked Mile is the same as CSC's clothing drive event.

PSC Student Trustee Treyten Nelson reported that the Student Senate seats were all filled during the elections and the focus this year would be enhancing communication with clubs and ensuring the clubs are in compliance with Board Policy 3300. Phi Beta Lambda (PBL) competed at the national PBL competition and had top 10 finishes in 15 events with one student winning nationals in the Client Services competition. All are looking forward to the biggest and best homecoming celebration due to the sesquicentennial.

CSC Student Trustee Ashley Goad reported that CSC would be hosting the NSCS Student Senate Leadership Conference on October 27. The focus of the conference will be on resilient leadership. Fall Student Senate elections had a great turnout but there are a few seats still open. Scheduled office hours for the Student Senate Executive Board are being held. A Giving Tuesday event is planned for the first Tuesday after Thanksgiving by the Chadron State Foundation and Student Alumni Council.

## Adjournment

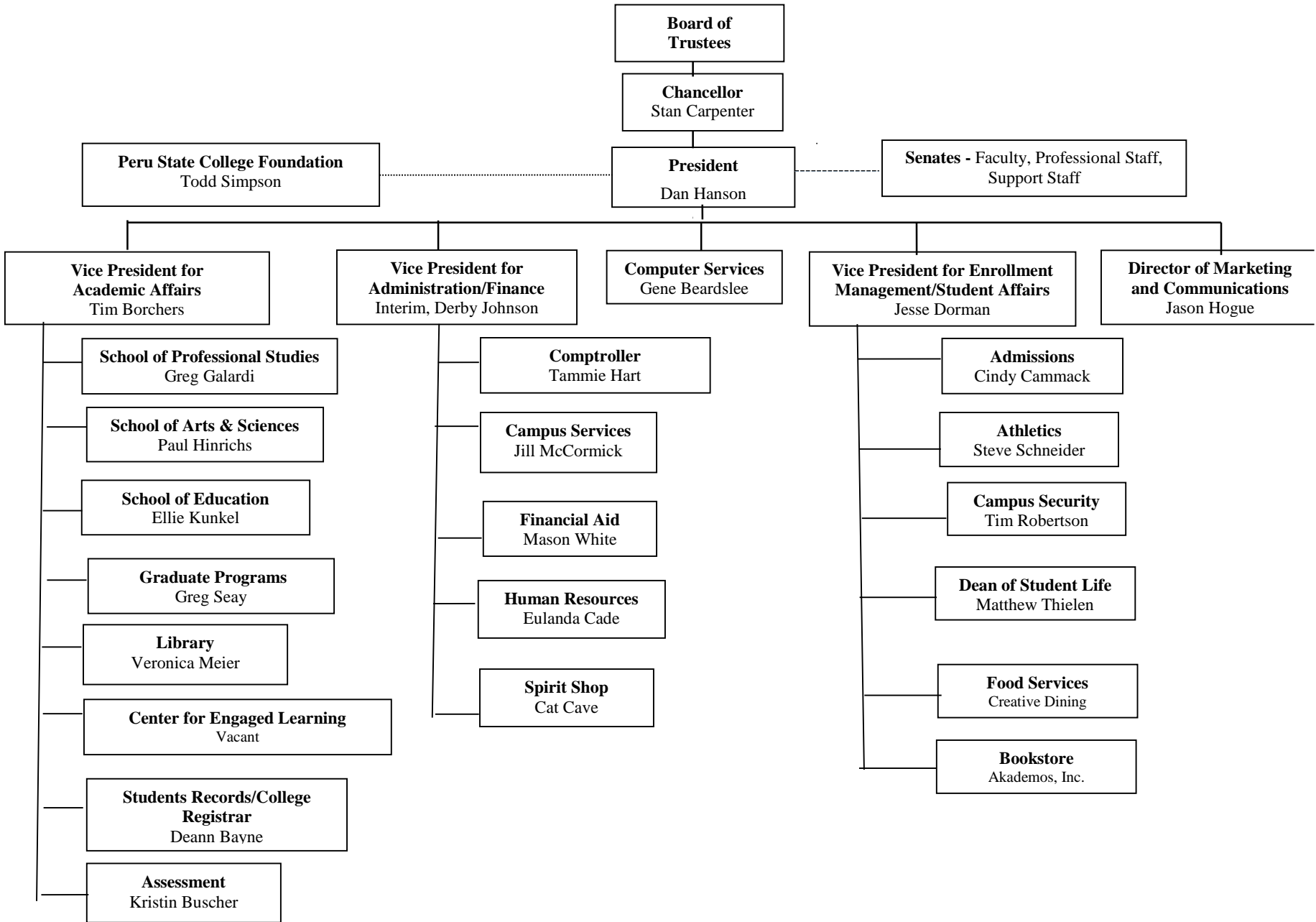
The meeting was adjourned at 10:40 AM

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Stan Carpenter, Chancellor



# Peru State College Organizational Chart



Attachment: PSC Org Chart (2083 : Revised Peru State College Organizational Chart)





# CHADRON STATE COLLEGE

August 28, 2017

Mr. Stan Carpenter, Chancellor  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

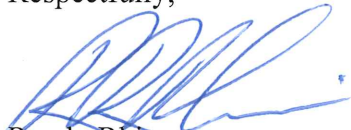
Dear Chancellor Carpenter:

I am pleased to endorse the nomination of Dr. Margaret Crouse for emeritus status and forward her nomination to you for your support. Dr. Crouse, served Chadron State College for 15 years as a faculty member in Family and Consumer Sciences earning the rank of Professor and 21 years as an academic administrator. In June 2015, Dr. Crouse retired from the position of Academic Dean at Chadron State College.

Dr. Crouse was actively engaged in various aspects of the college during her service as a faculty member and as an administrator. She was the Dean of the Department of Business and Applied Sciences when the Department of Business received their initial specialized accreditation. A few years later, while she was the Dean of Education, Human Performance, Counseling, Psychology and Social Work, the Education and Social Work programs became reaffirmed with their respective specialized accrediting agencies. Dr. Crouse assisted with the development of an elementary program partnership with Sheridan College and with the development and marketing of the Bachelor of Applied Sciences degree. She also assisted with the promotion and curriculum development of international student recruitment in Poland, Ukraine, and Russia. Dr. Crouse has been a positive influence to those around her with the best interest of the campus and the students in mind.

Following her retirement, Dr. Crouse collaborated with Dr. Bahr to collect and organize evidence to support the Assurance Argument for our recent Higher Learning Commission reaccreditation. Dr. Crouse's nomination has the full support of her colleagues, vice president for academic affairs, and myself. Dr. Crouse has been an advocate for the College during her tenure and in retirement and I highly recommend Dr. Margaret Crouse be granted emeritus status by the Nebraska State College System Board of Trustees.

Respectfully,



Randy Rhine  
President





## EMERITUS STATUS CSC NOMINATION FORM

*Send nominations to the office of the vice president for academic affairs  
ppperlinski@csc.edu*

I wish to nominate the following individual for Emeritus status at Chadron State College. I have provided a letter of support that addresses the criteria for Emeritus status. This nomination will be shared with the person nominated.

### Nominee Information

Name Margaret Crouse

Rank and Department Professor, Education Dept.

Address 1000 Main Street, Chadron, NE 69337

Telephone 308/430-4761

### Primary Faculty Nominator Information

Name Don R. King

Title/Department Professor, Education Dept.

Address 1000 Main Street, Chadron, NE 69337

Telephone 308/430-4596

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

Signature of Primary Nominator  Date 8/16/17

Signature of Academic Dean  Date 8/16/2017

# CHADRON STATE COLLEGE

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August 8, 2017

To Whom It May Concern:

The Department of Education faculty is nominating Dr. Margaret Crouse for Emeritus Status in accordance with the Nebraska State College System Board Policy 5017. She meets the initial qualifications of 15 years' experience with CSC, earned rank of professor, and she has a record of exemplary performance in areas of teaching, scholarly activities, and service to the College. Likewise, she has a demonstrated record of leadership. She is collaborative in her work with colleagues.

Some of the present education faculty have had Dr. Crouse as a teacher in undergraduate and graduate programs. They found her an engaging teacher who encouraged problem solving and inquiry learning. Many of the present faculty served as a faculty colleague with Dr. Crouse. She was an organized, mission oriented colleague. Most of the faculty have served with Dr. Crouse as a leader for the department. Her leadership style is calm, direct, encouraging, and result focused.

For these reasons the Department highly recommends Dr. Margaret Crouse for Emeritus Status. If you would like further information or have questions, please contact me at [dking@csc.edu](mailto:dking@csc.edu).

Sincerely,



Don King, PhD

Department Chair and professor for Education Department

Attached: Crouse Curriculum Vitae

# CHADRON STATE COLLEGE

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August 10, 2017

To Whom It May Concern:

I cannot tell you how pleased I am to have the opportunity to be able to nominate Dr. Margaret Crouse to the rank of Professor Emerita. For the three years that I have had the opportunity to work with Dr. Crouse, she has been an invaluable mentor and colleague. Throughout my career, I have had the opportunity to work closely with a number of university faculty members at every rank and she has consistently demonstrated to me that she exemplifies everything one expects in Emeriti Faculty. Her commitment to service to her colleagues, department, school, and college is exemplary. She took to heart the College's Mission Statement as she worked and continues to work to enrich the quality of life in the region.

During her long career with CSC she served as the Dean for School of Business and Applied Sciences (BAS) and the Dean for Education, Human Performance, Counseling, Psychology and Social Work (EHPCPSW). It was while she was the Dean for Business that the program was initially accredited. During this time she also led the Business faculty in the development of the online, eight-week modality. She also assisted with the development and marketing of the Bachelor of Applied Sciences degree which included visiting community colleges in northern Kansas, Wyoming, and Nebraska. Another notable achievement during her tenure as Dean for BAS was her work with Rangeland faculty members to develop the initial program statement for the building of a rangeland center to house the academic program and an arena for rodeo practice.

As the Dean for Education, Human Performance, Counseling, Psychology and Social work she

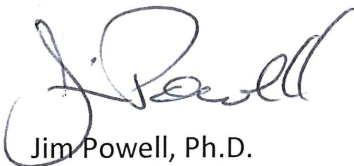
helped the education and social work programs reaffirm their specialized accreditation. She also led the development of an elementary education program partnering with Sheridan College in Wyoming and the expansion of the elementary education program with community colleges of Western Nebraska Community College and Mid-Plains Community College.

She served as the Graduate Dean for seven years and during this time the Masters of Sciences in Organization Management and a master's option for special education within the Masters of Education were added. She also assisted with the promotion and curriculum development of international student recruitment in Poland, Ukraine, and Russia.

Finally, Dr. Crouse has taught undergraduate and graduate courses in Home Economics and Vocational Education full time from 1979 through 1992; and from 2001-2003 taught as professor in Family and Consumer Sciences. She has received the Burlington Northern Teaching Excellence Award in 1987. This was an internal award for Chadron State sponsored by the Burlington Northern railroad company (now the Burlington Northern Santa Fe).

I do not feel that you could find a better candidate for promotion to Professor Emerita. Dr. Crouse has worked hard for many years and is richly deserving of recognition for all she has done. If you have any questions or need additional information, please feel free to contact me at any time at (308) 432-6330.

Sincerely,



Jim Powell, Ph.D.

Dean, Curriculum and Accreditation and School of EHPCPSW

# CHADRON STATE COLLEGE

16 August 2017

RE: Nomination of Dr. Margaret Crouse for Emeritus Status (BP 5017)

TO: Chancellor Carpenter and NSCS Board of Trustees

It is my great pleasure to support the nomination of Dr. Margaret Crouse for Emeritus status. I have had the opportunity to work with Dr. Crouse since my arrival to CSC (as dean) in 2006. As dean, Dr. Crouse demonstrated collegiality, leadership, and the ability to work with others. Prior to my arrival and as outlined in her vita, Dr. Crouse demonstrated the willingness and competence to serve in a variety of capacities. Such leadership and willingness to serve in the CSC area of need continued after she retired. With the 2017 Higher Learning Commission (HLC) Comprehensive Evaluation, Dr. Crouse was the HLC Document/Report Lead and HLC Assumed Practices Lead.

Dr. Crouse collaborated with Dr. Bahr, a retired CSC faculty member, to collect and organize evidence to support the Assurance Argument. This also entailed unearthing additional evidence, confirming the accuracy of statements, and ensuring consistency across the documents: Quality Initiative, Assumed Practices, Federal Compliance Report, and SARA. The superior work of Dr. Crouse and Dr. Bahr is a major reason for the success of the HLC Comprehensive visit. Dr. Crouse's knowledge of 35+ years (15 years as fulltime faculty member and 21 years as administrator) at CSC was of immeasurable assistance. Her knowledge of CSC institutional history/context, leadership skills, and willingness to take on new (and somewhat daunting) challenges are vital assets for small institutions in these times of many external unfunded mandates. I am very grateful to Dr. Crouse for her superior contributions to the HLC Comprehensive Evaluation.

In my capacity as VPAA, Dr. Crouse provided a steady-hand as dean. With the arrival of new deans, her experience, commitment to CSC, willingness to work toward the greater good, and mentoring were invaluable. She sought to bring out the best in the deans as well as faculty and students. As dean, she successfully led the reaffirmation of NCATE (transformed to CAEP) specialized Education accreditation for CSC.

Throughout her career at CSC, Dr. Crouse earned the rank of Professor and served in the capacity of dean of several schools. Dr. Crouse was willing to serve CSC in the capacity needed. As noted above this dedication to CSC also continued after her retirement. Such behavior serves as an excellent role model for faculty members.

Dr. Crouse has been and will continue to be a tremendous advocate for CSC, an outstanding contributor and leader, and collegial colleague. It is a joy to work with Dr. Crouse. Without reservation, I support her nomination.



*Charles Snare*

Charles Snare, Ph.D.

Vice President for Academic Affairs



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Attachment: CSC Emeritus Nomination M Crouse 2017 (2084 : Emeritus Status for Dr. Margaret Crouse)

## Curriculum Vitae

Margaret R. Crouse

1372 Canyon Drive, Chadron, NE 69337

308-432-2232, [crouse1949@gmail.com](mailto:crouse1949@gmail.com)

### Professional summary

Hired August 1979 as an Instructor of Home Economics with primary responsibility as teacher educator for the program. Retired June 2015 from CSC in position of Academic Dean. Served Chadron State 15 years as a faculty member and 21 years as an academic administrator.

### Education

Doctor of Philosophy Oklahoma State University Stillwater, Oklahoma	Home Economics Administration	1984
Master of Science Oklahoma State University Stillwater, Oklahoma	Home Economics Education	1979
Bachelor of Science Kansas State University Manhattan, Kansas	Home Economics Education	1971
Garden City Community College Garden City, Kansas	transfer program	1967-1968

### Employment Experience

Academic Dean Chadron State College Chadron, Nebraska	School of Education, Human Performance, Counseling, Psychology, Social Work	2003-2015
Graduate Dean Chadron State College Chadron, Nebraska	Graduate program (part of academic dean position)	2003-2011
Professor Chadron State College Chadron, Nebraska	Family ad Consumer Sciences	2001-2003
Academic Dean Chadron State College Chadron, Nebraska	School of Business and Applied Sciences	1992-2001
Instructor through Professor Ranks Chadron State College Chadron, Nebraska	Department of Family and Consumer Sciences	1979-1992



Graduate Teaching Assistant Oklahoma State University Stillwater, Oklahoma	College of Home Economics	1977-1979
High School teacher Chaparral High School Anthony, Kansas	Home Economics	1972-1977
Middle/High school teacher Conway Springs School District Conway Springs, Kansas	Home Economics	1971-1972

#### **Selected Accomplishments—Teaching/Learning**

- Taught undergraduate and graduate courses in Home Economics and Vocational Education full time from 1979 through 1992; and from 2001-2003 taught as professor in Family and Consumer Sciences. Received the Burlington Northern Teaching Excellence Award in 1987. This was an internal award for Chadron State sponsored by the Burlington Northern railroad company (now the Burlington Northern Santa Fe).
- During tenure as Dean for School of Business and Applied Sciences 1992-2001, the Business program became initially accredited.
- While Dean for School of Education Human Performance Counseling Psychology and Social Work (2003-2015), the Education and Social Work programs became reaffirmed with their respective specialized accrediting agencies.
- Assisted with the development of an elementary program partnering with Sheridan College in Wyoming and with the expansion of the elementary education program with community colleges of Western Nebraska Community College and Mid-Plains Community College.
- Assisted with the development and marketing of the Bachelor of Applied Sciences degree which included visiting community colleges in northern Kansas, Wyoming, and Nebraska.
- Served as Graduate dean for several years. During this time, the Masters of Sciences in Organization Management and a master's option for special education within the Masters of Education were added.
- Aided the Business faculty in the development of the online, eight-week modality.
- Worked with Rangeland faculty members to promote the building of a rangeland center to house the academic program and an arena for rodeo practice. The initial program statement was developed at this time.
- Assisted with the promotion and curriculum development of international student recruitment in Poland, Ukraine, and Russia.

#### **Selected Accomplishments – scholarly contributions and professional achievements**

- Reviewer for theses and dissertations for the Midwestern Association of Graduate Schools (2010 and 2011).
- Presentation at department chair conference and article for *The Department Chair* with co-authors Thomas Colgate and Laura Gaudet titled "Achieving a positive outcome to academic reorganization" (volume 18, issue 1 page 16-17, 2007).

- During the 1980' through the mid 1990's gave several presentations with regional colleagues to the American Career and Technical Association and the American Association for Family and Consumer Sciences as well as the Nebraska affiliates of both these professional organizations. Topics included teacher training for working with special population, school counselors' awareness of career based education, and delivery techniques.
- Served as the bylaws officer for the National Council of Administrators of Family and Consumer Sciences (mid 1990's).
- Served on the Nebraska Professional Practice Commission (1993-1998)
- Served on the Nebraska Council on Teacher Education (2005-2015).
- Served as member on the scholarship committee for the Midwestern Association of Graduate Schools (2009-2011).
- Between 1984 and 1990 wrote mini state flow-through grants for vocational education projects including school-to-work job shadowing programs in the Nebraska panhandle.

#### **Selected accomplishments – service to the college**

- Served as administrative liaison to the CSC Rodeo in the early 2000's.
- Served twice as a college leader for the CSC Foundation Fall Campaigns, once in the 1980's and again in 2010.
- Served as Faculty Senate President during Dr. Nelson's and Dr. Rankin's tenures as College President.
- For a brief period of two years, managed the NPAC facility. During this time, the cardio room was moved and expanded. Additional equipment was purchased for the new room.
- Participated in the on-campus Red Balloon project associated with American Association of State Colleges and Universities.
- In the late 1980's, wrote and secured a multi-million-dollar Title III Grant (part of the Title III Part A – strengthening Institution grants administered through the US Department of Education). The grant projects included establishment of the CSC offices in Scottsbluff and North Platte, starting the interactive Television System to deliver courses to outlying areas, bringing enhancements to the computer services on campus, and providing the first adult student services offered by the campus. The ideas were not mine, I was only the writer of the grant.

#### **Honors and Awards**

Nebraska Family and Consumer Sciences leadership award Nebraska Association of Family and Consumer Sciences	2001
Nebraska Vocational Association Outstanding Vocational Educator (Presently Nebraska Career and Technical Education Association, formally Nebraska Vocational Association)	1994
Nebraska Vocational Home Economics Special Service Award Home Economics division of Nebraska Career and Technical Association	1993
Burlington Northern Foundation Faculty Achievement Award Foundation's recognition of a Chadron State faculty member	1987

Family and Consumer Sciences /graduate Fellowship  
 National Association for Career and Technical Education  
 Family and Consumer Sciences division

1983

### **Certifications**

Hold an active teaching certification in Nebraska for  
 Family and Consumer Sciences and Drivers Education

Hold a life time teaching certification in Missouri for  
 Family and Consumer Sciences

### **Current and Anticipated Post Retirement Activities**

#### *TEACHING*

- Fall 2015 taught a First-Year Inquiry course face to face, Spring 2016 taught a graduate course in education philosophy online, and in fall 2016 taught methods course in education.
- Future activities I am willing to do include teaching courses and supervising student teachers.

#### *SERVICE*

- Assisted with the accreditation reaffirmation document development by drafting the assumed practices portion and working with the primary writer on development of evidence for the assurance argument.
- In both 2015 and 2016 served on a Foundation Fund Drive team to collect donations for the College.
- Assist the education unit with policy identification.
- Future activities I am willing to do include assisting the education unit with the reaffirmation in 2020 and assist education unit with refinement of the education policies.
- Future activities of a project nature I am willing to do as needed for the institution.

#### *CLOSING REMARKS*

I accepted a teaching position at Chadron State College planning to stay one or two years to get experience before moving on to a research one and/or land-grant institution which was my career goal at the time. However, as I became part of CSC, I found that the school focused on students and learning with full-time, dedicated teachers. The teacher to student interaction was impressive to me. I also found that the leadership and initiative opportunities were better at CSC than they would have been at a research one institution. I now strongly believe in regionally focused, state comprehensive colleges and universities. We have a prominent place in educating the populace of the high plains region.



# CHADRON STATE COLLEGE

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June 29, 2017

Mr. Stan Carpenter, Chancellor  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

Dear Chancellor Carpenter:

I am pleased to endorse the nomination of Dr. Katherine Bahr for emeritus status and forward her nomination to you for your support. Dr. Bahr, Professor of English, retired in August 2015 after 21 years of exceptional service to Chadron State College.

During her time at Chadron State College, Dr. Bahr taught in the Department of English and Humanities, served as department chair for several years, and was interim dean for the school of Arts and Sciences in 2005. Dr. Bahr excelled in the classroom, as a writer, and in faculty leadership. She served in faculty senate leadership roles and on several campus standing committees. She led her Composition II class in interviewing 50 World War II veterans and others involved in the war. The stories and photos from many of the interviews were framed and displayed in several Nebraska locations and exhibited in the rotundas of the State Capitol in Lincoln and the Russell Senate Office Building in Washington, D.C. In 2010 she received the Frederick C. Luebke Award for Best Article published in *Great Plains Quarterly*.

Following her retirement, Dr. Bahr served Chadron State College for two years as a lead writer for the Assurance Argument for the Higher Learning Commission Reaccreditation. Dr. Bahr's nomination has the full support of her department, academic dean, vice president for academic affairs, and myself. Dr. Bahr has been an advocate for the College during her tenure and in retirement and I highly recommend Dr. Katherine Bahr be granted emeritus status by the Nebraska State College System Board of Trustees.

Respectfully,

Randy Rhine  
President



# CHADRON STATE COLLEGE

23 June 2017

RE: Nomination of Dr. Kathy Bahr for Emeritus Status (BP 5017)

TO: Chancellor Carpenter and NSCS Board of Trustees

It is my great pleasure to support the nomination of Dr. Kathy Bahr for Emeritus status. I have had the opportunity to work with Dr. Bahr since my arrival in 2006 as dean. She has continually demonstrated exemplary performance in teaching, scholarship/creative activities, service, leadership, collegiality, and competency to work with others. Dr. Bahr truly cares about students, faculty, staff, Chadron State College (CSC), and higher education.

Dr. Bahr earned the rank of Professor and taught at CSC from 1994 to 2015. The English and Humanities Department's and Dean Margetts' letters of support illustrate the impact of her contributions. Her career performance has been peerless. In my career at three different higher education institutions, one would be hard-pressed to unearth a better exemplar of the best of higher education.

Dr. Bahr has been an outstanding faculty leader. She is one of the few faculty members who understands and exhibits leadership at every level – faculty member, chair, interim dean, and retired faculty member. This leadership was displayed in many ways. At times it was taking the initiative to move new and existing projects forward. In other situations it required supporting, collaborating with, or mentoring others to complete a task and assist with organizational growth of CSC; many faculty members were formally and informally mentored. As dean, I especially valued her efforts to assist my transition to Chadron and CSC. Dr. Bahr provided invaluable feedback, alternative viewpoints, and assistance on multiple occasions; such contributions helped me become a better dean and better VPAA. On another level, one of the reasons the 2006-2010 Higher Learning Commission Academy (HLC) for the Assessment of Student Learning was successful was her informal leadership.

Dr. Bahr stepped up to become the Lead Writer for the HLC Assurance Argument. This was a monumental task as HLC had revamped the process from a self-study to an assurance argument. This aspect alone required countless hours of writing, editing, reviewing, and rewriting. Her contributions also encompassed working with the CSC Coordinating committee to ensure consistency and accuracy across all the documents needed for the HLC Comprehensive Reaffirmation: Quality Initiative, Assumed Practices, Federal Compliance Report, and SARA. Dr. Bahr collaborated with Dr. Margaret Crouse, a retired CSC faculty member and dean, to confirm the accuracy of statements and organize evidence to support the argument. The superior work of Dr. Bahr and Dr. Crouse is a major reason for the success of the HLC Comprehensive visit. In these times of many external unfunded mandates, such leadership, knowledge of CSC, and willingness to take on a new (and somewhat daunting) challenge is vital for small institutions. I cannot thank Dr. Bahr enough for her exceptional contributions.

Dr. Bahr has been and will continue to be a tremendous advocate for CSC, an outstanding contributor and leader, and collegial colleague. Equally important, Dr. Bahr demonstrates integrity in all that she does, is a delightful person to work with, and provides a role model for other faculty even after retirement. I feel very fortunate to have been able to work with Dr. Bahr. Without reservation, I support her nomination.

*Charles Snare*

Charles Snare, Ph.D.

Vice President for Academic Affairs




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# CHADRON STATE COLLEGE

June 19, 2017

Dear Chancellor Carpenter and NSCS Board of Trustees Members:

I wish to nominate retired CSC Professor Katherine (“Kathy”) Bahr for emeritus status. I have had the privilege of associating with Kathy since my arrival at CSC. During the past thirteen years, she has been an exemplary mentor, wonderful colleague, and treasured associate. Her diverse body of teaching, scholarship, and institutional service demonstrates an extraordinary commitment to the field of higher education. I believe you will find that Dr. Bahr’s nomination merits your strongest consideration.

Dr. Bahr began teaching at CSC in 1994. She was awarded tenure in 2000, and earned the rank of Professor in 2007. When I arrived on the scene in August 2004, Kathy had just concluded a three-year term as chair of the Language, Literature, and Communication Arts department. She had a reputation as a fair and honest student advocate, and as a consummate professional. Her classes in English composition, ethics, and Elements of Literature were popular among my students, especially those who enjoyed a challenge. Even those who struggled knew she cared about them as individuals and was always willing to work with them. She provided a great example of what it means to be a student-centered educator.

In 2005, Dr. Bahr accepted an assignment as Interim Dean of the School of Arts and Sciences and became my direct supervisor for a year. Over the course of her term, she was especially adept at handling sensitive personnel matters and encouraging collegiality throughout the School. Many hoped that Kathy would seek the permanent position, but she was adamant that her heart remained in the classroom. She was the first to nurture my leadership potential by naming me chair of the Music department in 2006.

Upon her return to full-time teaching, Dr. Bahr continued to receive recognition as an outstanding writer and scholar within her discipline. Throughout her career at CSC, she embraced the High Plains region and centered much of her scholarly work around it. In 2010, she was awarded the Frederick C. Luebke Award for Best Article published in *Great Plains Quarterly*. As a respected senior faculty member, she was among the first to offer team-taught First-Year Inquiry courses to students within the revised Essential Studies Program in 2012, and remained active within it until her retirement in May 2015.

Following retirement, Kathy was approached about becoming the lead writer for the HLC Assurance Argument in preparation for the College’s April 2017 reaccreditation site visit. She and retired Dean Margaret Crouse devoted two full years to unearthing and piecing together supporting evidence in order to truthfully and accurately depict Chadron State College to the HLC visiting team. Throughout that process, Dr. Bahr demonstrated tremendous vision, leadership, and collaboration. Her superior skill in writing and her no-nonsense approach to storytelling surely played a large part in garnering a favorable result from HLC. I am not sure that anyone else could have filled that role as successfully as she did while managing to maintain a sense of humor and positive outlook

Dr. Kathy Bahr has been a powerful advocate for the College and its mission for more than twenty years. She would be a very worthy recipient of emeritus status.

Most sincerely,



Dr. James A. Margetts  
Dean of Essential Studies and the School of Liberal Arts



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# CHADRON STATE COLLEGE

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June 12, 2017

Re: English and Humanities Department nomination of Dr. Kathy Bahr for Professor Emeritus

To the Nebraska State College System Board of Trustees:

The Chadron State College Department of English and Humanities hereby nominates Dr. Kathy Bahr for Professor Emeritus status. Dr. Bahr meets the minimum qualifications as outlined in Board Policy 5017 and has received unanimous support from her department colleagues for Emeritus status. She has completed the required minimum of fifteen years of full-time employment at Chadron State College and earned the rank of full Professor. She also has an exemplary record of teaching, scholarship/creative activities, and service, and has demonstrated leadership and collaboration throughout her tenure. Dr. Bahr represents the best of what we hope for in a faculty member and colleague.

On the wall of department hallways are texts and pictures from a service-learning project involving students from a Composition II course Dr. Bahr taught in 2000. Students interviewed 44 World War II veterans and contributed to the development of an exhibit honoring these veterans. It represents the sort of service-oriented and innovative ideas that she brought to the classroom. Other examples of high impact and innovative classroom activities include the play she would have students write and act out in her Elements of Literature classes. Dr. Bahr likewise engaged in collaborative curricular design, for example, working with me to design and teach a First Year Inquiry course, *Virtue and the Warrior Spirit*, for our recently implemented Essential Studies Program. These and other activities represent a continuation of a commitment to excellent teaching that was recognized as early in her career as 1993 when she received an award for Outstanding Excellence in Teaching at the University of Georgia.

Though teaching is the primary focus for faculty at Chadron State College, Dr. Bahr has offered service to the department and college and has maintained a successful and active scholarly life. She worked with Dr. Matt Evertson, in association with the Sandoz Society, on the founding of the Story Catcher writing workshop, which has become a successful annual event that attracts successful writers from across the country. In addition, Dr. Bahr stepped in to be Dean of the School of Arts and Sciences for the 2005-2006 academic year. Dr. Bahr has likewise continued to publish and present scholarly work, most recently receiving the Frederick C. Luebke Award for the Best Article Published in the *Great Plains Quarterly* in 2010, for her article entitled, "Collateral Damage: Veterans and Domestic Violence in Mari Sandoz's *The Tom-Walker*."

As a colleague, Dr. Bahr has been one of the first to welcome and provide support to new faculty at CSC. She has led efforts to help new faculty find housing and make the adjustment to life in Chadron. She has worked to provide a welcoming and supportive environment as junior faculty work toward promotion and tenure, often offering to write letters in support of their



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# CHADRON STATE COLLEGE

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advancement. Dr. Bahr is well known to have the best interests of the English and Humanities Department and its faculty constantly at heart.

Dr. Bahr has demonstrated continued commitment to the college even after retiring. Following her retirement from full time teaching, she took on a central role in crafting the Assurance Argument for our 2017 Higher Learning Commission visit. She spent many hours gathering information, organizing it into a compelling argument, and drafting and editing the document to make it easily accessible for the HLC team. This work reflects, not only a deep investment in the continued success of the college, but also the sort of trust the college has in Dr. Bahr, given the importance of this document.

Given all of these contributions, along with many more too numerous to list here, the Department of English and Humanities whole-heartedly nominates Dr. Bahr for Emeritus status. She has been and will continue to be a tremendous asset to Chadron State College.

Sincerely,



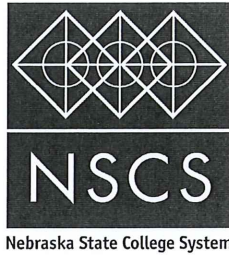
Brad Wilburn, Chair  
 Department of English and Humanities  
 Chadron State College  
 1000 Main Street  
 Chadron, CA 69337  
 (308) 432-6045

Attachment: CSC Emeritus Status Nomination K Bahr 2017 (2031 : Emeritus Status for Dr. Katherine Bahr)



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## EMERITUS STATUS CSC NOMINATION FORM

*Send nominations to the Office of the Vice President for Academic Affairs  
pperlinski@csc.edu*

I wish to nominate the following individual for Emeritus status at Chadron State College. I have provided a letter of support that addresses the criteria for Emeritus status. This nomination will be shared with the person nominated.

### Nominee Information

Name Dr. Katherine E. Bahr

Rank and Department Professor, English & Humanities (retired, May 2015)

Address 324 Chapin St., Chadron, NE 69337

Telephone (308) 430-4726

### Primary Faculty Nominator Information

Name Dr. Brad Wilburn (representing the English & Humanities department)

Title/Department Chair, English & Humanities

Address Chadron State College, 1000 Main St., Chadron, NE 69337

Telephone (308) 432-6045

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

Brad Wilburn June 12, 2017  
Signature of Primary Nominator Date

James A. Margetts June 19, 2017  
Signature of Academic Dean Date

**VITA**  
**KATHERINE E. BAHR**

324 Chapin Street  
Chadron, NE 69337

Work: 308-432-6276  
Cell: 308-430-4726

**EDUCATION**

**Ph.D.**, June 1998, English, University of Georgia  
Dissertation: "Parts of a single continent": Maternal Objects in the Works of Matthew Arnold"  
Dissertation directors: Simon J. Gatrell and Nelson Hilton

**M.A.**, June 1977, English, Valdosta State University  
Thesis: "The Ironies of American History: Robert Lowell's *The Old Glory*"  
Director: John Hiers  
Certification in secondary English education

**A.B.**, June 1971, *magna cum laude*, with honors in Philosophy and Religion, University of Georgia  
Honors thesis in Philosophy and Religion: "Herbert Marcuse and Reinhold Niebuhr: A Dialogue on Freedom"  
Director: Robert H. Ayers

**POST DOCTORAL STUDIES**

**NEH Summer Seminar**, Cornell University, 1999. "Literature, Aesthetics, and Psychoanalysis: The Legacy of British Object Relations"  
Director: Mary L. Jacobus

**HONORS AND AWARDS**

**Frederick C. Luebke Award** for Best Article Published in 2010, *Great Plains Quarterly*

**Outstanding and Excellence in Teaching Award**, University of Georgia, 1993;  
**Teaching Assistant Mentor**, University of Georgia, 1993-94; **Phi Beta Kappa**, 1971; **Horace B. Russell Award in Ethics**, 1969, University of Georgia

**TEACHING EXPERIENCE**

**Professor of English**, Dept. of English and Humanities, Chadron State College, 2007-15. **Associate Professor of English**, 2000-07. **Assistant Professor**, 1994-2000. Courses taught: Freshman Composition, Humanities, Ethics, Elements of Literature, History of English Literature, Popular Culture, History of American Literature, Gothic Literature, Theory and Practice of Literary Criticism, First Year Inquiry (FYI) "Virtue and the Warrior Spirit"

**Teaching Assistant**, Dept. of English, University of Georgia, 1990-94.  
Courses taught: Freshman Composition and Sophomore Literature Survey in History of English Literature

**Adjunct English Instructor** (Part-time) J. Sergeant Reynolds Community College, Richmond, VA, January-June 1986. Courses taught: Technical Writing

**English Teacher**, Valdosta High School, Valdosta, GA, 1977-78. Courses taught: grammar, composition, and literature for grades 9-11, all ability levels, including remedial; designed and taught Advanced Placement English for juniors

#### **ACADEMIC PROFESSIONAL/ADMINISTRATIVE EXPERIENCE**

**Writer and Lead for Assurance Argument, HLC Reaccreditation**, Chadron State College, Chadron, NE, June 2015-June 2017. Organized and wrote Assurance Argument document. Shared oversight of research and supporting document preparation with former Dean Margaret Crouse

**Interim Dean for the School of Arts and Sciences**, Chadron State College, Chadron, NE, July 2005-June 2006. Supervision and evaluation of 60+ full-time faculty members, one professional staff and two support staff; oversight of workloads, class scheduling, assessment and recruiting efforts for five academic departments; resolution of academic problems for students; investigation of formal and informal complaints in academic matters; preparations for accrediting visits

**Chair of the Department of Language, Literature, and Communication Arts**, Chadron State College, Chadron, NE, 2001-04 (rotating chairship). Responsible for course schedules for 12 full-time faculty members; coordination of departmental assessment activities, catalog revisions, recruitment and retention plans and activities. Supervision and evaluation of office assistant

#### **OTHER EXPERIENCE**

**Data Preparation Supervisor**, Westat Inc., Rockville, MD, 1987-90. Designed coding manuals, trained and supervised coders, edited survey research data. Wrote sections of grant applications for funding from the National Institutes of Health.

**Administrative Assistant**, American Bar Foundation, Chicago, IL, 1983-85. Prepared survey data for analysis and wrote final reports and related articles for publication.

**Writer and Research Specialist**, South Georgia Area Planning and Development Commission (now South Georgia RDC), Valdosta, GA, 1978-82. Designed research and development strategies; wrote applications for HUD, EDA, and state agency grants; produced agency newsletter; wrote press releases; chaired public hearings, and developed Affirmative Action Plans for local governments.

## GRANTS

2004 South Dakota Humanities Council Grant to edit and print *A History of Cunny Table, SD 1890-2002* by Virginia Kain Lautenschlager.

1999-2000 Nebraska Consortium for Service-Learning in Higher Education: Grant to add service-learning component to Composition II

1995 Chadron State College Research Institute Support for dissertation research at Beinecke Rare Book and Manuscript Library at Yale University: Mary Arnold's unpublished diaries

## PUBLICATIONS

"Collateral Damage: Veterans and Domestic Violence in Mari Sandoz's *The Tom-Walker*." *Great Plains Quarterly*, 30 (Spring 2010): 83-96.

"The Function of Matthew Arnold's Criticism: Resolution and Independence." *Nineteenth-Century Prose*, 34.1-2 (2007): 89-114.

"Matthew Arnold's Literary Suicide: Reparation, Reclamation, and Resignation on Etna." *PSYART: A Hyperlink Journal for the Psychological Study of the Arts*, Article 980716, September 29, 1998. Available: <[http://www.clas.ufl.edu/ipsa/journal/1998\\_agar01.shtml](http://www.clas.ufl.edu/ipsa/journal/1998_agar01.shtml)>

"The ELP Section Survey," *Legal Economics*, 10 (1984): 36-41.

"State of the Profession and Current Issues," authored with Kent W. Smith, *Illinois Bar Journal*, 72 (1984): 160-6.

## BOOK REVIEWS

*Dream House on Golan Drive* by David Pace, *Western American Literature*, 51.3 (Fall 2016): 376-77.

"*I Do Not Apologize for the Length of this Letter*": *The Mari Sandoz Letters on Native American Rights, 1940-1965*. Introduced and edited by Kimberli Lee *Western American Literature*, 45.3 (Fall 2010): 309-10.

"*McAfee County* by Mark Steadman, *Studies in Short Fiction*, 9 (1972): 283-5.

## SELECTED CONFERENCE PAPERS

"A Pedagogical Marriage of Heaven and Hell: Creative Writing and Critical Analysis." *North American Review* conference on creative writing, Cedar Falls, IA, June 2015.

“Conquest or Collaborate? Mari Sandoz’s Complex Relationship with the Plains.” The Making of the Great Plains, Center for Great Plains Studies, Omaha, March 2012.

“Getting Nowhere is Half the Fun: Settling in Mari Sandoz’s *Miss Morissa*.” Western Literature Association Conference, Lubbock, TX, November 2012.

“Conquering the Will-to-Power: Mari Sandoz’s Collaboration with Nature.” Western Literature Association Conference, University of Colorado, Boulder, October 2008.

“Collateral Damage: Domestic Violence in *The Tom-Walker*” (revised). Death, Murder, and Mayhem Symposium, Center for Great Plains Studies, Omaha, April 2008.

“Community on the Edge: Cunny Table, South Dakota,” Participated on a panel consisting of CSC scholars presenting at “Shaping the American West,” an international conference sponsored by Utah Valley State College in Snowbird, Utah, June 2005.

“Portraiture and the Art of Disillusionment in Hardy’s Poetry and Prose.” Victorian Society for Interdisciplinary Studies, Western U. S. Conference, Seattle, WA, October 2004.

“Johann Jakob Bachofen and the Continuing Debate over Matriarchy and Patriarchy.” Victorian Society for Interdisciplinary Studies, Western U. S. Conference, University of Texas, Austin, October, 2003.

“Matthew Arnold’s ‘Culture’ as Transformational Object.” Midwestern Conference on Film, Language and Literature, Northern Illinois University, Dekalb, IL, April, 2002.

“The Christian Motorcyclist Association: Jesus as Biker.” The Southwest/Texas Popular Culture Association and American Culture Association Conference, Albuquerque, March 2001.

“The Splitting Image: Thomas Hardy’s Aesthetics of Disillusion.” Group for the Application of Psychology (GAP), Florida State University, Gainesville, March 2000.

“The Farce is with Them: Car Wars in Alliance, Nebraska,” (A history of the Carhenge controversy), American Culture Association in the South, Columbia, SC, October 1997.

**ITEMS FOR CONSENT AGENDA**

November 17, 2017

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**ACTION: Approve Emeritus Status for Dr. Spencer Davis**

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Dr. Spencer Davis, a retired faculty member from Peru State College, has been nominated for emeritus faculty status based upon the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 34 years of teaching.
2. Earned full professor rank in 1993.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service includes presenting at several area and state high schools; chairing the committee that developed the Faculty Senate at PSC; developing several new courses, i.e. Modern Middle East (online course), International Conflict Resolution and American Political Thought; and serving as academic and student organization advisor.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations includes being a member of the Nebraska Humanities Council's Speakers Bureau, serving on the Board of Trustees for the Nebraska Historical Society; serving as Director of Judges for PSC District History Day Contest and serving as an acting advisor to the Durham Museum.

Chancellor Carpenter and PSC President Hanson support Dr. Crook's nomination and recommend that emeritus faculty status be granted.

The System Office and Peru State College recommend approval of the Emeritus Status for Dr. Spencer Davis.

**ATTACHMENTS:**

- PSC Spencer Davis Emeritus Materials (PDF)



# EMERITUS STATUS

## PERU STATE COLLEGE NOMINATION FORM

*Send nominations to Dr. Tim Borchers, Vice President for Academic Affairs*

I wish to nominate the following individual for Emeritus status at Peru State College. I have provided a letter of support that addresses the criteria for Emeritus status. This nomination will be shared with the person nominated.

### Nominee Information

Name Dr. Spencer Davis

Rank and Department Professor of History

Address 512 Laurel Circle; Bellevue, NE 68005

Telephone 402-293-6713

### Primary Faculty Nominator Information

Name Dr. Sara B. Cook

Title/Department Professor of History / Political Science

Address 6919 R Road; Peru, NE 68421

Telephone 402-873-4539

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

Sara B. Cook May 16, 2017  
 Signature of Primary Nominator Date

Ju 7-5-17  
 Signature of Academic Dean Date

Attachment: PSC Spencer Davis Emeritus Materials (2105 : Emeritus Status for Dr. Spencer Davis)





Peru State College  
101 W. PERU, NE 68421  
1-800-742-1112  
MEMBER, NEBRASKA STATE COLLEGE SYSTEM

College Improvement and Innovation

May 16, 2017

Dear Board of Trustees for the Nebraska State College System:

I am honored to nominate Dr. Spencer Davis for Emeritus Status. Dr. Davis has been a long-time history faculty member at PSC who has willingly provided leadership at crucial moments in our college's history. It was Dr. Davis who chaired the committee that created the Faculty Senate at PSC. He was the original chair of that body, plus served two additional terms as Chair. He is the only faculty to have served 3 terms as Faculty Senate Chair. In addition he served the college in other key committees, including Academics and Curriculum Chair, Social Science representative on the Teacher Education Committee, and the Assessment Committee. He also served as a Negotiator and Vice President for the Peru State College Education Association. His lengthy and sustaining list of institutional service to Peru State College is stellar.

Notwithstanding his college service, he has been a champion for students throughout his tenure. Dr. Davis, as a co-sponsor for the Phi Alpha Theta history honorary society on campus, has been instrumental in that student group's efforts to host an undergraduate conference in 2010 & 2011, spearhead a Nebraska State Historical Marker replacement at Peru State College, a myriad of field trips (including Boston, MA) and an even larger number of guest speakers on campus. In the classroom Dr. Davis propelled his students outside their comfort zones and created a climate of academic excellence that will undoubtedly inspire them beyond their collegiate careers.

Dr. Davis was also particularly diligent in designing new courses or modifying existing courses as needed for students in the social sciences. Specifically he authored three new courses in recent years to meet the demand for general studies courses that would be time-relevant for our students. These new courses are Modern Middle East, International Conflict Resolution, and American Political Thought. The Modern Middle East class was designed as an online course. Additionally, the reconfiguration of two general education history courses, in online format (History 114 and 201), is evidence of Dr. Davis' willingness to adapt to the ever-changing environment of higher education. Dr. Davis was also the designer of the History capstone course for Social Science majors and taught that course on an annual basis on campus, as well as during summer sessions. His most recent design was an Honors Program class; Democracy: Ancient and Modern.

Dr. Davis continuously broadens his own education through research and writing pursuits. He has published numerous articles, including two recent publications in the European Studies Conference journal, two entries in the Encyclopedia of Slavery, and a book review in Nebraska History Quarterly. Not only does Dr. Davis model the research process for his students, but he also encourages the students to do likewise. Several students who wrote a paper as part of the capstone course were persuaded by Dr. Davis to present that research at a regional or national conference.

As part of the Nebraska Humanities Council's Speakers Bureau, Dr. Davis portrays Abraham Lincoln across the state. Bellevue East High School has also been the recipient of Dr. Davis' programs, as he has an on-going professional relationship with their Social Science department and administration.

The students at Peru State College always found his door to be open and his collegiality to be supportive of their efforts. He served as the Director of Judges at the PSC District History Day Contest, and then

Attachment: PSC Spencer Davis Emeritus Materials (2105 : Emeritus Status for Dr. Spencer Davis)

continued in this vein as a State History Day Judge.

The time has come for Dr. Davis' long and distinguished teaching career to receive the accolades he so richly deserves.

Sincerely,

A handwritten signature in cursive script that reads "Sara B. Crook". The signature is written in black ink and is positioned above the typed name.

Sara B. Crook, Ph.D.  
Professor of Political Science/History

July 5, 2017

Chancellor Stan Carpenter  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

Chancellor Carpenter:

I am writing in my role as Acting Dean of the School of Arts and Sciences to offer my strong support for the nomination of **Dr. Spencer Davis** for Emeritus Faculty status at Peru State College. He retired this past spring after 34 years on the faculty and reached the rank of Professor in 1993. Dr. Davis was a gifted teacher and scholar who provided outstanding leadership and service to the College and his discipline while on the faculty.

Dr. Davis taught more than 40 different courses during his career. His teaching crossed several fields, including History, Philosophy, Geography and Anthropology. He was also an academic and student organization advisor who worked closely with students to ensure they had access to engaging education experiences. Particularly noteworthy are the conferences he attended with students and the field trips he led to U.S. historical sites. Just this past October, Dr. Davis and two other History faculty members took 10 students to Boston and surrounding areas.

As a scholar, Dr. Davis published numerous scholarly articles and book chapters and made many peer-reviewed conference presentations. Dr. Davis has had a significant influence on the public's view of history in the state of Nebraska. He spoke at venues through out the state including schools, museums, libraries, churches and historical societies. He wrote several articles about history that have been published in the *Omaha World-Herald*. He judged at historical contests throughout the region, including for 33 years at Peru State College. He served on the Board of Directors for museums and historical organizations and had leadership roles in many professional societies.

Dr. Davis was also a leader on campus, serving on nearly every standing committee at the college and as Faculty Senate Chair. He was involved in strategic planning, curriculum review and accreditation work.

Finally, I'm confident that Dr. Davis will continue to have a presence on campus, attending events and serving as needed to further the mission of the College. As evidence of this, he presented a session at our recent Sesquicentennial celebration.

In short, Dr. Davis has had a significant impact on Peru State College, our students, and the state of Nebraska. I urge you to support Emeritus Status for Dr. Spencer Davis.

Sincerely,



Dr. Tim Borchers,  
Vice President for Academic Affairs

Attachment: PSC Spencer Davis Emeritus Materials (2105 : Emeritus Status for Dr. Spencer Davis)



# PERU STATE COLLEGE

Nebraska *Office of the President* since 1967

**ENGAGE • INQUIRE • DISCOVER • INNOVATE**

*Peru State College*

September 27, 2017

Chancellor Stan Carpenter  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

Dear Chancellor Carpenter,

This letter is written in support of Dr. Spencer Davis's nomination for Emeritus Status. Dr. Davis served the college for 34 years, earning tenure and the rank of Full Professor. As a faculty member, Dr. Davis maintained a strong commitment to scholarship, was active in the history community of the state, and was a respected and valued colleague and teacher.

Dr. Davis was a valued classroom teacher and was a finalist for the NSCS Board of Trustees Teaching Excellence Award in 1988. Throughout his career, Dr. Davis continued to write scholarly articles with numerous publications and article reviews. He continues service at the state level and is currently a member of the Nebraska State Historical Society Board of Trustees and an advisor to the Durham Museum. He serves as a resource and has been consulted and interviewed by Nebraska Public Television and Radio and the Nebraska State Historical Society Foundation. He continues to present at conferences and serve as a history day judge at both the regional and state levels.

Dr. Davis plans to continue his involvement at Peru State College through involvement in Phi Alpha Theta chapter activities and working with the Foundation to raise funds for Phi Alpha Theta. He is currently on the College's Sesquicentennial Committee and plans to be involved in commencement and other campus activities.

Dr. Davis is deserving of Emeritus Status and has my full support.

Sincerely,

Dan Hanson, Ph.D.  
President

P.O. Box 10 • Peru, Nebraska 68421-0010 • www.peru.edu • 1-800-242-4412

Peru State College is an equal opportunity institution. PSC does not discriminate against any student, employee or applicant on the basis of race, color, action, language, sex, disability, religion, age in employment, and education opportunities, including but not limited to admission decisions. The College has designated an individual to coordinate the college's nondiscrimination efforts to comply with regulations implementing Title VI, VII, IX and Section 504. Faculty or students having concerns about these policies and practices may be directed to the individual Director of Human Resources, Title VI, VII, IX Compliance Coordinator, Peru State College, P.O. Box 10, Peru, NE 68421-0010, 402-875-2130.

July 30, 2017

Dear Board of Trustees for the Nebraska State College System:

I am honored to nominate Dr. Spencer Davis for Emeritus Status. Dr. Davis has served Peru State College for a long-time as a history faculty member and has stepped up to be sure this school has strong leadership in Faculty Senate, Peru State College Education Association, Teacher Education Committee, Academics and Curriculum committee, Assessment Committee, and the Sesquicentennial Executive Committee. His dedication and professionalism are exemplified by the following examples of his service to students, the History Department, the college and the community as a whole.

Professor Davis developed and taught Honors 101, 102, 202, 300, 310, 320, and 400. His enthusiasm for learning, his expertise in the area of History and Anthropology, and his passion for teaching are evident in the extraordinary coursework he developed. In addition to teaching History and Honors courses, Dr. Davis taught Geography, Philosophy, Humanities, Business, Education, and Economics courses. He guided the course development of these classes at every stage from submitting the course proposal to the Curriculum Committee to teaching the courses for several years. In doing so he expanded the History Program at Peru State College and offered students the opportunity to learn even more about History as well.

Dr. Davis has a strong commitment to community service that has been demonstrated by the various presentations he has made to students and staff in the public schools in the surrounding area. I learned of his willingness to serve in this capacity when he came to Bellevue Public Schools to be a session leader and presenter at the Career Fair in 2001. He returned to the school district and presented to my students at Fairview Elementary School in March 2003 on the topic of African American Folk Tales and in May 2004 on the topic of The Poetry of Langston Hughes. During this period I was the principal of Fairview Elementary and I worked with Dr. Davis to arrange presentations.

In conclusion, Dr. Spencer Davis throughout his career expanded the history education of thousands of students, showed great initiative and leadership in fulfilling his academic responsibilities, and enhanced the reputation of Peru State College by expanding the community's knowledge of History. I enthusiastically recommend Dr. Davis for consideration of receiving Emeritus Status.

Sincerely,

Robert L. Ingram, Ed.D.  
Assistant Professor of Education

July 13, 2017

Nebraska State College System Board of Trustees  
1327 H. Street, Suite 200  
Lincoln, NE 68508

Dear Trustees,

I am writing to recommend Dr. Spencer Davis for Faculty Emeritus status at Peru State College. Dr. Davis has been a long-time colleague and friend of mine at Peru State since the late 1980's, and I believe he certainly merits this recognition.

I worked with many excellent faculty during my 29 years at Peru State, but there was no one whose judgment and intellect I trusted more. Dr. Davis is a voracious reader and a scholar in the true sense of the word. He brought that intellectual curiosity into everything he did as a Professor of History at the College. He continually updated the History Department's course offerings, broadening them, for example, to include such cutting-edge topics as The Modern Middle East and Modern Africa, and was able to consistently pique his students' curiosity because he was aware of the most current trends and materials in his field.

His colleagues across campus also recognized Dr. Davis's leadership and insight because they chose him to be the first chair of Peru State's Faculty Senate, which was initiated in the 1994-95 academic year. Dr. Davis also served two additional terms as Senate Chair some years later and had multiple terms as one of the College's two negotiators for the collective bargaining process. Simply put, his colleagues had a great deal of faith in his knowledge of the State College System, faculty shared governance, and the importance of continually developing and maintaining a robust, up-to-date and challenging curricula.

Dr. Davis has also served the College in other significant ways, both on and off campus. He advised Phi Alpha Theta, Peru State's history honorary; chaired and taught multiple courses in the College's Honors Program; and was a long-time judge for Peru State's highly successful History Day competition. As a History Day judge, he also served at regional and state competitions and has provided admirable service as a trustee for both the Nebraska State Historical Society and the Nebraska State Historical Society Foundation.

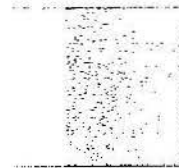
Through the years, I have been proud to call Dr. Davis my colleague and friend. He has consistently championed academic excellence and integrity at Peru State College by expecting and demanding the best from his students. In the true spirit of excellence, he has modeled, for both his students and colleagues, the virtues of pursuing rigorous academic inquiry by being a tireless and meticulous scholar who has produced a remarkable body of publications and service to several professional historical organizations. He has been an excellent example of the scholar-teacher and deserves Emeritus Status.

Sincerely,



Daniel J. Holtz, Ed.D.  
Professor of English (retired)

Michelle Kaiser  
5367 H Rd. Neb. City, Ne 68410  
MKaiser47@hotmail.com



July 19, 2017

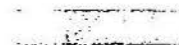
Dr. Borchers  
Peru State College

Dear Dr. Borchers,

I'm writing in support of the nomination of Dr. Spencer Davis for Emeritus status at Peru State College.

Throughout my time at Peru State College, Dr. Davis made time for not only myself, but any other students, who had deeper historical questions. Often students could be found in Dr. Davis' office, discussing current events and their relation to historical study, as well as having discussions that had spilled over from lectures. Upon being asked a question that Dr. Davis didn't have an immediate answer for, he was delighted. Dr. Davis relished the opportunity not only to teach students, but to learn with us. In Dr. Davis, students found a professor excited about teaching, deeply engaged in the conveyance of historical perspective, and committed to fostering research skills and love of academia in each of his students.

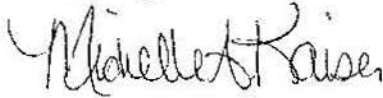
Dr. Davis made an immense impact on my life. Without his guidance, I may not have made the leap from a Secondary Social Science major to a History major working to attain my BA, doing so in hopes of being accepted into a highly competitive accelerated PhD program. Dr. Davis gave me honest feedback when I began to consider graduate school as an option, and aided in the development of my research and writing skills. As I continue to graduate school, I know that I have a strong base in, not only basic research and writing, but also basic historical theory, American historiographies, and analytical thinking in the field of history. I thank Dr. Davis, in large part, for the preparation I received while at Peru State College for my future endeavors.



Dr. Davis, aside from his outstanding qualities as a professor, also served as a faculty advisor for Phi Alpha Theta, the Honorary History Society, served on various committees, as a faculty advisor for the Multi Culture Club, and presented on a variety of topics on campus. In addition to his work on campus, Dr. Davis regularly presents at conferences with the new research, is a regular guest presenter at the Durham Museum, and serves on various boards and committees throughout the humanities community. Dr. Davis serves as a shining example to all Peru State College students, staff, faculty, and alum of an amazing man committed to the Peru State College campus community, his own community, and the state-wide humanities effort.

After all his contributions over more than thirty years at Peru State College, it is my opinion that Dr. Spencer Davis is most deserving of the status of Emeritus Professor of History at Peru State College.

Sincerely,



Michelle Kaiser

PSC Alum Class of 2016



July 6, 2017

Dr. Timothy Borchers  
Vice President of Academic Affairs  
Peru State College  
P.O. Box 10  
Peru, NE 68421

Dear Dr. Borchers,

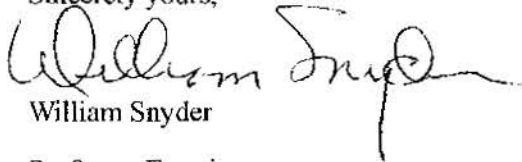
Please accept my letter of support for Dr. Spencer Davis's candidacy for emeritus status. My recommendation is based upon over 30 years of working with Dr. Davis in my role as an administrator and as a faculty colleague. I am honored that Dr. Davis requested my support.

While I worked with many excellent scholars over the years, none were better read or more insightful than Dr. Davis. I became a more complete professor as a result of his prodding me to think more carefully and read more deeply. While collaborating on several academic papers that were presented on campus, Our purpose was to raise academic expectations. It certainly raised mine. When it came to academic policy, his voice was valued by all of us.

During the time that I served as Academic VP and Interim President, Dr. Davis offered clear and helpful council. The college's successful 10 year NCA accreditation during my administrative tenure was due in no small part to the leadership he provided. He was also a major force in the overall general education curriculum revision that was accomplished at that time. The first Honors Program would not have been possible without his hard work and thoughtful vision.

Peru State College is clearly better today because Dr. Davis chose to pursue his passion for scholarship on our campus. He has my whole hearted endorsement.

Sincerely yours,



William Snyder

Professor Emeritus

**Spencer Davis**  
**Professor of History**  
**Peru State College**  
**(402) 293-6713    [ssdavis2@cox.net](mailto:ssdavis2@cox.net)**

**Curriculum Vita**  
 July 2017

**Objective:**

To achieve emeritus status. With the continuing connection to Peru State College provided by emeritus status I look forward to:

- supporting and participating in Phi Alpha Theta chapter activities
- working with the PSC Foundation to support Phi Alpha Theta academic programs
- attending and participating in Phi Alpha Theta regional conference activities
- attending and participating in the PSC “Growing Ideas” program or other special academic programs
- serving on College committees or programs if called on
- participating in graduation and other academic ceremonies.

**I. Academic Degrees**

B.A. - Brown University. Phi Beta Kappa	1968
M.A. - University of Nebraska, Lincoln	1972
Ph.D. - University of Toronto	1982

**II. Employment**

Instructor, Peru State College	1982
Assistant Professor of History, PSC	1983
Associate Professor of History, PSC	1988
Tenure, PSC	1988
Professor of History, PSC	1993 – August 31, 2017
Sabbatical Leave, PSC	1996
Social Science Chair, PSC	1999 – 2001

**III. Teaching activities**

## A. New Courses Developed and Taught:

Honors 101	Twentieth Century Issues
Honors 102	Powerful Ideas
Honors 202	The 1960s
Honors 300	Modern India
Honors 310	Democracy: Ancient and Modern
Honors 320	Portrayals of Nature (team-teaching course)
Honors 400	Ethics and Social Justice
Anthropology 225	Cultural Anthropology Blackboard format
Anthropology 380	World Mythology
Business 298	Discrimination in the Market Place
Education 498H	Reform Movements in Contemporary Education
History 114	U.S. after 1865 Blackboard format
History 201	World Civ. to 1500 Blackboard format
History/PSci 401	International Conflict Resolution
History 251	Modern Africa
History 298	Black Experience in America
History 304	African American History
History/PSci 305	American Leadership
History/PSci 325	American Political Thought
History 371	Modern Middle East
History 425	Seminar in American History
Humanities 298	Contemporary Black Culture (collaboration with colleagues in Art and Literature)
Philosophy 210	Introduction to Philosophy
Geog 297	Directed Study in Geography
History 498	Directed Study in History
Anthropology 298	Directed Study in Anthropology
Philosophy 498	Directed Study in Philosophy

## B. Other Courses Taught:

Economics 221	Microeconomics
Economics 222	Macroeconomics
History 113	American History before 1865
History 114	American History After 1865
History 114	American History after 1865 (on-line version)
History 201	World Civilization before 1500
History 202	World Civilization after 1500
Anthropology 225	Cultural Anthropology
History 301	Colonial America
History 302	Civil War and Reconstruction
History 302	Civil War and Reconstruction Blackboard format
History 303	U.S. in the Twentieth Century
History 343	English History from 1688
History 345	Modern Europe

History 455	History of Russia
Internship	Social Science

C. Other instructional activities:

Workbooks prepared 2010 – 2017 for General Education courses:

History 113	U.S. to 1865
History 114	U.S. after 1865
History 304	African American History
Philosophy 201	Introduction to Philosophy

Daily brief response exercises prepared 2015-2017 for General Education courses:

History 113	U.S. to 1865
History 114	U.S. to 1865
Philosophy 201	Introduction to Philosophy

Academic advisor for History and Social Science majors. Early years 12 to 43 students annually.

Meet and advise prospective PSC students.

“Understanding Emancipation: Abraham Lincoln and Sojourner Truth” – presented at Trails and Tales Program, Peru State College, Summer 2004.

Alpha Chi, 2<sup>nd</sup> assistant sponsor, 2005 - 2011.

Letters of recommendations.

Presented a lecture (Contemporary Refugee Crisis: Africa and Middle East) for the Summer Bridge program at PSC, August 12, 2014.

Advisor to PSC students on a Civil War Tour October 16 – 18, 2014. Tours: Battle of Lexington Historical Site, Wilson’s Creek Battlefield, Pea Ridge National Battlefield, Crystal Museum in Bella Vista, Ar. Bushwhacker Museum in Nevada, Mo., Ft. Scott in Kansas, Mine Creek Battlefield and Living History Exhibits 150<sup>th</sup> Anniversary of Battle of Mine, Constitution Hall in Leecompton, Kansas.

Peru students Boston Historical Trip and surrounding areas, as an advisee, October 14 thru October 18, 2016.

D. Special Campus Academic programs:

Business Division Lecture Series, “Macroeconomics before Keynes,” 1986.

Business Division Lecture Series, “The Constitution after Two Hundred Years,” 1987.

“Slavery, Race, and the Constitution,” Faculty Exchange Lecture, at Wayne State College and Peru State College in cooperation with Prof. Kent Blaser; October 1987.

“The Legacy of Richard Hofstadter” - a Phi Alpha Theta chapter lecture, PSC, 1998.

“The Meaning of Equality” a Phi Alpha Theta chapter lecture, PSC, 1999.

“Saul Bellow’s Ravelstein,” Art and Sciences Colloquium, October 2000.

“Black Soldiers in the Civil War,” PSC Black History Month program, February, 2002.

“Abraham Lincoln – The Personal Side” PSC Arts and Sciences program, Spring, 2003.

“James Weldon Johnson” PSC Phi Alpha Theta lecture, Fall, 2003.

Session leader for Advanced Placement Courses Program, October 8, 2004.

Organized and participated in Constitution Day Program, September 17, 2006 – September 17, 2012.

Humanities Month Program, “Lincoln’s Bad Manners,” October 12, 2006.

Black History Month Special Lecture, “Richard Wright,” February 22, 2007.

Honors Program Lecture, “The Real Abraham Lincoln,” March 19, 2007

“Immediate Response: A Panel Discussion on Diversity,” sponsored by PSC Multi-Cultural Committee, panelist, November 6, 2007.

King Day presentation, “Martin Luther King, Jr. and Non-Violence,” January 21, 2008

“Jackie Robinson and Civil Rights,” Black History Month presentation, 2008.

College 100, Developed and presented two sessions on “Analytical Thinking,” September, 2009.

“The Humanities in the 21<sup>st</sup> Century,” a Humanities Month on-campus program with Dr. Sara Crook, October 27, 2009.

PSC Undergraduate History Conference, co-sponsor 2010.

The PSC “Growing Ideas” series presented “Who was J.M. Keynes?” November 2010.

The PSC “Growing Ideas” series presented “General Education,” November 2011.

PSC Undergraduate History Conference, co-sponsor 2011.

The PSC “Growing Ideas” series presented “The Morality of Capitalism,”

November 2012.

APT Workshop presenter, “History of Racial Tensions,” November 15, 2012.

The PSC “Growing Ideas” series presented “Economic Growth,” November 2013.

The PSC “Growing Ideas” series presented “What Can We Teach About Democracy?” April 2014.

The PSC “Growing Ideas” series presented “Historical Research and Contemporary Relevance: Reading Frederick Douglass.” April 21, 2016

The PSC “Growing Ideas” series presented “Industrialization and Ideas: A Review of Deidre McCloskey’s Theories,” November 18, 2016.

“Nebraskans in World War I,” PSC Charter Day Program, June 20, 2017

#### **IV. Service to the Profession**

SCEA activities:

Secretary, Peru State College Education Association, 1985.

Treasurer and Executive Board Member, SCEA, 1986 – 1988.

President, State College Education Association, 1989.

Negotiating Team Member, State College Ed. Assoc., 1990 – 1996, 2001 - 2004.

Peru State College Education Association Executive Committee Member, 1990.

PSCEA delegate to the NSEA Delegate Assembly (Omaha, NE), 1995-2000.

Nebraska delegate to NEA Summer Workshop on Higher Ed., Wash., D.C., 1997.

NSCEA, Vice President, 2008.

PSCEA, Vice President, 2009 - 2015.

SCEA Board of Directors Member at Large, 2013-2015

NSEA Higher Education Academy member, 2013 - 2014.

SCEA Member-At-Large Board of Directors 2013-2015.

SCEA Higher Ed. Conference, Kearney, NE., April 25-26, 2014.

Delegate to the Faculty College, a conference of Undergraduate Teaching Improvement Council (an organization of Nebraska Higher Education Institutions), 1987.

Appointed to the Undergraduate Teaching Improvement Council (sponsoring body of the Faculty College). Two-year term, 1988.

Peru Historical Society Board of Directors, 1988 – 1993.

“General Education and Cultural Literacy,” paper presented to the Faculty College, 1989.

Session Chair “Learning Writing through Editing” at Faculty College, 1989.

Cooperating faculty member, Early Entry Program, 1989 – 1993.

Session chair, "Teaching Science through Student Involvement" Faculty College, 1990.

PSC Regional History Day Judges' Orientation, 1985 - 2016.

PSC Regional History Day Judge, 1986 - 2016.

State History Day Judge, 1990 – 2017.

European Studies Conference, session moderator, 1998-2000, 2005, 2008 – 2009, 2011 – 2014.

Missouri Valley History Conference, Panel Moderator, 2006, 2009 - 2012, 2014 - 2015.

"Intellectual Property," panel presentation at NSEA Higher Education Academy Conference, Lincoln, NE., July 21, 2007.

Omaha Regional History Day, Judge, 2010 - 2011, 2013 – 2014.

Midwest Poli Sci Association Conference, Session Commentator, April 2010.

Nebraska Trail to Freedom Conference Planning Committee, 2010.

Phi Alpha Theta Regional Conference, Panel Moderator, 2011 - 2012, 2014 - 2016.

Phi Alpha Theta Regional Conference, Undergraduate Paper Judge, 2011 – 2012, 2014 - 2017.

Durham Museum advisor, 2012 – present.

Mayhew Cabin Museum, advisor, 2012 – present.

Nebraska State Historical Society Board of Trustee elected for 3 years. 2012

Review of The Struggle for Freedom: A history of African Americans for Pearson Publishing Company, August 2012.

Phi Alpha Theta, WWI Museum, Kansas City, MO. April 5, 2013.

Nebraska State Historical Society Foundation Board of Trustees 2014 - present.

Nebraska State Historical Society Board of Trustee re-elected second term for 3 years 2015.

## V. Professional Development

Summer Writing Program - Title III Grant at Peru State College, 1985.

“Thinking - Creative and Critical” - A summer workshop at the Harvard Graduate School of Education, 1987.

Numeracy Across the Curriculum - Title III grant at Peru State College, 1990.

“Internationalizing the Economy” A Houghton-Mifflin Workshop. Kansas City, MO. March 1, 1990

“Slavery and the Plantation Complex,” N.E.H. Summer Seminar Fellowship, Johns Hopkins University, 1991.

“Multi-Cultural Literacy,” A conference sponsored by the Nebraska Council of Teachers of English, Lincoln, NE. April 1992.

NETCHE Workshop on Distance Learning, Lincoln, NE, 1992.

Attended Faculty College, 1992, 1994 and 1997.

PSC Leadership Workshop, convened by VPAA, 1995.

“Teaching African History,” University of Virginia, Continuing Education Workshop, Summer 1995.

Sabbatical Leave (one semester) 1996.

Sabbatical Lectures Series (1) “Historiographic Consensus,” (2) “Reconstructing American History,” (3) “Revisiting An American Dilemma,” 1996.

UNO computer training workshop, 1998.

Blackboard Training sessions, 2000.

Holocaust Curriculum Review Workshop, Anti-Defamation League, Omaha, NE. April 12, 2005.

“Teaching Brown v. Board of Education,” a workshop by Library of Congress staff, Durham Western Heritage Museum, November 11, 2005.

Pauley Lecture Series, U.N.L., Digital History, October 31, 2006.

Lincoln Colloquium, Knox College, Galesburg, IL. 2008.

Student Services Workshop, “Understanding and Engaging Under – Resourced College Student Investigations into Economic Class,” January 2010.

Mayhew Cabin and Museum Workshop, Underground Railroad, April 2011.

Mapworks Training sessions, 2016



Attended "Tour of Nebraska historical sites," PSC Trails and Tales, Summer 2016.

## VI. Conferences Attended

"Prairie Fire" - The Governor's Conference on Education, August, 1986

National Education Association Convention. Higher Education Delegate, April, 1987.

19<sup>th</sup> Century American Political History - A Conference in Honor of James A. Rawley, UN-L, May 1-2, 1987.

"Prairie Fire II" - A Conference on Education in Nebraska, August, 1987.

Phi Alpha Theta Regional Conference. Hastings College, Hastings, NE, April, 1988.

Alpha Chi National Convention. New Orleans, April, 1989.

Nebraska State Ed. Assoc., Summer Leadership Conference, Kearney, NE, July, 1990.

Missouri Valley History Conference. Omaha, NE, March 1992.

Phi Alpha Theta Regional Conference. Columbia College, Columbia, MO, April, 1992.

Fifteenth Annual Third World Studies Conference. Omaha, NE, October 1992.

Missouri Valley History Conference, Omaha, NE., March, 1995.

Great Plains Studies Conference. Lincoln, NE, October, 1995.

Third World Conference, Omaha, NE., October, 1996.

UN-L Women's History Program 20<sup>th</sup> Anniversary Program - Lincoln, NE., April, 1997.

Civil War Seminar, Wisconsin State Historical Society, May, 1998

The 1999 Jefferson Symposium, University of Virginia, June 1999.

UN-L. Conference on Biography, Lincoln, NE., Fall 1999.

OAH Regional Conference, Ames, IA, June 2000.

Hendricks Symposium on "Minorities within Minorities," UN-L., October 5, 2002.

Alyce Hall Reception, Nebraska State Historical Society, Lincoln, NE., October 18, 2002.

Great Plains Association for Computing and Writing, April 25, 2003.

Third World Conference, UN-O, Omaha, NE., October 10, 11, 2003

Nebraska Book Festival, Creighton University, Omaha, NE., October 25, 2003.

“Preserving the Heritage of Lewis and Clark,” Sierra Club, Joslyn Museum, Omaha, NE., November 16, 2003

“Lewis and Clark” a talk given by Dayton Duncan, author of three books on Lewis and Clark,  
Joslyn Castle, Omaha, NE. sponsored by University of Nebraska Press, March 29, 2004.

UNL Lecture Series on the Sesquicentennial of the Kansas Nebraska Act. Lecture by Prof. Mark Neely of Penn State University, “The Kansas-Nebraska Act and Ante-bellum Political Culture,” on September 10, 2004.

Central States Philosophical Association Conference. University of Iowa, Iowa City, IA. October 22-23, 2004.

“Four Perspectives of the Kansas Nebraska Act” panel presentation in the Sesquicentennial of the Kansas Nebraska Act, Lincoln, November 8, 2004.

Global Studies Conference, UNO, October 7, 2005.

Central Plains Conference on History, Kansas History Teachers Association, Overland Park, KS, October 22, 2005.

Attended the Missouri Valley History Conference, 2006.

Attended the Organization of American Historians Regional Conference, 2006.

Attended the European Studies Conference, 2006.

Attended the Northern Great Plains History Conference, 2006.

Attended the UN-L Philosophy Lecture Series, Robert Johnson, “Some Aspects of Kant’s Ethics,” October 13, 2006.

Great Plains Studies Conference, UN-L, Lincoln, NE., May 19, 2007.

Loren Eiseley Centennial Conference, UN-L, Lincoln, NE., September 8, 2007.

“Archives A-Z,” Nebraska State Historical Society, October 27, 2007.

“Smithsonian Scholars in the Schools”, Durham Museum, Omaha, November 16, 2007.

Missouri Valley History Conference, Omaha, March 6-8, 2008.

Great Plains Studies Conference, Omaha, April 18, 2008.

NSEA 2009 Higher Education Academy Conference, Lincoln, NE., May 15, 2009.

Standing Bear and the Trail Ahead, Great Plains Symposium, Lincoln, NE. May 15, 2015.

## VII. Publications

“Milliana,” The Mill News Letter, XXI, No. 2 (Summer, 1986) p. 1.

America: An Interpretative Workbook. Privately published by Burgess; Minncapolis, 1987.

“Scottish Philosophy and Political Economy.” God, Man and Nature. Papers from the Fourteenth Annual East Central/American Society for Eighteenth Century Studies. East Lansing: Colleague Press, 1988.

“James Weldon Johnson,” American Portraits: History Through Biography, VOL. II. Ed., Donald Whisenhunt. Kendall-Hunt, Dubuque, Iowa, 1993.

“The Sable Gentleman: Olaudah Equiano,” Proceedings of the Fourth Dakotas Conference on Early British Literature, 1996.

“Oroonoko, Race, and Slavery,” Proceedings of the Sixth Dakotas Conference on Early British Literature, 1998.

Review of Frederick J. Baumgartner, Longing for the End for European Studies Journal, 1999

Review of Patrick Brantlinger, The Reading Lesson for European Studies Journal, 1999.

“Henry Armstrong,” Encyclopedia U.S.A., 1999

“Equality, Doctrine of,” Encyclopedia U.S.A., 1999

“Erie, the Slave Ship,” Encyclopedia U.S.A., 1999

“Fair Employment Practices Committee,” Encyclopedia U.S.A., 1999.

“Student Evaluations,” NEA Higher Education Advocate, Spring 1999.

“Celebrating Soul Food,” a historical introduction to Church of the Resurrection cookbook, (privately published, May 2004).

“Ma Rainey: Mother of the Blues,” in Donald W. Whisenhunt, ed., America Between the Wars, 1920 – 1945 (Wilmington, De., Scholarly Resources, 2002). Reprinted in Charles W. Calhoun, ed., America, 1865 to the Present (Wilmington, De: Scholarly Resources, 2003). Reprinted in Nina Mjagkij, ed., Portraits of African American Life Since 1865 (Wilmington, De: Scholarly Resources, 2003). “Ma Rainey and the Blues” in James C. Klotter, ed. The Human Tradition in the New South

(Rowman and Littlefield). Republished 2005

“Should college and university boards of trustees determine curriculum? YES...” NEA Higher Education Advocate, June 2005.

“Atlantic Squadron,” Encyclopedia of Slavery, (Rowman Littlefield), 2007.

“The Philosophy of Karl Popper,” Proceedings of 31<sup>st</sup> European Studies Conference, UN-O, E-publication. 2007

Review of Mark R. Ellis, Law and Order in Buffalo Bill’s Country, “Nebraska History,” Spring 2008.

“The Return of Kcyncs?” European Studies Journal, UNO, (E publication), 2010.

“Underground Railroad” entry in Junius P. Rodrigues, Editor, Slavery in the Modern World, Vol. 2, 2011

Omaha World Herald article, “Into the Unknown: The Civil War January-April, 1862,” April 18, 2012.

Omaha World Herald article, “Summer 1862: the Nature of the War,” June 27, 2012.

Omaha World Herald article, “The Civil War’s Great Turning Point July-September, 1862,” September 3, 2012.

Omaha World Herald article, “High Tide of the Confederacy October-December, 1862,” November 26, 2012.

Review of “Zebulon Pike, Thomas Jefferson and the Opening of the American West”, Nebraska History, 2012.

Review of James E. Mueller, Shooting Arrows & Slinging Mud: Custer, the Press, and the Little Bighorn, (Oklahoma, 2013), “Nebraska History,” 2014.

“Getting Ready for the next war”, Bertrand Russell’s Political Works 1930-1938”, submitted to European Studies Journal (on-line). December, 2014

“Getting ready for the next war Bertrand Russell’s political thought in the 1930s,” European Studies Conference Selected proceedings, E-publication, January 2015.

Review of James A. Rawley, A Lincoln Dialogue, Nebraska Center for the Book Newsletter June 2015.

Review of Ron Naugle, et al, History of Nebraska, 4<sup>th</sup>. Ed. Nebraska History, August 2015.

“Interview” Nebraska State Historical Society Foundation, Newsletter, 2016.

Review of David Kruger, J.C. Penney, "Nebraska History" (forthcoming November 2017), June 2017

## VIII. Professional Activities

Judge for Nebraska State Historical Society Sellers Award, 1984, 1992, 1999, 2017.

Moderator, "Frontier History Through Popular Culture." Missouri Valley History Conference. Spring, 1985.

Chair, "War Resistance, Peace Research and the British Society of Friends." Western Conference on British Studies. Fall, 1985.

Founder and Editor, "Thousand Oaks Journal" published by Peru State College (an annual journal of humanities scholarship), 1987-1988.

Board of Directors Member, Meriwether Lewis Foundation (Brownville, NE), 1987 – 1992.

Board of Directors Member, Peru Historical Foundation (Peru, NE), 1988 – 1992.

Member of Board of Advisers, POPS (Plattsmouth, NE School System support group), 1988.

Session Chairman, "The Nineteenth Century in America," Phi Alpha Theta Regional Conference, Lincoln, NE April 1990.

Board of Directors Member, Great Plains Black History Museum (Omaha, NE), 1990-1993.

Judge for Peru Elementary School Social Science Fair, 1991, 1992.

Grant Writer for Great Plains Black History Museum (Omaha, NE), 1992 - 1994.

Judge for Johnson-Brock High School Social Science Fair, 1992.

Research and Editing for Great Plains Black Museum (Omaha, NE), 1995.

Vice President Academic Freedom Coalition of Nebraska, 1998-1999.

Session moderator, "Modern England," European Studies Conference, October, 1998.

President, Academic Freedom Coalition of Nebraska, 1999-2000.

Session moderator - European Studies Conference, 1999, 2000.

Session chair, "Chinese Economic Development," Third World Conference, UN-O, 2001.

Contributing scholar, Wayne State College Library grant proposal, 2002.

Contributing scholar, Nebraska City Public Library grant proposal, 2002.

Contributing scholar, Tilden Public Library grant proposal, 2002.

Nebraska High School Forensics Judge, 2003-2004.

Mid America Conference on History, Commentator for the session "Baseball and Bibles in African American History" Lawrence, KS, September 22, 2005.

European Studies Conference, Chair for the session, "Contemporary Philosophy and Modern Politics," Omaha, NE., October 7, 2005.

Missouri Valley History Conference, Session Commentator, March 4, 2006.

Organization of American Historians Regional Conference, Session Chair and Commentator, Lincoln, NE., July 8, 2006.

"Distance Education", panel moderator, NSEA Higher Education Academy Conference, Lincoln, NE., July 21, 2007.

"Philosophy Looks East" Session Chair, European Studies Conference, Omaha, NE., October 3, 2008.

Book proposal review on "Lysander Spooner, 19<sup>th</sup> Century American Anarchist" Continuum Books, 2008.

Book manuscript review on "Lysander Spooner, 19<sup>th</sup> Century American Anarchist," Westview Publications, 2009.

Commentary on Missouri Valley History Conference, Session #24, "Imaginary Constructs, Masculinity and perspectives of American Indians," Omaha, NE. March 6, 2009.

Session Chair, Session 9, Phi Alpha Theta Regional Conference, Omaha, NE., March 7, 2009.

Commentary on Midwest Political Association Conference, Session 34-18, "American Political Development," Chicago, IL, April 5, 2009.

Session Chair, "Twentieth Century Philosophy," European Studies Conference, Omaha, NE., October 1, 2009.

Session Chair, "Perspectives on Kant," European Studies Conference, Omaha, NE., October 3, 2009.

Missouri Valley History Conference; Panel Moderator, March 2010.

Phi Alpha Theta Regional Conference, Panel Moderator, paper judge, March 2010.

Phi Alpha Theta Regional Conference, Session Commentator, April 2010.

Midwest Poli Sci Assoc. Conference, Session Commentator, April 2010.

PSC History Day Workshop, presenter, June 2010.

Missouri Valley History Conference, Panel Moderator, March 2011.

Phi Alpha Theta Regional Conference, Panel Moderator; paper judge. March 2011

European Studies Conference, Moderator 2 sessions, October 2011

Missouri Valley History Conference, Panel Moderator March 2012.

Phi Alpha Theta session for Missouri Valley Conference, Panel Moderator; undergraduate paper judge, March 2012

Review of The Struggle for Freedom: A history of African Americans for Pearson Publishing Company, August 2012.

European Studies Conference, Moderator on session “European Politics in the 21<sup>st</sup> Century,” UNO. October 2012

Mike Tobias, NET News (Nebraska Public Television and Radio) interviewed me on the JFK story aired November 12, 2013 and in the web build-out for the story.

Phi Alpha Theta session for Missouri Valley Conference, Undergraduate Panel Moderator; paper judge, March 7, 2013.

Missouri Valley History Conference; Panel Moderator, March 8, 2013.

European Studies Conference, Moderator on sessions “Studies in 17<sup>th</sup> and 18<sup>th</sup> Century Philosophies,” and “The Individual, Society and the State,” UNO, October 4-5, 2013.

Phi Alpha Theta session for Missouri Valley Conference, undergraduate Panel Moderator and paper judge, March 7-8, 2014,

Missouri Valley History Conference; Panel Moderator. March 8, 2014

40<sup>th</sup> Annual European Studies Conference, moderator on Session #37, Education and Legal Studies, October 10, 2015.

59<sup>th</sup> Annual Missouri Valley History Conference, and Phi alpha Theta regional conference, Chair for Phi alpha Theta Session #2. March 3, 2016

Phi Alpha Theta Regional Conference, Undergraduate paper judge, March, 2017

Nebraska State Historical Society representative to the Seward Chautauqua Planning Committee, April 2017.

Textbook review for W.W. Norton, American Political Thought, May, 2017

## IX. Campus Committees and Positions

Phi Alpha Theta Chapter Advisor, 1983 - present.

Coordinator, Peru State College Honors Program. Drafted Honors Program curriculum and criteria, 1984 - 1988.

Member, Academic Affairs Committee, 1984 – 1985, 1987, 1990 – 1992.

Head Librarian Search Committee, 1986.

President, Peru State College Faculty Association, 1986 - 1988.

Member, Peru State College Campus Heritage Committee, 1986 – 1988.

Member, Faculty Association Legislative Liaison Committee, 1987.

Member, Quiz Bowl Organizing Committee, 1987 - 1989.

Member, Graduate Program Committee, 1987 - 1989.

Chairman, Academic Enrichment Committee, 1987 - 1990.

Assistant Sponsor, Nebraska Delta Chapter of Alpha Chi, 1987 - 1998.

Member, Assistant Professor of English Search Committee, 1988.

Member, Visiting Scholars Program Committee, 1988 – 1989.

Faculty Sponsor, Multi-Cultural Affairs Committee, 1988 - 1995.

Faculty member, Student Senate ad hoc committee to draft Student Bill of Rights, 1989.

Chairman, Special Committee on General Education and author of the committee's "Report on General Education." 1989.

Chairman of the Executive Committee, Peru State College Faculty Association, 1990 - 1991.

Member and sub-committee chairman, North Central Association Self-Study Committee.  
Editor of North Central Report, 1990 - 1991

Faculty representatives on Local Review and Comment Committee for college presidential search, 1990 – 1991



Vice Chairman, Standing Committee on General Education, 1990 - 1992.

Vice President, Peru State College Faculty Association, 1990 - 1992.

Member, Peru State College Honors Program Committee, 1990 - 1995.

Chairperson - campus committee on North Central Association Follow-up Report, 1992.

Member, Social Science Position Search Committee, 1992.

Faculty sponsor for PSC Cheerleaders, 1992.

Member, North Central Association academic assessment sub-Committee, 1993.

Chairman, Committee on General Education, 1993

Member, English Position Search Committee, 1993.

Member, History Position Search Committee, 1993.

Member, Biology Position Search Committee, 1993.

Member, Art Position Search Committee, 1993.

Chairman of the Executive Committee, Peru State College Faculty Association. Author of draft constitution for Faculty Senate, 1993 - 1994.

Member, Tenure and Promotion Committee, 1993 - 1995.

Member, Criminal Justice Position Search Committee, 1994.

Member, Criminal Justice Program Development Committee, 1994.

Faculty Senate Chair, 1994 – 1995, 1997 – 1998, 2011-2012.

Member, Faculty Senate, 1995 - 1996.

Faculty Senate Member and Chair-Elect, 1996 – 1997, 2010.

Member, Faculty Senate Ad Hoc Committee on Grievance Procedure (drafted the campus grievance procedure), 1997.

General Education Committee, Chair, 1997.

Peer Review committees - chair of two committees, member of a third (peer review committees report to the Rank Promotion and Tenure Committee), 1997.

Member, President's Advisory Council, 1997 - 1998

Academic Freedom and Tenure Committee Chair, 1997 - 1998.

Member, President's Advisory Council, 1997 - 1998.

Peer Review committees - chair of one committee, member of two committees, 1997 - 1998.

General Education Committee, 1998 – 1999.

Institutional Review Board – Chair, 1998 – 1999.

Ad hoc Committee on Job Search Procedure – Chair, 1998 – 1999.

PSC Benchmark Initiative - Co-Chair of Diversity Sub-Committee and member of Steering Committee, 1998 - 1999.

English/Journalism Job Search Committee, 1998 – 1999.

PSC representative to attend North Central Association Meeting, Chicago, IL, 1998 – 1999.

General Education Committee member, 1999 – 2000.

Tenure and Promotion Committee, 1999 – 2000.

Dean of Education Search Committee member, 1999 – 2000.

Faculty Senate member, 1999 – 2002.

General Education Committee member, 2000 – 2001.

North Central Association Self-Study Committee, 2000 – 2001.

Faculty Senate, 2001 – 2002.

General Education Committee, 2001 – 2002, 2004, 2005, 2007.

Institutional Review Board, 2001 – 2002.

Chair of a peer review committee, 2001 – 2002.

Member, Steering Committee on Internet Courses Policy, 2001 – 2002.

Member, Board of Trustees Ad Hoc Committee on Long Range Planning, 2001 – 2002.

Graduate Program Committee member, 2003 – 2007.

General Education Committee, 2004, 2005, 2006, 2007, 2008

Member, NCATE Assessment Committee, 2006 - 2009.

Member, Teacher Education Committee, 2006 – 2017.

Ad Hoc Committee, Faculty Handbook Review, 2006.

Chair, Peer Review Committee for Prof. Nevitt, 2008.

Academic and Curriculum Committee, 2009, 2010, 2011.

Assessment Committee, 2010, 2014, 2015, 2016, 2017.

Sesquicentennial Executive Committee, 2012 - 2017

Prepared Social Science component for NCATE report, Fall 2014.

History Position Search Committee, 2015-2016

Active Learning Task Force, 2015.

Reviewed HLC Report, Criterion 2, Fall 2015.

## **X. Grants and Awards**

Computer Test Exercises in American History. A project funded by Peru State College. 1985.

Director of “Bridging the Gap: History in High School and College.” A workshop funded by Peru State College and the Nebraska Committee on the Humanities. Fall, 1985.

Honored Faculty Member, Peru State College Honors Banquet. February, 1987.

Merit Pay Recipient, 1987 – 1988.

State College Board of Trustees Teaching Excellence Award finalist. 1988.

Consultant and historian for “The American Renaissance,” a Chatauqua and credit course funded by the Nebraska Committee on the Humanities. Plattsmouth, NE. July, 1993.

Northern Great Plains Conference funding, faculty and student papers, Fall 2015

Boston Historical Tour funding, Fall, 2016

Humanities Nebraska, “Ain’t I a Woman” play funding, 2016

## **XI. Membership in professional organizations**

Durham Museum Society  
 Midwest Political Science Association (past member)  
 Nebraska State Historical Society Foundation Trustee  
 Nebraska State Historical Society Board Trustee  
 Peru Historical Foundation (past member)  
 Opera Omaha Guild  
 Organization of American Historians  
 Phi Beta Kappa  
 Abraham Lincoln Association  
 Nebraska Center for the Book  
 Nebraska Humanities Committee – Sower 500  
 Humanities Nebraska Speakers Bureau (presenter)  
 Academic Freedom Coalition of Nebraska (past member)  
 Sarpy County Historical Society  
 Negro Leagues Baseball Museum (past member)  
 Mayhew Cabin and Museum  
 The Omaha Corral of Westerners (past member)  
 Papillion-LaVista Library (advisor)  
 Cass County Historical Society  
 National African American Smithsonian Museum (charter member)  
 Nebraska Museums Association  
 American Historical Association, (past member)  
 North American Conference on British Studies, (past member)  
 Great Plains Black History Museum, (past member)

Nebraska State Historical Society (lifetime Member)

Phi Alpha Theta member

Civil War Preservation Society, (past member)

Civil War Round Table, Lincoln, NE.

Mouth of The Platte Chapter, Lewis and Clark Trail Association, (past member)

## **XII. Community Service**

### **A. Presentations and articles:**

“Bicentennial of the Constitution,” Ten articles in the Plattsmouth Journal, March – May, 1987.

“Economic Development - A New Proposal for State Funding.” Speech to Peru Kiwanis Club. January, 1987.

“The Constitution Yesterday and Today.” Bellevue D.A.R. chapter address. April, 1987.

“Recent Works on the Constitution,” an address to the Peru A.A.U.W., October 13, 1987.

“Bicentennial of the Constitution,” an address to the Plattsmouth P.E.O. Chapter, May 29, 1987.

“Bicentennial of the Constitution,” a display at the Nemaha Valley Museum, July 1-20, 1987.

“The Challenge of College” - an address to the Falls City Rotary Club High School Honors Dinner. 1988.

“Higher Education in Nebraska,” a presentation to the Plattsmouth (NE) Rotary Club, March 1, 1988.

“The Constitutional Convention,” a presentation to the Nemaha County (NE) D.A.R. September 7, 1988.

“History - Taught and Learned” a presentation to the Auburn (NE) Rotary Club. November 22, 1988.

“Celebrating Black History Month” a presentation to the Peru (NE) Kiwanis Club. February 5, 1991.

“The Presidential Search Process” a presentation to the Auburn (NE) Optimists Club

February 16, 1991.

“Economic Development” a presentation to the Humboldt (NE) Rotary Club, February 21, 1991.

“Multicultural Education at Peru State College” a presentation to the Presbyterian Women’s Club, Homestead Presbyterian, Pawnee City, NE, April, 1992.

“Multicultural History” presentation to the Auburn (NE) Retired Teachers Association, 1993.

Workshop leader for “The American Renaissance,” a Chautauqua and credit course funded by the Nebraska Committee on the Humanities. Plattsmouth, NE., July, 1993.

“Courageous Women in History.” Peru P.E.O. Club address. March, 1997.

“The Transforming Vision of Black History,” a presentation for Woodman of the World Black History Month program, February, 1997.

Black History Workshop, Zion Baptist Church, Omaha, NE. As Coordinator of this workshop I delivered presentations on the following topics:

The Spirituals, October, 1997  
 Frederick Douglass, November, 1997  
 Origins of Gospel, January, 1998  
 Classic Gospel, February, 1998  
 Mahalia Jackson, March 1998  
 Olaudah Equiano & the Trans-Atlantic Slave Trade, April, 1998  
 Harlem Renaissance Poetry, May, 1998  
 Langston Hughes, January 1998  
 W.E.B. DuBois, July, 1998  
 Paul Robeson, August, 1998  
 Women of the Harlem Renaissance, September, 1998  
 Amistad - Fact and Fiction, October, 1998  
 Early Jazz, November, 1998  
 Booker T. Washington, January, 1999  
 Gospel Quartets, February, 1999  
 Charles W. Chesnut, March, 1999  
 Jackie Robinson, April, 1999  
 Women in the Civil Rights Movement, May, 1999  
 Thomas Jefferson and Sally Hemings, June, 1999  
 Thomas Jefferson and Sally Hemings, July, 1999  
 Dorothy Dandridge, August, 1999  
 Ralph Ellison, September, 1999  
 Ralph Ellison, October, 1999  
 Maya Angelou, January, 2000  
 What is Black History? - a Discussion, February, 2000  
 Dorothy Dandridge, March, 2000

Dorothy Dandridge, April, 2000  
 Bessie Smith, May, 2000  
 Ella Fitzgerald, June, 2000  
 A. Philip Randolph, July, 2000  
 Satchmo, August, 2000  
 Adam Clayton Powell, Jr., September, 2000  
 Sojourner Truth, October, 2000  
 Martin Luther King, Jr., January, 2001  
 Prince Hall, February, 2001  
 Sojourner Truth, May, 2001  
 Ella Fitzgerald, June, 2001  
 The Negro Leagues Baseball in the Jim Crow Era, July, 2001  
 Marcus Garvey, August, 2001  
 Toni Morrison, September, 2001  
 Richard Wright, October, 2001  
 Mahalia Jackson, November, 2001  
 Abraham Lincoln & Sojourner Truth, a dialogue, January, 2002  
 Scottsboro Boys, February, 2002  
 Ida B. Wells, March, 2002  
 Henry Ossian Flipper, April, 2002  
 Arthur Huff Fauset, May, 2002  
 Chicago Blues, June, 2002  
 "Women Sing the Blues 1945-1965", July, 2002  
 Frederick Douglass - the Later Years, September 2002

"The Spirituals" a presentation at St. John Missionary Baptist Church , Omaha, November, 1997.

"Langston Hughes" a presentation at St. John Missionary Baptist Church (Omaha, NE), November, 1997.

"Classical Gospel," a presentation at St. John Missionary Baptist Church (Omaha, NE), March, 1998.

"The Gospel Quartets" a presentation at St. John Missionary Baptist Church, Omaha, NE., February, 1999.

"Poetry of Langston Hughes" a presentation at Mt. Carmel Baptist Church, Bellevue, NE, February, 1999.

Luncheon Speaker - Black History Month luncheon, Omaha Division of Nebraska Department of Health and Human Services, February, 2000.

"Bessie Smith" a presentation to Omaha Chapter of National Council of Negro Women, March, 2000.

"Black Soldiers in the Civil War," a presentation to Civil War Round Table, Lincoln, NE., April, 2000.

“Lincoln and Sojourner Truth,” a Nebraska Humanities Council Speaker’s Bureau presentation with Vivian Davis, North Platte, NE. February, 2002.

“Lincoln and Sojourner Truth,” a Nebraska Humanities Council Speaker’s Bureau presentation with Vivian Davis, Falls City, NE. February, 2002.

“Lincoln and Sojourner Truth,” a Nebraska Humanities Council Speaker’s Bureau presentation with Vivian Davis, Omaha Public Library, Washington Branch, February, 2002.

“Lincoln on Emancipation,” a presentation to Omaha Chapter of National Council of Negro Women, February, 2002.

“Lincoln and Sojourner Truth,” Black History Month presentation at Church of the Resurrection, Omaha, NE, February, 2002.

“Ralph Ellison’s Invisible Man,” a program presented at the Bellevue Public Library, October 24, 2002.

“New Works on African American Religion,” Black History Month Presentation, Church of the Resurrection, Omaha, NE., February, 2003.

“Understanding Emancipation: Abraham Lincoln and Sojourner Truth” a program presented At Nebraska Humanities Committee Summer Festival, Joslyn Museum, Omaha, NE., 2003

“Understanding Emancipation: Abraham Lincoln and Sojourner Truth” a program presented at Whiskey Creek Festival, Glenwood, IA., Summer 2003

“Abraham Lincoln – The Early Years” presented at Whiskey Creek Festival, Glenwood, IA, Summer 2003

“James Weldon Johnson,” Black History Month Presentation, Church of the Resurrection, Omaha, NE., February, 2004.

Discussed “Carter G. Woodson: Father of Black History” at the Black History Month program of Church of the Resurrection, Omaha, NE., on January 23, 2005. The program was funded in part by the Nebraska Arts Council.

Presented an historical re-enactment of “Abraham Lincoln’s Last Stand” at the Paxton Public Library, Paxton, NE on September 17, 2005. The program was supported by the Nebraska Humanities Committee

“The Meaning of Black History Month,” a presentation at Church of the Resurrection, Omaha, NE (January 15, 2006)

“Remembering Martin Luther King, Jr.” a presentation at Immanuel Village, Omaha, NE (January 16, 2006)

“Lincoln Takes a Stand” a Lincoln re-enactment at Pacific Springs Village, Omaha, NE,



(February 17, 2006)

“Juneteenth”, an article for Salem Baptist Church Newsletter, Omaha, NE., (June, 2006)

“A Master Teacher – George Steiner,” Teachers Night, Durham Western Heritage Museum, 2007

“Remembering Martin Luther King, Jr”, a presentation at Immanuel Village, Omaha, NE., January 13, 2007.

“Lincoln and Sojourner Truth,” a Nebraska Humanities Committee Speakers Bureau presentation, Mayhew Cabin Historical Site, Nebraska City, NE., June 16, 2007.

“Lincoln and Sojourner Truth,” a Nebraska Humanities Committee Speakers Bureau presentation at Tilden Public Library, Tilden, NE. July 28, 2007.

“Lincoln the President,” a Nebraska Humanities Committee Speakers Bureau presentation at Tilden Public Library, Tilden, NE., July 28, 2007.

“World War I – Was it Necessary,” a presentation at Brownville Lyceum, Brownville, NE. November 11, 2007.

“Jackie Robinson and Civil Rights” Black History Month presentation, Durham Museum, February 2008.

Abraham Lincoln re-enactor, Durham Museum, Omaha, NE., February 17, 2008.

“Black History as Hubble Telescope,” Sarpy County Historical Society, Bellevue, NE., February 24, 2008.

“Lincoln Sets the Record Straight,” Gretna Public Library, Gretna, NE, February 28, 2008,

“Ford Pardons Nixon,” Durham Museum, Omaha, NE., April 4, 2008.

“The Age of Segregation,” Preston Love Cultural Center and Black Firemen’s Union, Omaha, NE., May 31, 2008.

“The Age of Integration,” Preston Love Cultural Center and Black Firemen’s Union, Omaha, NE., June 14, 2008.

“History of Jazz.” Sarpy County Historical Society, October 26, 2008.

Abraham Lincoln Re-enactment, Mayhew Cabin, Nebraska City, NE., Summer, 2009

“The Lincoln Bicentennial,” Sarpy County Historical Society program, September 27, 2009.

Sarpy County History Society program on “Abraham Lincoln,” May 2010.

Fall City Library and Museum – program on “President Truman”. November 2010.

Sarpy County History Society, program on “The Civil War;” the program then aired on Cox Cable Channel 18 for one month, May 2011

Presentation on “The Civil War” at Nebraska City Public Library, October 2011

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “Into the Unknown: January-April, 1862”, presented on April 14, 2012.

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “Into the Unknown: January-April, 1862”, presented on April 24, 2012.

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “Union Forces Target Richmond, Virginia: May – July 1862”, presented on July 7, 2012.

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “Union Forces Target Richmond, Virginia: May – July 1862”, presented on July 24, 2012.

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “A First ‘Turning Point’: August-September, 1862”, presented on September 15, 2012.

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “A First ‘Turning Point’: August-September, 1862”, presented on September 25, 2012.

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “Where To Go From Here?: October-December 1862”, presented on December 8, 2012.

Durham Museum, “The American Civil War: A Look Back 150 Years Ago,” sponsored in part by the Nebraska Humanities Council, “Where To Go From Here?: October-December 1862”, presented on December 18, 2012.

Durham Museum, presented program on “Railroads and The Civil War,” July 14-15, 2012.

University Nebraska Med Center, Lunch Lecture presentation on “The American Civil War: A Look Back 150 Years Ago”, in affiliation with The Durham Museum., April 28, 2012.

University Nebraska Med Center, Lunch Lecture presentation on “The Railroad Days and the Civil War”, in affiliation with The Durham Museum., July 20, 2012.

University Nebraska Med Center, Lunch Lecture presentation on “The American Civil War:

A Look Back 150 Years Ago - A First Turning Point and Where to go from Here August-December 1862," in affiliation with The Durham Museum., October 25, 2012.

NHC Speakers Bureau, "Abraham Lincoln - The Personal Side," presentation at Norfolk Public Library, Norfolk, NE., June 12, 2012

Papillion Area Historical Society, 150<sup>th</sup> Anniversary of the Emancipation Proclamation, presentation on September 15, 2012.

Durham Museum program on "1963 – the March on Washington" August 13, and August 31, 2013.

Durham Museum program on "1963 -- the JFK Assassination," November, 2013.

UNMC Lunch Lecture presentation on "1963 – the JFK Assassination," November 19, 2013

JFK Assassination broadcasts by KOIS FM. This program was originally presented at the Durham Museum, February, 2013

University Nebraska Med Center, Lunch Lecture presentation on "Black Soldiers in the Civil War," February, 2013.

NHC Speakers Bureau, "Abraham Lincoln - The Personal Side," presentation at Humboldt Public Library, Humboldt, NE., June 11, 2013

NIIC Speakers Bureau, "Abraham Lincoln - The Personal Side," presentation at Neligh Museum, Neligh, NE., September, 2013

NIIC Speakers Bureau, "Abraham Lincoln - The Personal Side," presentation at Brownville Historical Society, Brownville, NE., October 12, 2013

NHC Speakers Bureau, "Fighting on Two Fronts – African American Soldiers in the Civil War," presentation at Creighton Med Center, May 10, 2013

NHC Speakers Bureau, "Abraham Lincoln - The Personal Side," presentation at Albion Library, Albion, NE., May 27, 2013

NHC Speakers Bureau, "Gettysburg – 150 Years Later," presentation for The Pachyderms, Omaha, NE., June 24, 2013

NHC Speakers Bureau, "Abraham Lincoln - The Personal Side," presentation at Ord Museum, Ord, NE., July 11-12, 2013

Durham Museum – programs to accompany 1960's exhibits for 2013.

Durham Museum Civil War lectures to be presented on KOIS on February 4, 11, 18, and February 25, 2013

Durham Museum, programs to accompany 1968 exhibits for 2014

Omaha Community Playhouse presentation on “Harlem Renaissance.” To accompany the play “Having Our Say.” February 2, 2014.

Episcopal Church of the Resurrection, Created a Black History program and presented a program on” African Americans in the Episcopal Church.” February 9, 16, 23, 2014.

Durham Museum, Book Club presenter during 2014.

Durham Museum, Apollo Mission Exhibit and Lecture, March 13, 2014.

Mayhew Cabin Museum, presented “Black Soldiers in the Civil War” program. Nebraska Humanities Council Speakers Bureau. June 21, 2014.

Papillion LaVista Library program to celebrate the 150<sup>th</sup> anniversary of the Civil War “Lincoln” film. Participated as the facilitator for discussion of the film “Lincoln.” October 21, 2014

Durham Museum, Activity Coordinator STEM program. June 14-28, 2014.

Papillion LaVista Library consultant, 2014.

Sarpy County Historical Society consultant, 2014.

Mayhew Cabin Museum, advisor and presented “Black Soldiers in the Civil War” program, June 21, 2014

Durham Museum, 1968 Exhibit Tour discussant, February 15, 2014

Durham Museum On-Track Guild, 1968 Exhibit Tour discussant, March 12, 2014

The Mayhew Cabin and the Civil War Museum present the movie “Lincoln,” part of the Nebraska City Museum Association film series. Presented introductory comments to celebrate the anniversary of President Lincoln’s birthday. February 2015.

Papillion LaVista Library, 50<sup>th</sup> Anniversary “Voting Rights Bill” presentation, March, 2015

Papillion-LaVista Library program advisor for “Created Equal” a Gilder Lehrman Institute of American History. A film based discussion (5 parts) series on Civil Rights in America. June, 2015 – November 9, 2015.

Durham Museum, evaluated Activity tours, June 2015.

Mayhew Cabin Museum, Frederick Douglass presentation, June 20, 2015.

Humanities Nebraska Speakers Bureau, a presentation in Alliance, NE. The Knight Museum,  
 “Abraham Lincoln: The Personal Side,” July 8, 2015.

Durham Museum, Special tour guide and presenter on the “Ancient Egypt” exhibition, August 2015.

Papillion-LaVista Library program advisor for “Created Equal” a Gilder Lehrman Institute of American History. Presented and the facilitator of “Loving vs. Virginia” discussion of the Film, October 25, 2015.

Durham Museum, “Creating Camelot,” Kennedy Exhibit, February 2016.

Nemaha Valley Museum Annual Meeting, presented “Nebraska’s role in Prohibition,” October, 2016.

“Nebraskans in World War I,” Sarpy County Historical Society, April 29, 2017

“Nebraskans in World War I,” Papillion La Vista Library, May 17, 2017

“George Washington – Spy-Master,” Durham Museum, two sessions, July 8, 2017

**B. Volunteer Tutoring:**

Tutor for Urban League of Nebraska, 1993 - 1995.

Tutor for Wesley House (Omaha, NE) 1994-1995.

Tutor for Banneker Project, Omaha Public Schools, Summer Session - 1997.

**C. School presentations and programs:**

“The Constitution Story.” Plattsmouth (NE) Community Bicentennial of the Constitution Program. March, 1987.

“Truman in the Shadow of F.D.R.” Presentation to Hiawatha, KS. High School Honors History Symposium, May, 1987.

“African - American Poets and their Poems” - a Black History Month presentation at Tara Hills School, Papillion, NE, February, 1997.

“Poetry of the Harlem Renaissance” - a presentation to the Creative Writing Class of Bellevue East High School, February 1999.

“Fighting on Two Fronts: African-American Soldiers in the Civil War” - a play created for the Bellevue East High School Multicultural Committee and presented at Bellevue East High School, February, 1999.

Bellevue East High School, Workshops in African-American Literature, February, 2000: “The Slave Narratives”, “Literary Pioneers”, “Harlem Renaissance,” “Political Novelists,” and “Maya Angelou”.

Discussion leader for "Choices 2000" a program of four sessions presented at the Peru Town Hall, sponsored by the PSC Library and funded by the Nebraska Humanities Council. August, September, October, November, 2000.

Guest speaker at Bellevue Public Schools, Bellevue East High School's Multicultural Education Club Banquet, May, 2001.

Guest speaker, Bellevue East High School and Bellevue West High School Future Business Leaders of America Banquet, September, 2001.

Bellevue Public Schools Career Fair - session leader and presenter, March, 2002.

"The Multicultural Curriculum" a presentation at the Bellevue Public Schools Diversity Workshop, April, 2002.

"Civil War Poetry" a program presented to three English classes at Bellevue East High School, Bellevue, NE., October 29, 2002.

"Lincoln's Emancipation Proclamation" a program presented at Union College, Lincoln, NE., February 20, 2003.

"Life of Sojourner Truth" a biography and play developed for Bellevue East High School Black History Month, February, 2003.

"African American Folk Tales" a program presented at Fairview Elementary School, Bellevue, NE., March 31, 2003.

"Huck Finn and Race," co-operative project with Elaine Johnson, Bellevue East High School, English Department, Fall, 2003.

"Understanding Emancipation: Abraham Lincoln and Sojourner Truth" a program presented to the Nebraska Partnership for American History Education sponsored by UN-L, March 26, 2003.

Understanding Prejudice," presented to Bellevue East High School. Introduction to Sociology Class, Fall 2003 and Spring 2004.

"Portraying Lincoln" presentation to Bellevue East High School Drama Club, Spring 2004.

"The Poetry of Langston Hughes," presented at Fairview Elementary School, Bellevue, NE., May 7, 2004.

Presented two sessions on "Historical Re-Enactment: A Guide" at the Nebraska IIS Festival held January 14 & 15 at Bellevue East High School. This was the 75<sup>th</sup> Annual workshop for high school drama students and faculty, 2005.

Guest Speaker in two classes of Introductory Sociology at Bellevue East High School. The

topic was “Brown vs. Board of Education”. The cooperating instructor from BEHS was Allan Albert, February 16, 2005

On February 23, 2005, portrayed Abraham Lincoln as part of Black History Month activities at the Lincoln Regional Office of Department of Homeland Security – Immigration Services

Presented in the AP American History class at Bellevue East High School leading discussion on “Racism and Current Events,” April 15, 2005.

Participated in Smithsonian Teacher’s Night, October 21, 2005 at the Durham Western Heritage Museum, portraying Abraham Lincoln.

Guest speaker for the Bellevue East High School Introductory Sociology class. Topic was “Brown vs. Board of Education.” on October 28, 2005.

“Abraham Lincoln Takes A Stand” at the Westside Middle School (Omaha, NE) History Day Project. My presentation was sponsored by the Nebraska Humanities Council Speakers Bureau, on November 28, 2005

Presented two sessions on “Historical Re-Enactment: A Guide” at the Nebraska ITS Festival held January, 2006; this was the 76<sup>th</sup> annual workshop for high school drama students and faculty.

Guest Speaker in Bellevue East High School Introductory Sociology Class (Instructor, Allen Albert) Topic – “Race and Ethnicity” (February 10, 2006)

“The Purpose of Black History Month,” a presentation at Black History Program, Bellevue East High School, Bellevue, NE (February 24, 2006)

“The Poetry of Langston Hughes,” a program at Fairview Elementary School, Bellevue, NE (March 24, 2006).

Guest Speaker in Bellevue East High School Introductory Sociology Class (Instructor, Allen Alberts) Topic – “Lincoln and Leadership” (Sept. 29, 2006)

“Harlem Renaissance,” a presentation to African American history class, Metropolitan Community College, Elkhorn, NE. (Nov. 6, 2006).

“Race and Ethnicity,” a presentation to Bellevue East High School Introductory Sociology class, February 9, 2007.

“Letters from the Battlefield”, a presentation at Abraham Lincoln Birthday Celebration, Lincoln, NE., February 11, 2007.

“Abraham Lincoln,” a Nebraska Humanities Committee Speaker’s Bureau presentation at Lyons, NE. High School, February 23, 2007.

“The Holocaust”, a presentation at Falls City Middle School, April 19, 2007.

“Improv Night”, Bellevue East High School Drama Class – Judge, September 15, 2007.

Program Speaker, Bellevue East Military Ball, February 2, 2008, Bellevue, NE.

Abraham Lincoln re-enactor, Bellevue East High School sociology and history classes, Bellevue, NE., February 8, 2008, Bellevue, NE.

“Abraham Lincoln’s Depression,” Bellevue East High School Sociology and History classes, February 12, 2008,

Abraham Lincoln re-enactor, Conestoga Primary School, Omaha, NE., February 8, 2008.

“History of Jazz,” North High School, Omaha, NE., February 16, 2008.

“Lincoln and Sojourner Truth,” Nebraska Humanities Committee Speakers Bureau presentation at Northeast Community College, Norfolk, NE., February 20, 2008

Lincoln re-enactor, Ezra Millard Primary School, Omaha, NE., May 28, 2008.

“Improvisational Night”, Bellevue East High School Drama Class, Judge, September, 2008.

“The 2008 Election,” Presentation to German exchange students, Bellevue East High School, October 31, 2008.

“Strange Voting Behavior,” Sociology class presentation, Bellevue East High School, November 7, 2008.

“Dickens and Poverty,” Bellevue East High School English class presentation, December 19, 2008.

“Historical Re-enactment,” a presentation at the International Thespian Society Conference, Lincoln, NE., January 10, 2009.

Abraham Lincoln Re-enactment, Nebraska Humanities Committee program, St. Mary’s School, Crofton, NE., February 9, 2009.

Abraham Lincoln Re-enactment, Papillion LaVista Elementary School, Feb. 20, 2009.

Abraham Lincoln Re-enactment, Sociology and American History classes, Bellevue East High School, February 27, 2009

Bellevue East High School AP Psychology class presentation on “Lincoln’s Depression” January 2010

Bellevue Central Elementary School, presentation on “Langston Hughes,” February 2010.

Bellevue East High School, Drama Department, Improv judge, September 2010.



Bellevue East High School English classes – presentation on “A Raisin in the Sun”  
October 2010

Bellevue East High School AP Psychology class presentation on “Lincoln’s Depression,”  
January 2010.

Bellevue East High School Sociology class presentation on “Lincoln’s Depression,”  
December 2010.

Bellevue East High School AP Psychology class presentations on “Lincoln’s Depression”  
February, 2011

Made arrangements for Bellevue East High School presentation on the Constitution by Law  
Professor Paul Finkleman, April 2011

NHC Speakers Bureau, two Abraham Lincoln’s presentations at York College, April 2011.

Bellevue East High School, Drama Department, Improv judge, September 2011

Bellevue East High School Psychology class presentation on “Critical Thinking,”  
December 2011

### **XIII. Conference Presentations**

“Feudalism and Commerce: The Scottish Theory of Economic Progress.” Northern Great  
Plains History Conference. Fall, 1983.

“Scottish Philosophy of Political Economy.” East Central/American Society for  
Eighteenth Century Studies. Fall, 1983.

“Adam Smith, Historian.” European Studies Conference. Fall, 1983.

“John Stuart Mill and the Remaking of Classical Political Economy.” Western  
Conference on British Studies. Fall, 1983.

“Slavery as an Intellectual Problem: Abolitionists and Brahmins.” Missouri Valley  
History Conference. Spring, 1984.

“Scottish lawyers and the Theory of Four Economic Stages.” Western Conference on  
British Studies. Fall, 1984.

“Mill, Markets, and Minds.” Missouri Valley Historical Conference. Spring, 1986.

“Economic Thought of a Star-gazer - Simon Newcomb.” MidAmerican History  
Conference. Fall, 1986.

“Abolitionist Richard Hildreth.” Northern Great Plains History Conference. Fall, 1986.

- “Historians, Economists, and the History of Classical English Political Economy.” Western Conference on British Studies. Fall, 1986.
- “Comment”, Nineteenth Century Agricultural Thought. Missouri Valley Historical Conference, Spring 1987.
- “The Historical Jurisprudence of Smith and Kames,” 9<sup>th</sup> Mid-America Conference on History, September 24-26, 1987.
- “Commentator, Two Victorian Liberals,” 14<sup>th</sup> Annual Western Conference on British Studies, October 31, 1987.
- “Historicism and Eighteenth Century Legal History,” Missouri Valley Historical Conference, March 10, 1988.
- “Multiculturalism in Practice,” Northern Great Plains History Conference, Pierre, SD, October, 1993.
- “An American Dilemma Reconsidered,” Missouri Valley History Conference, March, 1997.
- “The Religion of Olaudah Equiano,” European Studies Conference, Omaha, NE, October, 1997.
- “From Slavery to Freedom: A Fiftieth Anniversary Evaluation,” Missouri Valley History Conference, March, 1998.
- “Oroonoko, Race, and Slavery,” Northern Plains Conference on Early British Literature, May, 1998.
- “Robert Wedderburn, Radical and Abolitionist,” a paper delivered at the European Studies Conference, October, 1998.
- “Charles W. Chesnutt: Public Intellectual” a paper delivered at the Missouri Valley History Conference, March, 1999.
- “Isaiah Berlin,” a paper delivered at European Studies Conference, October, 1999.
- “Later Career of Charles W. Chesnutt,” - a paper delivered at the Missouri Valley History Conference, March, 2000.
- “Ernest Gellner’s Theory of Nationalism,” a paper presented to the European Studies Conference, Omaha, NE., Fall, 2000.
- “Jazz Icons and Wild Women of the Blues,” a paper presented to the Missouri Valley History Conference, Omaha, NE., Spring, 2001.
- “The Political Theory of John Gray,” European Studies Conference, Omaha, NE., October, 2001.

- “Jaffa’s Lincoln,” Missouri Valley History Conference, Omaha, NE., March, 2002.
- “Michael Ignatiev and the Philosophy of Human Rights,” European Studies Conference, Omaha, NE. October 11, 2002.
- “Arthur Huff Fauset: Pioneer of African American Anthropology,” Mid-America Conference on History, Memphis University, Memphis, Tenn., September 19, 2003.
- Commentator on “Politics and Ideology”, Session, Mid-America Conference on History, Memphis University, Memphis, Tenn., September 19, 2003.
- “The Warrior Ethic” Robert Kaplan and Adam Ferguson,” European Studies Conference, UN-O, Omaha, NE. October 10, 2003.
- “John Hope Franklin’s From Slavery to Freedom: The Making of a Classic,” National Association of African American Studies National Conference, Houston, February 21, 2003.
- Missouri Valley History Conference, presented paper on “Francis Wayland and Moderate Antislavery,” March 3, 2005.
- “Charles W. Chesnutt and the Paradoxes of Race,” African and Latina/Latino Experiences: A Symposium Sponsored by UN-L, Lincoln, NE. March 6, 2003.
- “African Americans in the Midwest,” Missouri Valley History Conference, March 6, 2003.
- “Omaha and Black Urban History,” Nebraska State Historical Conference, Gerald Ford Center, March 6, 2003.
- “James Weldon Johnson as Cultural Historian,” National Association of African American Studies National Conference, Houston, TX, February, 2004.
- Midwest Political Science Association 62<sup>nd</sup> Annual National Conference in Chicago, presented a paper on “Lincoln Nationalism and Secession” as part of the session on “Community, Nation and Globe”, on April 15-17, 2004.
- 26<sup>th</sup> Annual Mid-America Conference on History, Springfield, MO. “Lincoln and Natural Rights,” in the session on “Rediscovering 19<sup>th</sup> Century American Intellectual History,” on October 1-2, 2004.
- “Lincoln and Secession,” Midwest Political Science Association Convention, Chicago, IL., April, 2004.
- Missouri Valley History Conference – presented paper on “Francis Wayland and Moderate Antislavery”, March 3, 2005.
- European Studies Conference, presented paper on “Wittgenstein’s Poker: Heat or Light?” Omaha, NE. October 7, 2005.

European Studies Conference, presented paper on “The Open Society,” UNO, October 3, 2006

Northern Great Plains History Conference, paper presented on “Lincoln’s Bad Manners,” Sioux Falls, SD., October 6, 2006.

“Revenge, Riot, and Ridicule: Abraham Lincoln on Crowd Psychology” a paper delivered at Missouri Valley Historical Conference, Omaha, NE., March 2, 2007.

“Helvetius to Hegel: Isaiah Berlin on Romanticism”, a paper delivered at 32<sup>nd</sup> European Studies Conference, UN-O, Omaha, NE., Oct. 5, 2007.

“Lincoln’s Lyceum Address” Kansas Association of Historians, Independence, KS., April 11, 2008.

“Lincoln’s Lyceum Address: A New Reading,” Mid-America Conference on History, Springfield, MO., September 25, 2008.

“Contemporary British Philosophers on Terrorism,” European Studies Conference, Omaha, NE., October 3, 2008.

“Lincoln’s Lyceum Address” Kansas Association of Historians, Independence, KS , April 11, 2008.

“Lincoln’s Lyceum Address, A New Reading,” Mid-America Conference on History, Springfield, MO, September 25, 2008.

“Contemporary British Philosophers on Terrorism,” European Studies Conference, October 3, 2008.

“What is Still Living in Lincoln’s Political Thought?” a paper presented at Midwest Political Science Association Conference, Chicago, Ill., April 4, 2009.

European Studies Conference paper “The Return of Keynes?” October 2010.

European Studies Conference, presented a paper on “Bertrand Russell; Aristocratic Liberal,” UNO. October 2012

Mid America Conference on History presented a paper on “Robert Montgomery Bird -- Antebellum Critic”, Springfield, MO. September 2012.

European Studies Conference presented a paper on “Getting Ready for ‘the next war’: Bertrand Russell’s Political Works 1930-1938.” October 2-4, 2014.

50<sup>th</sup> Annual Northern Great Plains History Conference, Bismarck, North Dakota, “Tours as Part of the Curriculum” presented, September 30 – October 3, 2015.

European Studies Conference, presented a paper on “Isaiah Berlin’s Letters, 1946-1960,”

October 9-10, 2015.

Missouri Valley History Conference, presented a paper "Frederick Douglass's Christmas Controversy." March 4, 2016.

European Studies Conference, presented "Industrialization and Ideas: A Review of Deidre McCloskey's Theories," October 7, 2016.

**ITEMS FOR CONSENT AGENDA**

November 17, 2017

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**ACTION:** **Approve Emeritus Status for Dr. Dan Holtz**

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Dr. Dan Holtz, a retired faculty member from Peru State College, has been nominated for emeritus faculty status based upon the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 29 years of teaching.
2. Earned full professor rank in 1995.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service includes development of Literature Fights and Re-Fights the Civil War interdisciplinary course; being advisor to *Peru State Times* student newspaper; and development of Trails and Tales Tour and Institute.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations includes participating in National Endowment for the Humanities Faulkner Research Seminar; developing professional CDs of his songs and stories connecting music with historical and literary events; and serving in officer positions on statewide boards, i.e. Mari Sandoz Society, Nebraska State Historical Society and Nebraska 150 Foundation.

Chancellor Carpenter and PSC President Hanson support Dr. Crook's nomination and recommend that emeritus faculty status be granted.

The System Office and Peru State College recommend approval of the Emeritus Status for Dr. Dan Holtz.

**ATTACHMENTS:**

- PSC Dan Holtz Emeritus Materials (PDF)



# EMERITUS STATUS

## PERU STATE COLLEGE NOMINATION FORM

*Send nominations to Dr. Tim Borchers, Vice President for Academic Affairs*

I wish to nominate the following individual for Emeritus status at Peru State College. I have provided a letter of support that addresses the criteria for Emeritus status. This nomination will be shared with the person nominated.

### Nominee Information

Name Dr. Dan Holtz  
Rank and Department Professor of English  
Address 2315 Park Lane; Nebraska City, NE 68410  
Telephone 402-713-9600

### Primary Faculty Nominator Information

Name Dr. Sara B. Crook  
Title/Department Professor of History / Political Science  
Address 6919 R Road; Peru, NE 68421  
Telephone 402-873-4539

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

Sara B. Crook May 16, 2017  
Signature of Primary Nominator Date

JM 7-5-17  
Signature of Academic Dean Date

Attachment: PSC Dan Holtz Emeritus Materials (2106 : Emeritus Status for Dr. Dan Holtz)

Dear Board of Trustees for the Nebraska State College System:

I am honored to nominate Dr. Dan Holtz for Emeritus Status. He is a consummate professional who shared his immense talents with students at Peru State College since 1987. He has a time-honored reputation as a devoted and highly principled Professor of English at our college, in the community, and across Nebraska.

In order to provide the best for his students and audiences, Dr. Holtz participated in appropriate faculty development programs. One example of his commitment to life-long learning was his involvement in the National Endowment for the Humanities Faulkner Research Seminar held in 1993 at Vanderbilt University. His students and PSC directly benefited from this experience via his development of a Special Topics class entitled "Literature Fights and Re-fights the Civil War." The class was so well received that beginning the fall of 1999 the class has been a permanent interdisciplinary class offering (listed as both English and History). As a most creative and unique method incorporated into this class, Dr. Holtz developed a Nebraska Humanities Council Speakers' Bureau presentation called "From Bleeding Kansas to Old Virginy." In this presentation Dr. Holtz sings songs (accompanied by his own guitar and harmonica) that illustrate not only the events of this time period, but also illustrate the tone and the temper of the people from this era. Between songs he weaves the presentation together with information of the period's history and literary offerings.

In a similar vein, Dr. Holtz had previously developed a program entitled "Nebraska Through Song and Story." This venture began as a teaching tool for a "Literature of Nebraska" class to demonstrate how songs of the day described actual events found in Nebraska literature and history. He wrote several songs to highlight aspects of Nebraska's history and literary heritage. These songs include "We're On to Oregon," "Wild Bill," "The Rider's Refrain," "Homeward the Arrow's Flight" (from Marion Marsh Brown's book of the same name), and "The Ballad of Old Jules." He has made two professional CDs, thereby making this blend of music, history and literature available to countless teachers and other Nebraska enthusiasts.

Yet another example of his academic creativity was the graduate level class entitled "Trails and Tales Tour and Institute." This interdisciplinary class, which Dr. Holtz co-directed, was offered nine times starting in 1996 and concluding in 2016. "Trails and Tales" was honored with grants, tuition waivers, and admission waivers from the Nebraska Humanities Council, the Peru State College Foundation, the Nebraska State Historical Society, the Eisenhower Professional Development Foundation, and the Nelson Family Foundation. This innovative class combined intensive classroom instruction on Nebraska and/or Civil War literature and history with a statewide tour of pertinent sites.

Dr. Holtz is committed to research as well. As a result of being awarded a paid sabbatical in the



fall of 2000, he pursued research into one of Peru State College's own well-known children's book authors, Marion Marsh Brown. As a result of his work, a portion of the Peru State College Library is dedicated to the preservation of her personal papers and writings.

His dedication to community service on behalf of the college has also lead Dr. Holtz to consistently serve in leadership capacities in the community and across the state. One such example was his long tenure on the statewide Mari Sandoz Society Board, serving several years as its newsletter editor. He also served 2 full terms on the Nebraska State Historical Society's Board of Trustees, including serving as President, as well as other officer positions. While serving as the NSHS Board President, he was automatically an ex officio on the newly formed Nebraska 150 Foundation. However, his willingness to serve on the committee did not automatically end with his term as NSHS President for Dr. Holtz has now accepted a permanent spot on the NE 150 Foundation and serves as co-chair for the Membership Ad Hoc Committee.

Recognition of Dr. Holtz's commitment to excellence has been previously honored by his selection for the 2000 Teaching Excellence Award from Peru State College. He was also selected the recipient of the 2000 Nebraska State College System Rebensdorf Teaching Excellence Award, only the third such award given to a faculty member from the Peru State College campus.

Dr. Dan Holtz has devoted his career since 1987 to Peru State College. He served on numerous search committees, as well as academic committees. He served one term each as Chair and Chair-Elect of Faculty Senate. Additionally he continues to serve on the Sesquicentennial Committee for Peru State College despite his retirement.

Dr. Holtz would be an extremely worthy recipient of Faculty Emeritus status. He is a man of high integrity that would befit this honor.

Sincerely,



Sara B. Crook, Ph.D.  
Professor of Political Science/History

July 5, 2017

Chancellor Stan Carpenter  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

Chancellor Carpenter:

I am writing in my role as Acting Dean of the School of Arts and Sciences to offer my strong support for the nomination of **Dr. Dan Holtz** for Emeritus Faculty status at Peru State College. He retired in 2016 after 29 years on the faculty and reached the rank of Professor in 1995.

Dr. Holtz taught a variety of courses in English during his tenure at the College. Among his notable teaching accomplishments was co-directing the Trails and Tales Tour and Institute (June 1996, 1998, 2000, 2002, 2004, 2008, 2010, and 2016, plus October of 2012), which took more than 200 in-service teachers, as well as undergraduate students and community members, on week-long tours of historical and literary sites in Nebraska, Kansas, South Dakota, and Wyoming. In 2000, he was the recipient of the Nebraska State College System Teaching Excellence Award.

Dr. Holtz published papers in numerous literature and historical journals. He also recorded three collections of original music. He was a speaker/performer for the Nebraska State Day Celebration at the Kennedy Center for Performing Arts in Washington, D.C., in July of 1999.

Dr. Holtz was president of the Nebraska State Historical Society Board of Trustees and was a member of the Board of Trustees for six years. In 2015, he was named the recipient of the Addison E. Sheldon Memorial Award for the preservation and interpretation of Nebraska history from the Nebraska State Historical Society. This is the highest award given by the organization.

Dr. Holtz was very active on campus, serving on numerous campus committees and as Faculty Senate Chair. He was also on the search committee for the past two presidents.

Finally, I'm confident that Dr. Holtz will continue to have a presence on campus, attending events and serving as needed to further the mission of the College. As evidence of this, he presented a session at our recent Sesquicentennial celebration.

In short, Dr. Holtz has had a significant impact on Peru State College, our students, and the state of Nebraska. I urge you to support Emeritus Status for Dr. Dan Holtz.

Sincerely,



Dr. Tim Borchers,  
Vice President for Academic Affairs



# PERU STATE COLLEGE

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150 YEARS

September 27, 2017

Chancellor Stan Carpenter  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

Dear Chancellor Carpenter,

This letter is written in support of Dr. Dan Holtz's nomination for Emeritus Status. Dr. Holtz meets all of the requirements for consideration for Emeritus Status. He served as a full time faculty member for 29 years earning tenure and the rank of full Professor. During this time, he distinguished himself as an outstanding teacher and contributed to his profession through service and scholarship. He earned the respect of the campus community through his collegial and effective interactions.

Dr. Holtz excelled as a teacher and was named the 2000 Nebraska State College System Teaching Excellence Award winner. His career was also recognized when he received the 2015 Addison E. Sheldon Memorial Award for the preservation and interpretation of Nebraska history from the Nebraska State Historical Society. In 2014, he was an invited Editorial Consultant for Nebraska, one volume of Scholastic Publishers America the Beautiful Series. He provided leadership on campus throughout his career and collaborated with Dr. Sara Crook on the innovative Tales and Trails summer program for educators. He continues involvement on campus, currently serving on the College's Sesquicentennial Committee.

Dr. Holtz has my strongest support to receive Emeritus Status.

Sincerely,

Dan Hanson, Ph.D.  
President

**DR. DANIEL J. HOLTZ**

Peru State College  
 Peru, NE 68421  
 (402)713-9600 (cell)  
 e-mail: dholtz@peru.edu

2315 Park Lane  
 Nebraska City, NE 68410  
 (402)873-6831 (home)

**TEACHING EXPERIENCE**

- 1987-2016 **Peru State College** (Professor of English, promoted in 1995 and tenured in 1990) teach or have taught American Literature I and II, Appreciation of Literature, Beginning Journalism, Civil War Literature, the English Capstone Course, Nebraska Literature, Newspaper Editing, Non-Western Literature, Practicum in Composition, Traditional Grammar, and English Composition
- 1978-87 **Mayville State University**, Mayville, N.D. (Assistant Professor of English, tenured in 1985)
- 1976-78 **Chadron State College**, Chadron, NE (Reading Specialist for Student Services)
- 1973-75 **Franklin High School**, Franklin, NE (English teacher)

**AWARDS AND SPECIAL ACHIEVEMENTS**

Year 2015 recipient of the Addison E. Sheldon Memorial Award for the preservation and interpretation of Nebraska history from the Nebraska State Historical Society.

Invited Editorial Consultant for Nebraska, one volume of Scholastic Publishers America the Beautiful Series. Third Series, Revised Edition, edited by Ann Henrichs, 2014.

Year 2000 recipient of the Nebraska State College System Teaching Excellence Award.

Speaker/performer for the Nebraska State Day Celebration at the Kennedy Center for Performing Arts in Washington, D.C., in July of 1999.

**SABBATICAL**

Fall semester 2000. I researched the work of Nebraska writer Marion Marsh Brown, producing an annotated bibliography and informational brochure about her 20 published books, both of which are now used to accompany her original manuscripts in the Peru State College Library's special collections room.

**SERVICE TO THE COLLEGE**

Co-director of the Trails and Tales Tour and Institute (June 1996, 1998, 2000, 2002, 2004, 2008, 2010, and 2016, plus October of 2012), which took more than 200 in-service teachers, as well as undergraduate students and community members, on week-long tours of historical and literary sites in Nebraska, Kansas, South Dakota, and Wyoming and included two graduate courses: "The Historical Richness of Nebraska Literature"

and "History of Nebraska." The 2012 rendition took participants to historical and literary sites on the East Coast, from Williamsburg, Virginia, to Concord, Massachusetts. Trails and Tales received eight major grants from Humanities Nebraska/the Nebraska Humanities Council.

Member of the Sesquicentennial Executive Committee from 2012 to the present. I am also working still to help Peru State English majors present one of the monthly special events for the College's Sesquicentennial commemoration. The event will feature the writing of Marion Marsh Brown and will be presented in February 2018.

Chair of Faculty Senate: 2007-08 and 1995-96.

Member of the Presidential Search Committee (2009), which hired President Hanson.

Co-Chair of the Presidential Search Committee (1999), which hired President Johnson.

Adviser (1987-98) to the multi-award-winning *Peru State Times*, which in 1998 was the top-scoring college newspaper (for all four-year colleges and universities) in the Collegiate Division of the Nebraska Press Association Contest and was third in the 1997 contest.

#### **NATIONAL ENDOWMENT FOR HUMANITIES SUMMER SEMINARS**

"The American Indian and Ethnohistory," University of Oklahoma, Norman, OK (2007)

"Southern History and Faulkner's Fiction," Vanderbilt University, Nashville, TN (1993)

"Reconstructing America's Civil Imagination: 1845-1900," Dartmouth College, Hanover, N.H. (1990)

#### **PUBLISHED PAPERS**

"The Folk Songs of Great Plains Homesteading: Anthems, Laments, and Political Songs," in Nebraska History, Volume 94, Number 1, Spring 2013.

"The Pioneer in Bess Streeter Aldrich, Willa Cather, and Mari Sandoz," in Heritage of the Great Plains, Volume 45, Summer 2012.

"Marion Marsh Brown Country: A Worthwhile Stop in Nebraska's Literary Geography," in Heritage of the Great Plains, Volume 40, Spring/Summer 2007.

"Dissonance and Harmony: Musical Variations in Mari Sandoz's Old Jules," in Platte Valley Review, Volume 30, Number 1, Spring 2002.

"History on the Margins and in the Mainstream: Teaching The Sound and the Fury in its Southern Historical Context," in Approaches to Teaching Faulkner's the Sound and the Fury, one of the Modern Language Association's volumes on Approaches to Teaching World Masterpieces (1996).

"Willa Cather and Bess Streeter Aldrich: Contrasting Portrayals of Money-Grubbers and 'Olafarians,'" in Heritage of the Great Plains, Volume 28, Spring/Summer 1995.

"Faulkner as a Framework for Studying the Civil War," in the Teaching Faulkner Newsletter, Winter 1994.

## PROFESSIONAL SERVICE AND ACTIVITY

Invited instructor for one session of the University of Nebraska-Lincoln's Osher Lifelong Learning Institute's Mari Sandoz course. I presented in early February of 2017.

Member of the Nebraska 150 Foundation, one of the two statewide groups serving to plan and implement Nebraska's Sesquicentennial Celebration/Commemoration in 2017.

President of the Nebraska State Historical Society Board of Trustees (2013) and member of the Board of Trustees (2008-14).

Presenter for Humanities Nebraska Speakers Bureau (1996 to present). Program titles: "All Original, All Nebraska," "Nebraska through Song and Story" and "From Bleeding Kansas to Old Virginny: Songs and Stories of the Civil War." Have presented to more than 350 civic organizations, schools, and special events, including the 1999 Nebraska State Day Celebration at the Kennedy Center in Washington, D.C., the 25<sup>th</sup> Anniversary Celebration of the Visitor Center Dedication at Chimney Rock, and the Nebraska State Quarter Dedication Celebration at the Devaney Sports Center in April 2006

Editor of the Mari Sandoz Heritage Society newsletter (1997-2005) and member of the Society's board of directors (1995-2005).

## CREATIVE PUBLICATIONS

Three Youtube videos created by Nebraska State Historical staff from songs on my first musical CD are three of the top-ten most-watched videos on the Nebraska State Historical Society's website.

All Original, All Nebraska, a musical recording, released in May 2016. It features 11 original songs, which I composed (plus the official state song, "Beautiful Nebraska") to celebrate and commemorate Nebraska's Sesquicentennial in 2017.

"Why'd the Chicken Cross the Road?" Second-place winner in the 2012 annual Bess Streeter Aldrich creative writing contest.

Welcome to Historic Nebraska!, a musical recording, released in November 2002, which features 18 traditional and original folk songs, plus a historical narrative, to tell of Nebraska's early days.

## CONFERENCE PRESENTATIONS

"Marion Marsh Brown Country: A Worthwhile Stop in Nebraska's Literary Geography," presented at the 41<sup>st</sup> annual Western Literature Association Conference, October 2006.

"Dissonance and Harmony" Musical Variations in Mari Sandoz's Old Jules." presented at the Great Plains Music and Dance Festival, April 1998, and at the 30<sup>th</sup> Annual Western Literature Association Conference, October 1995.

"The Historical Richness of Plains Literature," presented at the Northwest Regional Conference of the Delta Kappa Gamma Society International, July 1997, and at the Literatures of the Great Plains 21<sup>st</sup> Annual Interdisciplinary Symposium of the Center for Great Plains Studies, University of Nebraska-Lincoln, April 1997.

"The Strong Woman in Bess Streeter Aldrich and Willa Cather: Counterpoint Answers to the Question 'Can I Have it All?'" given at the Nebraska Literature Festival, Oct. 1996.

"Doing Our Best on An Unruly River," keynote address delivered at the annual Bess Streeter Aldrich Remembrance Day, October 1995.

## EDUCATION

- 1983-87      **Ed.D. in English Education**, University of Northern Colorado, Greeley.
- 1975-76      **M.S. in English Education**, Chadron State College, Chadron, NE.
- 1969-73      **B.A. in English Education**, Kearney State College, Kearney, NE, (minor in history).







## EMERITUS STATUS

### PERU STATE COLLEGE NOMINATION FORM

*Send nominations to Dr. Tim Borchers, Vice President for Academic Affairs*

I wish to nominate the following individual for Emeritus status at Peru State College. I have provided a letter of support that addresses the criteria for Emeritus status. This nomination will be shared with the person nominated.

#### Nominee Information

Name Kenneth E. Anderson

Rank and Department Professor of Art, Art Department

Address 251 Dumont Ave. P.O. Box 93, Woonsocket, SD 57385

Telephone 605.795.4577

#### Primary Faculty Nominator Information

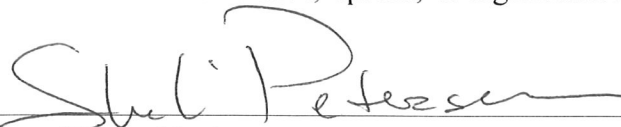
Name Sheli Petersen

Title/Department Assistant Professor of Art, Art Department

Address 543 Park Ave #7, Omaha, NE 68105

Telephone 603.566.4070

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

  
 Signature of Primary Nominator \_\_\_\_\_ Date 05.17.17

  
 Signature of Academic Dean \_\_\_\_\_ Date 7-5-17

May 17, 2017

Dear Dr. Borchers,

I am honored to write on behalf of Kenneth E. Anderson, who served Peru State College as a Professor of Art for 32 years until his retirement in summer 2016, regarding my nomination for his Emeritus Status.

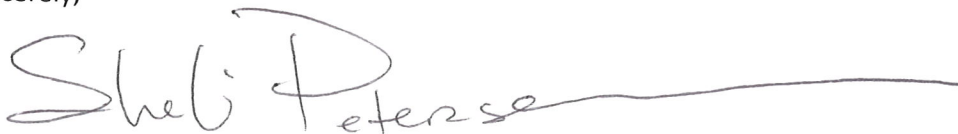
I have known Mr. Anderson since Spring 2014 when we met during my on-campus interview for the position I now hold as Assistant Professor of Art. When I began teaching at Peru State in Fall 2014, I immediately observed the rapport he cultivated with students. Throughout my three years in the Art Department, I have often heard both art and non-art majors speak highly of Mr. Anderson's teaching and what they learned from him about the creative practice.

Moreover, Mr. Anderson was always very generous in mentoring me as a junior faculty, sharing his rich knowledge of Peru State culture and history as well as offering encouragement and opportunities for my professional development.

Beyond class instruction, mentoring, and faculty collaboration, Mr. Anderson was fully engaged in community outreach through his involvement in multiple college and regional committees, including his Board Membership on the Kimmel Harding Nelson Center for the Arts. In Spring 2016, the Kimmel Foundation established recognition of Mr. Anderson's service via the Richard P. and Laurine Kimmel Art Scholarship to Peru State. In addition to Mr. Anderson's accomplishments as a teacher and community leader, he has strong national and regional exhibition record for his sculpture, painting, and drawing.

Please accept my highest recommendation for Kenneth E. Anderson for Emeritus Status at Peru State College.

Sincerely,



Sheli Petersen, Assistant Professor of Art

Attachment: PSC Ken Anderson Emeritus Materials (2107 : Emeritus Status for Mr. Kenneth Anderson)

July 5, 2017

Chancellor Stan Carpenter  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

Chancellor Carpenter:

I am writing in my role as Acting Dean of the School of Arts and Sciences to offer my strong support for the nomination of **Kenneth Anderson** for Emeritus Faculty status at Peru State College. He retired in 2016 after 32 years on the faculty and reached the rank of Professor in 1994. Professor Anderson was a gifted teacher and artist who provided outstanding leadership and service to the College and his discipline while on the faculty.

As a teacher, Professor Anderson taught numerous courses in Art. Students thought highly of this teaching and as evidence of his effectiveness as a teacher, he won the Peru State College Teaching Excellence award in 2002. He was also a valuable mentor to junior faculty and encouraged their professional development.

Professor Anderson exhibited his art work around the nation, with an exhibition in nearly every year of his employment at the College. He won numerous awards for his work including a first place award at the state level for his "Winds of Life" windmill project.

In terms of service, Professor Anderson served on numerous Peru State College committees and was involved in selecting campus art work, faculty governance and accreditation work. He also served on the Board for regional arts organizations including the Kimmel Harding Nelson Center for the Arts, which has named a scholarship in his honor.

Finally, I'm confident that Professor Anderson will continue to have a presence on campus, attending events and serving as needed to further the mission of the College.

In short, Professor Anderson has had a significant impact on Peru State College, our students, and the state of Nebraska. I urge you to support Emeritus Status for Dr. Kenneth Anderson.

Sincerely,



Dr. Tim Borchers,  
Vice President for Academic Affairs

Attachment: PSC Ken Anderson Emeritus Materials (2107 : Emeritus Status for Mr. Kenneth Anderson)



# PERU STATE COLLEGE

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150 YEARS

September 27, 2017

Chancellor Stan Carpenter  
Nebraska State College System  
1327 H Street, Suite 200  
Lincoln, NE 68508

Dear Chancellor Carpenter,

This letter is written to present Ken Anderson to the Board for consideration of Emeritus status. This proposal comes with my recommendation that he be awarded Emeritus Status, as he meets all of the requirements for consideration. He served as a full time faculty member for 32 years, earning tenure and the rank of Full Professor.

During his career, Ken was active professionally, served in leadership roles on campus and was a respected teacher. Many current art teachers consider Ken their mentor and note the important influence he had in preparing them as artists and educators. He remained professionally engaged his entire career, receiving recognition and awards for his work at the state level as well as participating in juried exhibitions across the nation and internationally. Ken was a respected member of the community and, although he has moved to South Dakota, he returned to campus for our Sesquicentennial kickoff events at commencement this year. He plans to continue being a part of the Peru State College community.

I have no reservation in strongly recommending Ken Anderson for Emeritus Status.

Sincerely,

Dan Hanson, Ph.D.  
President

**Kenneth E. Anderson** / P.O. Box 93, 215 South Dumont, Woonsocket, South Dakota 57385  
57k385@gmail.com

#### EDUCATION

1980-1983 **University of Nebraska /Lincoln**, Lincoln, NE.  
M.F.A., Sculpture, April 1983.

1979-1980 **University of Nebraska/Omaha**, Omaha, NE.  
B.F.A., Sculpture, Drawing, May 1980.

1975-1977 **University of Nebraska/Omaha**, Omaha, NE.  
1968-1970 B.G.S., Art History, May 1970.

#### EXPERIENCE/TEACHING AND RELATED WORK

May 2016 **Retired from my position at Peru State College**

1984- May 2016 **Professor of Art/Gallery Director**, Peru State College, Peru, NE

1996 **Sabbatical** Jan-Aug 1996 Returned to classroom, PSC, Fall 1996

1993- Present **Chair, Art Department**

1994 **Peru State College**, Professor of Art

1992-1996 **Collegiate Press**  
Alto Loma, California Editorial Advisory Board

1990 **North Central Evaluation Team**  
Omaha Public Schools, Omaha, NE.

1988 **Peru State College**, Peru, NE.  
Appointed Graduate Faculty  
**Moderator, "Central Time" Zone Sculpture Symposium**  
Nebraska Wesleyan University, Lincoln, NE.  
**Juror, United States Air Force Exhibition**  
Peru State College, Peru, NE.  
**Juror**, Bellevue College, Bellevue, NE.

1985 **Juror, United States Air Force SAC Command Exhibition**

1984 **Peru State College**, Assumed full-time faculty position as  
Assistant Professor of Art; 2-D, 3-design, painting, art appreciation, printmaking, drawing  
(foundation through figure drawing), sculpture, art history I & II, studio activities, pottery, & graduate studies.  
**University of Nebraska/Omaha**, Omaha, NE.  
Instructor; figure drawing  
**Peru State College**, Peru, NE.  
Instructor; art exploration, handcrafts, drawing, 2-D design.  
**Omaha Public Schools/Nebraska Arts Council**, Omaha, NE. Artist-in-the Schools; nine week residency.

1983 **University of Nebraska/Omaha**, Omaha, NE.  
Instructor; 3-D design

1981-1983 **University of Nebraska/Lincoln**, Lincoln, NE.  
Graduate Teaching Assistant/Instructor; sculpture, art elements (2-D and 3-D design), drawing.

1982-1983 **All-State Program, Summer Arts**, University of  
Nebraska, Lincoln, NE, Instructor; sculpture, drawing.

1982 **Sheldon Memorial Art Gallery**, Lincoln, NE.  
Consultant; installation of sculpture.  
**Nebraska State Education Association**, Lincoln, NE.  
Juror; student art competition.  
**University of Nebraska/Lincoln**, Lincoln, NE.  
Graduate representative; departmental faculty meeting.

1980-1984 **Joslyn Art Museum**, Omaha, NE.  
Guest Artist; demonstrations, gallery talks.

1981 **Sheldon Memorial Art Gallery**, Lincoln, NE.  
Consultant; restoration and installation of sculpture.

1980 **Sidney Buchanan**, Omaha, NE.  
Installation Assistant; "Turner Park Show", (sculpture).

#### COLLEGE SERVICE

Executive Council/Faculty Association, Art Selection Committee/ Chair 1% For The Arts Selection Committee (1989/90, 2008), Honors Committee, Legislative Liaison Committee, College Affairs Committee, Energy Conservation Committee, Student Appeal Board, Speakers Bureau, Art Guild Sponsor, Academic Adventures Instructor, Elder Hostile Instructor, Designer and Coordinator of the Renovation of the New Art Department Facilities (1985), Library Committee, Designer of 125<sup>th</sup> Logo, 125<sup>th</sup> College Anniversary Committee, Long Range Planning Committee, Designer and Coordinator of New Art Gallery, Committee Chair/North Central Visitation Report Chair/Library Director Search, Chair/Peer Review Committees, Numerous search committees, Art in the Park Committee, Southeast Nebraska Arts Partnership (Kimmel Foundation Grant Administrator), Tenure

Attachment: PSC Ken Anderson Emeritus Materials (2107 : Emeritus Status for Mr. Kenneth Anderson)

and Promotion Committee. Designer and Coordinator of the Renovation of the New Art Department Facilities (2003). Art Selection Committee/ 1% For The Arts Selection Committee (2015) Football Player sculpture/Oak Bowl.

#### JURIED EXHIBITIONS

- 2007 **"Winds of Life"** – Windmill project  
Statewide Nebraska- First Place Award  
**"Draw Your Soul"**  
University of Sunderland, England
- 2006 **"Not to Scale"**  
Target Gallery/ Torpedo Factory Arts Center  
Alexandria/VA
- 1991 **4<sup>th</sup> International Shoebox Sculpture Exhibition**  
University of Hawaii, Honolulu, HI.
- 1990 **Real and Surreal Exhibition**  
Bellevue College, Bellevue, NE.
- 1989 **Photo Stops Exhibition**  
Iowa Western Community College.
- 1988 **3<sup>rd</sup> International Shoebox Sculpture Exhibition**  
University of Hawaii, Honolulu, HI.  
**20<sup>th</sup> Joslyn Biennial**  
Joslyn Art Museum, Omaha, NE.
- 1987 **National Small Sculpture Exhibition**  
Del Mar College, Corpus Christi, TX.  
**Allure of Lures Exhibition**  
Appalachian Center for Crafts, Smithville, TN.
- 1986 **Portfolios Exhibition**  
Omaha, NE.  
**Brown Bag Exhibition**  
University of Nebraska/Omaha, Omaha, NE.
- 1985 **Reflections Exhibitions**  
Hastings College, Hastings, NE.  
**Ninth Fred Wells Exhibition**  
Elder Gallery, Nebraska Wesleyan University, Lincoln/NE.
- 1984 **18<sup>th</sup> Joslyn Biennial**  
Joslyn Art Museum, Omaha, NE.  
**Eighth Fred Wells Exhibition**  
Elder Gallery, Nebraska Wesleyan University, Lincoln/NE.
- 1982 **First International Shoebox Sculpture Exhibition**  
University of Hawaii, Honolulu/HI.  
**Seventh Fred Wells Exhibition**  
Elder Gallery, Nebraska Wesleyan University, Lincoln/NE.
- 1981 **Great Plains Sculpture Exhibition**  
Sheldon Memorial Art Gallery, Lincoln/NE  
**42<sup>nd</sup> Annual Show**  
Sioux City Art Center, Sioux City, IA  
**Sixth Fred Wells Exhibition**  
Elder Gallery, Nebraska Wesleyan University, Lincoln/NE
- 1980 **Masters Touch Exhibition**  
College of Saint Mary, Omaha, NE  
**Fifth Fred Wells Exhibition**  
Elder Gallery, Nebraska Wesleyan University, Lincoln, NE

#### MAJOR EXHIBITIONS/INVITATIONAL EXHIBITIONS

- 2016 **"Retrospective, More or Less"** Peru State college Gallery, Peru/NE
- 2015 **"Family Ties"** exhibition MacRostie Arts Center/ Grand Rapids MN
- 2014 **"Take Me With You Exhibition"** John Michael Kohler Arts Center Sheboygan, Wisconsin  
**"Draw Your Soul", Mount Mary University Milwaukee, WI**  
**"Miniatures"** MacRostie Arts Center/Grand Rapids MN.
- 2013 **"Choose Your Own Adventure: An Exhibition without Borders"** John Michael Kohler Arts Center/ Sheboygan, WI  
**"Miniatures"** MacRostie Arts Center/Grand Rapids MN.
- 201 **"Jar Exhibition"** Brooklyn/NY
- 2011 **"Miniatures"** MacRostie Arts Center/Grand Rapids MN.  
**"Sketchbook Project"** "Art House Co-op Brooklyn/NY (8 exhibitions nationwide)  
Tennessee Valley Museum of Art Tuscumbia, Alabama  
Austin Museum of Art Austin, TX  
29th St Ballroom at Spider House Austin, TX  
SPACE Gallery Portland, ME  
The Granite Room Atlanta, GA

Hillyer Art Space Washington, DC  
 Mercer Gallery at Monroe Community College Rochester, NY  
 LSU Museum of Art, Shaw Center for the Arts Baton Rouge, Louisiana  
 Form/Space Ateller Seattle, WA  
 Madrone Studios San Francisco, CA  
 Hyde Park Art Center Chicago, IL  
 The Clara M. Eagle Gallery Murray State Murray, KY  
 Sail University Winter Park, FL

**Anderson/Waln Exhibition**  
 Stalder Gallery Falls City/NE

2009-11 **10th International Shoebox Sculpture Exhibition**  
 Invited Artist (11 exhibitions worldwide)

2008 **Invitation Group Exhibition**  
 MacRostie Art Center/Grand Rapids MN  
**Invitation Group Exhibition**  
 T.J.'s Brownville/NE

2007 **Invitational 2 Person Exhibition**  
 Falls City/NE  
**"Sputnik Exhibition"**  
 "SO -OH" Gallery, Lincoln/NE (1<sup>st</sup> Place Award)

2006 **Invitational "Mail Show"**  
 Mass Art Gallery, Austin/TX  
**Invitational 2 Person Exhibition**  
 Gallery 72' Omaha/NE

2005 **Invitational Group Exhibition**  
 "SO -OH" Gallery, Lincoln/NE  
**Invitational "BAG" Group Exhibition**  
 Brownville, NE

2004 **Invitational Group Exhibition**  
 Jackson St. Gallery, Omaha/NE

2002 **Invitational Group Exhibition**  
 University of Nebraska/Omaha

2001 **Solo Exhibition**  
 Highland College, Highland/KS

2000 **Solo Exhibition**  
 Concordia University, Seward/NE  
**Solo Exhibition**  
 Doane College, Crete/NE

1999 **Solo Exhibition**  
 Buena Vista University/Storm Lake, Iowa  
**Solo Exhibition**  
 University of Nebraska, Kearney NE

1998 **Solo Exhibition**  
 Nebraska Wesleyan University/Lincoln/NE  
**Solo Exhibition**  
 Sioux City Art Center/Sioux City Iowa

1997 **Solo Exhibition**  
 Gallery 72/ Omaha Nebraska  
**Solo Exhibition**  
 Peru State College/ Peru, NE.

1994 **Boxes Exhibition**  
 University of Nebraska/Lincoln  
**Faculty Exhibition**  
 Peru State College, Peru/NE

1993 **Faculty Exhibition**  
 Peru State College, Peru/NE

1992 **Faculty Exhibition**  
 Peru State College, Peru/NE

1991 **Central Time Zone Sculpture Exhibition**  
 Chicago, Ill.  
**Faculty Exhibition**  
 Peru State College, Peru/NE  
**Group Exhibition**  
 Omaha, NE.

1990 **Faculty Exhibition**  
 Peru State College, Peru/NE  
 Group Exhibition  
 Peru Historical Society, Peru/NE  
**Meriwether Lewis Exhibition**  
 Brownville, NE.

Kenneth E. Anderson

pg.4

- 1988 **Faculty Exhibition**  
Peru State College, Peru/NE  
**Central Time Zone Sculpture Exhibition**  
Elder Gallery, Nebraska Wesleyan University, Lincoln/NE
- 1987 **Three Person Exhibition**  
Washington State University, Pullman/WA  
**Three Person Exhibition**  
Joslyn Art Museum, Omaha/NE  
**Farm Crisis Exhibition**  
Nebraska Wesleyan University, Lincoln/NE  
**Eight Sculptors Exhibition**  
Creighton University, Omaha/NE  
**Faculty Exhibition**  
Peru State College, Peru/NE
- 1986 **Faculty Exhibition**  
Peru State College, Peru/NE
- 1985 **Candy Faculty Exhibition**  
Lincoln, NE.
- 1984 **Group Exhibition**  
Joslyn Art Museum, Omaha/NE
- 1984 **Two Person Exhibition**  
Gallery 72', Omaha/NE
- 1983 **Solo Thesis Exhibition; Sculpture**  
Sheldon Memorial Gallery, Lincoln/NE  
**Two Person Exhibition**  
Mark IV Gallery, Lincoln/NE  
**Group Exhibition**  
Joslyn Art Museum, Omaha/NE  
**Six Sculptor Exhibition**  
Hutchinson Comm. College Art Gallery, Hutchinson/KS
- 1982 **Two Person Exhibition**  
Joslyn Art Museum, Omaha/NE  
**Six Sculptor Exhibition**  
University of Nebraska/Omaha, Omaha/NE  
**Drawing Exhibition**  
University of Wisconsin, Waukesha/WI  
**Group Exhibition**  
Joslyn Art Museum, Omaha/NE
- 1981 **Drawing Exhibition**  
Syracuse University Art School, Syracuse/NY  
**Drawing Exhibition**  
Columbus College of Art and Design, Columbus/OH  
**Group Exhibition**  
Joslyn Art Museum, Omaha/NE  
**Drawing Exhibition**  
University of Iowa, Iowa City/IA
- 1980 **Drawing Exhibition**  
Massachusetts College of Art and Design, Boston/MA  
**Drawing Exhibition**  
Syracuse University Art School, Syracuse/NY

**AWARDS & DISTINCTIONS**

- 2008 "Winds of Life" – Windmill project  
Statewide Nebraska- First Place Award
- 2007 "First Place Award" "Sputnik Exhibition"  
"SO -OH" Gallery, Lincoln/NE
- 2004 **George and Lillian Schottenhamel Named Chair of Humanities**  
Peru State College, Peru/NE
- 2002 **Teaching Excellence Award**  
Peru State College, Peru/NE
- 1990 **Real and Surreal Juror's Merit Award**  
Bellevue University, Bellevue/NE
- 1988 **12<sup>th</sup> Fred Wells Exhibition Juror's Merit Award; Purchase Award**  
Nebraska Wesleyan University, Lincoln, NE.
- 1986 **Brown Bag Exhibition Merit Award**  
University of Nebraska/Omaha, Omaha, NE.
- 1984 **8<sup>th</sup> Fred Wells Exhibition. Juror's Merit Award**  
Nebraska Wesleyan University, Lincoln, NE.
- 1983 **Robert J. Kutak Memorial Purchase Award**  
Sheldon Memorial Art Gallery, Lincoln, NE.
- 1981 **Great Plains Sculpture Exhibition Merit Award;**  
Sheldon Memorial Art Gallery, Lincoln, NE.

Attachment: PSC Ken Anderson Emeritus Materials (2107 : Emeritus Status for Mr. Kenneth Anderson)



- 1980                    5<sup>th</sup> Fred Wells Exhibition Honorable Mention  
 Nebraska Wesleyan University, Lincoln, NE.  
Masters Touch Exhibition Second Place Award;  
 College of Saint Mary, Omaha, NE

#### EXHIBITION REVIEWS/PUBLICATIONS

- 1997                    Omaha World Herald, Omaha, NE.  
 1989                    Woonsocket, S.D./Photo Essay by Ken Anderson  
 published by the Watermelon Press  
 1987                    Omaha World-Herald, Omaha, NE.  
"Metropolitan", Omaha, NE.  
 1986                    Who's Who in American Art  
 1983                    Omaha World-Herald, Omaha, NE.  
Lincoln Journal and Star, Lincoln, NE.  
Who's Who in American Art  
 1982                    Omaha World-Herald, Omaha, NE.  
 1981                    Lincoln Journal and Star, Lincoln, NE.  
Art Express, Vol. 1, no. 2, September-October, pg. 60.

#### COLLECTION/PUBLIC AND PRIVATE (Selected)

- |   |  |
|---|--|
| Sheldon Memorial Art Gallery Lincoln, NE. | Mr. & Mrs. Donald Wagner Omaha, NE     |
| Nebraska Wesleyan University Lincoln, NE. | Ms. Holiday Day Indianapolis, IN.      |
| Omaha Public Schools, Omaha, NE.          | Mr. & Mrs. Ed Fogarty Omaha, NE.       |
| Mr. & Mrs. Larry S. Speers, Omaha, NE.    | Dr. & Mrs. Steve Schulte Auburn/NE     |
| Polly Duryea Humboldt, NE                 | Robert Rogers Omaha/NE                 |
| Mr. & Mrs. Chris Bartro Redding/CT        | Jon Swindell Lawrence/Ks               |
| Mr. and Mrs. Mike Smith Brooklyn/NY       | Mr. and Mrs Josh Anderson Iowa City/IA |
| Mr. and Mrs. Glenn Witzenburg Naples /FL  | Mr. and Mrs. Ben Johnson FI            |

**ITEMS FOR CONSENT AGENDA**

November 17, 2017

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**ACTION:** **Approve Emeritus Status for Dr. Meenakshi Dalal**

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Dr. Meenakshi (Meena) Dalal, a retired faculty member from Wayne State College, has been nominated for emeritus faculty status based upon the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 32 years of teaching.
2. Earned full professor rank in 1993.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service includes serving as an advisor to several students for their honors projects; serving as an advisor to student organizations; serving on the Presidents' Council for Diversity and accompanying students on study abroad trips to China and India.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations includes conducting several research studies for regional businesses and non-profit groups; presenting at the Federation of University Women conference in Austria; serving as president and current member of Nebraska Economic and Business Association; and assisting faculty with international programs i.e. Barbara Engebretsen's water issues project in Africa and Joe Blankenau's economic development project in rural Zambia.

Chancellor Carpenter and WSC President Rames support Dr. Parker'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. Meenakshi Dalal.

**ATTACHMENTS:**

- WSC Meenakshi Dalal Emeritus Materials (PDF)



### 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. Meenakshi Dalal  
Address 1010 E 14th St, Wayne, NE 68787  
Telephone 402-375-5714

#### 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 Department of Business & Economics Faculty, WSC  
Title Chair, Charles J. Parker  
Address 1111 Main St., Wayne, NE 68787  
Telephone 402-375-7036

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

Charles J. Parker 5/9/17  
Signature of Nominator Date

[Signature] 5/9/17  
Signature of Dean Date

Attachment: WSC Meenakshi Dalal Emeritus Materials (2103 : Emeritus Status for Dr. Meenakshi Dalal)

Board of Trustees  
Nebraska State College System

May 1, 2017

Dear Board of Trustees:

It is with great pleasure to nominate Dr. Meenakshi Dalal for consideration for emeritus status in recognition of her contributions to the institution and demonstration of collegiality, competency and leadership during her career.

During her thirty-two year career at Wayne State College, Meena has been an advocate for student advancement, an active scholar, and a contributing member to college and department committees.

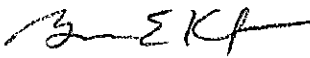
Dr. Dalal has been an advisor for several honors projects during her tenure, has organized and accompanied students on trips to China and India, and has served students as an advisor to the International Club and the Economics Club.

Dr. Dalal has served as President of The Nebraska Economics and Business Association and has been on their planning committee for several years. One year she organized their annual meeting in Wayne, NE and she encouraged student participation in this organization. Dr. Dalal has also been active in the Eastern Economic Association, both as an author and session organizer.

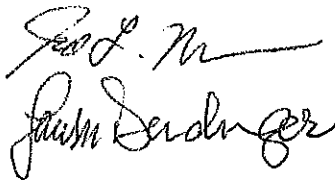
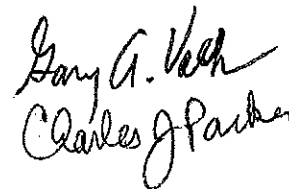

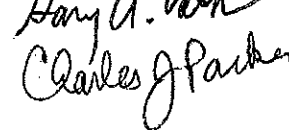
During her tenure at Wayne State, Dr. Dalal has served on many committees, with her more notable contributions to Faculty Senate and the President's Council for Diversity.

The Department of Business and Economics is pleased to support Dr. Dalal in attaining emeritus status as a just reward for a distinguished career.

Sincerely,



Business and Economics faculty  
Wayne State College

Attachment: WSC Meenakshi Dalal Emeritus Materials (2103 : Emeritus Status for Dr. Meenakshi Dalal)

# Wayne State College

1111 Main Street • Wayne, Nebraska 68787 • [www.wsc.edu](http://www.wsc.edu) • Member of the Nebraska State College System • *Our Focus is Your Future*

**PRESIDENT**  
(402) 375-7200

September 29, 2017

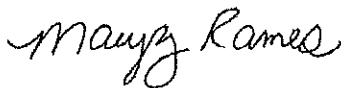
Dear Chancellor Carpenter:

I am writing in support of Dr. Meenakshi Dalal's nomination for Emeritus Status. Her 32 years of service to Wayne State College as an educator and active faculty member makes Dr. Dalal an excellent candidate.

Dr. Dalal is an accomplished faculty member who served in various leadership roles, served on standing committees, and notably provided leadership to the President's Council for Diversity. She has taught various courses, advised many students and has been actively involved in professional organizations in her discipline. Dr. Dalal also published exceptional scholarly works. In Dr. Dalal'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. Dalal receive Emeritus Status.

Cordially,



Marysz P. Rames  
President

# Wayne State

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## Vice President for Academic Affairs

September 25, 2017

Dear President Rames,

This letter is written on behalf of Dr. Meenakshi (Meena) Dalal, in support of her nomination for Emeritus Status. During her 32 year tenure at WSC, Dr. Dalal has been an effective teacher, scholar, mentor, and advisor. As a faculty member in the Department of Business and Economics, Dr. Dalal has served in committee leadership roles, published scholarly works, advised honors students, and participated in numerous service projects. Dr. Dalal's distinguished career, outstanding service record, and potential for future contributions will be an asset to the institution.

I recommend Meena Dalal for Emeritus Status without any reservations.

Sincerely,



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

# Wayne State College

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

July 31, 2017

Board of Trustees  
Nebraska State College System

Dear Board of Trustees:

Based upon Dr. Meena Dalal's performance while a faculty member in the School of Business and Technology and her comprehensive emeritus faculty application, I recommend that you award her emeritus status.

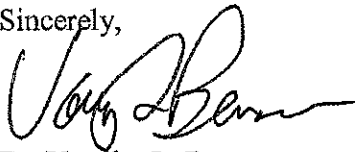
It is my belief that Dr. Dalal has met all of the criteria for emeritus status. She was a very challenging yet caring classroom teacher. She taught at both the undergraduate and graduate levels. Her course organization and delivery was very good. Her student evaluations were overall very positive. Student comments repetitively acclaimed her contribution to their academic growth and development. Dr. Dalal was capable of course delivery via online and other distance learning technologies.

Dr. Dalal has one of the stronger scholarship records in the School of Business and Technology. She is a very competent scholar. She has completed numerous research studies for regional businesses and nonprofit groups, developed and published numerous economic education works, served on discipline-based panels, made numerous presentations and speeches, and was active as an academic reviewer. I am very pleased with the quality and quantity of scholarship that Dr. Dalal has contributed.

Dr. Dalal's service to the college and community was very good. Her application details the long list of committees and other faculty leadership positions that she has held. Dr. Dalal was one of the more willing and cooperative members of the faculty. Her character and professionalism was supportive of the college. Dr. Dalal was a very engaged faculty member.

Dr. Dalal is deserving of emeritus status and I encourage you to approve her application.

Sincerely,



Dr. Vaughn L. Benson  
Dean, School of Business and Technology

July 25, 2017

To Whom It May Concern:

The purpose of this letter is to provide support for Dr. Meena Dalal's application for Emeritus status at Wayne State College.

Dr. Dalal and I began our careers at Wayne State in the same year, 1985. I have served on several committees with her in our tenure there. She has provided economics education to the students of the institution, has been active in service organizations within the community of Wayne, and has been an avid supporter of the multicultural activities of the College. I am confident that she will continue these efforts in the future.

I urge you to consider her application as well as her history with the College and her commitment to its students as well as the College as you review her application.

Thank you,



Curt Frye



# Wayne State

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

July 25, 2017

To: Board of Trustees, Nebraska State College System

I am writing this letter on behalf of Dr. Meena Dalal in support of her application for professor emeritus status in the Nebraska State College System. It is a great pleasure to recommend Dr. Dalal for emeritus status considering her more than 30 years of outstanding service to Wayne State College.

Dr. Dalal's accomplishments easily fill a lengthy résumé, and I will not bother repeating them. Instead, I will testify to the fact that she has long been a fixture on our campus. Her own research, publications, and other college activities serve as an example to junior faculty as to what commitment to this institution is all about. For example, she has carried the banner of Wayne State College and presented at various conferences within Nebraska, the United States, and beyond. However, she is not finished after her talk concludes. Whenever Dr. Dalal has presented papers at various international conferences, she always returns to give campus and community presentations on where she has been and the conditions she has observed. In addition, she has used these experiences to aid in advising many honors projects and has frequently presented as a guest speaker in Honors courses.

Specifically, I have worked with Dr. Dalal for nearly two decades in my position as campus coordinator of the LEAD Global Seminar held at Wayne State College every November. Based at the University of Nebraska-Lincoln, LEAD's mission is "to prepare Nebraska agriculturalists with a strong knowledge base, relevant exposures and experiences, and important leadership and social skills necessary to respond to the major challenges facing our state." At the culmination of a two-year commitment, LEAD Fellows represent Nebraska by traveling abroad and using their acquired leadership skills to connect with agriculturalists in other countries. Dr. Dalal has been a fixture as a campus LEAD presenter for over 25 years, and I am hopeful that she will consent to continuing in her capacity as an economic expert during LEAD training to help prepare Fellows for travel in future years.

In short, a generation of faculty and students have come to consider Dr. Meena Dalal as a consummate professional and an enlightening educator on our campus. I know well the value of her considerable abilities and the qualities she brings to the job. She is an outstanding campus resource, and I give my highest personal and professional recommendation to have her granted emeritus status at Wayne State College.

Sincerely,



Randy Bertolas, Chair  
Department of History, Politics, and Geography

*Equal Opportunity Employer*

Attachment: WSC Meenakshi Dalal Emeritus Materials (2103 : Emeritus Status for Dr. Meenakshi Dalal)

# Wayne State College

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

July 24, 2017

Dear Board of Trustees, Nebraska State College System

I am honored to recommend Dr. Meenakshi Nath Dalal for emeritus status at Wayne State College. I have known Meena for over 20 years and have the highest respect for her as an academic and a person. She is also widely respected across campus for her contributions as both a professor of economics and a member of the WSC community. Having emeritus status at WSC will allow us to continue to have her as a part of campus life, which will significantly benefit students and faculty. First, I will review some of her contributions to WSC over the last three decades and then how she will continue to contribute as an emeritus professor.

Meena has been an incredible asset to WSC in many ways. First, she is an excellent teacher. She was known for being rigorous in the classroom, but also provided students with the support needed to be successful. As a professor of political science, I often recommend students take courses in economics, and so I placed students in her courses over the years. Some of my top students would remark how much they appreciated her as she pushed them to achieve at a very high level and taught them to think critically about complicated issues.

Meena's contributions in the classroom were only a part of her work during her tenure. In particular, she has been a strong supporter of diversity on campus. She is well known across campus for her many presentations on social, political, economic, and cultural issues. For instance, a few years ago she presented, along with a few other faculty, on a panel entitled "China Rising," which explored how China's development would affect the international community.

While Meena has participated in campus presentations and events, she has been a presenter across the country and the world, representing WSC at the highest level. Over the years, she has been particularly noted for her work in economic development, with a focus on women's issues. For example, she presented at the International Federation of University Women conference in Graz, Austria and the Society for International Development conference in Mexico City. In 1999, she was invited to participate in an US-Iran Exchange in Cyprus funded by the W. Alton Jones Foundation that matched Iranians and Americans in their respective fields of study.

Meena has also played a large role in helping international students at WSC. She regularly reaches out to international students to help them acclimate to WSC. Further, she has been an active participant in programming for international students.

Attachment: WSC Meenakshi Dalal Emeritus Materials (2103 : Emeritus Status for Dr. Meenakshi Dalal)

Faculty and students alike also respect Meena because she is a kind and giving person. She has always given freely of her time to help her colleagues and students with academic and other issues. She has many friends on campus and in the community. I know that many people hope that she will stay a part of campus life as much as possible during her retirement.

While I am sorry to see Meena retire because she represents the best of academic life, I know that with emeritus status she still has much to offer. I personally have already asked her to come to my classes to give lectures on India and other topics so my students can draw from her life experiences and knowledge. In the past, I invited her as a guest lecturer in my classes and students were very interested and moved by her background and interesting perspectives. Other faculty also will draw upon her expertise for classroom presentations.

Of course, I know Meena will continue to contribute to diversity and international programs at WSC as well, and that too is an incredible fortune for our community. Her experience in working on issues of diversity will help new faculty who seek to work in that area. She will also continue to be a strong example for international students and students of diversity as they seek their education at WSC.

Further, Meena is a valuable resource for faculty doing international research and engaging in international activities. She has helped Dr. Barbara Engebretsen with her work on water issues in Africa. I will seek her help with work I am doing with a non-governmental organization in Africa assessing the effects of economic development programs in rural Zambia. I am sure that there will be many others who will also seek her help in this regard.

Finally, Meena will continue to be an engaged member of the community of Wayne. She has been active in many parts of the community in the past, including education, our farmers market, and community garden.

In conclusion, I, and many others, are proud to call Meena our colleague and friend. She has enhanced our lives and we look forward to many more years with her in our community. Please let me know if I can provide any additional information.

Sincerely,



Joe Blankenau, Ph.D.

## CURRICULUM VITAE

### MEENAKSHI NATH DALAL

Professor of Economics  
School of Business and Technology  
Wayne State College  
Wayne, Nebraska 68787

Residence: 1010 E. 14<sup>th</sup> Street  
Wayne, NE 68787

Tel: (402) 375-7509 Fax: (402) 375-7245  
e-mail: medalal1@wsc.edu

### EDUCATION

- Ph.D. in Economics** Northeastern University, Boston, Massachusetts 02115 1984  
Dissertation Title: "Import Induced Stagflation in India: An Input-Output Approach"
- M.A. in Economics** Northeastern University, Boston, Massachusetts 02115 1974
- B.Com (Honors in Accounting)** Calcutta University, Calcutta, India 1970

### CONTINUING EDUCATION

- July 1990 Summer Seminar: Women and Work - What Difference Does Gender Make,  
Massachusetts Institute of Technology (MIT), Cambridge, MA.
- June 1995 NSF funded Institute on Incorporating Race and Gender in Teaching Economics,  
Wellesley College, Wellesley, MA.
- Aug 2005 NSF funded short course: Experimental Economics,  
Harvard University Summer School, Cambridge, MA.

### EXPERIENCE

- Jun - Aug 2001 & 2 Visiting Professor, Department of Economics,  
University of California - Berkeley, Berkeley, California 94720
- Jan - Aug 1996 Visiting Scholar, Institute of East Asian Studies  
University of California - Berkeley, Berkeley, CA 94720-2318
- May 2005-July 2006 Visiting Scholar, Humphrey Institute, Hubert Humphrey School of Public  
policy, University of Minnesota, Minneapolis, MN
- Aug 1993 - to date Professor, Economics, Wayne State College, Wayne, NE 68787
- Aug 1988 - July 1993 Associate Professor, Economics, Wayne State College, Wayne, NE 68787
- Aug 1985 - July 1988 Assistant Professor, Economics, Wayne State College, Wayne, NE 68787
- Aug 1985 - 2006 Co-Director, WSC Center for Economic Education,
- Sept 1984 - June 1985 Assistant Professor, Economics, Northeastern University, Boston, MA 02115
- Sept 1979 - June 1984 Instructor, Department of Economics, Northeastern University, Boston, MA 02115
- 1976-79 Teaching Assistant, Northeastern University, Boston, MA
- 1974-76 Administrative Assistant, Student Learning Center, UC Berkeley, CA 94720
- 1972-74 Secretary to the Dean, Boston Bouve' College, Northeastern Univ., Boston, MA



**COLLEGE SERVICES****Faculty Senate 2008-14**

Graduate Council

Library Committee

Assessment Committee

Computer Users Committee

General Education Committee

Student Standards Committee

**Strategic Planning Council 2009-2016****Multicultural Task Force /President's Council for Diversity 2001-2016****Rank Promotion and Development Committee 2002-2005****DIVISION SERVICES**

Executive Council

Student Support Committee

Promotion and Development Committee

Student Organizations:

**ADVISOR:** WSC Economics Forum**MEMBER:** WSC International Club**PUBLICATIONS**

Economic and Social Impact of Microfinance - A Case Study of Rajasthan, India, *Economics & Business Journal: Inquiries & Perspectives*, Vol.6, No. 1, 2015.

"Questioning Consumerism," *Journal of Economics and Development Studies*, Vol. 2, No. 1 pp.01-29, March 2014.

"Federal Spending will Stimulate U.S. Economy," *Wayne State College Alumni Magazine*, Winter 2009.

"Social Technology and Gender Inequality in Rural India" in Janet Rives and Mahmood Yousefi edited *Economic Dimensions of Gender Inequality: A Global Perspective*, Greenwood Publishing Group, 1997.

"Economic Contribution of Rural Women in India" in S. Kulkarni edited *Economic History of India*, BISHMA Project, Bombay, India, 1996.

"Rural Women in a Global Economy," *Development*, Journal of the Society for International Development, 1995.

"Why Do Small Towns Lose Retail Business? An Empirical Investigation" (Co-authors: J. Al-Khatib, M. DaCosta, R. Decker), *Mid-Atlantic Journal of Business*, December 1994.

Book Review: Contrasting Styles of Industrial Reform - China and India in the 1980s by G. Rosen, *Eastern Economic Journal*, Vol. 20, No.3, Summer 1994.

"Women in Rural Economy- A Case for Sustainable Village Based Development" *Proceedings of International Conference on Sustainable Village-Based Development*, ed. by Maurice L. Albertson, Edwin Shinn and Miriam Shinn, Colorado State University, Ft. Collins, CO, November 1993.

"Caste System and Rural Women's Work in Rural India," *International Third World Studies Journal and*

*Review*, 1992, Vol. 4, No.2 pp.44-52.

"Economic Growth or Economic Development for Rural Nebraska?" *Nebraska Economic and Business Association (NEBA) Academic Papers Proceedings of the Annual Meeting*, Lincoln, Nebraska, October 1989.

"Transmission of International Inflation to India: A Structural Analysis"; (co-author Professor G. Schachter, Northeastern University, Boston, Massachusetts); *Journal of Developing Areas*, October 1988.

### PROFESSIONAL ACTIVITIES

Professional activities include research paper presentation, serving as a discussant and chairing sessions at professional conferences, lectures at seminars and colloquia, conducting workshops, slide presentations and speeches given before different civic organizations, campus groups, as well as area schools.

May 26, 2017 "Hello Elephant" – discussion of bio diversity, cultures of Southern African Countries, Botswana, Zambia, and Zimbabwe, and Illegal Ivory Trade." Presentation at Yinghua Academy, Minneapolis, MN,

April 10-11, 2017 Invited presentation at Peru State College, NE on Microfinance in India.

March 29, 2017 "Hello Elephants!" – A Southern African Safari – presentation to campus and community, Wayne State College, sponsored by The WSC Wildlife Society and the Office of Multicultural Center.

March 2017: Interfaith Action Group invited Panel discussion on Hinduism.

Nov 14 2016: "Economic Overview of Laos, Thailand and China", UNL organized Nebraska LEAD Seminar at WSC.

Mar 2016: "Does Microfinance Empower Women? - A Case Study of Rajasthan, India"  
Presented paper and served as Session Chair at Eastern Economic Association (EEA) meeting, Washington, DC.

Oct 2016: Presented paper on Microfinance at NEBA conference, Oct. 18, 2016 at Doane University, NE

May 3 2015: Invited Speaker on Hinduism at Firth United Methodist Church, Wayne, NE

Nov 29, 2014: "Economics and Culture of India", invited speaker at Dr. Joe Blankenau's Comparative Politics Class

Nov 10, 2014: "Economic Overview of India, Nepal & United Arab Emirates (UAE)"

invited lecture at the **UNL organized Nebraska LEAD Seminar**, Wayne State College.

- Sept 23, 2014: Presented on Idea Tuesday, WSC: **Microfinance and Rural Women in India**.
- Sept 16, 2014: Presentation of **"Journey to the Middle Kingdom"** for campus and community, 108 GH, Sponsored by Multicultural Center, WSC
- Apr 16, 2014: Presentation of **"In Search of Siam"** for Campus and Community, 108 GH, Sponsored by the Office of Multicultural Center.
- Mar 6 -9, 2014: **"Economic and Social Impact of Microfinance – A Case Study of Rajasthan, India."** Paper presented at Eastern Economic Association (EEA) annual conference.
- Feb 21, 2013: Presented (translated and read Tagore's Poem) at International Dinner organized by WSC International Club.
- Summer 2013: (Consulting) Dr. Barbara Engebretsen invited me to serve as an **Independent Reviewer of Wayne-Juba Rotary Global Grant for a water project in South Sudan**. Reviewed and advised in the process of writing the grant proposal. The grant was funded.
- Nov 18, 2013 – **"Economic Overview of Slovakia, Poland, and Czech Republic"** invited lecture at the **UNL organized Nebraska LEAD Seminar**, Wayne State College.
- Oct 25, 2013: "Microfinance in India – a Case Study of Rajasthan," paper presented at **NEBA Annual Meeting**, Federal Reserve Bank of Omaha, NE.
- Mar 25, 2013: Invited by **WSC Alpha Kappa Delta** to present at **Women's History Month Panel discussion**, 131 CH, WSC
- Mar 18, 2013: Organized and moderated Panel Discussion on "Dream Act" for the **Diversity Conference, WSC**.
- Oct 23, 2012: Participated at **Campus Community Service Collaboration (CCSC)**, "Voices of Democracy", Wayne Public Library, Wayne, NE
- Nov 12, 2012: **"Economic Overview of Hong Kong, Taiwan and Viet Nam,"** invited lecture at the **Nebraska LEAD Seminar**, Wayne State College, NE.
- May 20, 2012: **"Spirituality of Tagore"** – Invited speaker, **Lake Okoboji Unitarian Universalist Fellowship**, Lake Okoboji, IA.
- May 8, 2012: **"Cultural Diversity of India"** – Invited presentation, **Humanities Council Speaker Bureau, Metro Community College**, Omaha, NE.



Feb 23, 2012: **"China Rising"** Panel discussion (Invited by Dr. J. Blankenau), Gardner Auditorium, WSC

July 18 – Aug 1, 2012 **IDS 399/596: India Study Tour**

Nov 2011: Invited by WSC Political Science students organization - **financial crisis of 2008.**

Oct 12, 2011: Organized **Tagore's 150<sup>th</sup> Birthday Celebration**, Ley Theater, Wayne State College

Dec 1, 2011: Invited to speak at Dr. Kathleen Conway's EPS 300 course: **Peace Studies.**

Nov 14, 2011: **"Economic Overview of Ireland, Northern Ireland, Scotland and England,"** invited lecture at the Nebraska **LEAD Seminar**, Wayne State College, NE.

Oct 13, 2011: Invited to speak at Sherry Dorman's class, **Diverse Family System**, Education Dept.

Mar 2011: Paper Presented. **Effectiveness of Microfinance – Case Study of Rajasthan, Midwest Economic Association, (MEA) St. Louis, MO**

Nov 15, 2010 – **"Economic Overview of Nicaragua, Costa-Rica and Panama,"** invited lecture at the Nebraska **LEAD Seminar**, Wayne State College, NE

Oct 12, 2010 – **"A Conversation on Current Status of U.S. Economy,"** Invited speaker, Democracy Project, WSC.

Dec 2009 – Invited by Jaipur Thar Gramin Bank, Jaipur, Rajasthan, India to undertake field research project to study "Effectiveness of Microfinance." Went to different rural areas of Rajasthan (organized by the Jaipur Thar Gramin Bank) to interview rural women and collect data on microfinance.

Nov 23, 2009: **"Economic Overview of Estonia, Latvia and Lithuania,"** presented at the **UNL Nebraska LEAD Seminar**, Wayne State College, NE.

Nov 3, 2009: **"An Economist's Perspective on Peace."** Guest lecturer, Dr. Kathleen Conway's EPS 300 class – **Peace Studies.**

Nov 1, 2009: Invited speaker: **"Questioning Consumption,"** Sioux City Unitarian Church, Sioux City, IA

Apr 3, 2009: Invited **Humanities Council Speakers Bureau** Presentation: **"Cultural Practices in India,"** Holy Name School, 2901 Fontanelle Blvd., Omaha, NE 68104.

Apr 22, 2008: **Earth Day Panel** discussion on the topic of Community Supported Agriculture, WSC

- Nov 17, 2008: **"Economic Overview of China, Hong Kong, and South Korea,"** presented at the **UNL Nebraska LEAD Seminar**, Wayne State College, NE.
- Nov 12, 2007: **"Economic Overview of Portugal, Spain and Morocco,"** presented at the **UNL Nebraska LEAD Seminar**, Wayne State College, NE.
- Apr 25, 2007: Presented Lecture Seminar **"Questioning Consumption"** at the Humphrey Institute, University of Minnesota, Minneapolis, MN.
- Mar 23, 2007: **"An Exploration of Consumption,"** Paper presented at the **Midwest Economic Association (MEA)**, 71st Annual Conference at Minneapolis, Minnesota; Session 1B – Behavioral and Evolutionary Economics.
- Feb 2005: Invited speaker on Hinduism, Unitarian Universalist Church, Sioux City, IA
- Sept 6, 2005: Guest lecturer at Cathy Finck's class, Family and Consumer Sciences.
- Dec 26, 2005 – Jan 9, 2006 **India Study Tour (399 International Travel 3 Cr. Hr.)**
- April 2005 **"Caste, Class and Gender – Rural Women's Work in India"** presented at **Dana College, Nebraska (Nebraska Humanities Council Speakers Bureau)**
- Sept 2004 Invited by VA Hospital, Omaha to give a presentation for their employees on **"Cultural Practices of India"**.
- July 2004 Invited to speak on Hinduism to **Interfaith Council, Sioux City, IA**
- Feb 2004 **"Cancun Meeting – Contradiction of Globalization"**, paper presented at Eastern Economic Association (EEA), Washington, D.C.
- Mar 2004 Organized and hosted **Northeast Nebraska P-16 Education Council Conference** at Wayne State College.
- Oct 2003 **"A Critical Analysis of Unemployment Rate in the U.S.,"** National Council on Economic Education (NCEE), New Orleans.
- Mar 2003 Organized and hosted **Northeast Nebraska P-16 Education Council Conference** (funded by Nebraska Department of Education), at Wayne State College, NE.
- Mar 2003 **"Debt and Instability in Argentina"**, paper presented at EEA, New York, NY.
- Nov 2002 **"Debt and Instability in Southern Cone Countries in Latin America"** – **UNL Nebraska LEAD Seminar**, Wayne State College, NE.

- Nov 2002 **Two Workshops** (in Norfolk and S. Sioux City) on **Math and Econ – Connections for Life** for K-12 Teachers. Funded by a grant from **National Council on Economic Education**
- Oct. 2002 **"Poverty and Income Disparity in the Era of Globalization," National Council Economic Education (NCEE) Conference, San Diego, CA.**
- Mar 2002 **"Asian Financial Crisis"**, paper presented at Eastern Economic Association, EEA, Boston, MA.
- Nov 2001 **"Asian Financial Crisis"**, UNL Nebraska LEAD Seminar, Wayne State College, NE.
- April 2001 Hosted **Study Tour of Economic Educators from Russia and Ukraine** (grant received from **National Council on Economic Education**)
- April 2001 **International Economics for K-12 teachers** - presented two workshops, in South Sioux City and O'Neill on (Funded by a grant from **NCEE**)
- Nov 2000 **"Nebraska and the World"** - Presented a workshop for K-12 teachers in Norfolk, NE.
- Nov 2000 **"Where in the World is Wayne - WWW"** – International Education Week Workshops (made possible by a grant from the **US Department of Education and State Department administered by NCEE**), Wayne, NE
- Nov 2000 Advisor, International Symposium - AAUW, Washington, D.C.  
**International Perspectives: The Political, Social, and Economic Impact of Education for Women and Girls**
- Feb 2000 Invited presenter on **"Globalization and Women"** at the **Women's Leadership Conference (ICAN)**, Omaha, NE
- Feb 2000 Gave a lecture on **"Population Pressures, Third World Countries and the Status of Women"** at the NE Division of UNA-USA meeting held at Millard West High School in Omaha, (the program was open to students and teachers of Millard West High School).
- Mar 2000 Invited Speaker: **"Globalization and Women in Asia"** at the Santa Rosa Branch of AAUW, Santa Rosa, CA.
- Mar 2000 Organized and chaired a session on Financial Reform in Developing and Transition Economies at the Eastern Economic Association meeting, Washington. D.C. Also presented a paper on **"Debt Crisis of Heavily Indebted Poor Countries (HIPC)"** at a session organized by NCEE/NAEE members at the same conference.
- June 1999 Organized and chaired two sessions on **"Gender Issues – An International**

- Perspectives**" at the College/University Interdisciplinary Symposium of AAUW, Washington, D.C.
- Sept 1999 Presented a paper entitled **"IMF in the Global Economy"** at the National Council on **Economic Education and National Economic Educators Association (NCEE/NAEE)** Joint Meeting, Boise, ID.
- Nov 1999 Invited to participate in **DAPIA (Dialogue and Action between the People of Iran and America) in Cyprus** to represent higher education in the U.S.
- Aug 1998 **"Child Labor in the U.S. - Past and Present,"** invited paper presented at the **International Federation of University Women (IFUW) Conference**, Graz, Austria.
- Apr 1998 Invited to present a seminar on **"Feminist Pedagogy - an International Perspective,"** University of Nebraska - Lincoln, NE
- Apr 1998 Workshop for High School Teachers - **"Economies in Transition."**
- Dec 1997 Wayne Chamber of Commerce Luncheon Speaker - **"Money in the Economy."**
- Nov 1997 Presentations on **Economic Education Week** at Wayne Chamber of Commerce and Wisner-Pilger High School, Wisner, NE.
- Nov 1997 Invited Speaker at Greater Omaha AAUW - **"Women's Work in Sub-Saharan Africa."**
- Oct 1997 Invited Speaker at South Dakota **"Cultural Harmony Day,"** Sioux Falls, SD.
- May 1997 Invited Featured Presenter at the Community Development Teleconference organized by University of Nebraska-Lincoln, Department of Agricultural Economics on **"Rural Women's Work in Nebraska."**
- May 1997 **"Economic Reform and Rural Development in China,"** Northeastern Regional Science Association, Boston, Mass.
- Jan 1997 **"Rural Development in China and India - A Comparative Perspective."** Allied Social Sciences Annual Conference, New Orleans, LA.
- Oct 1996 **Stock Market Game** Workshop for area School Teachers.
- Sept 1996 **"Teaching Chinese Economic Reform"** - National Council on Economic Education Annual Conference, Hawaii.
- July 1996 **"Economic Liberalization in South Asia,"** - Center for South Asian Studies, University

of California-Berkeley, Berkeley, CA.

- July 1996 "Role of Rural Enterprises in Economic Development of China," Economics Dept., University of California, Berkeley, CA.
- Jan 1995 "Non-Farm Employment of Rural Women in India," Allied Social Sciences Association Annual Conference, Washington, D.C.
- Feb 1995 "Worth of Rural Women's Work in Nebraska," Thirty-First Annual Conference of Missouri Valley Economic Association.
- Apr 1994 Chaired a Session and presented a paper on Rural Women in a Global Economy, 21st World Conference of **Society for International Development**, Mexico City, Mexico.
- Mar 1994 Participated at a conference on Enlarging our World View: Undergraduate Education and the Middle East, University of Arizona, Tucson, AZ.
- Jan 1994 "Women's Work in India: A Cultural Perspective" - A slide presentation to Business and Professional Women, Wayne, NE.
- Feb. 1994 "Women and Work in Africa - South of Sahara" a video presentation and lecture celebrating Black History Month and Women's History Month, Wayne State College.
- Nov 1993 "Population, Food Production and World Hunger" -- invited lecture at the UNL Nebraska LEAD Seminar, Wayne State College.
- Oct 1993 "Economic Development/Biodiversity and Women" a lecture at University of Nebraska, Lincoln, World Food Day, sponsored by **Society for International Development, Nebraska Branch**.
- Oct 1993 "Women in Rural Economy - A Case for Sustainable Village Based Development" paper presented at North American Regional Conference, **Society for International Development**, Fort Collins, Colorado.
- Oct 1993 Attended the Annual National Conference of Council on Economic Education, Milwaukee.
- Aug 1993 "Economic System and Human Conflict" - paper presented at Critical Thinking Conference at Sonoma State University, Sonoma, CA.
- Nov 1992 "Management Style and Industrial Relations in Japan," UNL Nebraska LEAD Seminar, Wayne State College.
- Oct 1992 "Economic Reform and Rural Women in India" paper presented at the Third World

- Studies Conference in Omaha, NE
- Sept 1992 Conducted Teleconference Workshop mainly for area school teachers on "**Economics of American Health Care: CODE BLUE**", Wayne State College, Wayne, NE.
- July 1992 "**Economic Reform and Rural Women in India**" paper presented at **Western Economic Association** conference in San Francisco, CA.
- April 1992 "**Economic Contribution of Rural Women in India**" paper presented at the annual Women's Research Conference, University of South Dakota, Vermillion, SD.
- April 1992 "**Labor Market Projections to Year 2000**" Noon-speaker at Social Sciences Career Day, Wayne State College, Wayne, NE.
- March 1992 "**Labor Market Projections to Year 2000, and Career Choices of Women**", presented at the Conference for High School Girls on "**Bright Career Bright Future**" organized by AAUW at Wayne State College, NE.
- March 1992 Discussant for a session titled "**Problems of Developing Economies**" at 1992 **Midwest Economic Association (MEA)** Conference, Chicago, IL.
- Jan. 4, 1992 "**Relationship between Family Income and Women's Welfare - A study of rural India**" paper presented at a session on Social Impact of Development organized by the Association of Indian Economic Studies (**AIES**) at the National Annual Conference of **Allied Social Sciences Associations**, New Orleans.
- Nov 1991 "**Moroccan Harvest: An Analysis of Agricultural Technology Transfer from Western Nations to the Third World Countries**," lecture at UNL Leadership Education/Action Development (**LEAD**) Seminar at Wayne State College, Wayne, NE.
- May 1991 Presentation at the NEBRASKA FACULTY COLLEGE - Teaching in a New Decade, Wayne State College, Wayne, NE.: "**Integrating Gender Issues in College Courses.**"
- May 1991 "**Economic Development and Rural Women's Work**", invited paper presented at the International Conference on Gender and Industrialization in Asia, SUNY, Purchase, NY.
- Jan 1991 "**Rural Women's Work in India - Some Policy Implications**", invited paper presented at **Second Annual Convention of Congress of Political Economists (COPE)**, Boston, MA.
- Dec 1990 "**Caste System and Rural Women's Work in India**", paper presented at the annual meeting of the Association of Social Economics, at the National Conference of Allied Social Sciences Assn., Washington, D.C.

- Nov 1990 "Agricultural Policy of European Common Market," UNL Nebraska LEAD Seminar, Wayne State College
- Nov 1991 Chaired a Session titled "Images of Women in the Media" at the Second Annual Symposium of Journalism Ethics "Mass Media and the Public Mind", Wayne State College, Wayne, NE.
- Sept 1990 Regional conference organized on Women in Society - In Search of a Theory, Wayne State College, Wayne, Nebraska. (Funded by Nebraska Humanities Council)
- April 1990 "Rural Women's Work in India - A Perspective of Caste, Class and Gender", Invited Speaker, Women's Studies Program, University of Nebraska - Omaha, Nebraska.
- March 1990 "Economic Contribution of Rural Women in India", paper presented at the annual meeting of the Eastern Economic Association (EEA), Cincinnati, Ohio.
- Nov 1989 "Gender and Industrialization in Southeast Asia"; Lectured at Leadership Education/Action Development (UNL LEAD) seminar, Wayne State College.
- Nov 1989 Lectured at Neihardt Scholars Colloquium: "An Economic Perspective of Environmental Problems."
- Oct 1989 Presented a paper: "Rural Women's Work Across Income Classes in India" at the National Third World Studies Conference, Omaha, NE.
- October 1989 Presented a paper: "Economic Growth or Economic Development for Rural Nebraska" at Nebraska Economic and Business Association (NEBA) annual conference in Lincoln, NE.
- Sept 1989 "Women's Work in Rural India" a slide presentation at AAUW-Wayne meeting and other multicultural classes on campus.
- April 1989 Invited commentator at the seminar on Gender and Industrialization in Southeast Asia, Columbia University, New York, NY.
- April 1989 Presented a paper: "Time Allocation of Men and Women in Rural Households in Nebraska"; Midwest Economic Association (MEA) meeting, Cincinnati, OH.
- March 1989 Presented two papers: "Formal Labor Force Participation of Rural Women - A Case Study of Nebraska" and "Import Induced Stagflation in India"; Eastern Economic Association (EEA) meeting, Baltimore, MD.
- Nov 1988 "Economic Worth of Rural Women's Work in Nebraska," paper presented at Nebraska

- Economic and Business Association (NEBA)** conference, Lincoln, NE.
- April 1988      Chaired a Session on Economic Development at MEA meeting, Chicago, IL.
- March 1988      Presented a paper: "**Expansion of EEC and its influence on International Agricultural Trade**"; EEA meeting, Boston, MA.
- March 1987      Presented a paper: "**Investment in Farmland - an Empirical Analysis**"; **Midwest Economic Association (MEA)** meeting, St. Louis, MO.
- Nov 1986        "**The European Common Market, its Agricultural Policy and its Implication on U.S. Agricultural Trade**," lectured at the **UNL LEAD Seminar**, Wayne State College.
- May 1986        Presented a paper: "**A Follow-up Study of the Money and Banking Workshop and Some Suggestions**"; Council on Economic Education Regional Meeting; **Federal Reserve Bank, Kansas City, MO.**
- March 1986      Discussant in a session on Agricultural Economics; MEA meeting, Chicago, IL.
- Nov 1985        "**An Economic Overview of India and a Critical Analysis of Her Economic Policy**"; invited lecture at **UNL LEAD Seminar**, Wayne State College, Wayne, NE.
- Aug 1985        Conducted a number of **workshops** on various topics sponsored by the Center for Economic Education, Wayne State College for the area school teachers.

### **GRANTS and HONORS**

- 2001 – 2004      Invited to serve on P16 Education Council and Grant received to form North East Nebraska P16 Regional Council
- 2001              National Council on Economic Education grant to host Study Tour for Russian Educators
- 2001              National Council on Economic Education grant to offer Workshop for Teachers
- 2000              National Council on Economic Education grant for International Education Week Event
- 1999              Wayne State College Faculty Renewal Grant
- 1996              Nominated for Women of the Year Award of Nebraska Commission on Status of Women
- 1994              American Association of University Women (AAUW) Educational Foundation Project Grant
- 1994              Wayne State College Faculty Renewal Grant.
- 1993              Nominated for Nebraska State College System Teaching Excellence Award.
- 1991-92          Wayne State College Faculty Development Grant.
- 1991              Wayne State College Foundation Faculty Renewal Grant.
- 1990              Nebraska Humanities Council Grant to organize inter-disciplinary regional conference on **Women in Society - In Search of a Theory.**
- 1989-90          Wayne State College Faculty Research Grant to continue the study on rural women's work in India.



- 1988-89 Joint Council of Economic Education grant to conduct workshops on Understanding Taxes for High School Teachers in Northeast Nebraska.
- 1988-89 Wayne State College Faculty Research Grant
- 1987-88 American Association of University Women (AAUW) Educational Foundation Research Grant
- 1970 Ranked First in Class, Sivnath Shastri College, Calcutta.
- 1967 Ranked sixth, West Bengal (State) Higher Secondary Exam. in Commerce, India.

**COMMUNITY SERVICES:**

- 2014-15 Invited cooking demonstration of Heart Healthy Food on World Heart Day.
- 2010-15 Invited cooking demonstration at Wayne Farmer's Market
- 2011 Invited cooking demonstration at Norfolk Farmer's Market
- 2001-2004 Nebraska P-16 Education Council
- 1997-99 Education Council, Wayne Chamber of Commerce.
- 1996 Invited Chair, Prairie Star District Women's Retreat, First Unitarian Universalist (organizer, featured speaker and workshops presenter.)
- 1994 Chair, Multicultural Education Advisory Committee, Wayne Public School System.
- 1993 Invited to serve on Wayne **RE-START**, a community development project.
- 1991-92 Chautauqua Committee, Wayne, NE. (Initiated and mobilized Wayne community to bring Nebraska Humanities Council event CHAUTAUQUA in town)
- 1990 Invited to serve on the Steering Committee of Wayne Strategic Planning and Resource Targeting (**START**), a community development initiative.
- 1987-88 Founder, Wayne Elementary Booster (a parent teacher org.) and served as president.

**ITEMS FOR CONSENT AGENDA**

November 17, 2017

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**ACTION:** **Approve Emeritus Status for Dr. John Paxton**

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Dr. John Paxton, a retired faculty member from Wayne State College, has been nominated for emeritus faculty status based upon the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 35 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 consulting with small businesses in the region; advising up to 50 students per year; and publishing many of his research studies.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations includes developing assessment rubrics for the management concentration; reviewing direct and indirect assessment measurements that led to programmatic changes in business curriculum; and conducting numerous research studies in the area of industrialization.

Chancellor Carpenter and WSC President Rames support Dr. Parker'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. John Paxton.

**ATTACHMENTS:**

- WSC John Paxton Emeritus Materials (PDF)



## 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. John Paxton  
 Address 929 Main St., Wayne, NE 68787  
 Telephone 402-375-5023

#### 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 Department of Business & Economics faculty, WSC  
 Title Chair, Charles J. Parker  
 Address 1111 Main St., Wayne, NE 68787  
 Telephone 402-375-7036

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

Charles J. Parker 5/9/17  
 Signature of Nominator Date  
Wayne State 5/9/17  
 Signature of Dean Date

Board of Trustees  
Nebraska State College System

May 1, 2017

Dear Board of Trustees:

It is with great pleasure to nominate Dr. John Paxton for consideration for emeritus status in recognition of his contributions to the institution and demonstration of collegiality, competency and leadership during his career.

During his thirty-five year career at Wayne State College, John has been an active scholar, academic advisor to many students, and a contributing member to college and department committees.

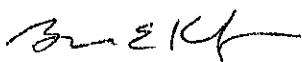
Dr. Paxton has over three dozen publications and proceedings in journals such as the *Journal of Business and Management*, and *DSI Journal of Innovative Education*. A large portion of his work has been in the areas of manufacturing processes, computer and management information systems, and the scholarship of teaching and learning.

Since Management is one of the larger concentrations within the Business program, Dr. Paxton has been the advisor for approximately 50 students per year. As a colleague, we the undersigned can tell you how meticulous John has been in working with students. He has notebooks full of notes about each student. In addition, he has contributed to the WSC Foundation and departmental scholarships, and has been active in supporting the Business honorary group *Sigma Beta Delta*.

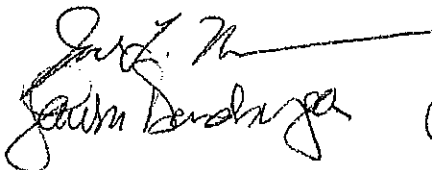
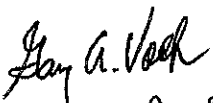

When the Department of Business and Economics embraced program assessment, Dr. Paxton led the way, particularly in the Management Concentration by developing the assessment rubrics for this program. He also contributed to departmental assessment as an active reviewer of direct and indirect assessment measurements that sometimes lead to programmatic changes in the Business curriculum.

The Department of Business and Economics is pleased to support Dr. Paxton in attaining emeritus status as a just reward for a distinguished career.

Sincerely,



Business and Economics faculty  
Wayne State College

# Wayne State College

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**PRESIDENT**  
(402) 375-7200

September 29, 2017

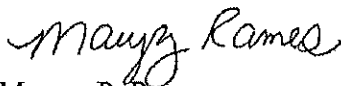
Dear Chancellor Carpenter:

I am writing in support of Dr. John Paxton's nomination for Emeritus Status. His 35 years of service to Wayne State College as an educator and active faculty member makes Dr. Paxton an excellent candidate.

Dr. Paxton is an accomplished faculty member. He excelled as a teacher, advised students, served on standing committees, published exceptional scholarly works, and is actively involved in professional organizations in his discipline. In Dr. Paxton's retirement, I am confident that he will continue to be an active and contributing member of the Wayne State College community.

I highly recommend that Dr. Paxton receive Emeritus Status.

Cordially,



Marysz P. Rames  
President

# Wayne State

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## Vice President for Academic Affairs

September 25, 2017

Dear President Rames,

This letter is written on behalf of Dr. John Paxton, in support of his nomination for Emeritus Status. Dr. Paxton has been an effective teacher, scholar, and mentor at WSC for 35 years. As a faculty member in the Department of Business and Economics, Dr. Paxton has served in numerous committee leadership roles, published exceptional scholarly works, and participated in service projects in the business discipline. Dr. Paxton's potential for future contributions will be an asset to the institution.

I recommend John Paxton for Emeritus Status without any reservations.

Sincerely,



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

# Wayne State College

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

August 2, 2017

Board of Trustees  
Nebraska State College System

Dear Board of Trustees:

Based upon Dr. John Paxton's performance while a faculty member in the School of Business and Technology and his comprehensive emeritus faculty application, I recommend that you award him emeritus status.

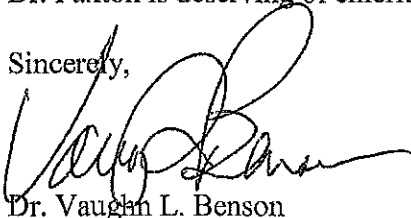
It is my belief that Dr. Paxton has met all of the criteria for emeritus status. He was a very challenging yet caring classroom teacher. He taught at both the undergraduate and graduate levels. His course organization and delivery was very good. His student evaluations were overall very positive and he had excellent rapport with his students. Student comments repetitively acclaimed his contribution to their academic growth and development. Dr. Paxton was capable of course delivery via online and other distance learning technologies.

Dr. Paxton has one of the stronger scholarship records in the School of Business and Technology. He had a variety of scholarly interests and willingly shared them with his students. He has completed numerous research studies in the area of industrialization, developed and published numerous research works, served on discipline-based panels and on several editorial boards, and was active as an academic reviewer. I am very pleased with the quality and quantity of scholarship that Dr. Paxton has contributed.

Dr. Paxton's service to the college and community was very good. His application details the long list of committees and other faculty leadership positions that he has held. Dr. Paxton was a willing and cooperative member of the faculty. His character and professionalism was supportive of the college. Dr. Paxton was a very engaged faculty member.

Dr. Paxton is deserving of emeritus status and I encourage you to approve his application.

Sincerely,



Dr. Vaughn L. Benson  
Dean, School of Business and Technology

Attachment: WSC John Paxton Emeritus Materials (2104 : Emeritus Status for Dr. John Paxton)

July 19, 2017

Emeritus Committee  
Board of Trustees, Nebraska State College System

To Chancellor Carpenter and NSCS Board Members:

Please accept and consider this letter as my letter of support for granting Emeritus status to recently retired Wayne State College faculty member, Dr. John Paxton. I have known Dr. Paxton for over 35 years. As a student in a WSC graduate program, I was fortunate to have him as an instructor. Relatively early in my career as a new faculty member at WSC and while I worked on my Doctoral degree, I had frequent interaction with Dr. Paxton. Upon his return to Wayne State College after being away for a few years, Dr. Paxton and I became colleagues in the former Division of Business. Upon reorganization at WSC in the early part of the new millennium, I became a department chair for the newly-created Computer Technology and Information Systems (CTIS) department and over the ensuing years, Dr. Paxton regularly taught sections of CTIS courses as a portion of his academic load, so I had the experience of working with him in my role as department chair. I have worked with Dr. Paxton on the Management Concentration assessment effort and have worked with him on several other initiatives. I feel that I can comment from an informed perspective on Dr. Paxton's characteristics and his qualifications for emeritus status.

From my perspective as a graduate student, Dr. Paxton demonstrated effectiveness as a faculty member. I am also very grateful for the mentoring that he provided. He is directly responsible for introducing me to the field of General Systems Theory, an area of study that has served me well over my career. He also played an important role in my decision to pursue supporting areas in management science and production/operations management in my doctoral program. I was fortunate to benefit from several excellent mentors during my academic career and Dr. Paxton was one of them.

During my time as a relatively new faculty member, Dr. Paxton offered timely and relevant advice for improving my teaching and advising. He frequently visited with me about the various research papers that I was working on during my doctoral program and my pursuit of tenure at WSC, listening to my questions and offering sound advice. In my own research, Dr. Paxton was a catalyst for ideas worthy of pursuit. I have also observed him serving effectively in the role of catalyst with other faculty and students at WSC. He has freely offered his mentoring and guidance to CTIS faculty and Business/Economics Department (BSEC) faculty over the years as well.

As his resume/vita will attest, Dr. Paxton was involved in activities beyond his solid classroom instruction, advising, and mentoring. He attended appropriate academic conferences, frequently serving as a presenter and in other conference roles. In doing so, he created elevated visibility for WSC and the Nebraska State College System. He leveraged leave of absence time into research and the production of valuable instructional materials for students. Those materials saw immediate and ongoing use. Dr. Paxton also served as a resource to students for Small Business Institute cases, student practicum work, internships, and capstone senior seminar projects.



Page 2 of 2  
John Paxton Emeritus Status  
July 19, 2017

He led the assessment effort for the Management Concentration and was instrumental in the development, design, and implementation of the inclusion of the Project Management component of several majors at WSC. Dr. Paxton's work on small business consulting cases in the WSC service region provided benefits to those clients and increased positive visibility for WSC and NSCS. His breadth of background and his willingness to teach courses where his knowledge and skills were needed allowed him to be of service to both the BSEC department and the CTIS department. For an extended period of time, he actually attended both the BSEC department meetings and the CTIS department meetings, providing service and advice to each area, even though he was required only to attend the BSEC department meetings. At meetings of the School of Business and Technology, Dr. Paxton was always actively engaged in the discussions and consistent in offering his comments on the topics at hand. One of the BSEC department's outstanding alumni award recipients expressed his overwhelming gratitude for the influence that Dr. Paxton had on his academic career and life in a very tangible manner.

In conclusion, please give serious consideration to Dr. John Paxton's application for Emeritus status and grant him the honor of that status. He has demonstrated the characteristics and the service necessary to merit such status. He also has demonstrated that he will make an exemplary Emeritus faculty member, making full use of the benefits the status offers and continuing to engage in activities that reflect positively on Wayne State College. Please contact me if you have any questions.

Respectfully,

*Tim Garvin*

Tim Garvin

Timothy P. Garvin, Ph.D.  
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Computer Technology and Information Systems Department  
School of Business and Technology  
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July 26, 2017

Pat Lutt, Ph.D.  
57230 852<sup>nd</sup> Rd  
Wayne, NE 68787

Nebraska State College System  
1327 H Street  
Lincoln, NE 68508

**RE: Dr. John Paxton Emeritus Application**

This letter is in strong support of Dr. John Paxton's Emeritus application. John has been my colleague for almost twenty years. I believe I even thanked him formally in my dissertation for his well-timed prodding and support. Please note, John was my colleague here at WSC and not on my Ph.D. committee. Into his last weeks John was collaborative and mentoring. A new professor, his colleagues across the hall or a student could be offered career advice and/or encouragement. I consider myself a better professional for knowing him.

John is a published scholar. And, I believe, at this writing he has a book and several articles in progress. When these are published I would expect Wayne State College to be referenced – *John Paxton, Ph.D, Emeritus Faculty, Wayne State College*. Our management students found his current research interesting and useful in their POM (Production & Operation Management) courses and I used, and will continue to use, his findings as well for my basic management classes.

Another example of Dr. Paxton's devotion to Wayne State College was his strong and very visible support of Sigma Beta Delta National Business Honorary here at Wayne State College School of Business and Technology. I counted on his presence at our meetings, recruiting our inductees and help at our annual Banquet.

Dr. Paxton's service to WSC, the School of Business and Technology and the WSC Foundation have been steadfast. John has been a consistent verbal and financial supporter of Wayne State College through the decades. I expect the Foundation support will continue unabated. He is dedicated to Wayne State College and he supports Wayne State College. Isn't that what we desire in our Emeritus Faculty, individuals who loved what they did and where they did it?

It is my hope the Board will look favorably in regard to Dr. Paxton's Emeritus application. Certainly, no one is more deserving.

Sincerely,



Dr. Pat Lutt  
Professor, Department of Business & Economics  
Wayne State College

## JOHN RAY PAXTON

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Wayne, NE 68787

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Wayne State College  
School of Business and Technology  
Department of Business and Economics  
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### EDUCATION

BSEd, Northeastern State College (Oklahoma), 1973: major: Science Education.  
MBA, University of Oklahoma, 1977  
PhD in Management, University of Nebraska, 1988. Primary areas: Management Science (Dr. Sang Lee); Production/Operations Management (Drs. Richard Schonberger and Marc Schniederjans); Computer Information Systems (Dr. Ken Kendall); Strategic Planning and Policy (Dr. Les Digman)

Alpha Chi national honor society, 1973  
Sigma Beta Delta national honor society (charter member), 2003  
Phi Kappa Phi national honor society (charter member), 2007

Private Pilot's license, 1978  
First Degree Red Belt, USTF Tae KwonDo

### GERMANE WORK HISTORY

1992-Present: Professor of Business, Wayne State College

1987-1992: Assistant Professor of Computer Information Systems, Southwest Missouri State University.

1978-1987: Assistant Professor of Business, Wayne State College.

1984-1987: General partner, Mountain-Plains Research; co-founder and senior partner; the firm specialized in computerized inventory control/decision support systems for dental practices nationally.

1979-1981: Organized and directed the first regional Small Business Development Center (SBDC) in Nebraska; built and maintained a network of contacts between industry and the SBDC/Wayne State College, including an SBDC Board of Directors; supervised the assignment and task completion of student/faculty teams to consulting tasks through the SBDC.

1974-1975: Laboratory manager and field-crew chief, Wilson-Wright Laboratories, Tulsa, OK; responsible for scheduling, personnel, and technical supervision; profit/loss responsibility; supervised analytical/bench chemistry and testing in the petroleum and pollution control industries.

1966-1970: United States Navy (Regular); Naval aviation, including nineteen months in Vietnam); aviation ordnance.

## MEMBERSHIPS

Decision Sciences Institute (National, Midwest regional)

### INFORMS

The Production/Operations Management Society

Mountain-Plains Management Conference

Editorial Board, *Inderscience Publications*

Advisory Council, *Harvard Business Review*

## PUBLICATIONS

### Journal Articles

"Taylor's Unsung Contribution: Making Interchangeable Parts Practical." *Journal of Business and Management*. Volume 17, Number 1 (2011), pps. 75 – 84.

"Engineering, Management and Economics: A Case Study in Alloying Disparate Elements." *International Journal of Continuing Engineering Education and Life-Long Learning*, Volume 19, Number 1 (2009), pps. 82 - 96.

"Myth vs Reality: Mass Production in WWII." *Economics and Business Journal: Inquiries and Perspectives*, Volume 1, Number 1, (October, 2008), pps. 91-104.

"Eliminating the Left-brain/Right-brain Conflict Present in the Traditional CPM Method." *International Journal of Information and Operations Management Education*, Vol.2, Number 2, (Fall, 2007), pps. 211 - 220.

"Impossible Problems and Optimality: An Alternative." *POMS Chronicle*, Volume 10, Number 1 (June, 2003), pps. 8-9.

"A Short, Simple Learning Curve Classroom Exercise." *DSI Journal of Innovative Education*, Volume 1, Number 2 (Fall, 2003), pps. 303-307.

"A Modification to Singhal's Hierarchical Network Transportation Problem" (with Tom Margavio), *International Journal of Management Science and Management Information Systems*, Volume 4, Number 2, (December, 1993), pps. 137 - 145.

"MS and MIS: Time for a Truce?" *Information Management Bulletin*, September, 1990.

"Dissociation of CLNPV Protein and Separation of the Fragments by Gel Filtration Chromatography." *University of Arkansas Research Quarterly*, Summer, 1972. (National Science Foundation Undergraduate Research Grant), pps. 111 - 114.

### **Proceedings**

"Environmental Turbulence: Adaptation versus Breakthrough Technologies in the Automotive Industry." With Jeryl Nelson. Proceedings, DSI (Boston); November, 2011

"Wicked Problems, Complexity, and Iteration: environmental change and the tools with which to handle them." Proceedings, Nebraska Economics and Business Association, October, 2011.

"Mr. Taylor, Mr. Ford, and the Advent of High-volume Mass Production." Proceedings, Nebraska Economics and Business Association, October, 2010

"Go Visual: An Alternative Presentation to Teaching and Learning the Critical Path Method." Proceedings, Mountain-Plains Management Conference, October, 2007.

"The Role of Operations Management Leadership in the Allied Victory in World War II: Ford, Sloan, and the Model T." Proceedings, Business and Leadership Symposium, Fort Hays State University, September, 2007.

"Myth vs Reality: Mass Production in WWII." Proceedings, Nebraska Economics and Business Association, October, 2006.

"Toward a Definition of 'Environmental Turbulence' ." Proceedings, National Decision Sciences Institute, November, 2004.

"The 'Not Invented Here' Syndrome: An Exploration of Causes." Proceedings, Midwest Business Administration Association, March, 2004.

"The 'Not Invented Here' Syndrome: A Symptom, Not a Problem" Proceedings, Nebraska Economics and Business Association, October, 2003.

Introduction to Management Science. (self-published) Wayne, Ne. 2002

Basic Production/Operations Management Techniques. (self-published) Wayne, Ne. 2001

"A Multimedia Approach to Teaching Sensitivity Analysis." Proceedings, Midwest Decision Sciences Institute, Lincoln, NE: March, 1998

"Using Interactive Teaching Tools in the Classroom." Proceedings, Society for Learning Technologies, Orlando: February, 1997.

"Workshop on Visual Basic for Operations Management." Proceedings, Production/ Operations Management Society, Indianapolis, March, 1996.

"Using Visual Programming to Enhance Classroom Education." Proceedings, International Conference on Technology in Education. London: March 1994

"Visual Programming: An Enhancement to the Business Classroom" Proceedings, Mountain-Plains Management Conference, October, 1993.

"Microcomputer Simulations: Relevant to P/OM" Presentation, Production/ Operations Management Society national meeting, Orlando, Florida, October, 1992.

"Small Arms Antiaircraft Defense: A Simulation." (with David Crockett; Proceedings, National Decision Sciences Meeting, November, 1991).

"Position: The Interaction of Placement and Random Number Period in Simulation." (with David Crockett); Proceedings, First International Decision Sciences Meeting, Brussels, Belgium, June, 1991).

"Computer Anxiety Measurement: A Critical Survey of Available Instruments." Proceedings, Midwest DSI Meeting, 1991.

"Writing in a Senior Management Science Course: An Empirical Look." Proceedings, National Decision Sciences Institute, 1990.

"Computer Hardware Selection via Goal Programming." Proceedings, National Decision Sciences Institute, 1989.

"S-Curves: A Practical Algorithm." Proceedings, National Decision Sciences Institute, 1988.

"S-Curves: Implications for Production." Proceedings, Midwest Decision Sciences Institute, 1988.

"An Academic DSS: A Support System for a Summer Music Camp." Proceedings, National Decision Sciences Institute, 1986.

"Strategic Planning and Management Science." Proceedings, National Decision Sciences Institute, 1984.

"Systems Dynamics and Libraries: Proof of Concept." Proceedings, Nebraska Library Association, Spring, 1982.

## COMMERCIAL PUBLICATIONS

Four publications (two in *Radio Control Modeler [RCM]* and one each in *FineScale Modeler* and *Model Airplane News*)

## OTHER ACTIVITIES AND HONORS

- Reviewed and discussed papers for both national and regional professional meetings every year since 1984.
- Session chair at Decision Sciences Institute national and regional meetings in 1984, 1986, 1988, 1989, 1990, 1991, 1994, 1996.
- Session chair and Program Committee member, Production/Operations Management Society, 1992, 1996.
- Organized and was charter squadron commander, Wayne Squadron, Civil Air Patrol.
- Appointed Admiral, Navy of Nebraska; an honorary award given by the governor for continuing service to the state.
- Elected one of the Jaycee's Outstanding Young Men of the Year, 1982.
- Active in Cub Scout Den and Pack leadership, Pack 239, 1987-1991.
- Troop Committee member and merit badge counselor, Boy Scout Troop 239 Springfield, MO., 1991-1992.
- Troop Committee Chairman and merit badge counselor, Boy Scout Troop 174 Wayne, NE., 1992-1993.
- Superintendent's Advisory Council, Springfield Public Schools, 1990 -1992.





**ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL**

November 17, 2017

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

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The policy is being revised to include information about advancing sick leave to support staff employees who are excluded from the NAPE/AFSCME bargaining unit.

The System Office recommends approval of the Revisions to Board Policy 5104; Support Staff Emp Excluded from NAPE/AFSCME.

**ATTACHMENTS:**

- Revisions to Board Policy 5104    (PDF)

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104 Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 1 of 15**

### **BOARD POLICY**

The terms and conditions of employment described in this policy apply to full-time and part-time support staff employees who are excluded from the NAPE/AFSCME collective bargaining unit. This policy does not apply to temporary employees or student employees.

### **ABANDONMENT**

Employees may be considered to have abandoned the job if absent from work for longer than two (2) work days without being on approved leave. Abandonment shall be considered as a voluntary resignation not in good standing.

### **BACKGROUND CHECKS**

Offers of employment are contingent on the applicant/employee successfully passing a background check.

### **BENEFITS**

The Board shall make group medical, dental, vision, life, and long-term disability insurance coverages available to employees who are employed full-time on a continuing basis in a budgeted position (at least .75 FTE). Employees employed less than .75 FTE are not eligible for group medical, dental, vision, life or long-term disability coverages, unless coverage is required under the Affordable Care Act.

For medical and dental insurance, the Board will contribute a fixed dollar amount equivalent to eighty-five percent (85%) of the aggregate costs of the individual plan, with the employee responsible for the remaining amount of the cost of coverage. For those employees who opt for coverage under a family plan, the Board will contribute toward either family plan, employee/children or employee/spouse a fixed dollar amount equivalent to seventy-five percent (75%) of the aggregate costs of the family plan, with the employee responsible for the remaining amount of the cost of coverage. When both members of a married couple are employed and request family coverage, each individual will be required to contribute an amount equal to the contribution an employee makes toward single coverage.

The Board will contribute fifty percent (50%) toward the cost of single vision coverage for any plan option selected by the employee.

A life insurance plan offering group term life insurance coverage in the amount of thirty thousand dollars (\$30,000) will be provided at the Board's expense with the employee permitted to supplement the basic coverage with either a ten thousand dollar (\$10,000), twenty thousand dollar (\$20,000), fifty-thousand dollar (\$50,000), one-hundred thousand dollar (\$100,000), or one-hundred eighty thousand dollar (\$180,000) optional life insurance policy addition at the employee's expense. Employees may also purchase a two thousand dollar (\$2,000) dependent life policy on spouse and child, or a five-thousand dollar (\$5,000) dependent life policy on a child, or ten-thousand dollar (\$10,000) coverage for a spouse at the employee's expense. Eligible coverage for children begins at six (6) months of age. In accordance with current policy provisions, employees' life insurance benefits are reduced to 50% at seventy (70) years of age.

A group long-term disability plan will be provided which will pay sixty-six and two-thirds percent (66 2/3%) of salary after ninety (90) days of continuous disability as defined by the insurance carrier. The Board will provide seventy-five percent (75%) of the aggregate costs of this coverage.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104**

**Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 2 of 15**

The Board shall provide an opportunity for employees (employed at least .75 FTE full-time) to voluntarily participate in a flexible spending account, subject to provisions of IRS Code Section 125. Employees may choose to set aside an amount from their paychecks, which is not taxed, in a medical or dependent care account for payment of eligible expenses.

The Board shall make an Employee Assistance Program available for employees (employed at least .75 FTE full-time). The Board shall pay the annual flat rate as established by the program. Any other costs shall be borne by the employee. Records concerning an employee's treatment for alcoholism, drug or stress related problems shall remain separate from other personnel materials. All employee assistance records shall remain confidential.

Employees and their spouses will be allowed to use, free of charge during non-working hours, those facilities belonging to the College that are used to promote wellness. Dependents of employees will be permitted to use these facilities at a reduced rate. Such facilities will be available to employees, their spouses and dependents during the facilities' normal hours of operation and when not being used for classroom instruction or program activities.

### **CORRECTIVE AND DISCIPLINARY ACTION**

The Colleges shall adopt and promulgate rules of conduct for distribution to employees in the form of an employee handbook, including, but not limited to grounds for disciplinary action. The same rules of conduct and disciplinary grounds shall apply to employees located in the NSCS Office.

The right to exercise discipline for just cause is vested exclusively in the Board; provided that an employee who has been disciplined will be advised of the reason or reasons for such action. The level of discipline imposed shall be based on the nature and severity of the infraction. Disciplinary action challenged by the employee as not in conformance with this policy, may be grieved.

The Chancellor is authorized to implement corrective and disciplinary action for System Office employees pursuant to the procedures established in this policy.

Investigatory Suspension. An employee who is under investigation for misconduct, or charged with criminal activity or for other reasons at the discretion of the President or designee may be suspended with pay until such time as it is possible to determine if disciplinary action should be taken. The Chancellor is authorized to implement corrective and disciplinary action for System Office employees pursuant to the procedures established in this policy.

Verbal Counseling. Verbal counseling is an informal level of corrective action. Verbal counseling is not disciplinary action. Verbal counseling is not grievable. It is a warning given by an immediate supervisor in conference with an employee in which the matter is discussed with the employee. The employee will be advised what action is expected of him or her to correct the problem.

Predisciplinary Notice. Prior to imposing discipline, employees are entitled to notice of the allegations against them which will identify the nature of the offense, the rule, policy, or performance standard violated and include an explanation of the evidence against them. The notice will include a description of the incident(s) involved and date(s) of occurrence as applicable.

Employee Opportunity to Respond. Prior to imposing discipline the employee will additionally be entitled to an opportunity to respond to the allegations, present mitigating evidence, or present reasons why disciplinary action should not be taken.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104**

### **Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit**

**Page 3 of 15**

Notice of Disciplinary Action. An employee will be notified in writing whenever any disciplinary action is taken against him or her. The employee must acknowledge receipt by signing the written disciplinary notice. The employee's signature does not constitute agreement with the content of the notice. If the employee refuses to sign, the supervisor and a witness will sign a notation of the employee's refusal on the notice. A copy of the written disciplinary notice will be placed in the employee's personnel file.

#### Types of Disciplinary Action.

**Written Warning.** Written warnings consist of a discussion between the employee and a supervisor in which the supervisor explains in detail the reasons for the warning and then provides a written disciplinary notice to the employee of the action required to correct the unsatisfactory performance, the time allowed for improvement and the consequences, including dismissal, for future violations or failure to improve.

**Disciplinary Probation.** A disciplinary probation may be imposed by the appropriate Vice President or designee for a period of up to six (6) months, but may be extended to a total of one (1) year, during which time the employee's performance must improve. A corrective action plan including the time allowed for improvement and the consequences, including dismissal, for future violations or failure to improve shall be included in the written disciplinary notice.

- i) Employees on disciplinary probation shall not be promoted or granted merit pay increases.
- ii) Employees granted leave while serving disciplinary probation may have their probation extended by the number of days absent on leave.
- iii) Employees may be removed from disciplinary probation by a written notice of the appropriate Vice President or designee.

**Disciplinary Suspension Without Pay.** A period of suspension imposed by the President shall be without pay and shall not exceed five (5) working days. The disciplinary notice informing the employee of suspension shall be dated and include the reason for the suspension, the number of days of the suspension, time allowed for improvement and the consequences, including dismissal, for future violations or failure to improve.

- i) The employee's service date shall be adjusted by the number of calendar days absent during a suspension.
- ii) Employees on suspension shall not be granted paid leave during the suspension period.

**Demotion.** A President may demote an employee to a class of a lower salary grade as a disciplinary action. The employee's duties shall be changed to reflect the new classification. Upon demoting an employee for disciplinary reasons, a President shall reduce the employee's salary a minimum of five percent (5%) and the salary may not be above the Maximum Rate of the new salary grade. However, demoted employees' salaries may be reduced no lower than the minimum salary of the new salary grade. The written notice regarding the demotion time shall specify the time allowed for improvement and the consequences, including dismissal, for future violations or failure to improve.

**PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 5104**

**Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 4 of 15**

**Dismissal.** Dismissal is removal from employment for failure to respond to previous disciplinary actions or when extreme circumstances render any preceding steps unnecessary or inappropriate.

Upon receipt of a supervisor's and/or Vice President's recommendation to dismiss an employee, the President shall inform the employee, in writing, of a time at which the employee may present to the President or designee, any additional facts, material, or evidence regarding the employee's potential dismissal. Failure by the employee to appear shall constitute a waiver by the employee of the aforementioned meeting. The employee may be represented by a third party at the meeting, but the time, date, or place of said meeting shall not be postponed or rescheduled because the representative of the employee is unable to attend unless both the President and the employee mutually agree to another time, date, and/or place.

Within five (5) work days following the scheduled date of the meeting, the President shall provide the employee a copy of his or her recommendations regarding the dismissal. The five (5) day period may be extended upon agreement between the President and the employee. A copy of the President's recommendation shall be forwarded to the employee and the Chancellor. If the President recommends that the employee be dismissed, the written notice shall inform the employee that he or she may request a hearing before an advisory committee by submitting a written request to the President within ten (10) work days of receipt of the notice. If the employee submits a written request for a hearing the President shall refer the proposed dismissal to an advisory committee for a hearing and recommendation. The committee members will be appointed by the President.

The committee will then establish the date, time and place for the hearing and so inform the employee and the President. The committee shall admit and consider evidence submitted by the parties in the form of documents or the testimony of witnesses. The committee will arrange for the hearing to be recorded. The employee shall have the right to attend all evidentiary proceedings of the committee, to present evidence, to examine documents, to question witnesses, and to otherwise present any relevant evidence with respect to the statement of reasons for dismissal. The employee shall also have the right to be represented by an attorney at the employee's expense. Any party who wishes to use a court reporter to take a verbatim transcript may do so at party's own expense. The committee shall adopt rules to be followed which ensure substantive and procedural due process including prior notice of witnesses to be called and documents to be offered in evidence at the hearing, no documents or witnesses not so listed shall be heard, except for the purpose of rebutting oral testimony of the other party or for other justifiable cause found to exist by the committee. The Committee may admit probative evidence as well as exclude incompetent or repetitive evidence.

The hearing shall be conducted within twenty (20) working days of the request for a hearing. The committee shall render its written recommendation along with a complete recording of the hearing to the employee and the President within ten (10) working days after the hearing is closed.

Within ten (10) working days after receiving the recommendation from the committee, the President shall render a decision in writing to the employee and committee. If the President rejects the recommendations of the committee, the President shall state reasons for doing so, in writing, to the committee and the employee. The committee shall have the opportunity within five (5) working days to provide a response for the record.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104**

### **Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit**

**Page 5 of 15**

If the employee is not satisfied with the decision of the President, the employee may make a written request to the Chancellor within ten (10) working days of the receipt of the President's decision. The Chancellor shall render a written decision regarding the dismissal within twenty (20) working days. The decision of the Chancellor, on behalf of the Employer, will be final.

An employee recommended for dismissal for cause shall continue to be an employee until the appeal procedure up to and including the Chancellor only has been exhausted or until the employee has failed to advance his or her appeal in a timely fashion. The President may, at his or her discretion, suspend or reassign the employee to other duties with pay during the appeal procedure.

If the Chancellor recommends dismissal for an employee in the NSCS Office, the employee may request a hearing before a hearing officer by submitting a written request to the Board Chair within ten (10) work days of receipt of the notice. If the employee submits a written request for a hearing the Board shall appoint a hearing officer to conduct a hearing and submit findings of facts and recommendations to the Board for a vote on the dismissal decision. The Board's decision will be final.

### **DRUG AND ALCOHOL TESTING**

In the interest of maintaining a safe, healthy, and efficient workplace for all employees, and to protect the Board's property, information, equipment, and reputation, the Board has established a program to test for drug and alcohol use in the workplace. Testing will be required when reasonable cause exists in the workplace to conduct such a test. The Board shall be responsible to pay for the costs of any such tests. Employees, who may be required under federal law or regulations to submit to random drug and alcohol testing, will be notified of the general testing requirements in writing in advance.

### **GRIEVANCE PROCEDURE**

All regularly employed full-time employees (at least .75 FTE) have grievance rights. Applicants, temporary employees, probationary, part-time employees (less than .75 FTE) and employees located in the NSCS Office do not have grievance rights under this policy.

Employees who are aggrieved as a result of administrative or management actions resulting in an injury, injustice, or wrong involving a misinterpretation or misapplication of rules promulgated by the Board or College rules and regulations may grieve such actions. Presidents and the Chancellor, as appropriate, shall ensure that every possible effort is made to resolve grievances at the College and NSCS Office levels.

The Board has final authority to determine whether or not an issue is grievable and may elect to hear any issue at its discretion. Issues determined to be non-grievable are subject to summary dismissal. The following issues, when done in compliance with established law, rule or policy, are examples of non-grievable matters: performance evaluations; employment appointments including promotions to positions; leave of absence decisions; salary allocations; and, position classification. Employees who have been recommended for dismissal from employment for cause under the provisions of this policy, may not file grievances while the dismissal process is pending.

**Steps.** A grievance will be processed in the following manner:

**Step 1.** The employee will discuss the grievance with his or her immediate supervisor in an attempt to settle the grievance.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104**

### **Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit**

**Page 6 of 15**

**Step 2.** If the grievance is not settled in Step 1, the employee may file a written grievance with the Human Resources Director/AVP within no more than fifteen (15) working days after the employee has knowledge or should have had knowledge of the facts giving rise to the grievance. The written grievance shall be recorded on the designated form. When reducing a grievance to writing, the following information must be stated with reasonable clarity: the exact nature of the grievance, the act(s) of commission or omission, relevant date(s) if known, the identity of individual(s) alleged to have caused the grievance, the rule or policy that was misinterpreted or misapplied and the relief requested.

Upon receipt of the written grievance and prior to issuance of a written response, the Human Resources Director/AVP and the appropriate Vice President shall meet and confer with the employee in an attempt to resolve the grievance. The Vice President shall provide a written response to the employee within ten (10) working days of the date the grievance was filed. If a written response is not received within ten (10) working days, the employee may proceed to Step 3.

**Step 3.** If the grievance is not settled in Step 2, the employee may appeal to the President within ten (10) working days of the receipt of the written response in Step 2, by filing the written grievance form and all prior written responses with the President.

At the employee's request, the President will conduct a conference with the employee in an attempt to resolve the grievance.

Within ten (10) working days of receipt of the written grievance form and all prior written responses, the President will render a written decision to the employee.

**Step 4.** If the grievance is not settled in Step 3, the employee may appeal to the Chancellor, within ten (10) working days of the receipt of the written response in Step 3 by filing the written grievance form and all prior written responses with the Chancellor.

The Chancellor shall notify the employee of his or her final decision, within twenty (20) working days after receipt of the written grievance form, all prior written responses and any additional information the employee wishes to have considered.

Time Limits. Failure of the Employer in any step to render a decision to the employee with the maximum time limits shall automatically allow the employee to proceed to the next step. Failure of the employee to proceed to the next step within maximum time limit shall be considered as termination of the grievance.

### **HOLIDAY SCHEDULE**

Twelve (12) paid holidays are provided each year. Additional holidays may be scheduled at the discretion of the President or Chancellor to match state and federal holiday observances. In order for an employee to be eligible for holiday pay the employee must work his or her scheduled work day before and after the holiday or be authorized to use paid or unpaid leave on the day before and after the holiday. Part-time employees shall receive paid holiday time on a pro-rated basis.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104 Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 7 of 15**

### **LAYOFFS**

The President or Chancellor, as appropriate, decides when a layoff is necessary, and which employees and positions will be affected. Layoffs may be determined necessary because of budget adjustments or reallocations, a modification of position workloads, or elimination of or change in scope of institutional services, or as the result of any other job-related management decision.

Employees to be laid off shall be given as much notice as possible, but at least fifteen (15) working days written notice if employed full-time (at least .75 FTE) and ten (10) working days written notice if employed part-time (less than .75 FTE).

### **LEAVE**

#### **Bereavement Leave.**

At the discretion of the immediate supervisor, up to six (6) days of paid bereavement leave, per fiscal year may be granted to employees. No employee shall be unreasonably denied the use of vacation leave when such additional time is required to settle personal matters related to a death in the immediate family.

#### **Civil Duty Leave.**

An absence with pay will be granted an employee for jury service during the actual period of service, and the employee will retain fees paid him or her as a juror; provided that the employee calls his or her supervisor to determine whether he or she should report for work upon being released from jury duty on any day prior to the end of his or her regular shift.

Absence with pay may be granted for an employee who is subpoenaed as a witness during the actual period of such service; provided that the absence is limited to that period the employee is actually compelled to be present at court, having made reasonable efforts to arrange with the subpoenaing party that the attendance would be so limited. Copies of summons and subpoenas should be provided to the Human Resource Office in advance of the absence.

If an employee is appointed as a clerk, election inspector, or judge on an election or counting board, the employee shall be granted an absence with pay during the time when the employee's physical presence is required by the court or the board. The employee shall retain all fees paid for their civil service.

#### **Crisis Leave Sharing Program.**

Employees may contribute accrued vacation leave or compensatory hours to benefit another employee at the same College who is suffering from a catastrophic illness. Vacation leave or compensatory hours may be donated in no less than one (1) day increments. Hours donated but not used will be maintained in a crisis leave sharing pool and distributed on an as needed basis to eligible employees by a Shared Leave Committee designated by the College.



## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104 Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 8 of 15**

The Committee will determine the amount of donated leave an employee may receive and may only authorize an employee to use up to a maximum of ninety (90) days in a twelve (12) month period. To be eligible to receive donated leave, an employee must have been employed for at least twelve (12) consecutive months and have had absences of at least thirty (30) days during the prior six (6) months and have exhausted all paid leave due to his or her own serious health condition, as defined, and which has caused, or is likely to cause, the employee to take leave without pay.

The crisis leave sharing program will permit salary and health insurance continuation for those employees receiving shared leave.

Employees located in the NSCS Office may contribute vacation leave or compensatory hours to benefit another employee in the NSCS Office under the same terms and conditions listed above.

### Family and Medical Leave

Eligibility. Employees with one (1) year service and who have worked at least one thousand two hundred fifty (1,250) hours during the previous twelve (12) month period will be entitled to take up to twelve (12) work weeks of unpaid family leave during any twelve (12) month period for reasons related to family and medical needs. Eligible employees, male or female, may use family and medical leave:

- 1) for the birth of a child, or the placement of a child with the employee for adoption or for foster care (leave for birth and care, or placement for adoption or foster care must conclude within twelve (12) months of the birth or placement);
- 2) to care for a spouse, child, parents, grandparents, or persons bearing the same relationship to the employee's spouse with a serious health condition;
- 3) for the employee's own serious health condition;
- 4) for any qualifying exigency arising out of the fact that the spouse, or a son, daughter or parent of the employee is on active duty (or has been notified of any impending call or order to active duty) in the Armed Forces in support of a contingency operation.

**Note:** "Child" shall mean biological, adopted or foster child, a stepchild, a legal ward, or child of a person standing in loco parentis

Serious Health Condition. A serious health condition is defined to include:

- 1) An illness, injury, impairment, or physical or mental condition that involves either inpatient care, meaning an overnight stay in a hospital, hospice, or residential care facility, or continuing treatment by a health care provider for three (3) or more consecutive days.
- 2) Any period of incapacity because of pregnancy or prenatal care (even without treatment by a health care provider and even if the absence is less than three (3) days, e.g., morning sickness).
- 3) Any period of incapacity because of a chronic serious condition (even without treatment by a health care provider and even if the absence is less than three (3) days, e.g., an asthma attack).

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104 Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 9 of 15**

- 4) any period of absence to receive multiple treatments by health care providers for reconstructive surgery after an accident or injury, or for a condition that would likely result in a period of incapacity of more than three (3) consecutive days if unrelated, e.g., cancer (chemotherapy), kidney disease, (dialysis).

Use of Paid Leave. Sick or vacation leave may be used at the election of the employee during family and medical leave. Although employees may retain accrued, unused vacation and sick leave, such leave shall not accrue while on family and medical leave.

Requests. Requests for family and medical leave must be submitted to the Human Resource Director/AVP for approval. Appropriate medical certification or documentation may be required. Requests in the NSCS Office should be submitted to the Chancellor.

Notice. To the extent possible, thirty (30) days' notice will be given by the employee.

Insurance Contributions. The Board agrees to continue to pay its portion of insurance premiums during the term of any family and medical leave.

Limitation. In the event two employees are both eligible under this policy, the couple shall be entitled to a combined total of twelve (12) work weeks of leave.

National Defense Authorization Act. An employee who is a spouse, child, parent or next of kin (nearest blood relative) to a member of the Armed Forces who is being treated for, recuperating from or is on the temporary disability retired list due to a serious injury or illness is entitled to a total of twenty-six (26) work weeks of leave during a twelve (12) month period to provide care for the service member as provided by the Family and Medical Leave Act as amended by the National Defense Authorization Act.

### **Inclement Weather/College Closure Leave**

When inclement weather causes College classes to be canceled, all employees, other than those required to report to work to provide emergency or other essential services, will be entitled to take Inclement Weather Leave. Such leave does not require the prior approval of the employee's supervisor. Time spent on Inclement Weather Leave will be charged against the employee's vacation leave balance or time can be made up within thirty (30) working days at the request of the employee, which request shall not unreasonably be denied. When the President declares the College closed, absences will not be charged against employee leave balances. Employees required to report to work to provide emergency or other essential services as determined by the President will be allowed comparable time off on an alternate date mutually agreed upon by the supervisor and the employee. The Chancellor is authorized to make inclement weather leave decisions for employees located in the NSCS Office.

### **Sick Leave**

Employees Hired After 7-1-93. Full-time employees (1.0 FTE) hired after July 1, 1993 shall accrue paid sick leave computed at the rate of eight (8) work hours per month for each calendar month of completed service, not to exceed one-thousand four hundred forty (1,440) hours [or one-hundred eighty (180) days] maximum accumulation of unused sick leave. Part-time employees (less than 1.0 FTE) shall earn sick leave on a prorated basis. Accrual of sick leave shall begin the first day of employment.

**PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 5104**

**Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 10 of 15**

Employees Hired Prior to 7-1-93. Full time employees (1.0 FTE) hired prior to July 1, 1993 shall accrue paid sick leave computed at the rate of eight (8) work hours per month for each calendar month of completed service during the first five (5) years of service. Part-time employees (less than 1.0 FTE) shall earn sick leave on a prorated basis. Additional sick leave days, not to exceed one thousand four hundred forty (1,440) hours [or one hundred eighty (180) days] maximum accumulation of unused sick leave will accrue according to the following schedule:

1-5 years of continuous employment	12 days/year or 96 hours/year
6th year of continuous employment	17 days/year or 136 hours/year
7th year of continuous employment	18 days/year or 144 hours/year
8th year of continuous employment	19 days/year or 152 hours/year
9th year of continuous employment	20 days/year or 160 hours/year
10th year of continuous employment	21 days/year or 168 hours/year
11th year of continuous employment	22 days/year or 176 hours/year
12th year of continuous employment	23 days/year or 184 hours/year
13th year of continuous employment	24 days/year or 192 hours/year
14th year of continuous employment	25 days/year or 200 hours/year
15th year of continuous employment	26 days/year or 208 hours/year
16th year of continuous employment	27 days/year or 216 hours/year
17th year of continuous employment	28 days/year or 224 hours/year
18th year of continuous employment	29 days/year or 232 hours/year
19th year of continuous employment/thereafter	30 days/year or 240 hours/year
Maximum Accumulation	180 days or 1,440 hours

Reasons to Use Sick Leave. Sick leave is available when an employee is ill or injured to the extent of being unable to work. Sick leave may be taken for absences made necessary for medical appointments or by reason of illness, injury, or disability, including temporary illnesses caused by or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery there from, by exposure to contagious disease which may endanger the employee or public health, or by illness in the immediate family making it necessary that the employee be absent from his or her duties. Sick leave is not intended as any earned time off with pay, and will not be granted as such. The term "immediate family" as used in this section will be defined to include the spouse, parents, grandparents, children, stepchildren, grandchildren, legal wards, brothers, and sisters, or persons bearing the same relationship to the employee's spouse.

Transfer. An employee who is transferred within the State College System shall have his or her accrued sick leave transferred to the receiving College or System Office. Employees transferring as an employee from Nebraska State Government or the University of Nebraska System may be eligible to have sick leave hours transferred to the receiving College or System Office at the discretion of the receiving President or Chancellor. Employees transferring to Nebraska State Government or the University of Nebraska System may be eligible to have sick leave hours transferred to the new employer at the discretion of the new employer.

Employees Returning Within One Year. An employee who separates (other than for disciplinary reasons) from employment and returns to employment within one (1) year from the date of termination shall have his or her service for sick leave computed by combining prior continuous service with current continuous service disregarding such period of absence and shall have reinstated to his or her sick leave account all earned sick leave not used at the time of departure.

Employees Returning After One Year. An employee who returns to employment after one (1) year or longer or who retired or voluntarily separated in lieu of retirement shall be considered a new employee (i.e., a new hire) for the purpose of sick leave entitlement.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104 Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 11 of 15**

No Compensation for Unused Sick Leave, Except for Retirement or Death. All sick leaves will expire on the date of separation from employment and no employee will be reimbursed for sick leave outstanding at the time of termination, except in the case of retirement or death.

Compensation at time of Retirement or Death. Employees who are eligible for retirement in the State College System will, upon termination of employment by reason of retirement, be entitled to a one-time payment of one-fourth (1/4) of their accumulated unused sick leave, with the rate of payment based upon their regular pay at the time of retirement. Upon the death of an employee, his or her beneficiary will be paid one-fourth (1/4) of his or her accumulated unused sick leave, with the rate of payment based upon the employee's regular pay at the date of death.

Advancing Sick Leave. The President may advance sick leave in an amount not to exceed a total of forty (40) hours. Sick leave earned thereafter will be applied toward the negative sick leave balance until the amount advanced has been fully reimbursed. Upon separation from employment, employees who have been advanced sick leave and have not yet paid it back, shall reimburse the Board for all advanced and unreimbursed sick leave. The Board is authorized to deduct such amount from the employee's final pay. The Chancellor may advance sick leave to employees located in the System Office.

### Vacation Leave

Employees Hired After 7-1-93. Full time employees (1.0 FTE) hired after July 1, 1993 shall, during the first and second year of employment, accrue paid vacation leave at the rate of eight (8) hours for each calendar month of service completed. Part-time employees (less than 1.0 FTE) shall earn sick leave on a prorated basis. Applicable accrual rates for paid vacation leave after the first two (2) years of employment, up to a maximum accumulation of two hundred eighty (280) hours, are as follows:

1 and 2 years of continuous employment	12 days
3rd year of continuous employment	13 days
4th year of continuous employment	14 days
5th year of continuous employment	15 days
6th year of continuous employment	16 days
7th year of continuous employment	17 days
8th year of continuous employment	18 days
9th year of continuous employment	19 days
10th year of continuous employment/thereafter	20 days
Maximum Accumulation	35 days or 280 hours

Accrual of vacation leave shall begin the first day of employment. At no point in time will an employee be allowed to accrue vacation leave hours in excess of the two hundred eighty (280) hours [or thirty five (35) days] accumulation limit.

Employees Hired Prior to 7-1-93. Full-time employees (1.0 FTE) hired prior to July 1, 1993 shall accrue paid vacation leave at the rate of eight (8) hours for each calendar month of service completed during the first five (5) years of service. Part-time (less than 1.0 FTE) shall earn vacation leave on a prorated basis. Applicable accrual rates for paid vacation leave after the first five (5) years of employment, up to a maximum accumulation of two hundred (280) hours, are as follows:

**PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 5104**

**Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 12 of 15**

1-5 years of continuous employment	12 days/year or 96 hours/year
6th year of continuous employment	15 days/year or 120 hours/year
7th year of continuous employment	16 days/year or 128 hours/year
8th year of continuous employment	17 days/year or 136 hours/year
9th year of continuous employment	18 days/year or 144 hours/year
10th year of continuous employment	19 days/year or 152 hours/year
11th year of continuous employment	20 days/year or 160 hours/year
12th year of continuous employment	21 days/year or 168 hours/year
13th year of continuous employment	22 days/year or 176 hours/year
14th year of continuous employment	23 days/year or 184 hours/year
15th year of continuous employment	24 days/year or 192 hours/year
16th year of continuous employment/thereafter	25 days/year or 200 hours/year
Maximum Accumulation	35 days/year or 280 hours/year

At no point in time will an employee be allowed to accrue vacation leave hours in excess of the two hundred eighty (280) hours [or thirty five (35) days] accumulation limit.

Reasons to Use Vacation Leave. Employees can request to use vacation leave for whatever purpose they choose.

Transfer. An employee who is transferred within the State College System will have his or her accrued vacation leave transferred to the receiving College or System Office. Employees transferring as an employee from Nebraska State Government or the University of Nebraska System may be eligible to have vacation hours transferred to the receiving College or System Office at the discretion of the receiving President or Chancellor. Employees transferring to Nebraska State Government or the University of Nebraska System may be eligible to have vacation hours transferred to the new employer at the discretion of the new employer.

Employees Returning Within One (1) Year. An employee who has separated from employment for any reason other than disciplinary and who returns to employment within one (1) year from the date of separation will have his or her service for vacation leave accrual computed by combining prior continuous service with current continuous disregarding the period of absence.

Compensation for Unused Vacation Leave. Employees upon retirement or separation from employment, will be paid for unused accumulated vacation leave. Upon the death of an employee, his or her beneficiary will be paid for the unused accumulated vacation leave. Payment rates will be based on the regular rate of pay at the time of retirement, separation or death.

Approval to Use Vacation Leave. Approval of employee requests with reasonable and adequate notice for consecutive days of accumulated vacation leave will be subject to the needs of the Board but will not be unreasonably denied.

Transfer Employee. An employee who is transferred within the NSCS will have his or her accrued vacation leave transferred.

Advancing Vacation Leave. The President may advance vacation leave in an amount not to exceed a total of forty (40) hours. Vacation time earned thereafter will be applied to the negative vacation balance until the advanced amount has been fully reimbursed. Upon separation from employment, employees who have been advanced vacation leave and have not yet paid it back, shall reimburse the Board for all advanced and unreimbursed vacation leave. The Board is authorized to deduct such amount from the final pay. The Chancellor may advance vacation

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104**

**Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 13 of 15**

leave to employees located in the System Office.

### **PAY**

Annual pay increases shall only be provided to employees with satisfactory or better performance evaluation reports.

Salary base increases may be paid upon the completion of each academic degree earned after the commencement of employment. Base salary increases will be awarded only on July 1<sup>st</sup> following completion of the degree program. Official transcripts or other appropriate documentation from the awarding institution must be provided to the Human Resources Office prior to July 1<sup>st</sup> in order to receive the salary increase. The amount of the salary base increase will be determined by the President, or by the Chancellor for employees in the System Office.

Salary base increases may be paid upon the completion of each certification program approved by the immediate supervisor in writing that relates to the employee's position and better qualifies the employee to perform assigned tasks. The amount of the salary base increase will be determined by the President, or by the Chancellor for employees in the System Office. After providing the salary increase, the Board has the right to continue to require the employee to maintain a current certificate without further compensation.

An employee assigned by a supervisor to perform the duties of a position in a classification higher than the classification currently held by the employee may receive a temporary pay increase at the discretion of the President, or Chancellor for employees in the System Office.

### **PERFORMANCE EVALUATION**

The President is responsible for determining how and when the performance of employees will be evaluated at the College. The Chancellor is responsible for determining how and when the performance of employees will be evaluated at the NSCS Office.

The purpose of performance evaluations is to promote high levels of achievement; measure, maintain and improve performance; and, provide opportunities for discussion and planning of goals and objectives. Employees will be allowed to participate in the evaluation process and shall be informed of the criteria used to evaluate performance.

### **PROBATION PERIOD**

New employees shall be required to complete a probation period of six (6) months from the date of hire and shall be so notified. Employees who transfer from one College to another may be required, by the immediate supervisor, to complete a probation period. Employees who transfer to another position at the same College may be required, with sufficient written notice, to complete a new probation period.

Extensions. A probationary employee may have the probation period extended for up to an additional six (6) months for reasons of performance, transfer, promotion or leave of absence, at the discretion of the immediate supervisor. The notice of extension will be in writing and will include the specific period of extension. In case of extension for performance reasons the employee will be provided specific performance improvement requirements.

Discharge. Employees may be discharged at any time during the probation period with or without cause. The President or Chancellor will notify the employee in writing of the date the discharge is effective.

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5104**

**Support Staff Employees Excluded from  
the NAPE/AFSCME Bargaining Unit**

**Page 14 of 15**

### RESIGNATION

To resign in good standing, written notice must be given to the campus President or Chancellor, as appropriate, at least ten (10) working days before separation, unless the President or Chancellor agrees to a shorter period.

### RETIREMENT PROGRAMS

Voluntary Retirement Settlement Program. Eligible full-time employees (at least .75 FTE) who elect to surrender their right to continued employment and retire on June 30, 2018, shall in exchange for the surrender of such right, receive a financial settlement incentive of twenty-five percent (25%) of their final year base salary with payment to be made in twelve (12) equal monthly installments following termination of employment. An eligible employee must be fifty-five (55) years of age with ten (10) or more years of consecutive service within the NSCS and must provide six (6) months of advanced written notice. Part-time employees (less than .75 FTE) shall not be eligible for this program.

In addition, the employee will be permitted to remain in the group medical and dental insurance plan offered retirees by Blue Cross/Blue Shield at the time of the employee's retirement. The Board will pay the full cost of such coverage, which includes both the cost the employee would pay if still employed and the cost that the Board pays for such coverage as the employer. Coverage payments will continue for a period of twelve (12) months following retirement. Any COBRA benefits remaining will be available following cessation of the coverage payments. COBRA benefits are not available if the employee elects to enroll in the Direct Bill program. The employee shall be responsible for membership fees required by NSEA.

If the retired employee reaches the age of sixty-five years (65) at any time during the twelve (12) month period of payout, at which time eligibility to participate in the BC/BS retiree plan ceases, the Board will pay an amount equivalent to the full-cost of the 65 Gold Plus Medicare Supplemental Plan offered by the NSEA for the payout period remaining.

If death occurs during the payout period, the employee's beneficiaries or estate will receive any remaining incentive payments due under the terms of this program. The medical and dental benefit will terminate upon the date of death.

No employee will be coerced into participating in this Voluntary Retirement Settlement Program, or have his or her employment terminated for the purpose of preventing him or her from becoming eligible to participate.

The Program is intended to be operative through the time period indicated with salary payments and insurance coverage available only during the fiscal year following retirement.

Early Retirement Incentive Program. The Program is designed to encourage the early retirement of eligible full-time (at least .75 FTE) employees by offering an incentive to retire in the form of paid premiums in the group medical and dental health insurance program offered retirees by Blue Cross Blue Shield at the time of the eligible employees' retirement. The payment of premium will continue until the retired employee becomes eligible for coverage under the federal Medicare program, at which time the paid premiums shall cease. Full-time employees who have completed at least ten (10) years of continuous service within the State College System, and who are sixty (60) years of age or older are eligible to participate in this program upon providing six (6) months of advanced written notice. The employee shall be responsible for membership fees required by NSEA. Part-time employees (less than .75 FTE) shall not be eligible for this program. In order to be eligible for this program, the employee has to meet the five (5) year Educator's Health Alliance continuous coverage requirement. If death occurs during the coverage period, the medical and dental benefit will terminate upon the date of death.

PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 5104

Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit

Page 15 of 15

TUITION PROGRAMS

Only full-time (at least .75 FTE) employees are eligible for the following programs. These programs are not available to the immediate family members of employees whose anticipated employment period is less than six (6) months, regardless of FTE employment status.

Tuition Remission. A sixty-seven percent (67%) tuition remission will be available for employees and immediate family (spouse and children who are twenty-four (24) years of age or younger) members of employees who enroll at a Nebraska State College on a space available basis. The remission does not apply to fees. Although online courses have a single rate, a portion of the rate consists of fees. The remission provided for online courses will be sixty-seven percent (67%) of the equivalent resident tuition rate for an on-campus course. Remissions are subject to the following conditions:

- a) The employee or immediate family member must be admitted as a student of the College and must have met all normal academic requirements for the courses taken.

Employee Tuition Waiver. Employees will be eligible to enroll for credit in course offerings during non-work hours for one dollar (\$1.00) per course on a space available basis. Enrollment and tuition waiver under this provision will be limited to one (1) course of not more than four (4) credit hours each fall and spring semester, and one (1) summer term. One dollar (\$1.00) covers the cost of tuition for purposes of this waiver program and the one dollar (\$1.00) charge is non-refundable. 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. The waiver provided for online courses will be based on the equivalent resident tuition rate for an on-campus course beyond one dollar (\$1.00). Waivers are subject to the following conditions:

- a) Employees must be admitted as students of the College and must have met all normal academic requirements for the courses taken.
b) An employee's work schedule may be arranged, with appropriate supervisory approvals, to accommodate enrollment.

Limitation. An employee may not enroll in courses under the two programs described above simultaneously during the same semester. Only one (1) tuition waiver course may be taken per semester by an employee. Tuition remissions and tuition waivers will not apply to already discounted tuition rates for dual enrollment courses.

Policy Adopted: 1/28/77
Policy Revised: 6/5/93
Policy Revised: 6/2/06
Policy Effective: 7/1/09 Approved: 4/17/09
Policy Effective: 7/1/11 Approved: 3/25/11
Policy Effective: 7/1/13 Approved: 3/15/13
Policy Effective: 7/1/15 Approved: 1/21/15
Policy Revised: 11/13/15
Policy Effective: 7/1/17 Approved: 3/24/17
Policy Revised:

Attachment: Revisions to Board Policy 5104 (2086 : Revisions to Board Policy 5104; Support Staff Emp Excluded from NAPE/AFSCME)





**ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL**

November 17, 2017

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***ACTION:*                                    Approve Memorandum of Understanding with University of  
Thessaly for Greece Study Abroad Program for Wayne State  
College**

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Wayne State requests permission to enter into a Memorandum of Understanding with the University of Thessaly in Volos, Greece for the Wayne State College Greece Study Abroad Program. The study abroad program is planned to take place in May and June, 2018.

The University of Thessaly will serve as a collaborative educational partner with WSC to provide access to facilities to enable students and designated faculty to participate in academic experiences throughout Greece. The University of Thessaly will provide access to resources and sites of historical and cultural significance, and collaborate with WSC faculty in all areas of research, teaching, and learning. Designated WSC faculty will also be available for guest lectures, presentations, or other culturally enriching activities at the request of Thessaly.

The System Office and Wayne State College recommend approval of the Memorandum of Understanding with University of Thessaly for Greece Study Abroad for Wayne State.

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

November 17, 2017

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

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Revisions to Board Policy 3300 provide a definition for a student organization and clarify the permissible sources of revenue for student organizations. Further, the revisions state that faculty advisors must accompany the organizations when they travel and that working as a faculty advisor is within the course and scope of the faculty member's employment.

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

**ATTACHMENTS:**

- Revisions to Board Policy 3300 (PDF)

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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

**Page 1 of 5**

### BOARD POLICY

Students should be encouraged to participate in student government and other student organizations. A student organization is defined as a group of students joined together in pursuit of a common purpose, guided by a constitution or charter and officially recognized by the College pursuant to this policy.

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

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

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

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

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

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

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

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

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

### Constitution/Charter Agreement

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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

**Page 2 of 5**

### Advisors

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

Advisors may be assigned by the College to assist a particular recognized student organization; or, advisors may work with the recognized student organization in a volunteer capacity as service to the College, community, and profession, if approved as a volunteer by the Vice President responsible for Student Affairs. Advisors are presumed to be working within the course and scope of their employment when performing the duties of an advisor, regardless of whether they are working in a volunteer capacity.

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

All student organizations must be accompanied by an advisor when traveling if such travel will involve an overnight stay. All travel by an advisor must be approved pursuant to established Board and College rules and procedures.

### Funding

Student organizations may receive funds from the following sources:

- Student activity fees in an amount to be determined by the Student Senate of the College; and
- Donations from individuals, businesses, or other entities and proceeds from fundraising activities conducted in compliance with this policy.

Student organizations shall not receive any College or Foundation funds.

Nothing herein shall prohibit the College from working with student organizations to co-sponsor activities or events for students. Travel expenses for advisors traveling with student organizations may be paid by the College or by the student organization. Reimbursement of expenses cannot be made directly to the advisor from the student organization. All travel expenses for advisors must be done through normal College procedures.

### College Resources

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

### Contracts

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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

**Page 3 of 5**

### Finances

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

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

### Fundraising Activities

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

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

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

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

### Insurance

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

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

### Student Organization Misconduct

Student organization misconduct which may rise to sanctions includes:

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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

Page 4 of 5

Reports of any student organization misconduct should be referred to the Vice President responsible for Student Affairs. When the Vice President responsible for Student Affairs receives a verbal or written report or otherwise becomes aware of a student organization's alleged misconduct, the Vice President responsible for Student Affairs or his/her designee will conduct an investigation. Student organizations are encouraged to self-report misconduct and take affirmative steps to address misconduct. Nothing herein shall prevent the Vice President responsible for Student Affairs from conducting an initial inquiry to determine whether sufficient information exists to warrant an investigation. Allegations of sex harassment or sexual violence shall be addressed as described in Board Policy 3200; Sexual Violence or Sexual Harassment, Reporting, Policies and Procedures.

#### Investigation and Discipline

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

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

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

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

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

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

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

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

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

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

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

**Page 5 of 5**

### Appeal

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

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

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

### Reinstatement from Probation or Suspension and/or Loss of Recognition

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

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

Policy Adopted: 6/5/93  
 Policy Revised: 3/25/11  
 Policy Revised: 6/15/12  
 Policy Revised: 3/15/13  
 Policy Revised: 6/10/16

[Policy Revised:](#)



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

November 17, 2017

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

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One revision to Board Policy 3400 is to bring the minimum SAT score required for students seeking to qualify for the Board of Trustees' scholarship from 1700 to 1200 which brings it in line with the new SAT score and to keep it equivalent to the ACT composite score of 25.

One additional revision is to bring the range of the minimum SAT score required for students seeking to qualify for the Governor's Opportunity Award from 1500-1650 to 1060-1190 which brings it in line with the new SAT score and to keep it equivalent to the ACT range score of 21-24.

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

**ATTACHMENTS:**

- Revisions to Board Policy 3400     (PDF)

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 1 of 7**

### BOARD POLICY

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

### SYSTEM-WIDE REMISSIONS

#### Board of Trustees' Scholarships

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

1. Have standardized test scores of at least 25 for the ACT or ~~1700-1200~~ composite for SAT;
2. Are enrolling for the first time in a postsecondary institution; and
3. Such other factors which may be considered including grade point average and rank in class as appropriate.

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

The scholarships are not transferable from one College to another. The scholarship will be the waiver of resident tuition up to eighteen (18) credit hours per semester to a maximum of one hundred twenty-eight (128) hours toward an undergraduate degree. All announcements and publicity will be in the name of the Board of Trustees of the Nebraska State Colleges, specifically the Chair of the Board. All authority for the scholarship is the responsibility of the Board. Each President, financial aid officer and/or scholarship committee shall act as an agent of the Board in administering the program as directed by the Board.

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

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

Attachment: Revisions to Board Policy 3400 (2113 : Revisions to Board Policy 3400; Tuition Remission)

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 2 of 7**

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

### **Corporate and Business Partnership Incentive**

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

### **Governor's Opportunity Award**

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

1. Has a standardized test score of 21-24 for the ACT or ~~1500-1650~~1060-1190 composite for SAT; and
2. Is enrolling for the first time in a postsecondary institution.

One (1) student from each College is provided this award each year. The award is not transferable from one (1) College to another. The award will be a waiver of one-half of resident tuition for four (4) years (up to eighteen [18] credit hours per semester up to a maximum of one hundred twenty-eight [128] hours toward an undergraduate degree.) The Governor's Opportunity Award is renewable each academic year, provided the recipient maintains a 3.25 GPA and standards are met.

### **NSCS Advantage Program**

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

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

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

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

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

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 3 of 7**

### **TeamMates Program Award**

The TeamMates Program Award is a collaborative program with TeamMates designed for students who enroll as first-time freshmen at one (1) of the Colleges. Recipients are identified by TeamMates and must meet TeamMates criteria. The College award will be a waiver of one-half resident tuition for four (4) years (up to eighteen [18] credit hours per semester up to a maximum of one hundred twenty-eight [128] hours toward an undergraduate degree).

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

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

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

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

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

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

The scholarships are not transferable from one College to another.

### **Cooperative Schools Scholarships**

Each College is authorized to award scholarships to students entering college for the first time from schools providing student teaching facilities, such scholarships to be for one-half of the tuition costs per semester for up to eighteen (18) credit hours per semester, not to exceed one hundred twenty-eight (128) credit hours toward undergraduate degrees. The College may authorize the cooperating school to designate one (1) such scholarship for each three (3) student teachers served based on recommendations by the high school principal. Criteria for the award includes academic ability (top one-half of class), service to the school and leadership qualities. Scholarships are renewable each academic year, provided the recipient maintains a 2.5 GPA.

### **Student Teacher Supervision Scholarships**

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

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 4 of 7**

### **Employee Tuition Waivers**

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

### **Immediate Family Tuition Remission**

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

### **Survivors of Deceased Employees**

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

### **Yellow Ribbon GI Education Enhancement Program (Yellow Ribbon Program)**

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

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

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

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

### **Member of Active Selected Reserve**

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

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

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 5 of 7**

### Law Enforcement Education Waiver

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

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

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

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

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

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

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

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

### COLLEGE-BASED REMISSIONS

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

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

## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 3400 Tuition Remission**

**Page 6 of 7**

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

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

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

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

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

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

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

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

STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3400 Tuition Remission

Page 7 of 7

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

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

Approved: 1/19/11

Policy Effective: Fall Semester 2017 Approved: 1/17/17  
Policy Revised:

Attachment: Revisions to Board Policy 3400 (2113 : Revisions to Board Policy 3400; Tuition Remission)





## STUDENT AFFAIRS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 3401 Non-Resident Scholars Program

Page 1 of 1

## BOARD POLICY

The Board has authorized a special Non-Resident Scholars tuition rate for qualifying students. This program will be known as the Non-Resident Scholars Program. The program will be available to qualified non-resident students seeking admission to and continuing enrollment at Chadron, Peru or Wayne State College.

The purpose of this program is to increase access for out-of-state students. The program is intended to increase residence hall occupancy and facility utilization.

Academic requirements:

1. Freshman
  - a. Must score a 22 ACT or ~~1530~~ 1100 SAT or above, or
  - b. Must be in the upper half of their high school graduating class, or
  - c. Must have a minimum high school cumulative GPA of 3.25 on a 4.0 scale.
  - d. To continue in the program, students are required to maintain a cumulative 3.0 GPA.
2. Transfer Students
  - a. Must have a 3.0 cumulative GPA for all previous work attempted at all colleges attended.
  - b. To continue in the program, transfer students are required to maintain a cumulative 3.0 GPA.
3. Entering Graduate Students
  - a. Must have a cumulative GPA of 3.5 for all previous work attempted at all colleges attended.
  - b. To continue in the program, graduate students are required to maintain a 3.5 cumulative GPA.
4. Continuing Undergraduate International Students
  - a. Must have a cumulative 3.0 GPA for all previous work attempted at the college.
  - b. To continue in the program, international students are required to maintain a cumulative 3.0 GPA.

*History: The Chadron State College Non-Resident Scholars Program was implemented during the 1988-89 academic year. The Peru State and Wayne State College programs were initiated in 1990-91.*

Legal Reference: RRS 85-504 State educational institutions; fees; waiver  
RRS 85-501 State educational institutions; non-resident fees

Policy Adopted: 1/28/77  
Policy Revised: 2/7/83  
Policy Revised: 10/16/86  
Policy Revised: 6/5/93  
Policy Revised: 3/11/94  
Policy Revised: 11/13/01  
Policy Revised: 4/9/02  
Policy Revised: 9/17/04  
Policy Revised: 6/6/08  
Policy Revised: 6/2/11  
Policy Revised: 9/9/16

Policy Revised:

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

November 17, 2017

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***ACTION:***                                   **First and Final Round Approval of Board Policy 4050;  
Academic and Professional Organizations**

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Policy 4050 is a new policy establishing academic and professional organizations which constitute those groups incorporated into and in support of the academic programming of the College which support and enhance the professional or career development of students. These organizations are added or eliminated by the College and are supported with College funds. Academic and professional organizations are not eligible for student activity fees and are distinct from student organizations formed under Board Policy 3300.

The System Office recommends approval of the Board Policy 4050; Academic and Professional Organizations.

**ATTACHMENTS:**

- Board Policy 4050 (PDF)

## ACADEMICS, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 4050 Academic and Professional Organizations Page 1 of 1**

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### BOARD POLICY

Students should be encouraged to participate in academic and professional organizations. An academic or professional organization is defined as a group that is incorporated into the academic program(s) of the College and whose primary purpose is to support and enhance the academic goals of one or more programs offered at the College and enhance the professional or career development of its students. Such groups may be a local chapter of a state or national organization. Nothing herein shall prevent students from establishing student organizations pursuant to Policy 3300 in support of an academic or professional interest.

The vice president for academic affairs must approve any addition or elimination of an academic and professional organization. Each College shall establish written guidelines for the addition or elimination of academic and professional organizations and the supervision and operation of the organizations by the College. The approval of the addition for an academic or professional organization must include an explanation as to how any individual and/or organization dues will be paid and from what funding source.

Students who are members of an academic and professional organization may not travel to, or participate in, a conference or competition without prior approval of the vice president for academic affairs.

Membership in an academic and professional organization must be available to all students who meet eligibility requirements.

All academic and professional organizations shall operate within all applicable state and federal laws and regulations, Board policies and College rules including, but not limited to, those related to travel, fundraising, purchasing, and expenditures.

Academic and professional organizations shall not receive funding from student activity fees and shall not maintain separate accounts. All funding in support of an academic and professional organization shall be accounted for within the College's regular operating budget. Fundraising may be done through the College Foundation in accordance with College and Foundation rules regarding fundraising by College departments, with funds received then transferred to the College for expenditure.

Policy Adopted:



## ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

November 17, 2017

**ACTION: Acceptance of Revenue Bond Audit Report for Fiscal Year Ending June 30, 2017**

BKD has completed the audit report for the revenue bond programs at the Colleges for years ending June 30, 2017 and June 30, 2016. The 2002 Master Resolution calls for an annual audit of the records of the revenue bond program to show revenues, fees, and earnings credited to the program, the financial condition at the close of the fiscal year, transactions during the year, a review of insurance carried on the facilities and other buildings, the percentage of occupancy and use of the facilities, and any other matters deemed relevant and necessary to make the audit informative. The audit is a systemwide report, with information for each of the Colleges provided, along with system summaries. The audit incorporates information for the 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2016B, and 2016C supplemental issues. The audit is completed on an accrual basis.

Board Policy 9005 requires that CSC and WSC maintain a minimum 125% debt service coverage and PSC a 135% debt service coverage ratio. This policy helps make our bonds attractive in the market. Historical and current ratios are shown below.

### DEBT SERVICE COVERAGE

	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
CSC	331%	875%	206%	191%
PSC	292%	332%	320%	233%
WSC	272%	371%	364%	235%

BKD indicates that the financial statements “present fairly, in all material respects, the financial position of the Nebraska State Colleges Student Fees and Facilities Revenue and Refunding Bond Program as of June 30, 2017 and 2016, and the changes in its financial position and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.”

The System Office recommends approval of the Acceptance of Revenue Bond Audit Report for Fiscal Year Ending June 30, 2017.

### **ATTACHMENTS:**

- NSCS Revenue and Refunding Bond Program 2017 Financial Statements (PDF)

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**

Independent Auditor's Report and Financial Statements

June 30, 2017 and 2016



**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**June 30, 2017 and 2016**

**Contents**

<b>Independent Auditor’s Report</b> .....	<b>1</b>
<b>Management’s Discussion and Analysis</b> .....	<b>3</b>
<b>Financial Statements</b>	
Statements of Net Position .....	8
Statements of Revenues, Expenses and Changes in Net Position .....	9
Statements of Cash Flows .....	10
Notes to the Financial Statements .....	12
<b>Supplementary Information</b>	
Schedule 1-1: Schedules of Net Position .....	30
Schedule 1-2: Schedules of Revenues, Expenses and Changes in Net Position .....	32
Schedule 1-3: Schedules of Cash Flows .....	34
Schedule 2: Schedules of Revenues, Expenses and Changes in Net Position by Fund Type.....	38
Schedule 3-1: Trustee’s Account Activity – Chadron State College .....	40
Schedule 3-2: Trustee’s Account Activity – Peru State College.....	41
Schedule 3-3: Trustee’s Account Activity – Wayne State College.....	42
Schedule 4: Rentals.....	43
Schedule 5: Operation and Maintenance Fund Expenditures .....	44
Schedule 6: Insurance in Force (Unaudited).....	45
Schedule 7-1: Debt Service Coverage – Chadron State College.....	46
Schedule 7-2: Debt Service Coverage – Peru State College .....	47
Schedule 7-3: Debt Service Coverage – Wayne State College .....	48
Schedule 8-1: Bonds Outstanding – Chadron State College .....	49
Schedule 8-2: Bonds Outstanding – Peru State College .....	50
Schedule 8-3: Bonds Outstanding – Wayne State College .....	51
Schedule 9: Occupancy (Unaudited) .....	52



## Independent Auditor's Report

The Board of Trustees  
 Nebraska State Colleges Student Fees and Facilities Revenue and Refunding Bond Program  
 Lincoln, Nebraska

We have audited the accompanying financial statements of the Nebraska State Colleges Student Fees and Facilities Revenue and Refunding Bond Program (the Program), a program of the Nebraska State College System, as of June 30, 2017 and 2016, and the related notes to the financial statements, which collectively comprise the Program's basic financial statements as listed in the table of contents.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Opinion*

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Nebraska State Colleges Student Fees and Facilities Revenue and Refunding Bond Program as of June 30, 2017 and 2016, and the changes in its financial position and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### *Other Matters*

#### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis listed in the table of contents be presented to supplement the basic financial statements. Such information, although not part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

#### *Other Information*

Our audits were conducted for the purpose of forming an opinion on the financial statements that collectively comprise the Program's basic financial statements. Schedules 1-9 as listed in the table of contents are presented for purposes of additional analysis and are not a required part of the basic financial statements.

Schedules 1-5, 7 and 8 are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, Schedules 1-5, 7 and 8 are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Schedules 6 and 9 have not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on them.

*BKD, LLP*

Lincoln, Nebraska  
October 30, 2017

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Management's Discussion and Analysis**  
**Years Ended June 30, 2017 and 2016**

***Introduction***

The following is an overview of the financial position and changes in net position of the Nebraska State College Systems Student Fees and Facilities Revenue and Refunding Bond Program (the Program). Management has prepared the following discussion and analysis and it is intended to be read in conjunction with the financial statements and related notes that follow this section.

The Board, for the benefit of the Nebraska State Colleges, issues bonds to finance the construction, repair, and maintenance of revenue bond buildings owned and operated by the Board of Trustees of the Nebraska State College System. The Program provides funding for general operations as well as funding for various construction and renovation projects as specified by the individual bond documents. The Program is designed to provide greater flexibility to finance revenue bond projects at the three Colleges. The current revenue bond master resolution was approved in 2002 by the Board.

The financial statements include the following bonded projects for the years ended June 30, 2017 and 2016:

<b>Bonds</b>	<b>Financing Objective</b>
Student Fees and Facilities Revenue Bonds Series 2010	Pile Hall Improvements at Wayne State College
Student Fees and Facilities Revenue Bonds Series 2011	Morgan Hall Improvements at Peru State College
Student Fees and Facilities Revenue Refunding Bonds Series 2012	Refund Series 2002 Bonds for Peru State College and Wayne State College
Student Fees and Facilities Revenue Bonds Series 2013	Eagle Ridge Housing and Various Roof Repairs for Chadron State College
Student Fees and Facilities Revenue Refunding Bonds Series 2014	Refund Series 2003 Bonds for Chadron State College
Student Fees and Facilities Revenue Bonds Series 2015	Delzell Hall Improvements at Peru State College
Student Fees and Facilities Revenue Bonds Series 2016	Bowen Hall Improvements at Wayne State College
Student Fees and Facilities Revenue Refunding Bonds Series 2016B	Refund Series 2010 Bonds for Wayne State College
Student Fees and Facilities Revenue Refunding Bonds Series 2016C	Refund Series 2011 Bonds for Peru State College

***Financial Highlights***

The financial position of the Program remained favorable during the year ended June 30, 2017, with operating income that provided a debt service coverage ratios of 191% for Chadron State College, 233% for Peru State College and 235% for Wayne State College. Debt service coverage ratios were 206% for Chadron State College, 320% for Peru State College and 364% for Wayne State College in 2016 and 875% for Chadron State College, 332% for Peru State College and 371% for Wayne State College in 2015. This performance is in line with expectations. The debt service ratio required by the Master Resolution is 110%;

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Management's Discussion and Analysis**  
**Years Ended June 30, 2017 and 2016**

however, Board policy requires Chadron State College and Wayne State College maintain a minimum 125% debt service coverage and Peru State College maintain a 135% debt service coverage ratio.

Operations of the Program declined in fiscal year 2017 with operating income posting a 69.60% decrease over 2016. This compares with a decrease of 16.09% from fiscal year 2015 to 2016. From fiscal year 2016 to 2017, revenues decreased by 6.83% while expenses increased by 2.81%, creating the operating income decrease of \$1,963,544. From fiscal year 2015 to 2016, revenues increased by 2.03% while expenses increased 5.52%, creating an operating income decrease of \$541,074. Cash flows from operations were \$2,665,925 in 2017 compared to \$4,316,857 in 2016 and \$4,795,954 in 2015.

The student fee portion of the Program is dictated by a per credit hour fee. For fiscal year 2017 the revenue bond portion of the facilities fee was \$16 per credit hour at Chadron State College, \$24 per credit hour at Peru State College and \$18.15 per credit hour (\$244.20 maximum per semester) at Wayne State College. The revenue bond portion of the facilities fee was \$16 and \$16 per credit hour at Chadron State College, \$22 and \$20 per credit hour at Peru State College and \$16.75 and \$16.50 per credit hour (\$225 and \$198 maximum per semester) at Wayne State College for fiscal years 2016 and 2015, respectively. Student fee revenue generated through this per credit facilities fee was \$3,264,446, \$3,231,066 and \$3,179,003 for fiscal years 2017, 2016 and 2015, respectively. The overall increase in facilities fee revenue from 2015 to 2017 was \$85,443 or 2.69%.

Overall Program occupancy of residence halls declined for fiscal year 2017 with a 67% combined occupancy rate for the fall semester and a 58% combined occupancy rate for the spring semester, mostly due to two residence halls offline for renovations. In 2016 and 2015, respectively, the combined occupancy rates for the fall semester were 77% and 80% and for the spring semester were 66% and 67%.

### **Using the Financial Statements**

The financial statements of the Program include the statements of net position; the statements of revenues, expenses and changes in net position; and the statements of cash flows. These statements are prepared in accordance with Governmental Accounting Standards Board (GASB) Statement No. 34, *Basic Financial Statements – and Management's Discussion and Analysis – for State and Local Governments*, as amended by GASB Statement No. 35, *Basic Financial Statements – and Management's Discussion and Analysis – for Public Colleges and Universities*. The statements are presented on a combined basis to focus on the revenue-producing activities and the trusteed accounts of the Program as a single reporting entity.

The statements of net position include the operating facilities of the Program and the related trusteed accounts of the respective bond issues. The statements of revenues, expenses and changes in net position depict the combined operating revenues and expenses of the Program, which, when combined with the nonoperating revenues and expenses, provide resources for debt service as well as the purchase, construction and renovation of the designated facilities. The statements of cash flows show the sources and uses of cash from operations, investing activities and capital and other financing activities.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Management's Discussion and Analysis**  
**Years Ended June 30, 2017 and 2016**

**The Statements**

Condensed statements are presented below in an all-inclusive format for the Program for the fiscal years ended June 30, 2017, 2016 and 2015.

Current assets consist of resources held by the bond trustee that are designated or restricted by the bond covenants for current maturities of bonds and related interest. Noncurrent assets are primarily capital assets that are presented net of accumulated depreciation of \$33,680,090, \$32,243,921 and \$30,829,217 at June 30, 2017, 2016 and 2015, respectively, and resources held by the bond trustee for debt service and Program expenditures.

Current liabilities comprise accounts and accrued interest payable and amounts due the next year for accrued compensated absences, capital lease payable, bond obligations payable and unearned revenues. Noncurrent liabilities represent accrued compensated absences, capital lease obligations due after one year and bond obligations due after one year along with the noncurrent portion of unearned revenue related to longevity bonus revenues and investment (improvement) revenues from food service and/or vending contractors.

The classification of net position includes amounts restricted for debt service of \$1,768,620, \$1,401,110 and \$1,516,118 as of June 30, 2017, 2016 and 2015, respectively. These amounts include bond reserves.

**Condensed Statements of Net Position**

	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Assets</b>			
Current Assets	\$ 17,602,050	\$ 18,357,596	\$ 18,142,606
Noncurrent Assets	63,359,844	62,495,271	41,383,929
Total assets	<u>80,961,894</u>	<u>80,852,867</u>	<u>59,526,535</u>
<b>Deferred Outflows of Resources</b>	<u>39,737</u>	<u>43,515</u>	<u>47,293</u>
<b>Liabilities</b>			
Current Liabilities	5,949,450	4,088,253	3,318,654
Noncurrent Liabilities	42,939,927	45,150,634	26,678,040
Total liabilities	<u>48,889,377</u>	<u>49,238,887</u>	<u>29,996,694</u>
<b>Net Position</b>			
Net investment in capital assets	18,000,511	16,114,191	14,002,452
Restricted for			
Debt service	1,768,620	1,401,110	1,516,118
By enabling legislation	12,343,123	14,142,194	14,058,564
Total net position	<u>\$ 32,112,254</u>	<u>\$ 31,657,495</u>	<u>\$ 29,577,134</u>

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Management's Discussion and Analysis**  
**Years Ended June 30, 2017 and 2016**

The condensed statements of revenues, expenses and changes in net position depict the combined financial activities of the Program. The operating income provides resources to pay debt service on bond obligations. The operating income is net of depreciation of \$1,606,390, \$1,630,316 and \$1,604,386 for the years ended June 30, 2017, 2016 and 2015, respectively.

**Condensed Statements of Revenues, Expenses and Changes in Net Position**

	<u>2017</u>	<u>2016</u>	<u>2015</u>
<b>Operating Revenues</b>			
Rentals	\$ 7,377,973	\$ 8,036,450	\$ 7,965,011
Food Service	8,611,546	9,235,217	9,026,729
Facilities	3,264,446	3,231,066	3,179,003
Bookstore	202,085	239,328	225,944
Other	290,311	451,216	375,930
Total operating revenues	<u>19,746,361</u>	<u>21,193,277</u>	<u>20,772,617</u>
<b>Operating Expenses</b>			
Food Service	5,890,745	6,027,822	5,833,914
Other	12,997,771	12,344,066	11,576,240
Total operating expenses	<u>18,888,516</u>	<u>18,371,888</u>	<u>17,410,154</u>
<b>Operating Income</b>	857,845	2,821,389	3,362,463
<b>Nonoperating Revenue (Expenses)</b>	(403,086)	(741,028)	(461,359)
<b>Increase in Net Position</b>	<u>454,759</u>	<u>2,080,361</u>	<u>2,901,104</u>
<b>Net Position, Beginning of Year</b>	31,657,495	29,577,134	26,676,030
<b>Net Position, End of Year</b>	<u>\$ 32,112,254</u>	<u>\$ 31,657,495</u>	<u>\$ 29,577,134</u>

**Long Term Debt Activity**

No new debt was issued during fiscal year 2015.

During fiscal year 2016, two new money revenue bond issues and one refunding revenue bond issuance occurred. On December 17, 2015, the Program settled \$8,935,000 in Student Fee and Facilities Revenue Bonds, Series 2015 for the renovation of Delzell Hall at Peru State College. On January 21, 2016, the Program settled \$11,270,000 in Student Fee and Facilities Revenue Bonds, Series 2016 for the renovation of Bowen Hall at Wayne State College. On March 18, 2016, the Program settled \$3,810,000 in Student Fee and Facilities Revenue Refunding Bonds, Series 2016B to current refund Series 2010 Bonds. Refunding of the Series 2010 Bonds resulted in a present value savings of \$380,673 to Wayne State College.

During fiscal year 2017, one refunding revenue bond issuance occurred. On December 19, 2016, the Program settled \$2,865,000 in Student Fee and Facilities Revenue Refunding Bonds, Series 2016C to current refund Series 2011 Bonds. Refunding of the Series 2011 Bonds resulted in a present value savings of \$407,674 to Peru State College.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Management's Discussion and Analysis**  
**Years Ended June 30, 2017 and 2016**

At the end of fiscal years 2017, 2016 and 2015, the Program had \$44,150,000, \$45,590,000 and \$27,015,000, respectively, in outstanding debt. Debt service repayment will be entirely through charges for services and facility fees. Debt service payments and debt refundings decreased bonds payable by \$4,305,000 in 2017, \$5,440,000 in 2016 and \$885,000 in 2015.

***Economic Outlook and Subsequent Events That Will Affect the Future***

It is management's belief that the Program will continue to realize revenues sufficient to cover debt service. Each College budgets expenses prudently while allocating sufficient funds to adequately repair and maintain the facilities so that services can be offered at competitive prices to students.

Residence halls opened with lower occupancies in fall 2017 when compared to fall 2016 and 2015. Food service revenues and student fee revenue are projected to also decline somewhat, with a corresponding decrease in food service expenditures.

Chadron State College began construction of the Eagle Ridge Complex in November of 2013 to replace the West Court Housing Complex. In the fall of 2014 the Eagle Ridge Complex was opened for use. The West Court Housing Complex had limited occupancy usage for 2015 and 2016. Demolition of the West Court Housing Complex has occurred in phases. Phase I demolition took place in the summer of 2015. Phase II demolition took place in the summer of 2016. Phase III demolition took place in the summer of 2017.

Upcoming revenue bond and contingency maintenance projects include: Chadron State College Andrews Hall fire alarm and elevator upgrades, Edna Work Wing and Crites Hall window replacements, and High Rise shower upgrades; Peru State College Centennial Complex, Morgan Hall and Student Center fire sprinklers and fire alarm system projects, Centennial Complex electrical panels and wiring, and residence hall, apartment and Student Center replace/repair mechanical systems; and Wayne State campuswide fiber improvements, Anderson Hall ceiling replacement and fire sprinklers, Student Center HVAC upgrade, and Neihardt Hall voice over fire alarm and panel upgrade.

***Additional Information***

For additional information with respect to the management's discussion and analysis or for information concerning the financial statements, please contact:

Carolyn Murphy  
 Vice Chancellor for Finance and Administration  
 1327 H Street, Suite 200  
 Lincoln, Nebraska 68508 or  
 cmurphy@nscs.edu

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Statements of Net Position**  
**June 30, 2017 and 2016**

**Assets and Deferred Outflows of Resources**

<b>Current Assets</b>	<b>2017</b>	<b>2016</b>
Restricted cash and cash equivalents	\$ 17,260,207	\$ 17,743,538
Accounts receivable, net	295,243	533,554
Interest receivable	27,161	35,333
Prepaid expenses and other charges	6,481	2,200
Deposit with vendor	12,958	42,971
	<hr/>	<hr/>
Total current assets	17,602,050	18,357,596
	<hr/>	<hr/>
<b>Noncurrent Assets</b>		
Restricted cash and cash equivalents	5,985,830	21,582,829
Investments held by trustee-restricted	604,238	605,121
Capital assets, net of accumulated depreciation	56,769,776	40,307,321
	<hr/>	<hr/>
Total noncurrent assets	63,359,844	62,495,271
	<hr/>	<hr/>
Total assets	80,961,894	80,852,867
	<hr/>	<hr/>
<b>Deferred Outflows of Resources</b>		
Unamortized bond refunding amount, net	39,737	43,515
	<hr/>	<hr/>
Total deferred outflows of resources	39,737	43,515
	<hr/>	<hr/>

**Liabilities**

<b>Current Liabilities</b>		
Accounts payable and accrued liabilities	3,149,392	1,692,796
Accrued compensated absences	20,314	23,299
Unearned revenue	398,049	320,244
Interest payable	604,346	614,902
Capital lease payable-current portion	33,148	32,712
Revenue bonds payable-current portion	1,740,000	1,400,000
Deposits held in custody for others	100	200
Other	4,101	4,100
	<hr/>	<hr/>
Total current liabilities	5,949,450	4,088,253
	<hr/>	<hr/>
<b>Noncurrent Liabilities</b>		
Accrued compensated absences	269,883	309,532
Unearned revenue	244,505	605,667
Capital lease payable, net of current portion	30,774	63,922
Revenue bonds payable, net of current portion	42,394,765	44,171,513
	<hr/>	<hr/>
Total noncurrent liabilities	42,939,927	45,150,634
	<hr/>	<hr/>
Total liabilities	48,889,377	49,238,887
	<hr/>	<hr/>
<b>Net Position</b>		
Net investment in capital assets	18,000,511	16,114,191
Restricted		
Expendable		
Debt service	1,768,620	1,401,110
By enabling legislation	12,343,123	14,142,194
	<hr/>	<hr/>
Total net position	\$ 32,112,254	\$ 31,657,495
	<hr/>	<hr/>



**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Statements of Revenues, Expenses and Changes in Net Position**  
**Years Ended June 30, 2017 and 2016**

	<u>2017</u>	<u>2016</u>
<b>Operating Revenues</b>		
Rentals	\$ 7,377,973	\$ 8,036,450
Food service	8,537,817	9,161,921
Food service commission	73,729	73,296
Facilities fees	3,264,446	3,231,066
Application fee	85,150	79,970
Bookstore	202,085	239,328
Parking permits	17,960	89,612
Vending	56,991	94,543
Recreation center	3,593	10,245
Other	126,617	176,846
	<u>19,746,361</u>	<u>21,193,277</u>
Total operating revenues		
<b>Operating Expenses</b>		
Compensation and benefits	4,612,664	4,674,275
Contractual services	420,125	584,001
Supplies, materials and other	1,269,690	999,945
Depreciation	1,606,390	1,630,316
Utilities	1,724,230	2,012,588
Repairs and maintenance	3,252,455	2,202,751
Communications	112,217	240,190
Food service	5,890,745	6,027,822
	<u>18,888,516</u>	<u>18,371,888</u>
Total operating expenses		
<b>Operating Income</b>	<u>857,845</u>	<u>2,821,389</u>
<b>Nonoperating Revenue (Expenses)</b>		
Investment income	508,977	291,261
Interest expense	(867,867)	(712,410)
Bond issuance costs	(44,103)	(318,876)
Other nonoperating expenses	(93)	(1,003)
	<u>(403,086)</u>	<u>(741,028)</u>
Net nonoperating expenses		
<b>Increase in Net Position</b>	454,759	2,080,361
<b>Net Position, Beginning of Year</b>	<u>31,657,495</u>	<u>29,577,134</u>
<b>Net Position, End of Year</b>	<u>\$ 32,112,254</u>	<u>\$ 31,657,495</u>

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance of Revenue Bond Audit Report for

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Statements of Cash Flows**  
**Years Ended June 30, 2017 and 2016**

	<u>2017</u>	<u>2016</u>
<b>Operating Activities</b>		
Rentals	\$ 7,429,063	\$ 8,003,911
Food service	8,210,637	8,807,488
Food service commission	134,537	74,404
Facilities fees	3,254,800	3,233,157
Application fee	86,030	80,120
Bookstore	250,831	238,586
Parking permits	17,960	89,651
Vending	38,503	103,872
Recreation center	3,593	10,245
Payment to vendors	(12,284,118)	(11,775,203)
Payments to employees	(4,654,024)	(4,665,023)
Other	178,113	115,649
	<u>2,665,925</u>	<u>4,316,857</u>
Net cash provided by operating activities		
<b>Capital and Related Financing Activities</b>		
Proceeds from bonds	2,840,648	24,083,796
Purchase of capital assets	(16,502,818)	(2,108,095)
Principal paid on bonds payable	(4,305,000)	(5,440,000)
Principal paid on capital lease	(32,712)	(32,283)
Interest paid on capital lease and bonds payable	(1,244,656)	(715,393)
Bond issuance costs	(19,750)	(318,876)
	<u>(19,264,288)</u>	<u>15,469,149</u>
Net cash provided by (used in) capital and related financing activities		
<b>Investing Activities</b>		
Purchase of investment	-	(605,000)
Investment income	518,033	274,267
	<u>518,033</u>	<u>(330,733)</u>
Net cash provided by (used in) investing activities		
<b>Increase (Decrease) in Cash and Cash Equivalents</b>	(16,080,330)	19,455,273
<b>Cash and Cash Equivalents, Beginning of Year</b>	<u>39,326,367</u>	<u>19,871,094</u>
<b>Cash and Cash Equivalents, End of Year</b>	<u>\$ 23,246,037</u>	<u>\$ 39,326,367</u>
<b>Reconciliation of Cash and Cash Equivalents to the Statements of Net Position</b>		
Restricted cash and cash equivalents - current	\$ 17,260,207	\$ 17,743,538
Restricted cash and cash equivalents - noncurrent	5,985,830	21,582,829
	<u>\$ 23,246,037</u>	<u>\$ 39,326,367</u>
Total cash and cash equivalents		

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Statements of Cash Flows - Continued**  
**Years Ended June 30, 2017 and 2016**

	2017	2016
<b>Reconciliation of Net Operating Income to Net Cash</b>		
<b>Provided by Operating Activities</b>		
Operating income	\$ 857,845	\$ 2,821,389
Depreciation expense	1,606,390	1,630,316
Changes in operating assets and liabilities		
Accounts receivable	238,218	(92,279)
Prepays	(4,281)	773
Unearned revenue	(283,357)	(274,779)
Accounts payable and accrued liabilities	263,829	210,895
Accrued compensated absences	(42,634)	21,042
Other assets and liabilities	29,915	(500)
	<b>\$ 2,665,925</b>	<b>\$ 4,316,857</b>
<b>Net Cash Provided by Operating Activities</b>	<b>\$ 2,665,925</b>	<b>\$ 4,316,857</b>
<b>Supplemental Cash Flows Information</b>		
Accounts payable incurred for capital asset purchases	\$ 1,949,215	\$ 756,448

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 1: Description of the Entity and Program**

The Board of Trustees (the Board) of the Nebraska State College System (NSCS) was established in 1919 under a provision of the state constitution. The Board has seven members, six of whom are appointed by the governor to six-year terms with legislative approval. The Nebraska Commissioner of Education serves as an ex-officio member. The Board is responsible for policy and oversight of Nebraska's three state Colleges: Chadron State College (established in 1911), Peru State College (established in 1867) and Wayne State College (established in 1910).

The Board, for the benefit of the Nebraska State Colleges, issues bonds to finance the construction, repair and maintenance of revenue bond buildings owned and operated by the three state Colleges (the Colleges). The Student Fees and Facilities Revenue and Refunding Bond Program (the Program) provides funding for general operations as well as funding for various construction and renovation projects as specified by the individual bond documents. The Program is designed to provide greater flexibility to finance revenue bond projects at the three Colleges. The current revenue bond master resolution was approved in 2002 by the Board.

**Note 2: Basis of Presentation**

The accompanying financial statements of the Program, which include Bond Series 2010, 2011, 2012, 2013, 2014, 2015 and 2016, have been prepared in accordance with U.S. generally accepted accounting principles, as prescribed by the Governmental Accounting Standards Board (GASB) using the accrual basis of accounting. Revenues, expenses, gains, losses, assets, deferred outflows of resources, liabilities and deferred inflows of resources resulting from exchange and exchange-like transactions are recognized when the exchange transaction takes place. Revenues, expenses, gains, losses, assets, deferred outflows of resources, liabilities and deferred inflows of resources resulting from nonexchange activities are recognized when all applicable eligibility requirements are met. Nonexchange transactions that are not program specific, investment income and interest on capital asset-related debt are included in nonoperating revenues and expenses.

**Note 3: Summary of Significant Accounting Policies**

***Cash and Cash Equivalents***

Cash and cash equivalents held by the Nebraska State Treasurer are deposited on a pooled basis in a State fund. Income earned by the pool is allocated to the Program based upon average daily balances. From time to time, the Nebraska State Investment Officer, as allowed by statute, participates in securities lending transactions, which make use of amounts on deposit from the

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 3: Summary of Significant Accounting Policies - Continued**

***Cash and Cash Equivalents - Continued***

Program. Securities lending transactions cannot be specifically identified as amounts on deposit from the Program and, as such, are not included in the financial statements for the years ended June 30, 2017 and 2016.

The Program considers all liquid investments with original maturities of three months or less to be cash equivalents. At June 30, 2017 and 2016, cash equivalents consisted of money market accounts held by the bond trustee and pooled funds invested by the Nebraska State Investment Officer. All amounts are considered restricted, either for debt service or by enabling legislation.

***Investments and Investment Income***

All investments are carried at fair value. Fair value is determined using quoted market prices. Investment income consists of dividend income and the net change for the year in the fair value of investments carried at fair value.

***Use of Estimates***

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and deferred inflows and outflows of resources and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expense and other changes in net position during the reporting period. Actual results could differ from those estimates.

***Accounts Receivable***

The Program's accounts receivable consist primarily of charges for student room and board and facilities fees, charges for room and board for various summer camps, a guaranteed bookstore commission and vending contract receivable. The accounts receivable for charges for student room and board and facilities fees are recorded net of estimated uncollectible amounts. The allowance for uncollectible amounts was \$418,038 and \$389,159 at June 30, 2017 and 2016, respectively. Management does not believe an allowance for doubtful accounts is necessary for the other accounts receivable at June 30, 2017 and 2016.

***Capital Assets***

The Program's capital assets are recorded at cost as of the date of acquisition, or acquisition value at the date of donation if acquired by gift. The Program follows the capitalization policy set forth by the Board for the NSCS. Generally, equipment that has a cost in excess of \$5,000 at the date of acquisition and has an expected useful life of two or more years is capitalized. Also, all land,

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 3: Summary of Significant Accounting Policies - Continued**

***Capital Assets - Continued***

buildings, infrastructure and construction in progress are capitalized if they are expected to meet the Program's capitalization threshold as dictated by the capitalization policy. In addition, interest incurred during the construction phase of capital assets is included as part of the capitalized value of the assets constructed. Art objects, specimens, artifacts and collections are expensed so long as the items meet three conditions in accordance with GASB 34. Asset depreciation is computed using the straight-line method over the estimated useful life of each asset beginning with the month of purchase. The following estimated useful lives are being used by the NSCS:

Buildings and improvements	25-50 years
Infrastructure	10-30 years
Furniture, fixtures and equipment	3-10 years

***Compensated Absences***

The NSCS's policies permit most employees to accumulate vacation benefits. Staff earn 12 to 25 days of vacation each year and may accrue vacation up to the maximums established in Board policy and/or in the respective bargaining agreements. An employee's accrued vacation is paid out to the employee upon termination. Expense and the related liability are recognized as vacation benefits when earned whether the employee is expected to realize the benefit as time off or cash. In addition, professional and support staff receive a cash payment of one-fourth of accrued sick leave upon retirement from the NSCS. Expense and the related liability for sick leave benefits are recognized when earned to the extent the employee is expected to realize the benefit in cash determined using the termination payment method. Sick leave benefits expected to be realized as paid time off are recognized as an expense when the time off occurs.

***Unearned Revenue***

Unearned revenue represents facilities fees collected in advance for the summer term for which the College has not met all the applicable eligibility requirements and longevity bonus revenues and investment (improvement) revenues from food service and/or vending contractors, which are being amortized over the life of the contracts.

***Income Taxes***

As a state institution, the income of the NSCS and the Program is generally exempt from federal and state income taxes under Section 115(a) of the Internal Revenue Code and provisions of state law. However, the NSCS and the Program is subject to federal income tax on any unrelated business taxable income.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 3: Summary of Significant Accounting Policies - Continued**

***Deferred Outflows of Resources and Deferred Inflows of Resources***

A deferred outflow of resources is a consumption of net position by the Program that is applicable to a future reporting period and a deferred inflow of resources is an acquisition of net position by the Program that is applicable to a future reporting period. Both deferred inflows and outflows are reported in the statements of net position but are not recognized in the financial statements as revenues and expenses until the period(s) to which they relate. Deferred outflows of resources of the Program consist of unamortized bond refunding amounts. The Program has no deferred inflows of resources as of June 30, 2017 and 2016.

***Classification of Revenues and Expenses***

The Program has classified its revenues and expenses as either operating or nonoperating according to the following criteria:

Operating revenues include activities that have the characteristics of exchange transactions, such as 1) student tuition and fees, net of waivers and 2) sales and services of auxiliary enterprises. Operating expenses represent the full cost of providing the services and goods associated with operating revenues. These expenses are accrued when incurred and measurable.

Nonoperating revenues include activities that have the characteristics of nonexchange transactions, such as gifts and contributions and investment income. Nonoperating expenses include debt service expenses.

***Application of Restricted and Unrestricted Resources***

When both restricted and unrestricted resources are available for use, it is the Program's policy to use restricted resources first, and then unrestricted resources as they are needed.

***Net Position***

Net position of the Program is required to be classified into three components – net investment in capital assets, restricted and unrestricted. The Program has no unrestricted net position component as any Program revenues not restricted by other sources are restricted for the purpose of the operation and maintenance of the Program per enabling legislation. The Program's net position is classified as follows:

The net investment in capital assets component of net position represents the total investment in capital assets, net of accumulated depreciation and outstanding debt obligations related to the acquisition, construction or improvement of those capital assets. Deferred outflows and inflows of resources that are attributable to the acquisition, construction or improvement of those assets, if any, are included in this component of net position. If there are significant unspent related debt

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 3: Summary of Significant Accounting Policies - Continued**

***Net Position - Continued***

proceeds at year-end, the portion of the debt attributable to the unspent proceeds is not included in the calculation of net investment in capital assets.

The restricted expendable component of net position consists of constraints placed on net position use through external constraints imposed by creditors (such as through debt covenants), contributors, or law or regulations of other governments or constraints imposed by law through constitutional provisions or enabling legislation.

***Waivers***

Room and board are reported net of institutional waiver allowances in the statements of revenues, expenses and changes in net position. The institutional waivers on room and board for the Program for the years ended June 30, 2017 and 2016, were approximately \$1,831,000 and \$1,912,000, respectively.

***Reclassifications***

Certain reclassifications have been made to the 2016 financial statements to confirm to the 2017 financial statement presentation. These reclassifications had no effect on the change in net position.

**Note 4: Deposits, Investments and Investment Income**

***Deposits***

All Program deposits are either insured or collateralized. By state statute, the State Treasurer is required to ensure that all state funds are either insured by the Federal Deposit Insurance Corporation (FDIC), collateralized by securities held by the cognizant Federal Reserve Bank or invested in U.S. government obligations. The Program's deposits with the State Treasurer are pooled with the funds of other state agencies and then, in accordance with statutory limitations, deposited in banks or invested as the State Treasurer may determine. Interest on funds held by the State Treasurer is periodically disbursed to the participating agencies. These funds are considered to be cash and cash equivalents which are available for expenditures as needed.

At June 30, 2017 and 2016, cash and cash equivalents of \$13,074,513 and \$21,796,135 on the statements of net position represents the Program's equity position in the State Treasurer's Short-term Investment Pool (STIP) funds. Additional information on the deposit and investment risk associated with STIP funds may be obtained from the State of Nebraska's Comprehensive Annual Financial Report (CAFR). An electronic version of this report is available by accessing the Nebraska Auditor of Public Accounts website ([www.auditor.nebraska.gov](http://www.auditor.nebraska.gov)) and clicking "APA Reports Issued."



**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 4: Cash and Investments - Continued**

***Cash Equivalents***

At June 30, 2017 and 2016, the Program has money market mutual funds and cash accounts held by the bond trustee totaling \$10,171,524 and \$17,530,232, respectively, which were entirely covered by collateral in the trustee's name. All money market mutual funds are redeemable in full immediately and are shown as restricted cash and cash equivalents in the statements of net position as they are held for the Program's debt service and expenditures. One money market mutual fund is rated AAAM by S&P and Aaa by Moody's and the other money market mutual fund is rated AAAM by S&P and Aaa-mf by Moody's.

***Investments***

Management of Program funds is delegated to the bond trustee as appointed by the Board. The bond trustee invests Program funds in accordance with the bond resolution.

At June 30, 2017, the Program had the following investments and maturities:

	Fair Value	Maturities in Years		
		Less than 1	1-5	6-10
Investment type:				
Debt securities:				
Federal National Mortgage Association	\$ 604,238	\$ -	\$ 604,238	\$ -

At June 30, 2016, the Program had the following investments and maturities:

	Fair Value	Maturities in Years		
		Less than 1	1-5	6-10
Investment type:				
Debt securities:				
Federal National Mortgage Association	\$ 605,121	\$ -	\$ 605,121	\$ -

The Program categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs.

All debt securities are classified in Level 1 of the fair value hierarchy and are valued using prices quoted in active markets for those securities.

*Interest Rate Risk.* The Program does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 4: Cash and Investments - Continued**

*Credit Risk.* The bond resolution allows investment of Program funds in various securities and obligations including U.S. government and U.S. agency obligations; bank demand deposits; bonds, notes or other obligations of any agency or instrumentality of the U.S.; bank repurchase agreements; shares of any open-end diversified management investment company; or within the State Treasurer's Short Term Investment Pool (STIP). The Program's one investment in the Federal National Mortgage Association was rated AAA by Moody's and AA+ by S&P.

*Concentration of Credit Risk.* The Program places no limit on the amount that may be invested in any one issuer. At June 30, 2017 and 2016, the Program's investments were in one debt issuer.

*Custodial Risk.* For an investment, custodial risk is the risk that, in the event of failure of the counterparty, the Program will not be able to recover the value of its investments that are in the possession of an outside party. The Program does not have a formal policy for custodial credit risk. All securities are held by the investment's counterparty, not in the name of the Program.

**Note 5: Capital Assets**

The Program's capital assets activity for the year ended June 30, 2017, was:

	Beginning Balance	Additions	Disposals	Transfers	Ending Balance
<b>Assets</b>					
Land	\$ 498,649	\$ -	\$ -	\$ -	\$ 498,649
Building and improvements	67,500,295	-	(160,421)	928,459	68,268,333
Equipment	974,055	80,417	(9,800)	-	1,044,672
Infrastructure	617,129	-	-	-	617,129
Construction in progress	2,961,114	17,988,428	-	(928,459)	20,021,083
Total assets	72,551,242	18,068,845	(170,221)	-	90,449,866
<b>Accumulated depreciation</b>					
Building and improvements	31,528,462	1,449,566	(160,421)	-	32,817,607
Equipment	528,375	118,807	(9,800)	-	637,382
Infrastructure	187,084	38,017	-	-	225,101
Total accumulated depreciation	32,243,921	1,606,390	(170,221)	-	33,680,090
Net capital assets	\$ 40,307,321	\$ 16,462,455	\$ -	\$ -	\$ 56,769,776

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 5: Capital Assets - Continued**

The Program's capital assets activity for the year ended June 30, 2016, was:

	Beginning Balance	Additions	Disposals	Transfers	Ending Balance
Assets					
Land	\$ 498,649	\$ -	\$ -	\$ -	\$ 498,649
Building and improvements	66,634,112	-	(209,099)	1,075,282	67,500,295
Equipment	862,333	118,235	(6,513)	-	974,055
Infrastructure	617,129	-	-	-	617,129
Construction in progress	1,365,753	2,670,643	-	(1,075,282)	2,961,114
Total assets	69,977,976	2,788,878	(215,612)	-	72,551,242
Accumulated depreciation					
Building and improvements	30,229,329	1,508,232	(209,099)	-	31,528,462
Equipment	450,867	84,021	(6,513)	-	528,375
Infrastructure	149,021	38,063	-	-	187,084
Total accumulated depreciation	30,829,217	1,630,316	(215,612)	-	32,243,921
Net capital assets	<u>\$ 39,148,759</u>	<u>\$ 1,158,562</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 40,307,321</u>

Interest expense capitalized, net of related interest income for the Program, was \$373,260 and \$280,355 for the fiscal years ended June 30, 2017 and 2016, respectively.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 6: Long-Term Liabilities**

The following is a summary of long-term obligation transactions for the Program for the year ended June 30, 2017:

	<b>Beginning Balance</b>	<b>Additions</b>	<b>Deductions</b>	<b>Ending Balance</b>	<b>Current Portion</b>
Accrued compensated absences	\$ 332,831	\$ 20,314	\$ (62,948)	\$ 290,197	\$ 20,314
Capital lease payable	96,634	-	(32,712)	63,922	33,148
Bonds payable	45,590,000	2,865,000	(4,305,000)	44,150,000	1,740,000
Bond premium, net of accumulated amortization	216,873	-	(8,902)	207,971	-
Bond discount, net of accumulated amortization	(235,360)	-	12,154	(223,206)	-
Total long-term liabilities	<u>\$ 46,000,978</u>	<u>\$ 2,885,314</u>	<u>\$ (4,397,408)</u>	<u>\$ 44,488,884</u>	<u>\$ 1,793,462</u>

The following is a summary of long-term obligation transactions for the Program for the year ended June 30, 2016:

	<b>Beginning Balance</b>	<b>Additions</b>	<b>Deductions</b>	<b>Ending Balance</b>	<b>Current Portion</b>
Accrued compensated absences	\$ 311,790	\$ 23,299	\$ (2,258)	\$ 332,831	\$ 23,299
Capital lease payable	128,917	-	(32,283)	96,634	32,712
Bonds payable	27,015,000	24,015,000	(5,440,000)	45,590,000	1,400,000
Bond premium, net of accumulated amortization	36,230	186,232	(5,589)	216,873	-
Bond discount, net of accumulated amortization	(128,317)	(117,436)	10,393	(235,360)	-
Total long-term liabilities	<u>\$ 27,363,620</u>	<u>\$ 24,107,095</u>	<u>\$ (5,469,737)</u>	<u>\$ 46,000,978</u>	<u>\$ 1,456,011</u>

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 7: Capital Lease**

The State of Nebraska, through the Department of Administrative Services (DAS) – Accounting Division, has a Master Lease Agreement to be used by various agencies to purchase equipment. Peru State College used this financing arrangement to finance equipment for their wireless internet upgrade. Payback of this lease will be funded 43% through the Program and 57% through Peru State College general funds. Peru State College’s Master Lease expires in fiscal year 2019.

Future minimum Master Lease payments for the Program as of June 30, 2017, were:

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
Year(s) ending June 30:			
2018	\$ 33,148	\$ 645	\$ 33,793
2019	<u>30,774</u>	<u>204</u>	<u>30,978</u>
	<u>\$ 63,922</u>	<u>\$ 849</u>	<u>\$ 64,771</u>

**Note 8: Revenue and Refunding Bonds Outstanding**

Under the bond resolutions for the Student Fees and Facilities Revenue and Refunding Bond Program, revenues and earnings derived from operations of all revenue facilities and special student fees are pledged for payment of the principal and interest amount of the bonds. The bonds are not obligations of the State of Nebraska, and no tax funds shall be appropriated for payment of principal and interest.

***Student Fees and Facilities Revenue Bonds Series 2010***

In September 2010, the Board authorized the issuance of \$5,000,000 of Student Fees and Facilities Revenue Bonds Series 2010. The purpose of the issuance was to finance improvements to Wayne State’s Pile Hall.

Bonds maturing on or after July 1, 2016, were redeemable on or after January 1, 2016. On March 18, 2016, the Series 2010 debt, with principal outstanding of \$3,925,000, was refunded using Student Fees and Facilities Revenue Refunding Bonds Series 2016B proceeds.

***Student Fees and Facilities Revenue Bonds Series 2011***

In November 2010, the Board authorized the issuance of \$3,600,000 of Student Fees and Facilities Revenue Bonds Series 2011. The purpose of the issuance was to finance improvements to Peru State’s Morgan Hall.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 8: Revenue and Refunding Bonds Outstanding - Continued**

***Student Fees and Facilities Revenue Bonds Series 2011 - Continued***

Bonds outstanding as of June 30, 2016 totaled \$3,050,000. Bonds maturing on or after July 1, 2017, are able to be redeemed, in part or in whole, on or after July 1, 2016. On December 19, 2016, the Series 2011 debt, with principal outstanding of \$2,905,000, was refunded using Student Fees and Facilities Revenue Refunding Bonds Series 2016C proceeds.

***Student Fees and Facilities Revenue Refunding Bonds Series 2012***

In April 2012, the Board authorized the issuance of \$8,750,000 of Student Fees and Facilities Revenue Refunding Bonds Series 2012 (Series 2012A - \$6,045,000 and Series 2012B - \$2,705,000). The purpose of the issuance was to redeem in full the outstanding principal amount of the Student Fees and Facilities Revenue and Refunding Bonds Series 2002.

On July 1, 2012, the net proceeds from Series 2012 bonds were used to redeem the Series 2002 bonds. This advanced refunding reduced total debt service payments over the remaining 15 years by \$2,264,673. Bond refunding resulted in an estimated economic gain of \$1,515,352. The difference between the reacquisition price and the net carrying amount of the old debt has been deferred and is amortized over the remaining life of the new debt, which is same as the life of the refunded debt.

Bonds outstanding as of June 30, 2017 and 2016, totaled \$6,585,000 and \$7,140,000, respectively, and consisted of Series 2012A (Wayne State College Project - \$4,545,000 and \$4,925,000, respectively) and Series 2012B (Peru State College Project - \$2,040,000 and \$2,215,000, respectively). Annual principal installments are due on July 1. Series 2012A annual installments range from \$375,000 to \$460,000 through July 1, 2027, with interest rates ranging from 1.00% to 3.20%. Series 2012B annual installments range from \$170,000 to \$205,000 through July 1, 2027, with interest rates ranging from 1.00% to 3.20%.

Bonds maturing on or after July 1, 2018, are able to be redeemed, in part or in whole, on or after July 1, 2017.

***Student Fees and Facilities Revenue Bonds Series 2013***

In September 2012, the Board authorized the issuance of \$7,735,000 of Student Fees and Facilities Revenue Bonds Series 2013. The purpose of the issuance was to finance the construction of Chadron State's Eagle Ridge housing and maintenance to several revenue bond building roofs.

Bonds outstanding as of June 30, 2017 and 2016, totaled \$7,025,000 and \$7,380,000, respectively. Annual principal installments are due on July 1 in variable amounts ranging from \$360,000 to \$435,000 through July 1, 2028, and term bonds of \$2,360,000 due on July 1, 2033, with mandatory sinking fund redemption payments ranging from \$445,000 to \$500,000, with interest ranging from 0.90% to 3.00%.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 8: Revenue and Refunding Bonds Outstanding - Continued**

***Student Fees and Facilities Revenue Bonds Series 2013 - Continued***

Bonds maturing on or after July 1, 2018, are able to be redeemed, in part or in whole, on or after January 3, 2018.

***Student Fees and Facilities Revenue Refunding Bonds Series 2014***

In April 2014, the Board authorized the issuance of \$4,270,000 of Student Fees and Facilities Revenue Refunding Bonds Series 2014. The purpose of the issuance was to redeem in full the outstanding principal amount of the Student Fees and Facilities Revenue Bonds Series 2003A.

On June 5, 2014, the net proceeds from Series 2014 bonds were used to redeem the Series 2003A bonds. This current refunding reduced total debt service payments over the remaining 14 years by \$1,085,523. Bond refunding resulted in an estimated economic gain of \$654,661. The difference between the reacquisition price and the net carrying amount of the old debt has been deferred and is amortized over the remaining life of the new debt, which is same as the life of the refunded debt.

Bonds outstanding as of June 30, 2017 and 2016, totaled \$3,730,000 and \$4,005,000, respectively. Annual principal installments are due on July 1 in variable amounts ranging from \$275,000 to \$360,000 through July 1, 2028, with interest ranging from 1.75% to 4.00%.

Bonds maturing on or after July 1, 2020, are able to be redeemed, in part or in whole, on or after July 1, 2019.

***Student Fees and Facilities Revenue Bonds Series 2015***

In November 2015, the Board authorized the issuance of \$8,935,000 of Student Fees and Facilities Revenue Bonds Series 2015. The purpose of the issuance was to finance improvements to Peru State's Delzell Hall.

Bonds outstanding as of June 30, 2017 and 2016, totaled \$8,935,000. Annual principal installments are due on July 1 in variable amounts ranging from \$210,000 to \$280,000 through July 1, 2031, term bonds of \$1,550,000 due on July 1, 2036, with mandatory sinking fund redemption payments ranging from \$290,000 to \$330,000, term bonds of \$1,840,000 due on July 1, 2041, with mandatory sinking fund redemption payments ranging from \$340,000 to \$395,000 and term bonds of \$2,205,000 due on July 1, 2046, with mandatory sinking fund redemption payments ranging from \$410,000 to \$475,000, with interest ranging from 1.10% to 3.75%.

Bonds maturing on or after July 1, 2026, are able to be redeemed, in part or in whole, on or after July 1, 2025.

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 8: Revenue and Refunding Bonds Outstanding - Continued**

***Student Fees and Facilities Revenue Bonds Series 2016***

In November 2015, the Board authorized the issuance of \$11,270,000 of Student Fees and Facilities Revenue Bonds Series 2016. The purpose of the issuance was to finance improvements to Wayne State's Bowen Hall.

Bonds outstanding as of June 30, 2017 and 2016, totaled \$11,270,000. Annual principal installments are due on July 1 in variable amounts ranging from \$225,000 to \$355,000 through July 1, 2031, term bonds of \$1,965,000 due on July 1, 2036, with mandatory sinking fund redemption payments ranging from \$370,000 to \$420,000, term bonds of \$2,305,000 due on July 1, 2041, with mandatory sinking fund redemption payments ranging from \$430,000 to \$495,000 and term bonds of \$2,735,000 due on July 1, 2046, with mandatory sinking fund redemption payments ranging from \$510,000 to \$585,000, with interest ranging from 2.00% to 5.00%.

Bonds maturing on or after July 1, 2026, are able to be redeemed, in part or in whole, on or after January 1, 2026.

***Student Fees and Facilities Revenue Refunding Bonds Series 2016B***

In January 2016, the Board authorized the issuance of \$3,810,000 of Student Fees and Facilities Revenue Refunding Bonds Series 2016B. The purpose of the issuance was to redeem in full the outstanding principal amount of the Student Fees and Facilities Revenue Bonds Series 2010.

On March 18, 2016, the net proceeds from Series 2016B bonds were used to redeem the Series 2010 bonds. This current refunding reduced total debt service payments over the remaining 14 years by \$611,743. Bond refunding resulted in an estimated economic gain of \$380,673. The reacquisition price equaled the net carrying amount of the old debt and therefore no amount was required to be deferred and amortized.

Bonds outstanding as of June 30, 2017 and 2016, totaled \$3,740,000 and \$3,810,000, respectively. Annual principal installments are due on July 1 in variable amounts ranging from \$245,000 to \$300,000 through July 1, 2030, with interest ranging from 0.85% to 2.80%.

Bonds maturing on or after July 1, 2021, are able to be redeemed, in part or in whole, on or after March 18, 2021.

***Student Fees and Facilities Revenue Refunding Bonds Series 2016C***

In November 2016, the Board authorized the issuance of \$2,865,000 of Student Fees and Facilities Revenue Refunding Bonds Series 2016C. The purpose of the issuance was to redeem in full the outstanding principal amount of the Student Fees and Facilities Revenue Bonds Series 2011.



**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 8: Revenue and Refunding Bonds Outstanding - Continued**

***Student Fees and Facilities Revenue Refunding Bonds Series 2016C - Continued***

On December 19, 2016, the net proceeds from Series 2016C bonds were used to redeem the Series 2011 bonds. This current refunding reduced total debt service payments over the remaining 14 years by \$604,271. Bond refunding resulted in an estimated economic gain of \$407,674. The reacquisition price equaled the net carrying amount of the old debt and therefore no amount was required to be deferred and amortized.

Bonds outstanding as of June 30, 2017, totaled \$2,865,000. Annual principal installments are due on July 1 in variable amounts ranging from \$90,000 to \$230,000 through July 1, 2031, with interest ranging from 0.95% to 3.20%.

Bonds maturing on or after July 1, 2022, are able to be redeemed, in part or in whole, on or after December 19, 2021.

***Bond Maturities***

Maturities of revenue and refunding bonds outstanding and related interest payments as of June 30, 2017, are as follows:

<u>Chadron State College</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
Year(s) ending June 30:			
2018	\$ 635,000	\$ 256,604	\$ 891,604
2019	640,000	247,888	887,888
2020	655,000	238,108	893,108
2021	655,000	227,578	882,578
2022	675,000	213,044	888,044
2023 – 2027	3,605,000	808,015	4,413,015
2028 – 2032	2,905,000	337,110	3,242,110
2033 – 2034	985,000	29,775	1,014,775
	<u>\$ 10,755,000</u>	<u>\$ 2,358,122</u>	<u>\$ 13,113,122</u>

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 8: Revenue and Refunding Bonds Outstanding - Continued**

***Bond Maturities – Continued***

<u>Peru State College</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
Year(s) ending June 30:			
2018	\$ 260,000	\$ 391,202	\$ 651,202
2019	560,000	384,565	944,565
2020	570,000	377,430	947,430
2021	570,000	369,111	939,111
2022	585,000	359,488	944,488
2023 – 2027	3,115,000	1,604,039	4,719,039
2028 – 2032	2,585,000	1,210,381	3,795,381
2033 – 2037	1,550,000	888,363	2,438,363
2038 – 2042	1,840,000	586,265	2,426,265
2043 – 2047	2,205,000	212,719	2,417,719
	<u>\$ 13,840,000</u>	<u>\$ 6,383,563</u>	<u>\$ 20,223,563</u>

<u>Wayne State College</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
Year(s) ending June 30:			
2018	\$ 845,000	\$ 548,215	\$ 1,393,215
2019	860,000	535,968	1,395,968
2020	880,000	521,024	1,401,024
2021	890,000	504,476	1,394,476
2022	905,000	486,184	1,391,184
2023 – 2027	4,900,000	2,044,754	6,944,754
2028 – 2032	3,270,000	1,377,859	4,647,859
2033 – 2037	1,965,000	1,031,313	2,996,313
2038 – 2042	2,305,000	678,509	2,983,509
2043 – 2047	2,735,000	245,788	2,980,788
	<u>\$ 19,555,000</u>	<u>\$ 7,974,090</u>	<u>\$ 27,529,090</u>

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 8: Revenue and Refunding Bonds Outstanding - Continued**

***Bond Maturities – Continued***

<u>Nebraska State Colleges (Total)</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
Year(s) ending June 30:			
2018	\$ 1,740,000	\$ 1,196,021	\$ 2,936,021
2019	2,060,000	1,168,421	3,228,421
2020	2,105,000	1,136,562	3,241,562
2021	2,115,000	1,101,165	3,216,165
2022	2,165,000	1,058,716	3,223,716
2023 – 2027	11,620,000	4,456,808	16,076,808
2028 – 2032	8,760,000	2,925,350	11,685,350
2033 – 2037	4,500,000	1,949,451	6,449,451
2038 – 2042	4,145,000	1,264,774	5,409,774
2043 – 2047	4,940,000	458,507	5,398,507
	<u>\$ 44,150,000</u>	<u>\$ 16,715,775</u>	<u>\$ 60,865,775</u>

***Bond Covenants***

The bond resolution requires the revenues of the facilities paid into the revenue bond fund during any fiscal year shall, after deducting these from the costs of operations and maintenance of the facilities and food service costs during such fiscal year, be at least equal to 110% of the amount of principal and interest maturing during such year. Board policy is more restrictive than the bond resolution and requires Chadron State College and Wayne State College maintain a minimum 125% debt service coverage and Peru State College maintain a 135% debt service coverage ratio. The debt service coverage for the year ended June 30, 2017 and 2016, was as follows:

	<u>2017</u>	<u>2016</u>
Chadron State College	191 %	206 %
Peru State College	233	320
Wayne State College	235	364

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 9: Pension Plan**

The Nebraska State Colleges have a defined contribution retirement plan currently in effect, which was established by the Board of Trustees and may be amended by the Board in accordance with Neb. Rev. Stat. § 85-320 (Reissue 2014). The plan covers all faculty, professional staff and support staff, and provides investment options and annuity contracts administered by the Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF). The plan provides retirement and death benefits to plan members and their beneficiaries. Benefit provisions are contained in the plan document and may be amended by action of the Board of Trustees. Contribution rates for both 2017 and 2016, expressed as a percentage of covered payroll, were 6% for plan members and 8% for the Nebraska State Colleges. Contributions actually made for the fiscal years ended June 30, 2017 and 2016, by plan members and the Nebraska State Colleges related to the Program were approximately \$134,000 and \$134,400; and \$178,700 and \$136,700, respectively. A total of 90 and 95 Program employees participated in the plan during fiscal years 2017 and 2016, respectively.

Membership in the plan was mandatory for all full-time faculty and staff who attained the age of thirty. Voluntary membership is permitted for all full-time faculty and staff upon reaching the second anniversary of their employment and the attainment of age twenty-five. The plan benefits are fully vested at the date of contribution.

The NSCS also sponsors a supplemental retirement annuity (SRA) plan, Roth individual retirement account (403(b)), and 457 deferred compensation supplemental plan. Program plan members contributed approximately \$24,800 to the SRA, \$14,800 to the Roth 403(b), and \$0 to the 457 plan in 2017 and contributed approximately \$28,000 to the SRA, \$6,500 to the Roth 403(b), and \$0 to the 457 plan in 2016. The NSCS does not contribute to these supplemental plans.

**Note 10: Commitments and Contingencies**

The Board has approved resolutions for capital improvements and extraordinary repairs to be made from Contingency Maintenance and Surplus Funds held by the bond fund trustee. At June 30, 2017, the unexpended balance of outstanding Board resolutions under construction commitments totaled:

Chadron State College	\$ 1,434,000
Peru State College	834,000
Wayne State College	<u>2,050,000</u>
	<u>\$ 4,318,000</u>

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Notes to the Financial Statements**  
**Years Ended June 30, 2017 and 2016**

**Note 10: Commitments and Contingencies - Continued**

Included in the table above are Board-approved resolutions for capital improvements and extraordinary repairs, which were approved at the March 24, 2017, Board meeting for \$1,000,000, \$765,000 and \$1,200,000 for Chadron State College, Peru State College, and Wayne State College, respectively. These funds are restricted from use until July 1, 2017.

The Board has also authorized and approved construction commitments of approximately \$776,698 at Peru State College and \$732,814 at Wayne State College as of June 30, 2017, related to the Program.

## Supplementary Information

Schedule 1-1

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Net Position**  
**June 30, 2017**

	Chadron	Peru	Wayne	Total
<b>Assets and Deferred Outflows of Resources</b>				
<b>Current Assets</b>				
Restricted cash and cash equivalents	\$ 5,649,581	\$ 3,329,367	\$ 8,281,259	\$ 17,260,207
Accounts receivable, net	33,239	191,074	70,930	295,243
Interest receivable	5,226	4,670	17,265	27,161
Prepaid expenses and other charges	6,062	419	-	6,481
Deposit with vendor	12,958	-	-	12,958
Total current assets	<u>5,707,066</u>	<u>3,525,530</u>	<u>8,369,454</u>	<u>17,602,050</u>
<b>Noncurrent Assets</b>				
Restricted cash and cash equivalents	900,218	2,587,515	2,498,097	5,985,830
Investments held by trustee-restricted	-	-	604,238	604,238
Capital assets, net of accumulated depreciation	12,180,879	15,167,365	29,421,532	56,769,776
Total noncurrent assets	<u>13,081,097</u>	<u>17,754,880</u>	<u>32,523,867</u>	<u>63,359,844</u>
Total assets	<u>18,788,163</u>	<u>21,280,410</u>	<u>40,893,321</u>	<u>80,961,894</u>
<b>Deferred Outflows of Resources</b>				
Unamortized bond refunding amount, net	21,514	6,491	11,732	39,737
Total deferred outflows of resources	<u>21,514</u>	<u>6,491</u>	<u>11,732</u>	<u>39,737</u>
<b>Liabilities</b>				
<b>Current Liabilities</b>				
Accounts payable and accrued liabilities	409,857	919,562	1,819,973	3,149,392
Accrued compensated absences	8,462	2,211	9,641	20,314
Unearned revenue	3,981	-	394,068	398,049
Interest payable	130,315	197,340	276,691	604,346
Capital lease payable-current portion	-	33,148	-	33,148
Revenue bonds payable-current portion	635,000	260,000	845,000	1,740,000
Deposits held in custody for others	-	-	100	100
Other	4,101	-	-	4,101
Total current liabilities	<u>1,191,716</u>	<u>1,412,261</u>	<u>3,345,473</u>	<u>5,949,450</u>
<b>Noncurrent Liabilities</b>				
Accrued compensated absences	112,421	29,374	128,088	269,883
Unearned revenue	-	-	244,505	244,505
Capital lease payable, net of current portion	-	30,774	-	30,774
Revenue bonds payable, net of current portion	10,074,372	13,457,536	18,862,857	42,394,765
Total non-current liabilities	<u>10,186,793</u>	<u>13,517,684</u>	<u>19,235,450</u>	<u>42,939,927</u>
Total liabilities	<u>11,378,509</u>	<u>14,929,945</u>	<u>22,580,923</u>	<u>48,889,377</u>
<b>Net Position</b>				
Net investment in capital assets	2,393,239	3,956,300	11,650,972	18,000,511
Restricted				
Expendable				
Debt service	636,776	279,605	852,239	1,768,620
By enabling legislation	4,401,153	2,121,051	5,820,919	12,343,123
Total net position	<u>\$ 7,431,168</u>	<u>\$ 6,356,956</u>	<u>\$ 18,324,130</u>	<u>\$ 32,112,254</u>

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance of Revenue Bond Audit Report for

Schedule 1-1

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Net Position**  
**June 30, 2016**

	Chadron	Peru	Wayne	Total
<b>Assets and Deferred Outflows of Resources</b>				
<b>Current Assets</b>				
Restricted cash and cash equivalents	\$ 6,109,696	\$ 3,037,888	\$ 8,595,954	\$ 17,743,538
Accounts receivable, net	86,042	302,576	144,936	533,554
Interest receivable	4,768	1,912	28,653	35,333
Prepaid expenses and other charges	1,208	992	-	2,200
Deposit with vendor	42,971	-	-	42,971
Total current assets	<u>6,244,685</u>	<u>3,343,368</u>	<u>8,769,543</u>	<u>18,357,596</u>
<b>Noncurrent Assets</b>				
Restricted cash and cash equivalents	900,218	9,197,498	11,485,113	21,582,829
Investments held by trustee-restricted	-	-	605,121	605,121
Capital assets, net of accumulated depreciation	12,576,794	7,801,593	19,928,934	40,307,321
Total noncurrent assets	<u>13,477,012</u>	<u>16,999,091</u>	<u>32,019,168</u>	<u>62,495,271</u>
Total assets	<u>19,721,697</u>	<u>20,342,459</u>	<u>40,788,711</u>	<u>80,852,867</u>
<b>Deferred Outflows of Resources</b>				
Unamortized bond refunding amount, net	23,470	7,140	12,905	43,515
Total deferred outflows of resources	<u>23,470</u>	<u>7,140</u>	<u>12,905</u>	<u>43,515</u>
<b>Liabilities</b>				
<b>Current Liabilities</b>				
Accounts payable and accrued liabilities	434,902	166,756	1,091,138	1,692,796
Accrued compensated absences	9,884	2,098	11,317	23,299
Unearned revenue	4,126	-	316,118	320,244
Interest payable	132,471	239,971	242,460	614,902
Capital lease payable-current portion	-	32,712	-	32,712
Revenue bonds payable-current portion	630,000	320,000	450,000	1,400,000
Deposits held in custody for others	-	-	200	200
Other	4,100	-	-	4,100
Total current liabilities	<u>1,215,483</u>	<u>761,537</u>	<u>2,111,233</u>	<u>4,088,253</u>
<b>Noncurrent Liabilities</b>				
Accrued compensated absences	131,308	27,874	150,350	309,532
Unearned revenue	-	-	605,667	605,667
Capital lease payable, net of current portion	-	63,922	-	63,922
Revenue bonds payable, net of current position	10,707,391	13,752,596	19,711,526	44,171,513
Total non-current liabilities	<u>10,838,699</u>	<u>13,844,392</u>	<u>20,467,543</u>	<u>45,150,634</u>
Total liabilities	<u>12,054,182</u>	<u>14,605,929</u>	<u>22,578,776</u>	<u>49,238,887</u>
<b>Net Position</b>				
Net investment in capital assets	2,163,091	2,837,001	11,114,099	16,114,191
Restricted				
Expendable				
Debt service	630,567	320,278	450,265	1,401,110
By enabling legislation	4,897,327	2,586,391	6,658,476	14,142,194
Total net position	<u>\$ 7,690,985</u>	<u>\$ 5,743,670</u>	<u>\$ 18,222,840</u>	<u>\$ 31,657,495</u>

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance of Revenue Bond Audit Report for



## Schedule 1-2

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Revenues, Expenses and Changes in Net Position**  
**Year Ended June 30, 2017**

	Chadron	Peru	Wayne	Total
<b>Operating Revenues</b>				
Rentals	\$ 2,699,187	\$ 1,659,813	\$ 3,018,973	\$ 7,377,973
Food service	2,836,776	1,602,110	4,098,931	8,537,817
Food service commission	-	-	73,729	73,729
Facilities fees	1,045,375	1,028,584	1,190,487	3,264,446
Application fee	29,800	16,500	38,850	85,150
Bookstore	34,711	37,374	130,000	202,085
Parking permits	-	-	17,960	17,960
Vending	7,096	4,483	45,412	56,991
Recreation center	-	-	3,593	3,593
Other	55,520	23,329	47,768	126,617
	<u>6,708,465</u>	<u>4,372,193</u>	<u>8,665,703</u>	<u>19,746,361</u>
Total operating revenues				
<b>Operating Expenses</b>				
Compensation and benefits	1,795,006	658,742	2,158,916	4,612,664
Contractual services	80,072	133,752	206,301	420,125
Supplies, materials and other	395,910	271,356	602,424	1,269,690
Depreciation	432,800	304,573	869,017	1,606,390
Utilities	591,547	277,362	855,321	1,724,230
Repairs and maintenance	1,288,297	637,927	1,326,231	3,252,455
Communications	52,510	8,066	51,641	112,217
Food service	2,133,265	1,296,701	2,460,779	5,890,745
	<u>6,769,407</u>	<u>3,588,479</u>	<u>8,530,630</u>	<u>18,888,516</u>
Total operating expenses				
<b>Operating Income (Loss)</b>	<u>(60,942)</u>	<u>783,714</u>	<u>135,073</u>	<u>857,845</u>
<b>Nonoperating Revenue (Expenses)</b>				
Investment income	65,691	125,851	317,435	508,977
Interest expense	(264,566)	(252,176)	(351,125)	(867,867)
Bond issuance costs	-	(44,103)	-	(44,103)
Other nonoperating expense	-	-	(93)	(93)
	<u>(198,875)</u>	<u>(170,428)</u>	<u>(33,783)</u>	<u>(403,086)</u>
Net nonoperating expenses				
<b>Increase (Decrease) in Net Position</b>	<u>(259,817)</u>	<u>613,286</u>	<u>101,290</u>	<u>454,759</u>
<b>Net Position, Beginning of Year</b>	<u>7,690,985</u>	<u>5,743,670</u>	<u>18,222,840</u>	<u>31,657,495</u>
<b>Net Position, End of Year</b>	<u>\$ 7,431,168</u>	<u>\$ 6,356,956</u>	<u>\$ 18,324,130</u>	<u>\$ 32,112,254</u>

## Schedule 1-2

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Revenues, Expenses and Changes in Net Position**  
**Year Ended June 30, 2016**

	Chadron	Peru	Wayne	Total
<b>Operating Revenues</b>				
Rentals	\$ 2,820,182	\$ 1,656,496	\$ 3,559,772	\$ 8,036,450
Food service	2,885,559	1,596,276	4,680,086	9,161,921
Food service commission	-	-	73,296	73,296
Facilities fees	1,078,523	970,740	1,181,803	3,231,066
Application fee	30,220	15,300	34,450	79,970
Bookstore	38,422	40,906	160,000	239,328
Parking permits	-	9,463	80,149	89,612
Vending	47,205	4,489	42,849	94,543
Recreation center	-	-	10,245	10,245
Other	65,160	17,586	94,100	176,846
	<u>6,965,271</u>	<u>4,311,256</u>	<u>9,916,750</u>	<u>21,193,277</u>
Total operating revenues				
<b>Operating Expenses</b>				
Compensation and benefits	1,816,613	578,384	2,279,278	4,674,275
Contractual services	94,219	266,732	223,050	584,001
Supplies, materials and other	258,800	212,842	528,303	999,945
Depreciation	459,462	315,496	855,358	1,630,316
Utilities	614,087	320,318	1,078,183	2,012,588
Repairs and maintenance	1,279,363	228,004	695,384	2,202,751
Communications	146,659	10,004	83,527	240,190
Food service	2,151,791	1,312,672	2,563,359	6,027,822
	<u>6,820,994</u>	<u>3,244,452</u>	<u>8,306,442</u>	<u>18,371,888</u>
Total operating expenses				
<b>Operating Income</b>	<u>144,277</u>	<u>1,066,804</u>	<u>1,610,308</u>	<u>2,821,389</u>
<b>Nonoperating Revenue (Expenses)</b>				
Investment income	65,561	24,765	200,935	291,261
Interest expense	(268,879)	(193,111)	(250,420)	(712,410)
Bond issuance costs	-	(119,214)	(199,662)	(318,876)
Other nonoperating expense	-	-	(1,003)	(1,003)
	<u>(203,318)</u>	<u>(287,560)</u>	<u>(250,150)</u>	<u>(741,028)</u>
Net nonoperating expenses				
<b>Increase (Decrease) in Net Position</b>	(59,041)	779,244	1,360,158	2,080,361
<b>Net Position, Beginning of Year</b>	<u>7,750,026</u>	<u>4,964,426</u>	<u>16,862,682</u>	<u>29,577,134</u>
<b>Net Position, End of Year</b>	<u>\$ 7,690,985</u>	<u>\$ 5,743,670</u>	<u>\$ 18,222,840</u>	<u>\$ 31,657,495</u>

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance of Revenue Bond Audit Report for

## Schedule 1-3

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Cash Flows**  
**Year Ended June 30, 2017**

	Chadron	Peru	Wayne	Total
<b>Operating Activities</b>				
Rentals	\$ 2,735,162	\$ 1,676,331	\$ 3,017,570	\$ 7,429,063
Food service	2,859,291	1,550,007	3,801,339	8,210,637
Food service commission	-	59,539	74,998	134,537
Facilities fees	1,061,015	1,018,603	1,175,182	3,254,800
Application fee	29,783	17,397	38,850	86,030
Bookstore	36,533	30,077	184,221	250,831
Perking permits	-	-	17,960	17,960
Vending	5,838	4,602	28,063	38,503
Recreation center	-	-	3,593	3,593
Payment to vendors	(4,560,298)	(2,585,034)	(5,138,786)	(12,284,118)
Payment to employees	(1,819,322)	(656,795)	(2,177,907)	(4,654,024)
Other	56,320	67,608	54,185	178,113
	<u>404,322</u>	<u>1,182,335</u>	<u>1,079,268</u>	<u>2,665,925</u>
Net cash provided by operating activities				
<b>Capital and Related Financing Activities</b>				
Proceeds from bonds	-	2,840,648	-	2,840,648
Purchase of capital assets	(36,885)	(6,724,399)	(9,741,534)	(16,502,818)
Principal paid on bonds payable	(630,000)	(3,225,000)	(450,000)	(4,305,000)
Principal paid on capital lease	-	(32,712)	-	(32,712)
Interest paid on capital lease and bonds payable	(262,786)	(462,719)	(519,151)	(1,244,656)
Bond issuance costs	-	(19,750)	-	(19,750)
	<u>(929,671)</u>	<u>(7,623,932)</u>	<u>(10,710,685)</u>	<u>(19,264,288)</u>
Net cash used in capital and related financing activities				
<b>Investing Activities</b>				
Investment income	65,234	123,093	329,706	518,033
	<u>65,234</u>	<u>123,093</u>	<u>329,706</u>	<u>518,033</u>
Net cash provided by investing activities				
<b>Decrease in Cash and Cash Equivalents</b>	(460,115)	(6,318,504)	(9,301,711)	(16,080,330)
<b>Cash and Cash Equivalents, Beginning of Year</b>	7,009,914	12,235,386	20,081,067	39,326,367
<b>Cash and Cash Equivalents, End of Year</b>	<u>\$ 6,549,799</u>	<u>\$ 5,916,882</u>	<u>\$ 10,779,356</u>	<u>\$ 23,246,037</u>
<b>Reconciliation of Cash and Cash Equivalents to the Statement of Net Position</b>				
Restricted cash and cash equivalents - current	\$ 5,649,581	\$ 3,329,367	\$ 8,281,259	\$ 17,260,207
Restricted cash and cash equivalents - noncurrent	900,218	2,587,515	2,498,097	5,985,830
	<u>\$ 6,549,799</u>	<u>\$ 5,916,882</u>	<u>\$ 10,779,356</u>	<u>\$ 23,246,037</u>
Total cash and cash equivalents				

Schedule 1-3

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Cash Flows - Continued**  
**Year Ended June 30, 2017**

**Reconciliation of Net Operating Income (Loss)**  
**to Net Cash Provided by Operating Activities**

	<b>Chadron</b>	<b>Peru</b>	<b>Wayne</b>	<b>Total</b>
Operating income (loss)	\$ (60,942)	\$ 783,714	\$ 135,073	\$ 857,845
Depreciation expense	432,800	304,573	869,017	1,606,390
Changes in operating assets and liabilities				
Accounts receivable	52,803	111,502	73,913	238,218
Prepays	(4,854)	573	-	(4,281)
Unearned revenue	(145)	-	(283,212)	(283,357)
Accounts payable and accrued liabilities	(25,045)	(19,640)	308,514	263,829
Accrued compensated absences	(20,309)	1,613	(23,938)	(42,634)
Other assets and liabilities	30,014	-	(99)	29,915
<b>Net Cash Provided by Operating Activities</b>	<b>\$ 404,322</b>	<b>\$ 1,182,335</b>	<b>\$ 1,079,268</b>	<b>\$ 2,665,925</b>
<b>Supplemental Cash Flows Information</b>				
Accounts payable incurred for capital asset purchases	\$ -	\$ 772,446	\$ 1,176,769	\$ 1,949,215

## Schedule 1-3

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Cash Flows**  
**Year Ended June 30, 2016**

	Chadron	Peru	Wayne	Total
<b>Operating Activities</b>				
Rentals	\$ 2,818,392	\$ 1,636,495	\$ 3,549,024	\$ 8,003,911
Food service	2,901,542	1,498,332	4,407,614	8,807,488
Food service commission	-	-	74,404	74,404
Facilities fees	1,079,471	962,475	1,191,211	3,233,157
Application fee	30,570	15,100	34,450	80,120
Bookstore	35,975	39,810	162,801	238,586
Perking permits	-	9,463	80,188	89,651
Vending	47,205	4,667	52,000	103,872
Recreation center	-	-	10,245	10,245
Payment to vendors	(4,131,936)	(2,271,970)	(5,371,297)	(11,775,203)
Payment to employees	(1,815,655)	(571,667)	(2,277,701)	(4,665,023)
Other	13,573	8,234	93,842	115,649
	<u>979,137</u>	<u>1,330,939</u>	<u>2,006,781</u>	<u>4,316,857</u>
Net cash provided by operating activities				
<b>Capital and Related Financing Activities</b>				
Proceeds from bonds	-	8,817,564	15,266,232	24,083,796
Purchase of capital assets	-	(929,431)	(1,178,664)	(2,108,095)
Principal paid on bonds payable	(620,000)	(305,000)	(4,515,000)	(5,440,000)
Principal paid on capital lease	-	(32,283)	-	(32,283)
Interest paid on capital lease and bonds payable	(266,471)	(180,471)	(268,451)	(715,393)
Bond issuance costs	-	(119,214)	(199,662)	(318,876)
	<u>(886,471)</u>	<u>7,251,165</u>	<u>9,104,455</u>	<u>15,469,149</u>
Net cash provided by (used in) capital and related financing activities				
<b>Investing Activities</b>				
Purchase of investment	-	-	(605,000)	(605,000)
Investment income	65,062	24,284	184,921	274,267
	<u>65,062</u>	<u>24,284</u>	<u>(420,079)</u>	<u>(330,733)</u>
Net cash provided by (used in) investing activities				
<b>Increase in Cash and Cash Equivalents</b>	157,728	8,606,388	10,691,157	19,455,273
<b>Cash and Cash Equivalents, Beginning of Year</b>	6,852,186	3,628,998	9,389,910	19,871,094
<b>Cash and Cash Equivalents, End of Year</b>	<u>\$ 7,009,914</u>	<u>\$ 12,235,386</u>	<u>\$ 20,081,067</u>	<u>\$ 39,326,367</u>
<b>Reconciliation of Cash and Cash Equivalents to the Statement of Net Position</b>				
Restricted cash and cash equivalents - current	\$ 6,109,696	\$ 3,037,888	\$ 8,595,954	\$ 17,743,538
Restricted cash and cash equivalents - noncurrent	900,218	9,197,498	11,485,113	21,582,829
	<u>7,009,914</u>	<u>12,235,386</u>	<u>20,081,067</u>	<u>39,326,367</u>
Total cash and cash equivalents				

Schedule 1-3

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Cash Flows - Continued**  
**Year Ended June 30, 2016**

**Reconciliation of Net Operating Income  
to Net Cash Provided by Operating Activities**

	<b>Chadron</b>	<b>Peru</b>	<b>Wayne</b>	<b>Total</b>
Operating income	\$ 144,277	\$ 1,066,804	\$ 1,610,308	\$ 2,821,389
Depreciation expense	459,462	315,496	855,358	1,630,316
Changes in operating assets and liabilities				
Accounts receivable	(7,493)	(107,721)	22,935	(92,279)
Prepays	(15)	788	-	773
Unearned revenue	4,126	-	(278,905)	(274,779)
Accounts payable and accrued liabilities	376,625	49,080	(214,810)	210,895
Accrued compensated absences	2,155	6,492	12,395	21,042
Other assets and liabilities	-	-	(500)	(500)

**Net Cash Provided by Operating Activities**

<b>\$ 979,137</b>	<b>\$ 1,330,939</b>	<b>\$ 2,006,781</b>	<b>\$ 4,316,857</b>
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**Supplemental Cash Flows Information**

Accounts payable incurred for capital asset purchases	\$ -	\$ -	\$ 756,448	\$ 756,448
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**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Schedules of Revenues, Expenses and Changes in Net Position by Fund Type**  
**Year Ended June 30, 2017**

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance

	Operation and Maintenance Funds				Funds Held by Trustee and State of Nebraska Operations				Plant				Overall Total
	Chadron State College	Peru State College	Wayne State College	Total	Chadron State College	Peru State College	Wayne State College	Total	Chadron State College	Peru State College	Wayne State College	Total	
<b>Operating Revenues</b>													
Rentals	\$ 2,699,187	\$ 1,659,813	\$ 3,018,973	\$ 7,377,973	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,377,973
Food service	2,836,776	1,602,110	4,098,931	8,537,817	-	-	-	-	-	-	-	-	8,537,817
Food service commission	-	-	73,729	73,729	-	-	-	-	-	-	-	-	73,729
Facilities fees	1,045,375	1,028,584	1,190,487	3,264,446	-	-	-	-	-	-	-	-	3,264,446
Application fee	29,800	16,500	38,850	85,150	-	-	-	-	-	-	-	-	85,150
Bookstore	34,711	37,374	130,000	202,085	-	-	-	-	-	-	-	-	202,085
Parking permits	-	-	17,960	17,960	-	-	-	-	-	-	-	-	17,960
Vending	7,096	4,483	45,412	56,991	-	-	-	-	-	-	-	-	56,991
Recreation center	-	-	3,593	3,593	-	-	-	-	-	-	-	-	3,593
Other	55,520	23,329	47,768	126,617	-	-	-	-	-	-	-	-	126,617
<b>Total operating revenues</b>	<b>6,708,465</b>	<b>4,372,193</b>	<b>8,665,703</b>	<b>19,746,361</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>19,746,361</b>
<b>Operating Expenses</b>													
Compensation and benefits	1,795,006	658,742	2,158,916	4,612,664	-	-	-	-	-	-	-	-	4,612,664
Contractual services	62,362	133,752	206,301	402,415	17,710	-	-	17,710	-	-	-	-	420,125
Supplies, materials, and other	332,235	271,356	602,424	1,206,015	63,675	-	-	63,675	-	-	-	-	1,269,690
Depreciation	-	-	-	-	-	-	-	-	432,800	304,573	869,017	1,606,390	1,606,390
Utilities	591,547	277,362	855,321	1,724,230	-	-	-	-	-	-	-	-	1,724,230
Repairs and maintenance	101,690	30,877	372,718	505,285	1,186,607	607,050	953,513	2,747,170	-	-	-	-	3,252,455
Communications	52,510	8,066	51,641	112,217	-	-	-	-	-	-	-	-	112,217
Food service	-	-	-	-	2,133,265	1,296,701	2,460,779	5,890,745	-	-	-	-	5,890,745
<b>Total operating expenses</b>	<b>2,935,350</b>	<b>1,380,155</b>	<b>4,247,321</b>	<b>8,562,826</b>	<b>3,401,257</b>	<b>1,903,751</b>	<b>3,414,292</b>	<b>8,719,300</b>	<b>432,800</b>	<b>304,573</b>	<b>869,017</b>	<b>1,606,390</b>	<b>18,888,516</b>
<b>Operating Income (Loss)</b>	<b>3,773,115</b>	<b>2,992,038</b>	<b>4,418,382</b>	<b>11,183,535</b>	<b>(3,401,257)</b>	<b>(1,903,751)</b>	<b>(3,414,292)</b>	<b>(8,719,300)</b>	<b>(432,800)</b>	<b>(304,573)</b>	<b>(869,017)</b>	<b>(1,606,390)</b>	<b>857,845</b>
<b>Nonoperating Revenue (Expenses)</b>													
Investment income	9,525	24,346	21,398	55,269	56,166	101,505	296,037	453,708	-	-	-	-	508,977
Interest expense	-	-	-	-	(264,566)	(252,176)	(351,125)	(867,867)	-	-	-	-	(867,867)
Bond issuance costs	-	-	-	-	-	(44,103)	-	(44,103)	-	-	-	-	(44,103)
Other nonoperating expense	-	-	(93)	(93)	-	-	-	-	-	-	-	-	(93)
<b>Net nonoperating revenues (expenses)</b>	<b>9,525</b>	<b>24,346</b>	<b>21,305</b>	<b>55,176</b>	<b>(208,400)</b>	<b>(194,774)</b>	<b>(55,088)</b>	<b>(458,262)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(403,086)</b>
<b>Income (Loss) Before Other Revenues, Expenses, Gains or (Losses)</b>	<b>3,782,640</b>	<b>3,016,384</b>	<b>4,439,687</b>	<b>11,238,711</b>	<b>(3,609,657)</b>	<b>(2,098,525)</b>	<b>(3,469,380)</b>	<b>(9,177,562)</b>	<b>(432,800)</b>	<b>(304,573)</b>	<b>(869,017)</b>	<b>(1,606,390)</b>	<b>454,759</b>
<b>Other Revenues, Expenses, Gains or (Losses)</b>													
Transfers in (out), net	(3,607,020)	-	(3,972,456)	(7,579,476)	3,570,135	-	(6,389,159)	(2,819,024)	36,885	-	10,361,615	10,398,500	-
<b>Net other revenues, expenses, gains or (losses)</b>	<b>(3,607,020)</b>	<b>-</b>	<b>(3,972,456)</b>	<b>(7,579,476)</b>	<b>3,570,135</b>	<b>-</b>	<b>(6,389,159)</b>	<b>(2,819,024)</b>	<b>36,885</b>	<b>-</b>	<b>10,361,615</b>	<b>10,398,500</b>	<b>-</b>
<b>Increase (Decrease) in Net Position</b>	<b>175,620</b>	<b>3,016,384</b>	<b>467,231</b>	<b>3,659,235</b>	<b>(39,522)</b>	<b>(2,098,525)</b>	<b>(9,858,539)</b>	<b>(11,996,586)</b>	<b>(395,915)</b>	<b>(304,573)</b>	<b>9,492,598</b>	<b>8,792,110</b>	<b>454,759</b>
<b>Net Position, Beginning of Year</b>	<b>(17,190)</b>	<b>535,885</b>	<b>(547,767)</b>	<b>(29,072)</b>	<b>(4,868,619)</b>	<b>(2,593,808)</b>	<b>(1,158,327)</b>	<b>(8,620,754)</b>	<b>12,576,794</b>	<b>7,801,593</b>	<b>19,928,934</b>	<b>40,307,321</b>	<b>31,657,495</b>
<b>Net Position, End of Year</b>	<b>\$ 158,430</b>	<b>\$ 3,552,269</b>	<b>\$ (80,536)</b>	<b>\$ 3,630,163</b>	<b>\$ (4,908,141)</b>	<b>\$ (4,692,333)</b>	<b>\$ (11,016,866)</b>	<b>\$ (20,617,340)</b>	<b>\$ 12,180,879</b>	<b>\$ 7,497,020</b>	<b>\$ 29,421,532</b>	<b>\$ 49,099,431</b>	<b>\$ 32,112,254</b>

**Nebraska State Colleges  
Student Fees and Facilities Revenue and Refunding Bond Program  
Schedules of Revenues, Expenses and Changes in Net Position by Fund Type  
Year Ended June 30, 2016**

	Operation and Maintenance Funds				Funds Held by Trustee and State of Nebraska Operations				Plant				Overall Total
	Chadron State College	Peru State College	Wayne State College	Total	Investment Pool			Total	Chadron State College	Peru State College	Wayne State College	Total	
					Chadron State College	Peru State College	Wayne State College						
<b>Operating Revenues</b>													
Rentals	\$ 2,820,182	\$ 1,656,496	\$ 3,559,772	\$ 8,036,450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	8,036,450
Food service	2,885,559	1,596,276	4,680,086	9,161,921	-	-	-	-	-	-	-	-	9,161,921
Food service commission	-	-	73,296	73,296	-	-	-	-	-	-	-	-	73,296
Facilities fees	1,078,523	970,740	1,181,803	3,231,066	-	-	-	-	-	-	-	-	3,231,066
Application fee	30,220	15,300	34,450	79,970	-	-	-	-	-	-	-	-	79,970
Bookstore	38,422	40,906	160,000	239,328	-	-	-	-	-	-	-	-	239,328
Parking permits	-	9,463	80,149	89,612	-	-	-	-	-	-	-	-	89,612
Vending	47,205	4,489	42,849	94,543	-	-	-	-	-	-	-	-	94,543
Recreation center	-	-	10,245	10,245	-	-	-	-	-	-	-	-	10,245
Other	65,160	17,586	94,100	176,846	-	-	-	-	-	-	-	-	176,846
<b>Total operating revenues</b>	<b>6,965,271</b>	<b>4,311,256</b>	<b>9,916,750</b>	<b>21,193,277</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>21,193,277</b>
<b>Operating Expenses</b>													
Compensation and benefits	1,816,613	578,384	2,279,278	4,674,275	-	-	-	-	-	-	-	-	4,674,275
Contractual services	94,219	266,732	223,050	584,001	-	-	-	-	-	-	-	-	584,001
Supplies, materials and other	258,800	212,842	528,303	999,945	-	-	-	-	-	-	-	-	999,945
Depreciation	-	-	-	-	-	-	-	-	459,462	315,496	855,358	1,630,316	1,630,316
Utilities	614,087	320,318	1,078,183	2,012,588	-	-	-	-	-	-	-	-	2,012,588
Repairs and maintenance	123,350	87,411	236,988	447,749	1,156,013	140,593	458,396	1,755,002	-	-	-	-	2,202,751
Communications	146,659	10,004	83,527	240,190	-	-	-	-	-	-	-	-	240,190
Food service	-	-	-	-	2,151,791	1,312,672	2,563,359	6,027,822	-	-	-	-	6,027,822
<b>Total operating expenses</b>	<b>3,053,728</b>	<b>1,475,691</b>	<b>4,429,329</b>	<b>8,958,748</b>	<b>3,307,804</b>	<b>1,453,265</b>	<b>3,021,755</b>	<b>7,782,824</b>	<b>459,462</b>	<b>315,496</b>	<b>855,358</b>	<b>1,630,316</b>	<b>18,371,888</b>
<b>Operating Income (Loss)</b>	<b>3,911,543</b>	<b>2,835,565</b>	<b>5,487,421</b>	<b>12,234,529</b>	<b>(3,307,804)</b>	<b>(1,453,265)</b>	<b>(3,021,755)</b>	<b>(7,782,824)</b>	<b>(459,462)</b>	<b>(315,496)</b>	<b>(855,358)</b>	<b>(1,630,316)</b>	<b>2,821,389</b>
<b>Nonoperating Revenue (Expenses)</b>													
Investment income	9,780	10,922	27,291	47,993	55,781	13,843	173,644	243,268	-	-	-	-	291,261
Interest expense	-	-	-	-	(268,879)	(193,111)	(250,420)	(712,410)	-	-	-	-	(712,410)
Bond issuance costs	-	-	(1,377)	(1,377)	-	(119,214)	(198,285)	(317,499)	-	-	-	-	(318,876)
Other nonoperating expense	-	-	(1,003)	(1,003)	-	-	-	-	-	-	-	-	(1,003)
<b>Net nonoperating revenues (expenses)</b>	<b>9,780</b>	<b>10,922</b>	<b>24,911</b>	<b>45,613</b>	<b>(213,098)</b>	<b>(298,482)</b>	<b>(275,061)</b>	<b>(786,641)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(741,028)</b>
<b>Income (Loss) Before Other Revenues, Expenses, Gains or (Losses)</b>	<b>3,921,323</b>	<b>2,846,487</b>	<b>5,512,332</b>	<b>12,280,142</b>	<b>(3,520,902)</b>	<b>(1,751,747)</b>	<b>(3,296,816)</b>	<b>(8,569,465)</b>	<b>(459,462)</b>	<b>(315,496)</b>	<b>(855,358)</b>	<b>(1,630,316)</b>	<b>2,080,361</b>
<b>Other Revenues, Expenses, Gains or (Losses)</b>													
Transfers in (out), net	(3,968,789)	(2,649,451)	(5,314,756)	(11,932,996)	3,968,789	1,768,683	3,406,646	9,144,118	-	880,768	1,908,110	2,788,878	-
Net other revenues, expenses, gains or (losses)	(3,968,789)	(2,649,451)	(5,314,756)	(11,932,996)	3,968,789	1,768,683	3,406,646	9,144,118	-	880,768	1,908,110	2,788,878	-
<b>Increase (Decrease) in Net Position</b>	<b>(47,466)</b>	<b>197,036</b>	<b>197,576</b>	<b>347,146</b>	<b>447,887</b>	<b>16,936</b>	<b>109,830</b>	<b>574,653</b>	<b>(459,462)</b>	<b>565,272</b>	<b>1,052,752</b>	<b>1,158,562</b>	<b>2,080,361</b>
<b>Net Position, Beginning of Year</b>	<b>30,276</b>	<b>338,849</b>	<b>(745,343)</b>	<b>(376,218)</b>	<b>(5,316,506)</b>	<b>(2,610,744)</b>	<b>(1,268,157)</b>	<b>(9,195,407)</b>	<b>13,036,256</b>	<b>7,236,321</b>	<b>18,876,182</b>	<b>39,148,759</b>	<b>29,577,134</b>
<b>Net Position, End of Year</b>	<b>\$ (17,190)</b>	<b>\$ 535,885</b>	<b>\$ (547,767)</b>	<b>\$ (29,072)</b>	<b>\$ (4,868,619)</b>	<b>\$ (2,593,808)</b>	<b>\$ (1,158,327)</b>	<b>\$ (8,620,754)</b>	<b>\$ 12,576,794</b>	<b>\$ 7,801,593</b>	<b>\$ 19,928,934</b>	<b>\$ 40,307,321</b>	<b>\$ 31,657,495</b>

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance



**Nebraska State Colleges  
Student Fees and Facilities Revenue and Refunding Bond Program  
Trustee's Account Activity  
Year Ended June 30, 2017  
(With Comparative Totals for June 30, 2016)**

<b>Chadron State College</b>							
<b>2017</b>							
	<b>Revenue Fund</b>	<b>Surplus Fund</b>	<b>Bond Fund</b>	<b>Reserve Fund 2013</b>	<b>Reserve Fund 2014</b>	<b>2017</b>	<b>Total 2016</b>
<b>Receipts</b>							
Board of trustees deposits	\$ 6,751,870	\$ -	\$ -	\$ -	\$ -	\$ 6,751,870	\$ 6,718,930
Income from investments	294	53,679	64	1,662	56	55,755	55,387
Receipts before transfer of funds	6,752,164	53,679	64	1,662	56	6,807,625	6,774,317
Transfer of funds, net	(1,645,058)	750,000	896,776	(1,662)	(56)	-	-
Total receipts	5,107,106	803,679	896,840	-	-	6,807,625	6,774,317
<b>Disbursements</b>							
Remitted to operation and maintenance fund	3,025,000	-	-	-	-	3,025,000	2,765,000
Payments on food service contract	2,103,252	-	-	-	-	2,103,252	2,176,104
Remitted to paying agent:							
Bond principal	-	-	630,000	-	-	630,000	620,000
Bond interest	-	-	262,786	-	-	262,786	266,471
Other	-	-	1	-	-	1	-
Payments to contractors and others	-	1,345,238	-	-	-	1,345,238	797,069
Total disbursements	5,128,252	1,345,238	892,787	-	-	7,366,277	6,624,644
Excess (deficiency) of receipts over disbursements	(21,146)	(541,559)	4,053	-	-	(558,652)	149,673
<b>Balance at Beginning of Year</b>	864,531	4,239,189	763,038	518,310	381,908	6,766,976	6,617,303
<b>Balance at End of Year</b>	<u>\$ 843,385</u>	<u>\$ 3,697,630</u>	<u>\$ 767,091</u>	<u>\$ 518,310</u>	<u>\$ 381,908</u>	<u>\$ 6,208,324</u>	<u>\$ 6,766,976</u>
<b>Balance at End of Year Consisted of</b>							
Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 518,310
Savings and money market accounts	843,385	1,391,995	767,091	518,310	381,908	3,902,689	3,796,597
State of Nebraska Operating Investment Pool	-	2,305,635	-	-	-	2,305,635	2,452,069
	<u>\$ 843,385</u>	<u>\$ 3,697,630</u>	<u>\$ 767,091</u>	<u>\$ 518,310</u>	<u>\$ 381,908</u>	<u>\$ 6,208,324</u>	<u>\$ 6,766,976</u>

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance

**Nebraska State Colleges  
Student Fees and Facilities Revenue and Refunding Bond Program  
Trustee's Account Activity  
Year Ended June 30, 2017  
(With Comparative Totals for June 30, 2016)**

	Peru State College								2017	Total	2016
	Revenue Fund	Surplus Fund	Bond Fund	Project Fund 2015	Reserve Fund 2011	Reserve Fund 2012B	Reserve Fund 2015	Reserve Fund 2016C			
<b>Receipts</b>											
Bond issuance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,743,851
Board of trustees deposits	4,350,162	-	-	-	-	-	-	-	-	4,350,162	4,149,451
Income from investments	153	13,637	37	84,154	15	714	72	22	98,804	13,656	
Receipts before transfer of funds	4,350,315	13,637	37	84,154	15	714	72	22	4,448,966	12,906,958	
Transfer of funds, net	(1,448,354)	719,905	763,182	-	(276,135)	(714)	(862)	242,978	-	-	
Total receipts	2,901,961	733,542	763,219	84,154	(276,120)	-	(790)	243,000	4,448,966	12,906,958	
<b>Disbursements</b>											
Remitted to operation and maintenance fund	1,500,000	-	-	-	-	-	-	-	1,500,000	1,500,000	
Payments on food service contract	1,237,425	-	-	-	-	-	-	-	1,237,425	1,387,928	
Remitted to paying agent:											
Bond principal	-	-	559,899	-	-	-	-	-	559,899	305,000	
Bond interest	-	-	163,614	-	-	-	-	-	163,614	178,960	
Other	-	-	123,189	-	-	-	(2,218)	(1,750)	119,221	45,500	
Payments to contractors and others	-	557,435	19,750	6,664,196	-	-	-	-	7,241,381	1,072,742	
Total disbursements	2,737,425	557,435	866,452	6,664,196	-	-	(2,218)	(1,750)	10,821,540	4,490,130	
Excess (deficiency) of receipts over disbursements	164,536	176,107	(103,233)	(6,580,042)	(276,120)	-	1,428	244,750	(6,372,574)	8,416,828	
<b>Balance at Beginning of Year</b>	910,722	1,123,694	560,178	8,203,936	276,120	222,653	494,790	-	11,792,093	3,375,265	
<b>Balance at End of Year</b>	\$ 1,075,258	\$ 1,299,801	\$ 456,945	\$ 1,623,894	\$ -	\$ 222,653	\$ 496,218	\$ 244,750	\$ 5,419,519	\$ 11,792,093	
<b>Balance at End of Year Consisted of</b>											
Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 222,653
Savings and money market accounts	1,075,258	58,082	456,945	856,288	-	222,653	496,218	244,750	3,410,194	10,991,299	
State of Nebraska Operating Investment Pool	-	1,241,719	-	767,606	-	-	-	-	2,009,325	578,141	
	\$ 1,075,258	\$ 1,299,801	\$ 456,945	\$ 1,623,894	\$ -	\$ 222,653	\$ 496,218	\$ 244,750	\$ 5,419,519	\$ 11,792,093	

**Nebraska State Colleges  
Student Fees and Facilities Revenue and Refunding Bond Program  
Trustee's Account Activity  
Year Ended June 30, 2017  
(With Comparative Totals for June 30, 2016)**

**Wayne State College**

	2017							Total	
	Revenue Fund	Surplus Fund	Bond Fund	Project Fund 2016	Reserve Fund 2012A	Reserve Fund 2016	Reserve Fund 2016B	2017	2016
<b>Receipts</b>									
Bond issuance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,139,346
Board of trustees deposits	8,438,283	-	-	-	-	-	-	8,438,283	9,622,423
Income from investments	119	138,324	1,786	162,288	-	5,168	46	307,731	159,402
Receipts before transfer of funds	8,438,402	138,324	1,786	162,288	-	5,168	46	8,746,014	24,921,171
Transfer of funds, net	(1,298,000)	(100,000)	1,403,570	-	-	(5,524)	(46)	-	-
Total receipts	7,140,402	38,324	1,405,356	162,288	-	(356)	-	8,746,014	24,921,171
<b>Disbursements</b>									
Remitted to operation and maintenance fund	4,500,000	-	-	-	-	-	-	4,500,000	4,425,000
Payments on food service contract	2,460,779	-	-	-	-	-	-	2,460,779	2,563,359
Remitted to paying agent:									
Bond principal	-	-	450,000	-	-	-	-	450,000	4,515,000
Bond interest	-	-	519,151	-	-	-	-	519,151	268,451
Other	-	-	-	-	-	-	-	-	71,600
Payments to contractors and others	-	1,180,774	-	9,149,831	-	-	-	10,330,605	1,928,691
Total disbursements	6,960,779	1,180,774	969,151	9,149,831	-	-	-	18,260,535	13,772,101
Excess (deficiency) of receipts over disbursements	179,623	(1,142,450)	436,205	(8,987,543)	-	(356)	-	(9,514,521)	11,149,070
<b>Balance at Beginning of Year</b>	117,897	7,087,083	692,725	10,676,388	489,780	607,811	316,255	19,987,939	8,838,869
<b>Balance at End of Year</b>	\$ 297,520	\$ 5,944,633	\$ 1,128,930	\$ 1,688,845	\$ 489,780	\$ 607,455	\$ 316,255	\$ 10,473,418	\$ 19,987,939
<b>Balance at End of Year Consisted of</b>									
Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 692,725
Savings and money market accounts	297,520	118,491	1,128,930	226,622	-	3,217	316,255	2,091,035	1,212,454
State of Nebraska Operating Investment Pool	-	5,826,142	-	1,462,223	489,780	-	-	7,778,145	17,477,639
Investment	-	-	-	-	-	604,238	-	604,238	605,121
Total	\$ 297,520	\$ 5,944,633	\$ 1,128,930	\$ 1,688,845	\$ 489,780	\$ 607,455	\$ 316,255	\$ 10,473,418	\$ 19,987,939

Schedule 4

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Rentals**  
**Years Ended June 30, 2017 and 2016**

<b>Chadron State College</b>	<b>2017</b>	<b>2016</b>
Facility		
High Rise Dormitory	\$ 1,060,508	\$ 1,022,681
Andrews Hall	657,501	691,815
Kent Hall	634,257	624,333
Edna Work Hall	247,350	239,732
Edna Work Wing	217,603	223,290
Brooks Hall	144,946	188,651
Eagle Ridge	233,997	222,500
Family housing	40,784	109,975
Guest housing	69,345	75,344
Less room waivers	(607,104)	(578,139)
Total rentals	<u>\$ 2,699,187</u>	<u>\$ 2,820,182</u>
<b>Peru State College</b>	<b>2017</b>	<b>2016</b>
Facility		
Centennial Complex	\$ 1,154,720	\$ 795,533
Eliza Morgan Hall	540,123	464,436
Delzell Hall	-	422,688
Guest and temporary housing	23,974	50,576
Faculty housing	47,083	42,351
Oak Hill	103,680	82,637
Less room waivers	(209,767)	(201,725)
Total rentals	<u>\$ 1,659,813</u>	<u>\$ 1,656,496</u>
<b>Wayne State College</b>	<b>2017</b>	<b>2016</b>
Facility		
Bowen Hall	\$ -	\$ 995,906
Berry Hall	912,950	792,976
Morey Hall	659,029	554,215
Neihardt Hall	527,034	491,259
Anderson Hall	492,784	455,575
Pile Hall	491,031	445,902
Terrace Hall	404,642	403,735
Guest housing	89,205	66,772
Less room waivers	(557,702)	(646,568)
Total rentals	<u>\$ 3,018,973</u>	<u>\$ 3,559,772</u>

Attachment: NSCS Revenue and Refunding Bond Program 2017 Financial Statements (2094 : Acceptance of Revenue Bond Audit Report for

## Schedule 5

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Operation and Maintenance Fund Expenditures**  
**Years Ended June 30, 2017 and 2016**

<b>Chadron State College</b>	<b>2017</b>	<b>2016</b>
Salaries, payroll taxes and benefits	\$ 1,795,006	\$ 1,816,613
Utilities	591,547	614,087
Communication services	52,510	146,659
Supplies, materials and other	332,235	258,800
Repairs and maintenance	101,690	123,350
Professional and contractual services	62,362	94,219
	<u>62,362</u>	<u>94,219</u>
Total operation and maintenance fund expenditures	<u>\$ 2,935,350</u>	<u>\$ 3,053,728</u>
<b>Peru State College</b>	<b>2017</b>	<b>2016</b>
Salaries, payroll taxes and benefits	\$ 658,742	\$ 578,384
Utilities	277,362	320,318
Communications	8,066	10,004
Supplies, materials and other	271,356	212,842
Repairs and maintenance	30,877	87,411
Professional and contractual services	133,752	266,732
	<u>133,752</u>	<u>266,732</u>
Total operation and maintenance fund expenditures	<u>\$ 1,380,155</u>	<u>\$ 1,475,691</u>
<b>Wayne State College</b>	<b>2017</b>	<b>2016</b>
Salaries, payroll taxes and benefits	\$ 2,158,916	\$ 2,279,278
Utilities	855,321	1,078,183
Communication services	51,641	83,527
Supplies, materials and other	602,424	528,303
Repairs and maintenance	372,718	236,988
Professional and contractual services	206,301	223,050
	<u>206,301</u>	<u>223,050</u>
Total operation and maintenance fund expenditures	<u>\$ 4,247,321</u>	<u>\$ 4,429,329</u>

## Schedule 6

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Insurance in Force**  
**(Unaudited)**  
**Year Ended June 30, 2017**

**Chadron State College**

Type	Coverage Amount
Business interruption value	\$ 9,000,000
Blanket contents	4,277,510
Fire and extended coverage:	
Dormitories and housing facilities, 90% coinsurance	52,592,929
Student union and other buildings, 90% coinsurance	13,776,351

**Peru State College**

Type	Coverage Amount
Business interruption value	\$ 6,498,085
Blanket contents	2,180,681
Fire and extended coverage:	
Dormitories and housing facilities, 90% coinsurance	18,989,829
Student union and other buildings, 90% coinsurance	5,698,054

**Wayne State College**

Type	Coverage Amount
Business interruption value	\$ 18,240,712
Blanket contents	6,259,013
Fire and extended coverage:	
Dormitories and housing facilities, 90% coinsurance	46,000,394
Student union and other buildings, 90% coinsurance	24,099,940

## Schedule 7-1

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Debt Service Coverage**  
**Years Ended June 30, 2017 and 2016**

<u>Chadron State College</u>	<u>2017</u>	<u>2016</u>
Receipts		
Rentals	\$ 2,699,187	\$ 2,820,182
Facilities fees	1,045,375	1,078,523
Food service	2,836,776	2,885,559
Other	127,127	181,007
	<u>6,708,465</u>	<u>6,965,271</u>
Total receipts		
Interest earned	65,691	65,561
	<u>6,774,156</u>	<u>7,030,832</u>
Total additions		
Deductions		
Operation and maintenance expenditures (note)	2,935,350	3,053,728
Food service contract payments	2,133,265	2,151,791
	<u>5,068,615</u>	<u>5,205,519</u>
Total deductions		
Available for debt service, reserves, etc.	<u>\$ 1,705,541</u>	<u>\$ 1,825,313</u>
Debt service, principal and interest requirement (note)	892,786	886,471
Debt service coverage	191%	206%

**Note:** In accordance with the debt agreement, expenditures paid for capital improvements and extraordinary repairs that were charged to surplus and construction funds held by the trustee in the amount of \$1,267,992 and \$1,156,013 during the years ended June 30, 2017 and 2016, respectively, have not been deducted in arriving at the debt service coverage. The debt service requirement amount includes principal and interest payments due in 2017 and 2016.

## Schedule 7-2

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Debt Service Coverage**  
**Year Ended June 30, 2017 and 2016**

Peru State College	2017	2016
Receipts		
Rentals	\$ 1,659,813	\$ 1,656,496
Facilities fees	1,028,584	970,740
Food service	1,602,110	1,596,276
Other	81,686	87,744
Total receipts	4,372,193	4,311,256
Interest earned	125,851	24,765
Total additions	4,498,044	4,336,021
Deductions		
Operation and maintenance expenditures (note)	1,380,155	1,475,691
Food service contract payments	1,296,701	1,312,672
Total deductions	2,676,856	2,788,363
Available for debt service, reserves, etc.	\$ 1,821,188	\$ 1,547,658
Debt service, principal and interest requirement (note)	782,349	483,960
Debt service coverage	233%	320%

**Note:** In accordance with the debt agreement, expenditures paid for capital improvements and extraordinary repairs that were charged to surplus and construction funds held by the trustee in the amount of \$607,050 and \$140,593 during the years ended June 30, 2017 and 2016, respectively, have not been deducted in arriving at the debt service coverage. The debt service requirement amount includes principal and interest payments due in 2017 and 2016.



Schedule 7-3

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Debt Service Coverage**  
**Years Ended June 30, 2017 and 2016**

Wayne State College	2017	2016
Receipts		
Rentals	\$ 3,018,973	\$ 3,559,772
Facilities fees	1,190,487	1,181,803
Food service	4,172,660	4,753,382
Other	283,583	421,793
Total receipts	8,665,703	9,916,750
Interest earned	317,435	200,935
Total additions	8,983,138	10,117,685
Deductions		
Operation and maintenance expenditures (note)	4,247,321	4,429,329
Food service contract payments	2,460,779	2,563,359
Total deductions	6,708,100	6,992,688
Available for debt service, reserves, etc.	\$ 2,275,038	\$ 3,124,997
Debt service, principal and interest requirement (note)	969,151	858,451
Debt service coverage	235%	364%

**Note:** In accordance with the debt agreement, expenditures paid for capital improvements and extraordinary repairs that were charged to surplus and construction funds held by the trustee in the amount of \$953,513 and \$458,396 during the year ended June 30, 2017 and 2016, respectively, have not been deducted in arriving at the debt service coverage. The debt service requirement amount includes principal and interest payments due in 2017 and 2016.

Schedule 8-1

Nebraska State Colleges  
Student Fees and Facilities Revenue and Refunding Bond Program  
Bonds Outstanding  
Year Ended June 30, 2017

<b>Chadron State College</b>	<b>Principal Amount, Series 2013 and Series 2014</b>
Maturing July 1:	
2017	\$ 635,000
2018	640,000
2019	655,000
2020	655,000
2021	675,000
2022	690,000
2023	700,000
2024	715,000
2025	740,000
2026	760,000
2027	780,000
2028	750,000
2029	445,000
2030	460,000
2031	470,000
2032	485,000
2033	500,000
Total	<u>\$ 10,755,000</u>

Note: The schedule above has been prepared using the mandatory sinking fund redemption requirements for term bonds rather than the actual maturity date.

## Schedule 8-2

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Bonds Outstanding**  
**Year Ended June 30, 2017**

<u>Peru State College</u>	<u>Principal Amount, Series 2012B, Series 2015 and Series 2016C</u>
Maturing July 1:	
2017	\$ 260,000
2018	560,000
2019	570,000
2020	570,000
2021	585,000
2022	600,000
2023	605,000
2024	620,000
2025	635,000
2026	655,000
2027	650,000
2028	470,000
2029	485,000
2030	500,000
2031	480,000
2032	290,000
2033	300,000
2034	310,000
2035	320,000
2036	330,000
2037	340,000
2038	355,000
2039	370,000
2040	380,000
2041	395,000
2042	410,000
2043	425,000
2044	440,000
2045	455,000
2046	475,000
	<hr/>
Total	<u>\$ 13,840,000</u>

Note: The schedule above has been prepared using the mandatory sinking fund redemption requirements for term bonds rather than the actual maturity date.

## Schedule 8-3

**Nebraska State Colleges**  
**Student Fees and Facilities Revenue and Refunding Bond Program**  
**Bonds Outstanding**  
**Year Ended June 30, 2017**

<b>Wayne State College</b>	<b>Principal Amount, Series 2012A, Series 2016 and Series 2016B</b>
Maturing July 1:	
2017	\$ 845,000
2018	860,000
2019	880,000
2020	890,000
2021	905,000
2022	920,000
2023	950,000
2024	980,000
2025	1,005,000
2026	1,045,000
2027	1,040,000
2028	620,000
2029	640,000
2030	615,000
2031	355,000
2032	370,000
2033	380,000
2034	390,000
2035	405,000
2036	420,000
2037	430,000
2038	445,000
2039	460,000
2040	475,000
2041	495,000
2042	510,000
2043	530,000
2044	545,000
2045	565,000
2046	585,000
	<hr/>
Total	\$ <u>19,555,000</u>

Note: The schedule above has been prepared using the mandatory sinking fund redemption requirements for term bonds rather than the actual maturity date.

**Nebraska State Colleges  
Student Fees and Facilities Revenue and Refunding Bond Program  
Occupancy  
(Unaudited)  
Year Ended June 30, 2017**

	Chadron State College											
	Summer session 2016			First term			Second term			Summer summer 2017		
	Capacity	Number	Percentage	Capacity	Number	Percentage	Capacity	Number	Percentage	Capacity	Number	Percentage
High Rise Dormitory	422	2	1 %	422	284	67 %	422	263	62 %	422	4	1 %
Edna Work/Wing Hall	186	5	3	186	115	62	186	107	58	186	1	1
Kent Hall	275	—	-	275	191	70	275	148	54	275	2	1
Andrews Hall	284	1	-	284	176	62	284	162	57	284	—	-
Brooks Hall	84	1	1	84	43	51	84	27	32	84	1	1
Eagle Ridge	69	2	3	69	49	71	69	45	65	69	1	1
Family housing*	16	12	75	16	15	94	16	8	50	16	—	-
	<u>1,336</u>	<u>23</u>		<u>1,336</u>	<u>873</u>		<u>1,336</u>	<u>760</u>		<u>1,336</u>	<u>9</u>	

\* One West Court unit was taken offline in Fall 2014. In the Summer of 2015 and 2016 Chadron State College demolished several more of the West Court units. Several additional units were demolished in the Summer of 2016.

	Peru State College								
	First term			Second term			Summer session 2017		
	Capacity	Number	Percentage	Capacity	Number	Percentage	Capacity	Number	Percentage
Centennial Complex	296	313	106 %	296	250	84 %	296	—	- %
Eliza Morgan Hall	148	137	93	148	119	80	148	—	-
Delzell Hall	146	—	-	151	—	-	151	—	-
Faculty housing	8	8	100	8	8	100	8	4	50
Oak Hill**	11	11	100	11	11	100	11	4	36
	<u>609</u>	<u>469</u>		<u>614</u>	<u>388</u>		<u>614</u>	<u>8</u>	

\*\* Oak Hill is apartment housing which has been converted to student housing. Students are paying the regular housing rates on a per bed basis. The 11 apartment units can house up to 40 students. Occupancy for first and second term were 24 and 21 beds, respectively.

	Wayne State College											
	Summer - July 2016			First term		Second term		Summer - May 2017		Summer - June 2017		
	Capacity	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	
Anderson Hall	159	—	- %	146	92 %	134	84 %	—	- %	—	- %	
Bery Hall	306	—	-	272	89	236	77	—	-	—	-	
Bowen Hall	435	—	-	—	-	—	-	—	-	—	-	
Morey Hall	231	—	-	195	84	175	76	—	-	—	-	
Neihardt Hall	161	—	-	140	87	129	80	—	-	—	-	
Pile Hall	139	—	-	135	97	119	86	—	-	—	-	
Terrace Hall	140	7	5	114	81	106	76	6	4	6	4	
	<u>1,571</u>	<u>7</u>		<u>1,002</u>		<u>899</u>		<u>6</u>		<u>6</u>		

**Note:** Occupancy numbers are based on occupancy levels at the end of each term and do not reflect changes that may occur during the course of each term. The occupancy percentages are based on the number of beds occupied, as the rooms were designed. In many cases, students elect to pay a higher rate for a two-bed room and occupy it as a private room. The "room occupancy" rate, which is higher at all three colleges than the bed occupancy percentages, gives a clearer picture of the situation that exists.

## ITEMS FOR DISCUSSION AND ACTION FISCAL, FACILITIES AND AUDIT

November 17, 2017

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

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

From Resolution:

3/18/16                      \$60,192.50    #6    Centennial Complex, Electrical

To: Resolution:

3/24/17                      \$60,192.50    #3    Centennial Complex, Morgan Hall and Student Center; Install, R&R Fire Sprinklers and Fire Alarm

From Resolution:

3/24/17                      \$130,000.00    #5    Centennial Complex; Replace Electrical Panels and Wiring

To Resolution:

3/24/17                      \$130,000.00    #3    Centennial Complex, Morgan Hall and Student Center, Install R&R Fire Sprinklers and Fire Alarm

The transfer of these funds will allow the College to move forward with the fire alarm projects for the Student Center and Morgan Hall.

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







FISCAL OPERATIONS, NEBRASKA STATE COLLEGE SYSTEM

POLICY: 6006

Depositories

Page 1 of 1

BOARD POLICY

All cash receipts shall be deposited in banks to the credit of the individual College or to the Board, as appropriate.

The State Treasurer is responsible for certain bank accounts used by the Colleges as depositories, for which the Colleges do not have authority for withdrawal. The State Treasurer clears the deposits in these bank accounts periodically, and the amounts cleared by the Treasurer are credited to the accounts of the individual College or Board, as appropriate.

The Colleges also have bank accounts for which they are responsible. Such depositories, the designation of account, and the authority for withdrawal shall be approved by the Board of Trustees.

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

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

Each depository shall pledge a portion of its own securities as collateral for the accounts holding state funds on behalf of any of the Colleges. The collateral shall be provided using the procedures and in the forms prescribed in Neb. Rev. Stat. 77-2301 through 77-2306 and in the Public Funds Deposit Security Act in Neb. Rev. Stat. 77-2386 to 77-23,106. For the accounts under the control of the State Treasurer, the collateral shall be in the amount(s) required by that office. Collateral for accounts under the control of the State Colleges/Board of Trustees shall be equal to the largest amount of funds deposited and maintained in the separate accounts during the fiscal year, less the amount covered under the bank's Federal Depository Insurance Corporation insurance.

Legal Reference: RRS 77-2301 through 77-2306 Deposit and Investment of Public Funds  
RRS 77-2386 through 77-23,106 Public Funds Deposit Security Act

Policy Adopted: 1/28/77  
Policy Revised: 2/7/83  
Policy Revised: 2/3/89  
Policy Revised: 3/11/94  
Policy Revised: 2/23/95  
Policy Revised: 9/6/13  
Policy Revised:

Attachment: Revisions to Board Policy 6006 (2112 : Revisions to Board Policy 6006; Depositories)

**ITEMS FOR DISCUSSION AND ACTION**  
**FISCAL, FACILITIES AND AUDIT**

November 17, 2017

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***ACTION:***                                   **First and Final Round Approval of Revisions to Board Policy 8064; Capital Construction and Information Technology (IT); Bids**

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The System Office recommends revising Board Policy 8064 to clearly state the Formal Bid Procedure for purchases over \$100,000. The proposed revisions clarify advertising and award procedures for Information Technology Requests for Proposals (RFP's), and further clarifies that approval of less than three (3) bids at the System Office applies only to purchases over \$100,000.

The System Office recommends approval of the Revisions to Board Policy 8064; Capital Construction and Information Technology (IT); Bids.

**ATTACHMENTS:**

- Revisions to Board Policy 8064      (PDF)

## FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 8064 Capital Construction and Information  
Technology (IT); Bids**

**Page 1 of 6**

### BOARD POLICY

#### Applicability

Board Policy 7010 applies to bidding and purchases of general items, supplies and ordinary services. Board Policy 7016 applies to contracts for legal counsel, auditor, lobbyists, search consultants, and other consultants and specialized services not associated with facilities or information technology in the 8000 series Board policies. Policy 8064 applies to construction, facilities and Information Technology (IT) related purchases and bidding, and includes facilities related purchases such as carpet/flooring & wall finishes, equipment, fixtures, furnishings, and window coverings even when their purchase is not associated with a capital construction project. The following four sections: **Emergency; Sole Source; Exceptions to Bidding Requirements; and Requests for Proposals (RFP)**, apply to both Board policies 7010 and 8064.

#### Emergency

Emergency shall mean any situation where it is necessary to enter into a contract to (a) avoid the loss of life, health, safety, or property, (b) respond to time limits established by an external authority, (c) ensure the continuation of an essential College service, function, utility, facility or computer/software system, or (d) avoid, correct or repair a situation outside the control of the Colleges including detrimental negligence or acts of an employee, natural or manmade disasters, and security or data compromise.

Proposed emergency purchases shall be documented by the College unit or department, and submitted to the Vice President for Administration and Finance, for approval by the Chancellor. The Chancellor may also approve the suspension of bidding requirements as appropriate for each emergency.

#### Sole Source

A sole source purchase is when there is only a single feasible or sole source for the supplies or services. A single feasible or sole source exists when:

- Supplies are proprietary and only available from the manufacturer or a single distributor.
- Additions to a system must be compatible with the original equipment or software.
- Factory authorized maintenance must be utilized in order to maintain validity of a warranty.
- Only one (1) type of computer software exists for a specific application.
- The software or materials are copyrighted and are only available from the publisher or a single distributor.
- The services of a particular provider are unique, e.g. entertainers, authors, etc.
- Based on current research, it is determined that only a single distributor services the region in which the supplies are needed.

Documentation to purchase based on sole source without competitive bids or proposals shall be documented by the College unit or department, and approved by the Vice President for Administration and Finance in consultation with either the Vice Chancellor for Facilities and Information Technology, or the Vice Chancellor for Finance and Administration.

## FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 8064 Capital Construction and Information  
Technology (IT); Bids**

**Page 2 of 6**

### Exceptions to the Bidding Process

Exceptions to the bidding process are defined as: emergency and sole source purchases with proper approval, advertising, software licensing renewals and software/hardware maintenance agreements, purchase from a previously competitively bid government or multi-state compact contract, including other state colleges and higher education institutions, or when the price has been established by the federal General Services Administration. Exceptions also include repairs of less than fifty thousand dollars (\$50,000) for vehicles, equipment, furnishings, Information Technology hardware/software/systems, and facilities/grounds. Repairs under \$50,000 require negotiation to assure quality work is performed at a reasonable price.

### Requests for Proposals (RFP)

A Request for Proposal (RFP) process includes a detailed description of the items/supplies/services/systems desired, but important factors other than cost are made part of the process and considered in the award of the contract. For the purpose of Board policies, an RFP can be considered a form of bidding, and may be used when formal or informal bidding is required. The exception to that is when a proposal is received through an RFP process for the purpose of selecting a design/construction consultant or contractor in Board policies 8066 and 8071. In such cases, the proposals are not considered “bids” since the final contract amount is derived through negotiations with the highest ranked firm.

The Board shall, within the limits prescribed by law, prepare specifications, advertise projects, evaluate and award all bids for capital construction projects and information technology related purchases in the System.

No College employee or Board member shall furnish or cause to be furnished any technical information, or solicit proposals and/or prices or take any type of action, which would or could be construed to give a direct or indirect advantage or disadvantage to a potential bidder for a College Project.

No person shall attempt to influence in any way or participate or assume responsibility in the evaluation of proposals and selection of contractors when participation constitutes a conflict of interest.

### FORMAL PROCEDURE

**Construction projects and information technology related purchases exceeding one hundred thousand dollars (\$100,000) shall observe the following bidding procedures:**

1. Specifications: All specifications and plans for buildings to be renovated or constructed, are to be prepared by professional architects and/or engineers when required by state law. The specifications and plans shall be prepared in such a manner that the completed building, landscaping and parking facilities, including the cost of equipment and fixtures necessary for the project, or the completed renovation cost shall not exceed the amount authorized for that purpose. Specifications for information technology related purchases may be prepared by College employed technicians or hired consultants.
2. Advertising project: For construction, ~~the~~ public notice shall appear once a week for three (3) consecutive weeks in a publication based in or near the locality of the project and in other widely circulated publications as deemed necessary by the College. The notice shall not appear on a weekend or holiday. A minimum of fifteen (15) calendar days shall elapse between the time formal bids are first advertised or called for and the time of their opening. For information technology procurement, the College determines the most effective means of advertising and distributing the Request for Proposals (RFP).

## FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 8064 Capital Construction and Information  
Technology (IT); Bids**

**Page 3 of 6**

The notice or RFP shall include, at a minimum, the following information:

- a) Name of Board of Trustees/College
- b) Description of project
- c) Date, place and time when bids must be received
- d) Person to contact for information
- e) Locations where bid documents can be viewed/obtained

A copy of the advertisement shall be kept on file with the College responsible for placing the advertisement and will be made available to the System Office upon request.

3. Bid Opening for Construction: Bids shall be submitted in a sealed envelope with notation of the project on the front. Bids shall be opened on the date, time and place as advertised. The bid opening shall be conducted in public so that all bidders and interested parties may be present. No bids are to be received after the specified time and are to be returned unopened. The bidder's envelope is to be attached to the back of the bid form. The professional consultant shall be responsible for opening and reading aloud the bids. Bid documents shall be considered public information after they have been opened. The following requirements shall be noted at the time of opening the bid:

- a) Conformance with bidding instructions
- b) Use of proper bid forms
- c) Accompanied by bid bond or certified check (not applicable to information technology)
- d) Acknowledgment of any addendum
- e) Bid is signed

For information technology RFP's, proposal submissions generally follow the bid opening procedures above, except that electronic proposals may be accepted.

4. Bid Evaluation for Construction: When bids are received, publicly opened and read, the contractors shall not be notified of the final decision until a later date so that adequate study and analysis can be made of the bids received. The professional consultant shall evaluate the bids received and make a recommendation to the College. Awarding of the contracts shall be based on competitive bidding with award to the lowest responsible bidder, taking into consideration the best interests of the State of Nebraska and the System, the quality or performance of the firm and the materials to be supplied, their conformity with specifications, and the times of completion. In determining the lowest responsible bidder, in addition to price, the following elements shall be given consideration:

- a) The ability, capacity, and skill of the bidder to perform the contract required;
- b) The character, integrity, reputation, judgment, experience, and efficiency of the bidder;
- c) Whether the bidder can perform the contract within the time specified;
- d) The quality of performance of previous contracts;
- e) The previous and existing compliance by the bidder with laws relating to the contract;
- f) The life-cost of the article or property in relation to the purchase price and the specific use of the item;
- g) The performance of the article or property, taking into consideration any commonly accepted tests and standards of product usability and user requirements;
- h) Energy efficiency ratio as stated by the bidder for alternative choices of appliances or equipment; and
- ~~h~~i) Such other information as may be secured having a bearing on the decision to award the contract.

## FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 8064 Capital Construction and Information  
Technology (IT); Bids**

**Page 4 of 6**

For information technology RFP's, proposal evaluation generally follows the construction bid evaluation procedures above, except that the contract is not necessarily awarded to the lowest cost proposal, but to the top ranked proposal based on the criteria outlined in the RFP.

When a public contract is to be awarded to the lowest responsible bidder, a resident bidder shall be allowed a preference over a nonresident bidder from a state which gives or requires a preference to bidders from that state.

A capital construction or information technology contract may be conditioned upon later refinements in scope and price and may permit the College in agreement with the contractor to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the program statement or available funding.

All bidders on College projects must file a statement that they are complying with, and will continue to comply with, fair labor standards in the pursuit of their business and in the execution of the contract on which they are bidding. All bidders must also comply with the State of Nebraska's Drug-Free Workplace requirement. The proposal form used to bid projects shall contain a clause which, when the proposal is signed by the bidder, certifies that the firm has a drug-free workplace policy in accordance with State requirements.

The contractor must specifically agree not to discriminate against any recipient of services on the basis of race, color, sex, religion, creed, age, marital status, physical or mental disability, political affiliation, national origin or ancestry, and not to discriminate against any employees or applicant for employment on the basis of race, color, sex, religion, creed, age, marital status, physical or mental disability, political affiliation, national origin or ancestry.

All contracts will contain equal opportunity statements to ensure compliance with Federal Government requirements associated with Title VI and Title VII of the Civil Rights Act of 1964, and other appropriate equal opportunity procurement policies.

The recommendation, bid tab sheet and other applicable materials shall be provided to the System Office for review by the Vice Chancellor for Facilities and Information Technology. In the event that less than three (3) bids or proposals are received, the Chancellor may approve award of contract based on documentation received. Approval of less than three (3) bids only applies to the Formal Procedure. All actions shall be reported to the Board at the first Board meeting following System Office action.

For any construction project that has a total cost of more than one hundred thousand dollars (\$100,000), the successful bidder for the project shall be required to furnish a Performance Bond and a Labor Material Payment Bond, each in the amount of 100% of the contract sum, written by a Surety licensed to do business in the State of Nebraska.

If the recommendation is to reject the lowest bid for any one or more of the reasons stated above, the recommendation must include the reason(s) for the rejection. The Board always reserves the right to reject any or all bids.

### INFORMAL PROCEDURE

Construction projects and information technology related purchases with a total project cost between thirty thousand dollars (\$30,000) and one hundred thousand dollars (\$100,000) shall observe the following bidding procedure:

1. Three or more quotations for the project shall be solicited from responsible bidders. Original quotations may be obtained in writing or verbally. Any verbal quotations must be followed up with a written or faxed confirmation for project files.

## FACILITIES, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 8064 Capital Construction and Information  
Technology (IT); Bids**

**Page 5 of 6**

2. A fixed bid receipt date or public opening is not required.
3. A formal contract shall be executed for the project after negotiating a price that is reasonable and within budget. The contract may be the System's short form, long form, or other form acceptable to the Vice Chancellor for Facilities and Information Technology

A capital construction or information technology purchase contract may be conditioned upon later refinements in scope and price and may permit the College in agreement with the contractor to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the program statement or available funding.

4. All resulting quotations or refusals to quote shall be documented by the College for reference.
5. Information on these contracts shall be reported to the Board of Trustees at the first Board meeting following College acceptance of the contract.

### OPEN SOLICITATION

Construction projects and information technology related purchases with a total cost of less than thirty thousand dollars (\$30,000) shall follow the open solicitation process, as follows:

1. Competitive bidding is not required.
2. The College may contract directly with a responsible contractor after negotiating a contract price that is reasonable and within budget.
3. A capital construction or information technology purchase contract may be conditioned upon later refinements in scope and price and may permit the College in agreement with the contractor to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the program statement or available funding.

### ~~Fewer than Three Bids~~

~~In the event that the prescribed procedures for competitive bidding are carried out and the resulting bids received number less than three (3), the College may award the contract based upon the bids submitted, or rebid the project. Documentation shall be provided to the Vice Chancellor for Facilities and Information Technology and placed in the College's project file to show compliance with the appropriate bidding procedures and show that it is in the Board/College's best interest to enter into an agreement with the selected bidder.~~

### INFORMATION TECHNOLOGY (IT) PURCHASING

Security of data, and College IT systems infrastructure requirements, need to be considered when College departments or units make IT purchases. Purchases should be coordinated with the College IT department when the purchases involve hardware or software to be installed on premise, consulting or professional service engagements which will require IT integration or services, and Cloud services which will, at any time during the contract, be used to store or handle data that is: 1) PII-Personally Identifiable Information beyond the scope of the user requesting the service, 2) FERPA protected, 3) requires Institutional Research Board (IRB) approval, or is 4) non-public institutional data.

**FACILITIES, NEBRASKA STATE COLLEGE SYSTEM**

**POLICY: 8064 Capital Construction and Information Technology (IT); Bids**

**Page 6 of 6**

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<p>Legal Reference: RRS 72-802</p> <p>RRS 72-803</p> <p>RRS 73-101.01</p> <p>RRS 73-102</p> <p>RRS 81-1108.43</p> <p>RRS 81-1114</p> <p>RRS 85-304</p> <p>RRS 81-3449</p> <p>RRS 81-3453</p>	<p>Public buildings; plans and specifications; limitations; bids; appropriations; limits</p> <p>Public buildings; construction; improvement and repair; contracts; bidding; procedure; exceptions</p> <p>Public lettings; resident bidder; defined; preference</p> <p>Fair Labor Standards, statement of compliance required.</p> <p>Capital construction project; prohibited acts; exceptions; warrant; when issues</p> <p>Department of Administrative Services; building division; powers, duties, and responsibilities</p> <p>Board of Trustees; powers; enumerated</p> <p>Practice of architecture; exempted activities</p> <p>Practice of engineering; exempted activities</p>
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- Policy Adopted: 3/11/94
- Policy Revised: 8/29/97
- Policy Revised: 10/29/97
- Policy Revised: 9/10/02
- Policy Revised: 2/12/04
- Policy Revised: 9/15/06
- Policy Revised: 9/14/07
- Policy Revised: 9/11/09
- Policy Revised: 4/22/10
- Policy Revised: 6/2/11
- Policy Revised: 6/18/15

Policy Revised:

**Attachment: Revisions to Board Policy 8064 (2111 : Revisions to Board Policy 8064; Capital Construction and Information Technology (IT));**



**ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL**

November 17, 2017

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**INFORMATION ONLY: Online Programs Report**

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The online programs reports from each of the Colleges are provided to the Board for information.

Board Policy 4730 states that each College shall provide an annual Online Programs Report for review at the October or November meeting each year. The reports are included in the Board materials to establish a record of such action.

**ATTACHMENTS:**

- CSC Online Program Report Fall 2017 (PDF)
- PSC Online Program Report Fall 2017 (PDF)
- WSC Online Program Report Fall 2017 (PDF)
- Online Table Nov 2017 (PDF)

## Chadron State College—2017 Online Program Report

### Accreditation

CSC has been granted permission by the Higher Learning Commission for distance education up to 100% of total degree programs. To assist students, currently the following distance programs are offered:

- Bachelor
  - Business Administration (\*completely online)
  - Elementary Education (\*\*partially online)
  - Early Childhood Education Endorsement (partially online)
  - Early Childhood Education Inclusive (partially online)
  - Interdisciplinary Studies (completely online)
  - Family & Consumer Sciences (partially online)
  - General Business (completely online)
  - Geoscience (partially online)
  - Psychology (completely online)
  - Special Education (partially online)
  - Mathematics
    - BS Math (completely online)
    - BSE Math (partially online)
  - Teacher Alternative Certification Program (partially online)
  - Technical Occupations (completely online)
- Graduate
  - Business Administration—MBA (completely online)
  - Clinical Mental Health Counseling —MAE (partially online)
  - Curriculum & Instruction—M.Ed.
    - Elementary Education (completely online)
    - Reading (completely online)
    - Mathematics (completely online)
    - Special Education (completely online)
  - Education Administration—MAE (completely online)
  - Mathematics/Science—MAE
    - Mathematics (completely online)
  - Organizational Management—MS
    - Human Services (completely online)
    - Sports Management (completely online)
    - Natural Resources (partially online)
  - School Counseling—MAE (partially online)

\*Completely online – program can be completed by enrolling in online and blended sections

\*\*Partially online – program will require student to come to campus for face-to-face and/or additional location courses for one of two semesters.

### Course Definitions

- Face-to-Face (Sections 01-10) - Sections are conducted in an onsite face-to-face format or mode of instruction (may include Internet enhancements).
- Hybrid (Section 99) - Sections are conducted in an onsite face-to-face format or mode of instruction that includes a virtual learning experience and/or component.
- Additional Location courses - Scottsbluff courses (section 40), North Platte courses (section 65), High School Dual Enrollment (section 48) that require students to be present at a site separate from Chadron and may include instruction from interactive TV, video, or online teaching.

- Online (Sections 79) - Requires that all students participate completely online and interact with one another and with their instructors.
- Blended (Section 89) – Sections are designed to accommodate both on-campus and distance learners. Distance learners access all course materials online. Required participation is electronically mediated. Onsite learners have online access to course materials, but are required to attend regularly scheduled face-to-face classroom instruction.

### **Course Inventory**

- Fall 2017 (as of 9-25-2017) – 486 total CSC courses, with:
  - 316 Face-to-Face (01-10) sections
  - 94 Hybrid (99) sections
  - 35 Additional Location (40, 48, & 65) sections
  - 185 Online (79) sections
  - 21 Blended (89) sections.
- Essential Studies courses are provided in Online (79) or Blended (89) format for distance learners.

### **Enrollment**

- Total Student Credit Hour Production (SCHP) for Fall 2017 as of 9-25-2017 equals 29,164 with the student credit hour production for delivery types as follows:
  - Face-to-Face and Hybrid = 17,145
  - Online and Blended = 11,081
- Duplicated headcount in all online and blended courses for Fall 2017 – 3,782
- Unduplicated headcount of students taking at least one online or blended course for Fall 2017 – 1,827

Term Year	Course Type	Section Inventory Offered Online	Enrollment Duplicated Headcount	Enrollment SCH Production
Fall 2017	Online (79) and Blended (89)	206	3,782	11,081
Fall 2016	Online (79) and Blended (89)	200	4,150	12,204
Fall 2015	Online (79) and Blended (89)	207	4,037	11,875
Fall 2014	Online (79) and Blended (89)	270	4,232	12,025
Fall 2013	Online (79)	230	4,425	12,663
Fall 2012	Online (79), Blended (89), Hybrid (99)	291	6,423	18,058
Fall 2011	Online (79), Blended (89), Hybrid (99)	258	5,550	15,910
Fall 2010	Online (79), Blended (89), Hybrid (99)	255	4,342	12,594

### **Course Delivery System**

- All approved courses posted in PeopleSoft for the term may be activated in the campus Learning Management System (LMS). The courses and rosters are loaded and prior to the start of the term and updated as needed. Students officially enrolled in the courses may access their courses with Internet capable devices.

### **Online Faculty**

- As with all delivery formats, the departments and academic deans review instructor credentials for online and blended courses. If approved by the academic dean the instructor may be scheduled to teach classes.

- The Teaching and Learning Center (TLC) staff embraces a continuous improvement approach and supports faculty and learning management system (LMS) training and instructional design.

### **Course Approval Process**

- The online/blended and campus structures are fully integrated, including the course approval process. All new courses are submitted for department, dean, faculty senate academic review committee, and academic vice president approval.
- The deans oversee the process (from request to scheduling of the course) for online/blended course development and development conditions/agreements.

### **Faculty Oversight**

- Evaluation of full time faculty members is conducted in an equivalent manner across all delivery modes.
- Evaluation of part-time faculty is conducted in an equivalent manner across all delivery modes.
- The academic deans, chairs and/or mentors monitor course performance. Enrollment is typically limited to 30 students per online course.
- The institution's quality mechanisms, course design process, learning goals, and assessment are consistent across all modes of delivery.

### **Academic Support**

#### **Online Faculty Support**

- The TLC provides assistance in course development and design, and provides LMS training and support. Additional faculty publication, committee, and program support, the Faculty Senate's Subcommittee on Educational Technology, the New Faculty Orientation, Quality Matters work sessions, and department mentors.
- Access to help desk for technical assistance.

#### **Student Support**

- 24/7 Access to help desk for technical assistance.
- Access to faculty (through LMS and email) for help with course related issues.
- Online student services (registration, library, tutoring, advising, etc.).
- An orientation to the LMS is provided via the LMS.

9/25/17

**Peru State College  
Online Course/Program Report  
2017**

**Accreditation**

Peru State College has been granted permission by the Higher Learning Commission to offer 100% of its degree programs online. The following are currently offered:

- **Undergraduate**
  - Business Administration – B.S. (*minors also available*)
    - Accounting
    - Computer and Management Information Systems
    - Human Resources and Risk Management
    - Management
    - Marketing
    - Public Administration
  - Business Administration – B.A.S.
    - Management
  - Criminal Justice – B.S. (*minor also available*)
    - Justice Administration
    - Justice Counseling
    - Justice Law & Society
  - Psychology – B.S. (*minor also available*)
  - Leadership – minors only (Leadership and Management and Leadership and Global Issues)
- **Graduate**
  - Masters of Science in Education - Curriculum and Instruction
  - Masters of Science in Organizational Management

**Course Definitions**

Courses with online components are defined as:

- **Online Courses** – classes that are available only online. Students are not required to meet in a physical location or to visit campus. These courses are held in the virtual classroom via the Internet.
- **Hybrid Courses** – classes that are offered in the classroom, but also have an online component. These courses require face-to-face interaction for the program. Students are able to complete most of their work via the Internet; however, they are scheduled to meet with their instructor in a traditional classroom setting throughout the term.
- **Blended Courses** – classes that are offered simultaneously to both online and on campus students. All work is completed in Blackboard, however, students have the opportunity to visit the class during scheduled times to be part of the live classroom setting. Some blended courses are streamed live and students may view the course from a distance location.
- **Web Enhanced Courses** – classes that are available only in the classroom. Students are required to meet on campus, in a traditional classroom setting. An online version of the course is made

available to students to enhance their course. The online platform is often used to submit homework or make class announcements.

### **Course Inventory**

- Fall 2017—107 courses, including 159 total sections taught online or hybrid
- All courses support HLC approved programs.
- Many courses are offered through the web enhanced format, which has dramatically grown in popularity with the students and faculty members.

### **Enrollment**

*(Data as of 09/18/17)*

- Total online and hybrid duplicated enrollments—3,106
- Total online and hybrid SCH— 9,286

### **Course Delivery System**

All online, hybrid, blended, and web enhanced courses are accessed through Blackboard, PSC's learning management system. Blackboard may be accessed by faculty, staff, and students 24 hours a day, seven days a week. To access a Blackboard course, a student only needs a computer, browser, Internet access, and to be enrolled at PSC.

### **Faculty**

- All online and hybrid faculty members follow the standards and procedures used by Peru State College for appointment to teach on-campus courses.
- All faculty members teaching online have been formally trained on Blackboard, and are offered retraining when updates occur.

### **Course Approval Process**

1. All new courses intended for online delivery must be formally approved by their respective School, the Faculty Senate, and the President prior to being developed in an online or hybrid format.
2. If approved, the faculty member works with the Distance Education & Online Services Department to develop the course. Once completed, the course is reviewed for technical design issues and then submitted to the appropriate Dean for review, suggestions, and potential modification prior to instruction.
  - The course description and objectives are the same for online and hybrid courses as on-campus courses.
  - Online or hybrid courses must include assessment activities that are equivalent to those in an on-campus course (i.e. written exercises, papers, examinations, etc.).
  - Standards in online and hybrid courses must be as rigorous as those for on-campus courses.

### **Faculty Oversight**

- Evaluation of online faculty is conducted the same as faculty teaching on-campus courses. Both are guided by the faculty negotiated agreement.
- All online and hybrid instructors are expected to provide timely feedback to students regarding their progress and performance, by means that are comparable to on-campus courses.

## **Academic Support**

### **Online Faculty Support:**

- Access to a full-time professional staff for creating and modifying online courses and for ongoing technical support
- Technical support is available daily, from 9 am to 9 pm by telephone or by email
- Initial training on Blackboard is required
- All faculty members receive a 167+ page, internally created, online training manual
- 41 training handouts through faculty access on Blackboard plus a complete Blackboard training manual online
- Access to campus-based online pedagogy, on demand new user training, and course management workshops throughout each semester
- Annual training is offered to all new faculty and adjuncts
- Monthly eNewsletter sent to all faculty members to relay updates, important policy information, and to share new, helpful or engaging strategies to incorporate
- 35+ training handouts for unlimited access on the PSC website

### **Online Student Support:**

- Technical support is available daily, from 9 am to 9 pm by telephone or by email
- Access to faculty, through Blackboard or by email, for help with course-related inquiries
- Online enrollment
- Online student services (registration, advising, etc.)
- Online orientation course
- Online library access – offered 24 hours a day, seven days a week
- Online tutoring
- Online training handouts for unlimited access on the PSC website

## Wayne State College Online Course/Program Report

### Accreditation

WSC received accreditation from the HLC to offer the following graduate programs completely online: Business Administration (MBA), School Administration/Educational Leadership (EdS & MSE), Special Education (MSE) and Organizational Management (MSOM). At the undergraduate level, Business Administration/Human Resource Management, Business Administration/Management and Criminal Justice are offered as completely online options.

### Course Definitions

- Online - all course requirements completed online
- Hybrid – course combines both online and face-to-face methods of delivery
- Traditional Face-to-Face – no online requirements for the course.

### Course Inventory

- WSC has approximately 366 courses that have been approved and developed in online or hybrid formats.
- For Fall 2017, 108 course sections are being taught online or hybrid.

### Enrollment

- Duplicated enrollments in all online and hybrid courses for Fall 2017 (as of 9/15/17): 1,676
- Online and hybrid SCH for Fall 2017 (as of 9/15/17): 4,814

### Course Delivery System

When courses and enrollments are processed through PeopleSoft/SAP, all classes for the term are ported into Sakai, WSC's learning management system, 30 days before term start-date. All courses for the term are available for faculty to activate in Sakai, and enrollment updates are automatically pushed through PeopleSoft/SAP and reflected in the Sakai class rosters. Active Sakai classes are accessible to officially enrolled students via any internet-enabled device.

### Online Faculty

Approximately 141 current faculty and staff members have been formally trained on Sakai.

### Course Approval Process

1. All courses must be formally submitted for department, school and academic vice presidential approval.
2. If approved, faculty work with the WSC Director of Teaching and Learning Technology to develop the course. The Director of Teaching and Learning Technology also provides ongoing support for faculty teaching online courses.

### Faculty Oversight

An evaluation instrument for online courses was piloted in Spring and Summer 2014 and is currently required for all online courses taught by non-tenured and adjunct faculty. Tenured faculty may opt to have their courses evaluated using the same instrument.



## **Academic Support**

### Online faculty Support:

- Assistance for creating and modifying online courses is available from the Director of Teaching and Learning Technology.
- Toll free and email access to the WSC Network and Technology Services Help Desk.
- Initial training on Sakai.
- Instructional support during the initial offering of the course.
- Access to campus-based online pedagogy and course management workshops throughout each semester.

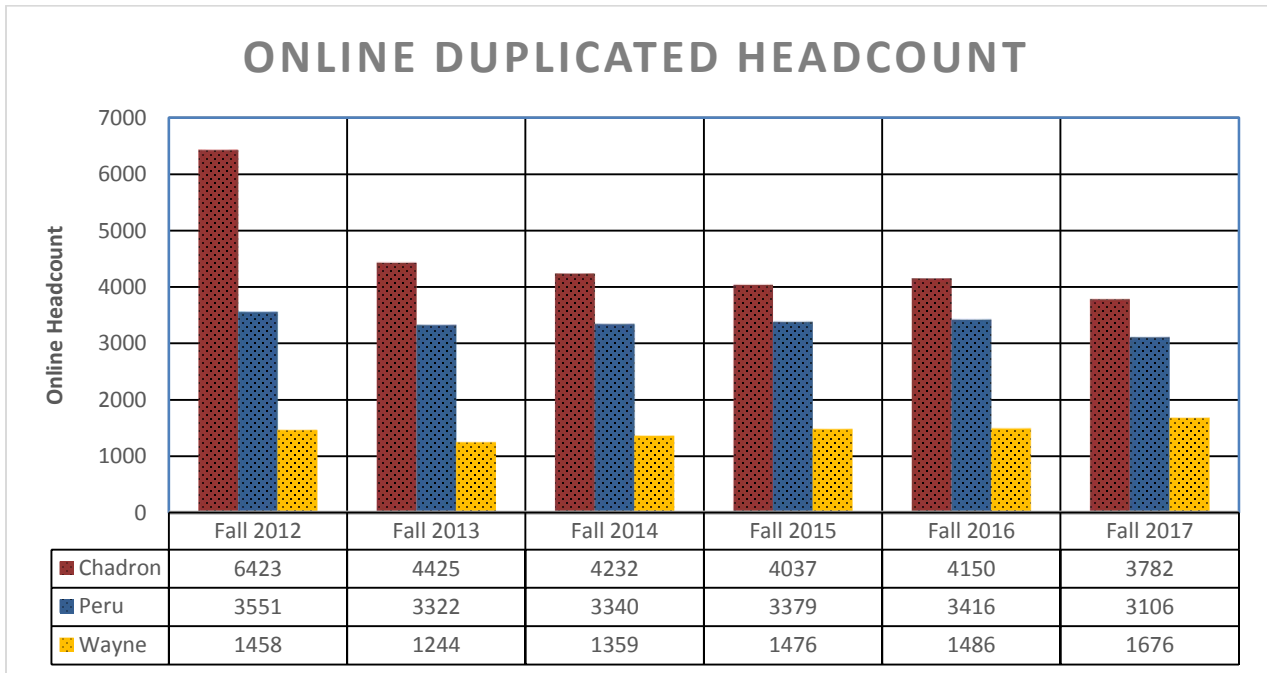
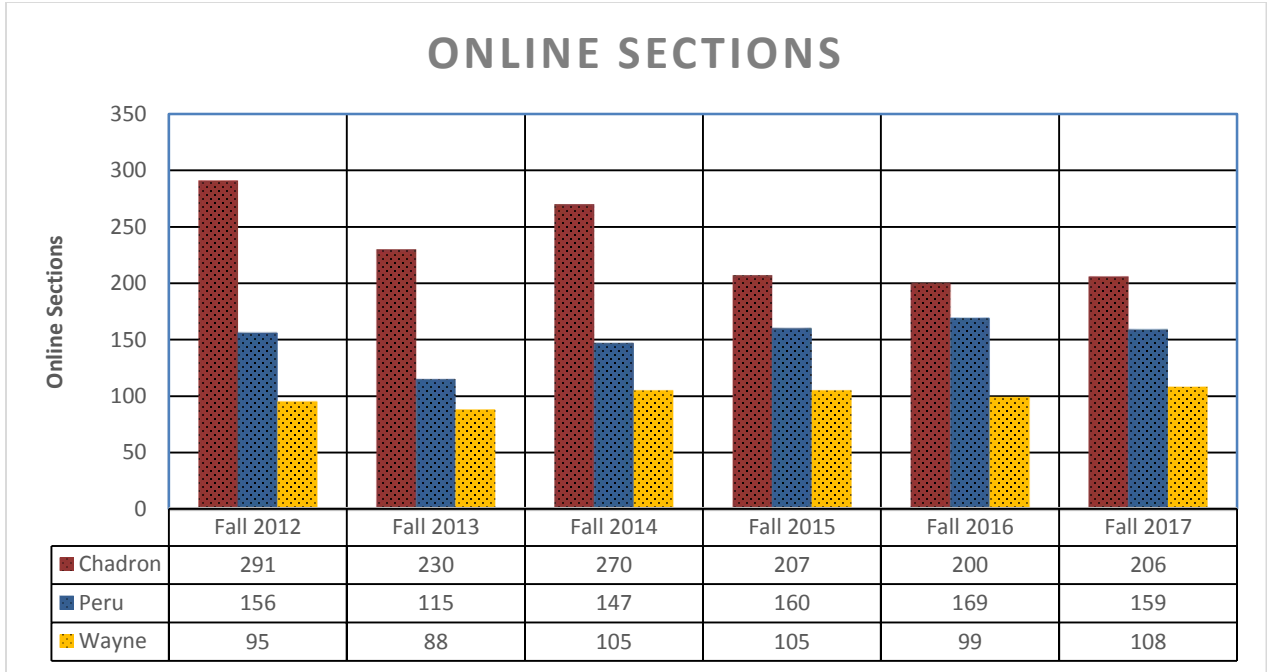
### Quality Matters (QM)

- Faculty-centered, peer review process designed to certify the quality of online courses and online components
- Subscription service which provides a rubric and a process used for continuous improvement of online courses
- Systematic and comprehensive continuous quality assurance process that includes faculty training, course development, and course revisions that are aligned with accreditation standards

### Student Support:

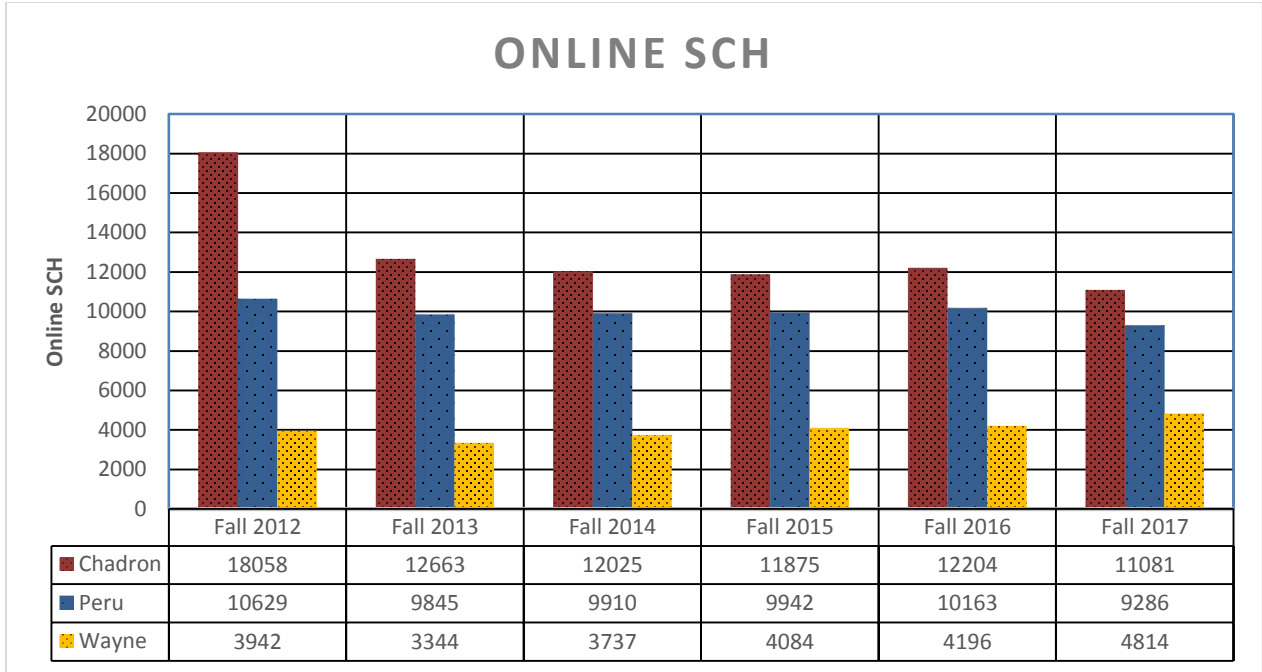
- Access to the NATS Help Desk for technical issues (toll free and email)
- Access to faculty (through Sakai and email) for help with course-related issues
- Online enrollment
- Online student services (registration, library, advising, etc.) via a link that is automatically added to all Sakai classes during the setup process.
- Online orientation and tutorials

### NSCS Online Offerings (November 2017)



Attachment: Online Table Nov 2017 (2090 : Online Programs Report)

### NSCS Online Offerings (November 2017)



Attachment: Online Table Nov 2017 (2090 : Online Programs Report)

## ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL

November 17, 2017

### *INFORMATION ONLY:*      **Summer Instructional Load Reports**

Summer instructional load reports from each of the Colleges are provided to the Board for information.

The following table summarizes the information regarding student credit hour production and FTE faculty. As you will note, the number of student credit hours has decreased 7.57%, FTE faculty has decreased 3.01% and student credit hour/FTE faculty has decreased 6.19%.

		<b>Summer 2017</b>				<b>Summer 2016</b>
		<b>Undergraduate Level</b>	<b>Graduate Level</b>	<b>Total</b>	<b>System Total</b>	<b>System Total</b>
<b>Student Credit Hour</b>	Chadron	3,708	2,498	6,206	16,645	18,008
	Peru	2,108	1,703	3,811		
	Wayne	3,443	3,185	6,628		
<b>Total FTE Faculty</b>	Chadron	18.4	13.3	31.7	90.84	93.66
	Peru	11.8	10.9	22.7		
	Wayne	15	21.44	36.44		
<b>Student Credit Hour/FTE Faculty</b>	Chadron	202	188	196	UG Avg: 203	UG Avg: 205
	Peru	178	156	168	Grad Avg: 164	Grad Avg: 194
	Wayne	230	149	182	Avg: 182	Avg: 194
<b>FTE Students/FTE Faculty</b>	Chadron	13	16			13/24
	Peru	12	13			14/14
	Wayne	15	12			14/11

### **ATTACHMENTS:**

- CSC Instructional Load Report-Summer 2017 (PDF)
- PSC Instructional Load Report-Summer 2017 (PDF)
- WSC Instructional Load Report-Summer 2017 (PDF)
- Summer 2017 Instructional Loads - Tables (PDF)

STUDENT CREDIT HOUR PRODUCTION BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH Production (Ranked Faculty)	1,009	1,833	2,842	2,183	5,025
SCH Production (Adjunct/Part-Time)	384	437	821	315	1,136
SCH Production (Graduate Assistant)	45	0	45	0	45
Total SCH Production	1,438	2,270	3,708	2,498	6,206

DISTRIBUTION OF FTE FACULTY BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
Professor	2.2	2.2	4.4	4.0	8.4
Associate Professor	0.9	2.6	3.5	2.9	6.4
Assistant Professor	2.0	3.5	5.5	4.4	9.9
Instructor	1.0	0.3	1.3	0.7	2.0
Lecturer	0.0	0.3	0.3	0.0	0.3
Adjunct/Part-Time	1.7	1.4	3.1	1.3	4.4
Professional Staff	0.0	0.0	0.0	0.0	0.0
Graduate Assistant	0.3	0.0	0.3	0.0	0.3
Total FTE Faculty	8.1	10.3	18.4	13.3	31.7
Total Headcount Faculty					71
FTE Students	96	151	247	208	455

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY TRADITIONAL DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty -- On-Campus*	0.0	0.6	0.6	0.0	0.6
FTE Adjunct/Part-Time -- On-Campus*	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant -- On-Campus*	0.0	0.0	0.0	0.0	0.0
SCH Production -- On-Campus*	0	51	51	23	74
FTE Ranked Faculty -- Off-Campus**	0.0	0.5	0.5	0.0	0.5
FTE Adjunct/Part-Time -- Off-Campus**	0.2	0.2	0.4	0.0	0.4
FTE Adjunct -- Off Campus Dual Enrollment (Based on Course Credit Hours -Not included in CSC Instructional Load and Not Paid by CSC)	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant -- Off-Campus**	0.0	0.0	0.0	0.0	0.0
SCH Production -- Off-Campus**	20	57	77	81	158

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY ON-LINE AND ASYNCHRONOUS DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty-OnLine/Hybrid***	6.2	7.7	13.9	12.0	25.9
FTE Adjunct/Part-Time-OnLine/Hybrid***	1.5	1.2	2.7	1.3	4.0
FTE Graduate Assistant-OnLine/Hybrid***	0.3	0.0	0.3	0.0	0.3
SCH Production - OnLine/Hybrid***	1,389	2,162	3,551	2,364	5,915
FTE Ranked Faculty-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Adjunct/Part-Time-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant-Other Asynch****	0.0	0.0	0.0	0.0	0.0
SCH Production-Other Asynch****	29	0	29	30	59

PRODUCTION RATIOS BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH/FTE Ranked Faculty	165	206	189	182	186
SCH/FTE Adjunct/Part-Time	226	312	265	242	258
SCH/FTE Graduate Assistant	0	0	0	0	0
Total SCH/FTE Faculty	178	220	202	188	196
FTE Student/FTE Ranked Faculty	11	14	13	15	14
FTE Student/FTE Adjunct/Part-Time	15	21	18	20	18
FTE Student/FTE Graduate Assistant	0	0	0	0	0
Total FTE Student/FTE Faculty	12	15	13	16	14

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

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

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

\*\*\*\*CD, video

^High school teachers assigned to dual enrollment courses held at the high school

^(Not included in CSC Instructional Load and Not Paid by CSC)

Attachment: CSC Instructional Load Report-Summer 2017 (2078 : Summer Instructional Load Reports)

STUDENT CREDIT HOUR PRODUCTION BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH Production (Ranked Faculty)	510	742	1,252	741	1,993
SCH Production (Adjunct/Part-Time)	520	336	856	962	1,818
SCH Production (Graduate Assistant)	0	0	0	0	0
Total SCH Production	1,030	1,078	2,108	1,703	3,811

DISTRIBUTION OF FTE FACULTY BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
Professor	0.5	1.2	1.7	1.0	2.7
Associate Professor	0.5	0.5	1.0	0.0	1.0
Assistant Professor	1.0	1.2	2.2	3.0	5.2
Instructor	1.0	1.5	2.5	1.0	3.5
Lecturer	0.0	0.0	0.0	0.0	0.0
Adjunct/Part-Time	2.8	1.5	4.3	5.9	10.2
Graduate Assistant	0.0	0.0	0.0	0.0	0.0
Total FTE Faculty	5.8	6.0	11.8	10.9	22.7
Total Headcount Faculty					53
FTE Students	69	72	141	142	282

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY TRADITIONAL DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty -- On-Campus*	0.0	0.0	0.0	0.0	0.0
FTE Adjunct/Part-Time -- On-Campus*	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant -- On-Campus*	0.0	0.0	0.0	0.0	0.0
SCH Production -- On-Campus*	0	87	87	0	87
FTE Ranked Faculty -- Off-Campus**	0.0	0.0	0.0	0.0	0.0
FTE Adjunct/Part-Time -- Off-Campus**	0.0	0.0	0.0	0.4	0.4
FTE Adjunct -- Off Campus Dual Enrollment^	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant -- Off-Campus**	0.0	0.0	0.0	0.0	0.0
SCH Production -- Off-Campus**	0	0	0	7	7

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY ON-LINE AND ASYNCHRONOUS DELIVERY					
FTE Ranked Faculty-OnLine/Hybrid***	3.0	4.5	7.5	5.0	12.5
FTE Adjunct/Part-Time-OnLine/Hybrid***	2.8	1.5	4.3	5.4	9.8
FTE Graduate Assistant-OnLine/Hybrid***	0.0	0.0	0.0	0.0	0.0
SCH Production - OnLine/Hybrid***	1,030	1,162	2,192	1,689	3,881
FTE Ranked Faculty-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Adjunct/Part-Time-Other Asynch****	0.0	0.0	0.0	0.0	0.0
FTE Graduate Assistant-Other Asynch****	0.0	0.0	0.0	0.0	0.0
SCH Production-Other Asynch****	0	0	0	0	0

PRODUCTION RATIOS BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH/FTE Ranked Faculty	170	165	167	148	160
SCH/FTE Adjunct/Part-Time	184	224	198	163	178
SCH/FTE Graduate Assistant	0	0	0	0	0
Total SCH/FTE Faculty	177	180	178	156	168
FTE Student/FTE Ranked Faculty	11	11	11	12	12
FTE Student/FTE Adjunct/Part-Time	12	15	13	14	13
FTE Student/FTE Graduate Assistant	0	0	0	0	0
Total FTE Student/FTE Faculty	12	12	12	13	12

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

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

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

\*\*\*\*CD, video

^High school teachers assigned to dual enrollment courses held at the high school

Attachment: PSC Instructional Load Report-Summer 2017 (2078 : Summer Instructional Load Reports)

STUDENT CREDIT HOUR PRODUCTION BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH Production (Ranked Faculty)	1,311	1,788	3,099	1,748	4,847
SCH Production (Adjunct/Part-Time)	141	203	344	1,437	1,781
SCH Production (Graduate Assistant)	0	0	0	0	0
Total SCH Production	1,452	1,991	3,443	3,185	6,628

DISTRIBUTION OF FTE FACULTY BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
Professor	3.83	2.84	6.67	4.00	10.67
Associate Professor	1.00	1.25	2.25	5.33	7.58
Assistant Professor	2.50	1.33	3.83	4.78	8.61
Instructor	0.42	0.00	0.42	0.00	0.42
Lecturer	0.00	0.00	0.00	0.00	0.00
Adjunct/Part-Time	0.75	1.08	1.83	7.33	9.16
Graduate Assistant	0.00	0.00	0.00	0.00	0.00
Total FTE Faculty	8.50	6.50	15.00	21.44	36.44
Total Headcount Faculty					81
FTE Students	97	133	230	265	495

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY TRADITIONAL DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty -- On-Campus*	1.42	1.42	2.84	0.00	2.84
FTE Adjunct/Part-Time -- On-Campus*	0.00	0.00	0.00	0.22	0.22
FTE Graduate Assistant -- On-Campus*	0.00	0.00	0.00	0.00	0.00
SCH Production -- On-Campus*	234	753.0	987.0	109	1,096.0
FTE Ranked Faculty -- Off-Campus**	0.50	0.50	1.00	0.00	1.00
FTE Adjunct/Part-Time -- Off-Campus**	0.00	0.00	0.00	0.67	0.67
FTE Adjunct -- Off Campus Dual Enrollment^	0.00	0.00	0.00	0.00	0.00
FTE Graduate Assistant -- Off-Campus**	0.00	0.00	0.00	0.00	0.00
SCH Production -- Off-Campus**	12.0	48	60.0	231	291.0

DISTRIBUTION OF FTE FACULTY AND STUDENT CREDIT HOUR PRODUCTION BY ON-LINE AND ASYNCHRONOUS DELIVERY					
	Lower Div	Upper Div	UG Total	Grad Div	Total
FTE Ranked Faculty-OnLine/Hybrid***	5.83	3.50	9.33	14.11	23.44
FTE Adjunct/Part-Time-OnLine/Hybrid***	0.75	1.08	1.83	6.44	8.27
FTE Graduate Assistant-OnLine/Hybrid***	0.00	0.00	0.00	0.00	0.00
SCH Production - OnLine/Hybrid***	1,206	1,190	2,396	2,652	5,048
FTE Ranked Faculty-Other Asynch****	0.00	0.00	0.00	0.00	0.00
FTE Adjunct/Part-Time-Other Asynch****	0.00	0.00	0.00	0.00	0.00
FTE Graduate Assistant-Other Asynch****	0.00	0.00	0.00	0.00	0.00
SCH Production-Other Asynch****	0	0	0	193	193

PRODUCTION RATIOS BY RANK AND LEVEL OF INSTRUCTION					
	Lower Div	Upper Div	UG Total	Grad Div	Total
SCH/FTE Ranked Faculty	169	330	235	124	178
SCH/FTE Adjunct/Part-Time	188	188	188	196	194
SCH/FTE Graduate Assistant	0	0	0	0	0
Total SCH/FTE Faculty	171	306	230	149	182
FTE Student/FTE Ranked Faculty	11	22	16	10	13
FTE Student/FTE Adjunct/Part-Time	13	13	13	16	16
FTE Student/FTE Graduate Assistant	0	0	0	0	0
Total FTE Student/FTE Faculty	11	20	15	12	14

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

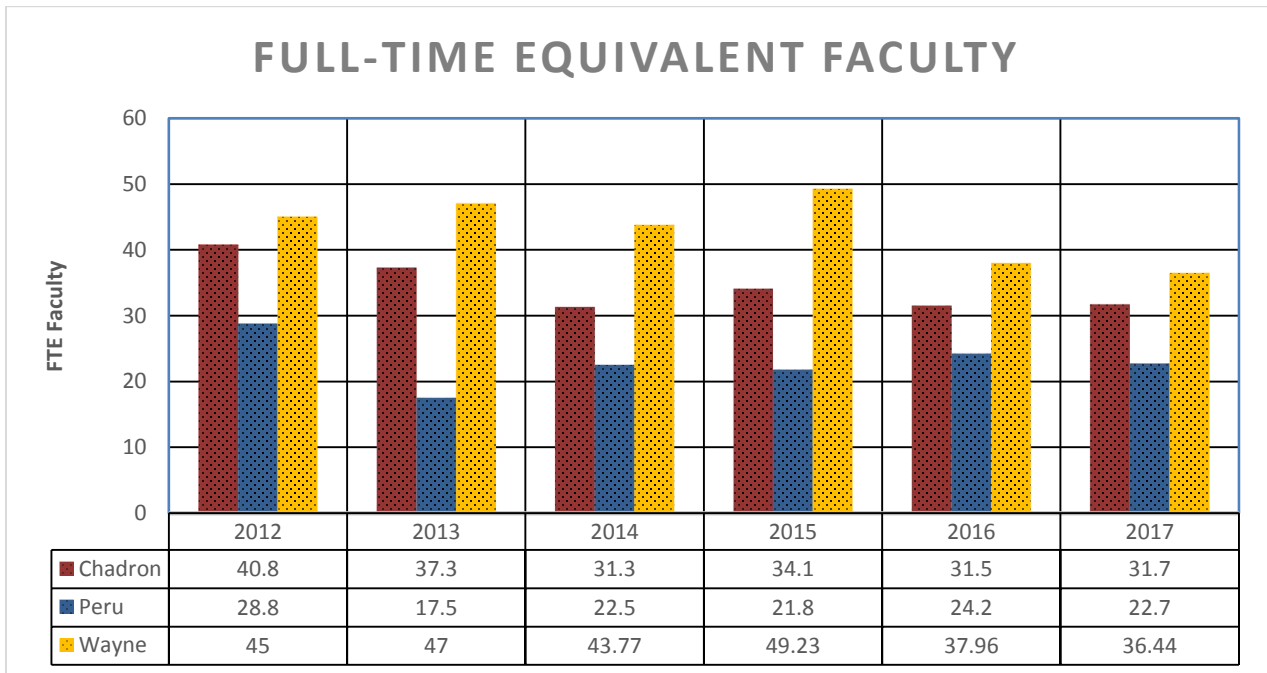
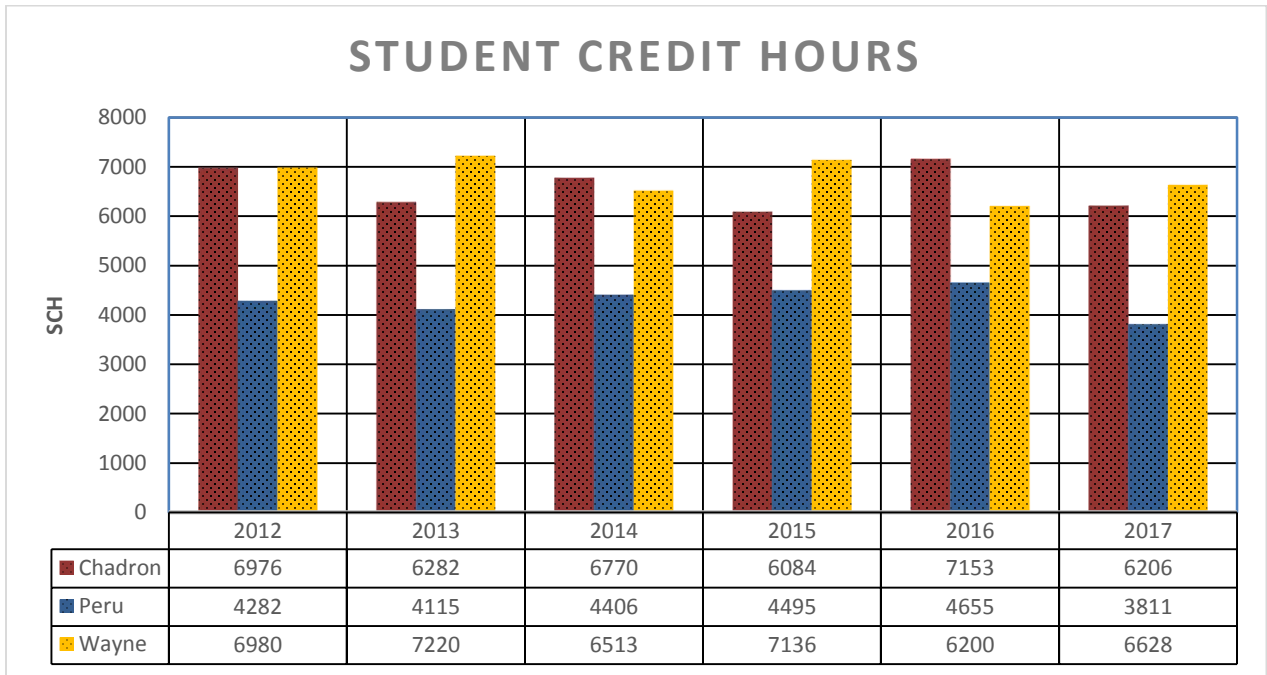
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^High school teachers assigned to dual enrollment courses held at the high school

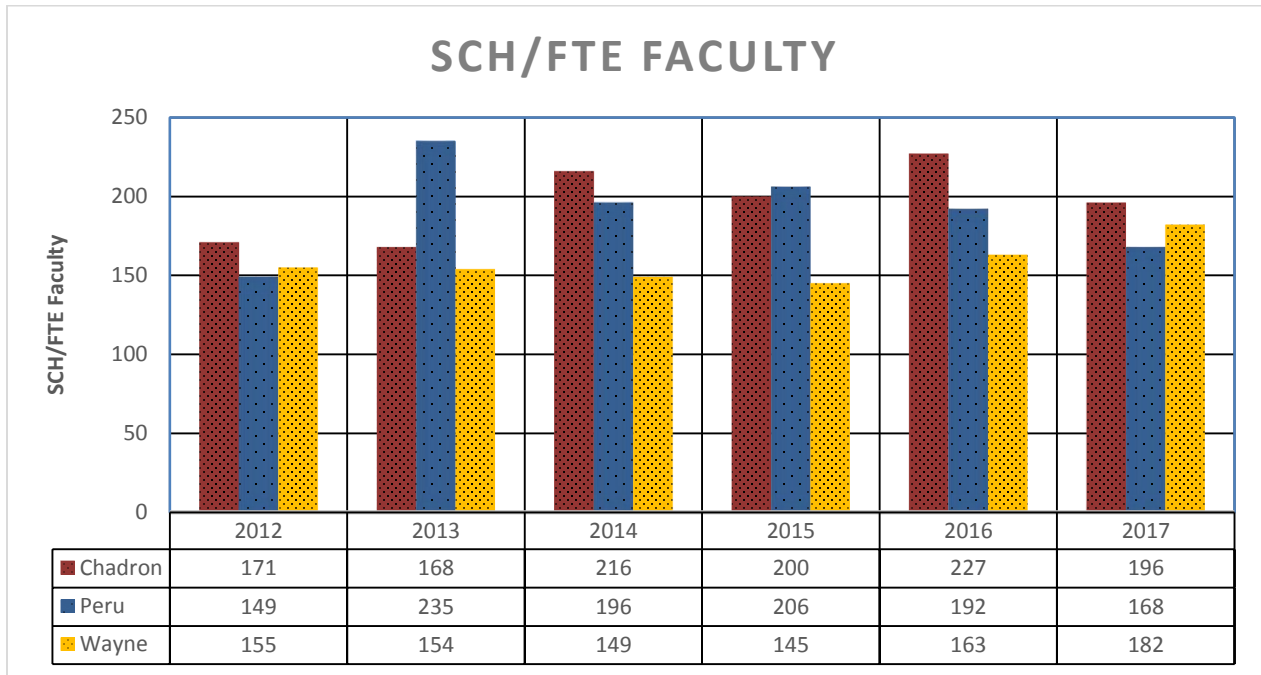
### Summer 2017 Instructional Load Data



Attachment: Summer 2017 Instructional Loads - Tables (2078 : Summer Instructional Load Reports)



### Summer 2017 Instructional Load Data



Attachment: Summer 2017 Instructional Loads - Tables (2078 : Summer Instructional Load Reports)

**ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL**

November 17, 2017

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**INFORMATION ONLY: Off Campus Course Offerings Summary**

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The off-campus course offerings summary report is provided to the Board for information.

Board Policy 4170 provides guidelines for the delivery of courses to locations away from a College campus. Included is a definition of the service regions of the Colleges and a description of how delivery of courses will be made in an off-campus setting.

During the 2016-2017 academic year, the Colleges delivered 1,722 class sections with total enrollments of 26,078 at off-campus locations, compared to 1,773 class sections and 26,699 total enrollments in 2015-2016. Average off-campus class size for the System was 15.

Attached is a summary of the off-campus courses delivered by the Colleges, which includes all online courses offered by each College.

**ATTACHMENTS:**

- Off-Campus Course Offerings Report (PDF)
- Off Campus Table Nov 2017 (PDF)

<b>2016-17 System Summary</b>	<b>Locations</b> (unduplicated)	<b>Sections</b>	<b>Total Enrollments</b>	<b>Ave. Class Size</b>
Off-Campus Courses				
Traditional Classroom Delivery	9	91	1,038	11
Synchronous (interactive distance learning)	3	30	370	12
Non-synchronous (Internet, CD ROM)	3	1,373	21,655	16
Dual Enrollment Courses	47	228	3,015	13
<b>FY 2016-17 Total</b>	<b>62</b>	<b>1,722</b>	<b>26,078</b>	<b>15</b>

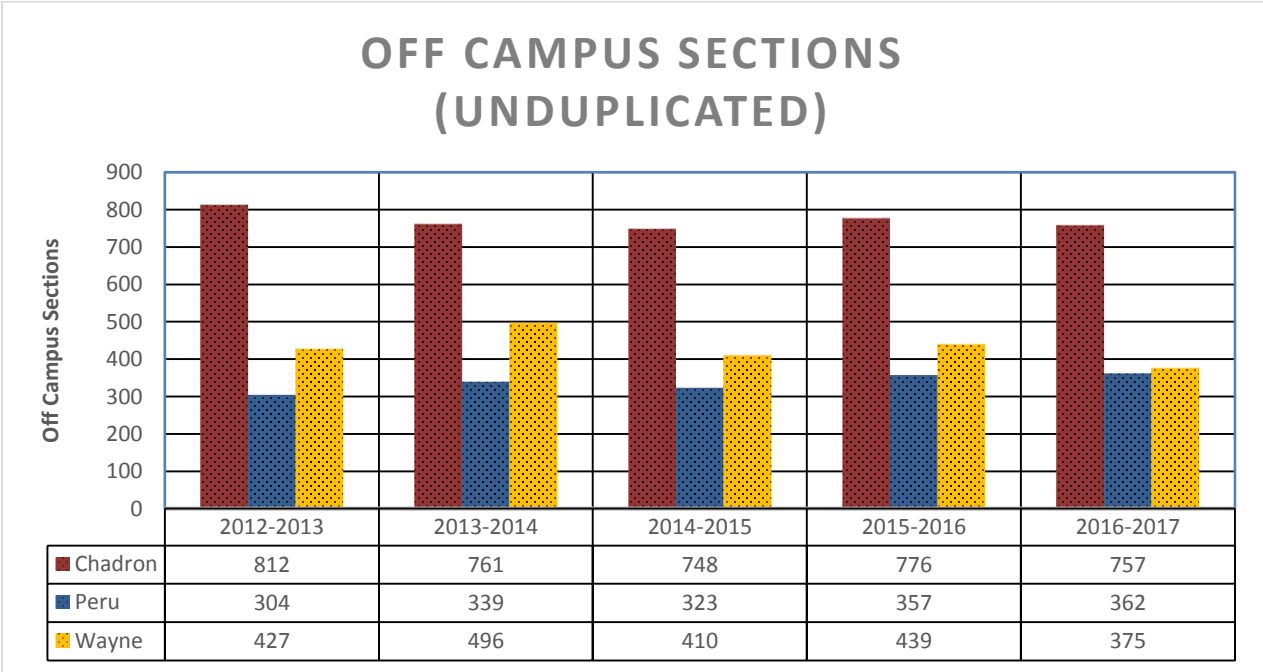
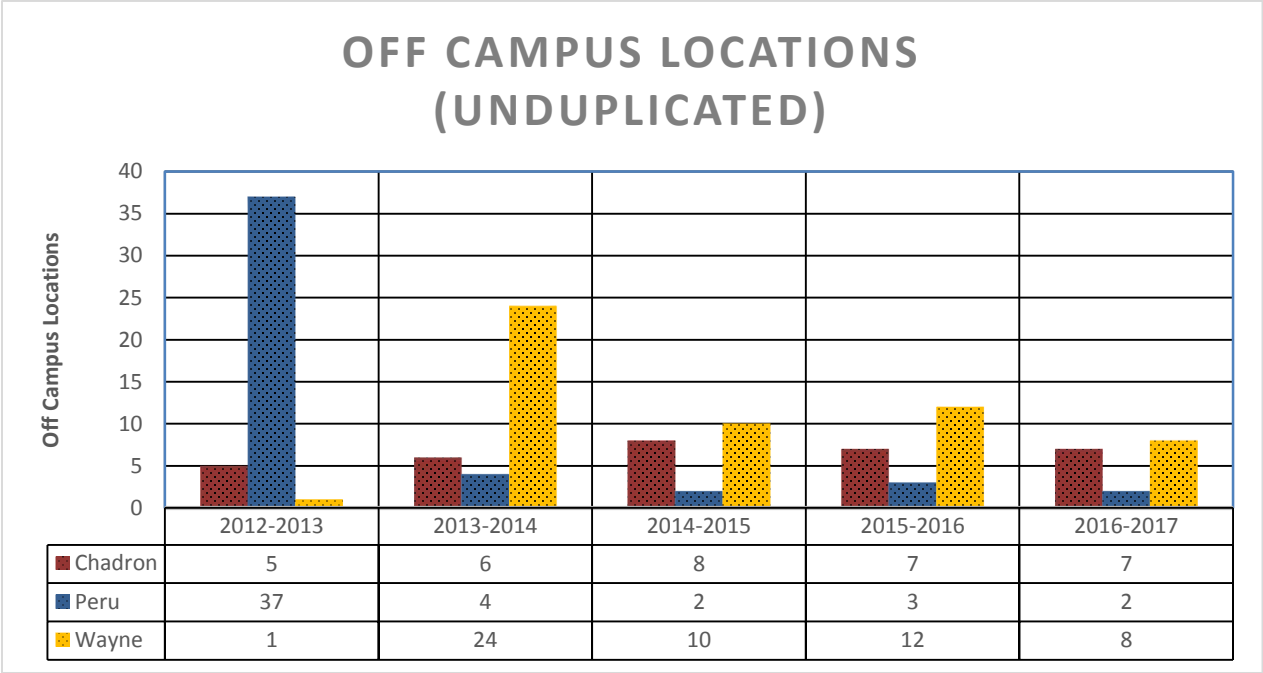
FY 2015-16 Total	70	1,773	26,699	15
FY 2014-15 Total	68	1,664	24,745	15
FY 2013-14 Total	82	1,753	26,769	15
FY 2012-13 Total	73	1,717	26,654	16
FY 2011-12 Total	84	1,272	25,080	20
FY 2010-11 Total	78	1,789	25,786	14
FY 2009-10 Total	76	1,451	23,110	16
FY 2008-09 Total	71	1,616	24,671	15

Following is a breakdown of delivery per college.

<b>Off-Campus Courses</b> (Traditional, Synch. and Non-synchronous)	<b>Locations</b>	<b>Sections</b>	<b>Total Enrollments</b>	<b>Ave. Class Size</b>
Chadron				
Summer 2016	1	14	138	10
Fall Semester 2016	7	296	4,411	15
Spring Semester 2017	4	274	4,189	15
Summer 2017	4	173	1,977	11
<b>Total</b>	<b>7</b> Unduplicated	<b>757</b>	<b>10,715</b>	<b>14</b>
Peru				
Fall Semester 2016	1	141	2,892	21
Spring Semester 2017	1	140	2,741	20
Summer 2017	2	81	1,223	15
<b>Total</b>	<b>2</b> Unduplicated	<b>362</b>	<b>6,856</b>	<b>19</b>
Wayne				
Summer 2016	1	40	465	12
Fall Semester 2016	9	121	1,869	15
Spring Semester 2017	7	132	2,007	15
May-June 2017	3	82	1,151	14
<b>Total</b>	<b>8</b> Unduplicated	<b>375</b>	<b>5,492</b>	<b>15</b>

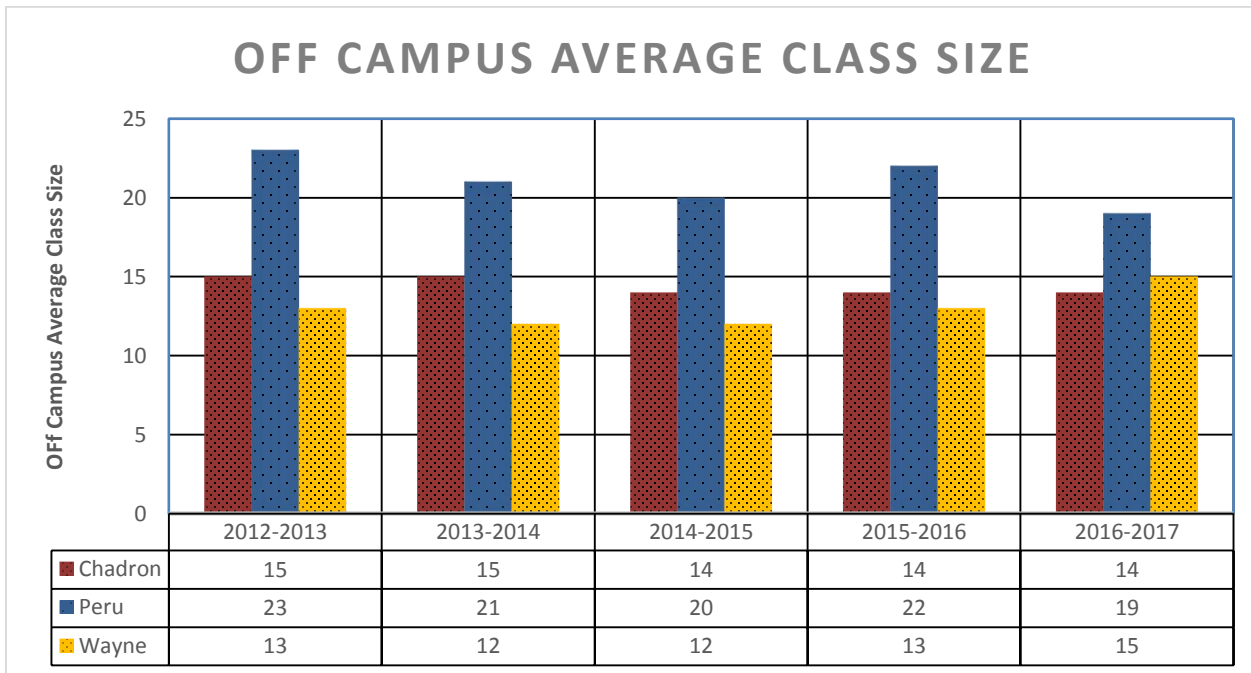
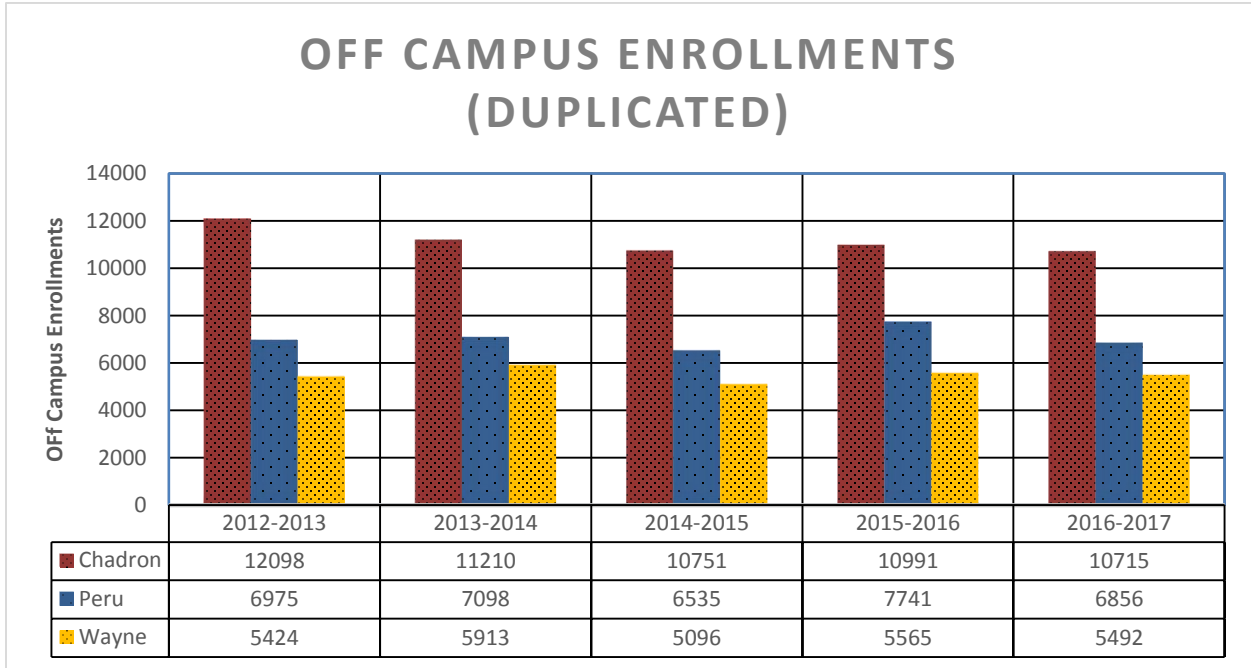
Dual Enrollment Courses	Locations	Sections	Total Enrollments	Ave. Class Size	
Chadron	Fall Semester 2016	6	14	165	12
	Spring Semester 2017	2	6	38	6
	Summer 2017	1	1	10	10
Total	6 Unduplicated	21	213	10	
Peru	Fall Semester 2016	20	55	838	15
	Spring Semester 2017	26	113	1,420	13
Total	27 Unduplicated	168	2,258	13	
Wayne	Fall Semester 2016	8	10	167	17
	Spring Semester 2017	15	29	377	13
Total	14 Unduplicated	39	544	14	

### NCS Off-Campus Offerings (November 2017)



Attachment: Off Campus Table Nov 2017 (2077 : Off Campus Course Offerings Summary)

### NSCS Off-Campus Offerings (November 2017)



Attachment: Off Campus Table Nov 2017 (2077 : Off Campus Course Offerings Summary)

**ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL**

November 17, 2017

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**INFORMATION ONLY: Quantitative Academic Reports**

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

Please be aware that CCPE thresholds for approval of existing programs include the following minimum requirements for program continuation:

Number of degrees/awards in program: Five year minimum mean of 7 graduates for baccalaureate, 5 graduates for masters, and 4 graduates for specialist degrees

Student Credit Hour Production by Department per Full-Time Equivalent Faculty: Five year minimum mean of 300 SCH/FTE

**ATTACHMENTS:**

- CSC 2016-2017 QAR (PDF)
- PSC 2016-2017 QAR (PDF)
- WSC 2016-2017 QAR (PDF)

CHADRON STATE COLLEGE 2016-2017 QUANTITATIVE		ACADEMIC REPORT		# of Majors Enrolled			# of Degrees		*SCHP=FYI *SCHP=CAP		Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	Fall	Spring	Summer	Conferred	SCH Produced	FTE Assigned	SCH/FTE	5-yr Majors	5-yr Deg	5-yr SCH/FTE	
50.0701	Art Comprehensive (BA)		1	0	0	0	1,909.00	4.67					
		Graphic Design Option	23	18	0	7							
		Gallery Museum	6	4	0	1							
		Art Studio Option	12	10	2	1							
13.1302	Art (BSE)	Field Endorsement (PK-12)	14	14	5	1							
		Middle Grades Content (4-9)											
<b>Subtotal VISUAL AND PERFORMING ARTS--Art</b>			<b>56</b>	<b>46</b>	<b>7</b>	<b>10</b>	<b>1909</b>	<b>4.67</b>	<b>408.78</b>	<b>52.60</b>	<b>9.60</b>	<b>403.62</b>	
50.0501	Theatre Comprehensive (BA)		2	1	0	0	376.00	1.58					
		Performance-Directing Option	6	8	1	1							
		Technical-Design Option	3	4	0	2							
13.1324	Theatre (BSE)	Subject Endorsement (7-12)											
<b>Subtotal VISUAL AND PERFORMING ARTS -- Theatre</b>			<b>11</b>	<b>13</b>	<b>1</b>	<b>3</b>	<b>376.00</b>	<b>1.58</b>	<b>237.97</b>	<b>19.20</b>	<b>3.60</b>	<b>332.93</b>	
<b>TOTAL VISUAL AND PERFORMING ARTS DEPARTMENT</b>			<b>67</b>	<b>59</b>	<b>8</b>	<b>13</b>	<b>2,285.00</b>	<b>6.25</b>	<b>365.60</b>	<b>72.40</b>	<b>13.20</b>	<b>385.93</b>	
50.0901	Music Comprehensive (BA)	Music	1	1	0	0	1,049.00	6.99					
		Instrumental/Vocal Emphasis	1	1	0	0	174.00	0.25					
		Piano Studio Emphasis											
		Applied Music	3	4	0	1							
		Music Industry	11	9	2	5							
		Music Business											
		Music Performance Option											
		Music Studies	6	3	0	1							
13.1312	Music (BSE)	Field Endorsement (PK-12)	14	8	2	4							
		Vocal Music Subject (PK-12)	3	4	2	0							
<b>TOTAL MUSIC DEPARTMENT</b>			<b>39</b>	<b>30</b>	<b>6</b>	<b>11</b>	<b>1,223.00</b>	<b>7.24</b>	<b>168.92</b>	<b>47.80</b>	<b>6.80</b>	<b>200.97</b>	
	Philosophy						171.00	0.50					
	Humanities						183.00	0.63					
23.0101	English (BA)						3,135.00	6.75					
		Literature	9	13	3	4	648.00	1.13					
13.1305	English (BSE)	Field Endorsement (7-12)	39	34	10	5	318.00	0.63					
		Subject Endorsement (7-12)	2	0	0	0							
<b>Subtotal ENGLISH AND HUMANITIES DEPARTMENT -- English</b>			<b>50</b>	<b>47</b>	<b>13</b>	<b>9</b>	<b>4455</b>	<b>9.64</b>	<b>462.14</b>	<b>32.60</b>	<b>7.60</b>	<b>492.46</b>	
	World Language												
13.1305	Language Arts (BSE)	Field Endorsement (4-9)	5	5	1	1							
		Field Endorsement (7-12)											
		Field Endorsement (6-12)											
<b>Subtotal ENGLISH AND HUMANITIES DEPARTMENT --Language Arts</b>			<b>5</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>23.20</b>	<b>2.60</b>	<b>76.80</b>	
<b>TOTAL ENGLISH AND HUMANITIES DEPARTMENT</b>			<b>55</b>	<b>52</b>	<b>14</b>	<b>10</b>	<b>4,455.00</b>	<b>9.64</b>	<b>462.14</b>	<b>55.80</b>	<b>10.20</b>	<b>480.05</b>	
09.0101	Communication Arts Comprehensive (BA)	Interpersonal Communication	6	5	1	0	1,959.00	4.88					
		Journalism Option	12	13	2	4							
		Public Relations Option	16	16	1	6							
<b>Subtotal COMMUNICATION ARTS DEPARTMENT</b>			<b>34</b>	<b>34</b>	<b>4</b>	<b>10</b>	<b>1,959.00</b>	<b>4.88</b>	<b>401.43</b>	<b>40.20</b>	<b>8.40</b>	<b>470.49</b>	
	Applied History	Museum Studies	1	0	0	0	81.00	0.25					
54.0101	History (BA)		18	14	1	7	1,781.00	3.00					
13.1328	History (BSE)	Subject Endorsement (7-12)	20	15	5	1							
<b>Subtotal SOCIAL SCIENCES DEPARTMENT -- History</b>			<b>39</b>	<b>29</b>	<b>6</b>	<b>8</b>	<b>1,862.00</b>	<b>3.25</b>	<b>572.92</b>	<b>41.60</b>	<b>7.00</b>	<b>686.27</b>	
13.1317	Social Science (BSE)	Middle Grades Content (4-9)	5	4	1	0	3.00						
		Social Science (7-12)	3	2	0	0							
		Economics											
		Geography											
		Field Endorsement/Anthropology	7	9	1	2							
		Field Endorsement/Political Science	12	12	3	6	333.00	0.50					
		Field Endorsement/Sociology-Anthro					153.00	0.50					

Attachment: CSC 2016-2017 QAR (2091 : Quantitative Academic Reports)



CHADRON STATE COLLEGE 2016-2017 QUANTITATIVE		ACADEMIC REPORT		# of Majors Enrolled			# of Degrees		*SHP=FYI *SHP=CAP		Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	Fall	Spring	Summer	Conferred	SCH Produced	FTE Assigned	SCH/FTE	5-yr Majors	5-yr Deg	5-yr SCH/FTE	
	Anthropology						120.00	0.13					
	Geography						69.00	0.25					
	Sociology						204.00	0.38					
	Political Science						453.00	1.00					
<b>Subtotal SOCIAL SCIENCES DEPARTMENT -- Social Science</b>			<b>27</b>	<b>27</b>	<b>5</b>	<b>8</b>	<b>1,335.00</b>	<b>2.76</b>	<b>483.70</b>	<b>37.00</b>	<b>9.00</b>	<b>536.07</b>	
<b>TOTAL SOCIAL AND COMMUNICATION ARTS DEPARTMENT</b>			<b>100</b>	<b>90</b>	<b>15</b>	<b>26</b>	<b>5,156.00</b>	<b>10.89</b>	<b>473.46</b>	<b>118.80</b>	<b>24.40</b>	<b>553.80</b>	
43.0199	Justice Studies-Criminal Justice (BA)	Criminal Justice	44	45	2	11	1,767.00	3.13					
		Corrections	2	3	1	1							
		Forensic Science	22	19	1	3							
		Juvenile Justice	1	1	0	0							
		Law Option	6	5	1	1							
		Law Enforcement	33	30	1	0							
43.0199	Justice Studies-Legal Studies (BA)		27	27	3	8	559.00	1.00					
<b>TOTAL JUSTICE STUDIES DEPARTMENT</b>			<b>135</b>	<b>130</b>	<b>9</b>	<b>24</b>	<b>2,326.00</b>	<b>4.13</b>	<b>563.20</b>	<b>133.40</b>	<b>24.40</b>	<b>569.22</b>	
<b>TOTAL SCHOOL OF LIBERAL ARTS</b>			<b>396</b>	<b>361</b>	<b>52</b>	<b>84</b>	<b>15,445.00</b>	<b>38.15</b>	<b>404.85</b>	<b>428.20</b>	<b>79.00</b>	<b>435.20</b>	
26.0101	Biology (BS)	Biological Resource Option					2,352.00	5.63					
		Environmental Resource Option	3	1	0	1							
		General Biology Option	12	11	1	2							
		Human Biology Option	92	84	25	9							
		Molecular Biology Option	10	10	1	2							
		Organismal Biology Option	2	2	1	0							
		Wildlife Biology Option	4	4	0	1							
13.1322	Biology (BSE)	Subject Endorsement 7-12	1	1	1	0							
51.1199	Health Sciences (BS)	Clinical Laboratory Science Option											
		General Health Care Option	39	29	6	0							
		Pre-Radiological Technology	1	1	0	0							
		Pre-Chiropractice Option	7	2	1	0							
		Pre-Dentistry Option											
		Pre-Occupational Therapy Option											
		Pre-Optometry Option											
		Pre-Pharmacy Option	3	2	0	0							
		Pre-Physical Therapy Option	1	0	0	0							
		Pre-Veterinary Medicine Option	5	3	0	0							
	Dental Hygiene		6	5	1	0							
	Pre-Nursing		24	26	5	0							
	Mortuary		1	0	0	0							
	Radiography		6	4	0	0							
<b>Subtotal SCIENCE DEPARTMENT -- Life Sciences</b>			<b>217</b>	<b>185</b>	<b>42</b>	<b>15</b>	<b>2,352.00</b>	<b>5.63</b>	<b>417.76</b>	<b>240.20</b>	<b>20.60</b>	<b>503.07</b>	
40.0101	Physical Sciences Comprehensive (BS)	Chemistry Option	2	4	1	0	959.00	2.29					
		Geoscience Option	15	13	10	0	712.00	1.79					
		Physics Option					292.00	0.92					
		Subject Endorsement 7-12	1	1	0	0	405.00	0.63					
13.1316	Earth and Space Science (BSE)	Subject Endorsement (7-12)	1	2	1	0							
13.1323	Chemistry (BSE)	Field Endorsement (7-12)											
	Physical Science (BSE)	Subject Endorsement (7-12)											
13.1329	Physics (BSE)	Natural Science Field Endorsement (7-12)											
13.1316	Natural Science (BSE)	Biology Endorsement	5	5	1	2							
		Chemistry Endorsement	3	3	2	1							
		Earth and Space Science Endorsement											
		Physics Endorsement											

Attachment: CSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

CHADRON STATE COLLEGE 2016-2017 QUANTITATIVE		ACADEMIC REPORT		# of Majors Enrolled			# of Degrees		*SCHP=FYI *SCHP=CAP		Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	Fall	Spring	Summer	Conferred	SCH Produced	FTE Assigned	SCH/FTE	5-yr Majors	5-yr Deg	5-yr SCH/FTE	
		Middle Grades Content (4-9)	2	2	1	0							
		<b>Subtotal SCIENCE DEPARTMENT-Physical Sciences</b>	<b>29</b>	<b>30</b>	<b>16</b>	<b>3</b>	<b>2,368.00</b>	<b>5.63</b>	<b>420.60</b>	<b>35.20</b>	<b>5.20</b>	<b>451.49</b>	
		<b>TOTAL PHYSICAL AND LIFE SCIENCES DEPARTMENT</b>	<b>246</b>	<b>215</b>	<b>58</b>	<b>18</b>	<b>4,720.00</b>	<b>11.26</b>	<b>419.18</b>	<b>275.40</b>	<b>25.80</b>	<b>476.27</b>	
52.0201	Business	General Business	52	42	11	10	216.00	0.38					
							540.00	0.50					
	Business Administration Comprehensive (BA)		0	1	1	0	1,958.00	3.00					
		Accounting	66	63	26	13	1,740.00	2.63					
		AgriBusiness	43	43	10	10							
		Economics/Finance	79	78	24	22	1,341.00	2.13					
		Certified Public Accountant	31	28	12	2							
		Finance					1,269.00	2.13					
		Management	103	88	23	18	1,182.00	2.00					
		Business Information Systems	33	40	20	7	1,365.00	2.63					
		Management Information Systems											
		Marketing/Entrepreneurship	85	70	17	23	1,596.00	2.38					
13.1303	Business Education (BSE)	Basic Business Subject Endorsement(7-12)	1	1	0	0							
		Business Field (7-12)											
		Business Subject (6-12)	11	9	6	1							
		Business, Mktg, IT Field Endorsement(6-12)	9	10	7	2							
		Voc Business Ed Endorsement											
		Middle Grades Content (4-9)	0	0	1	0							
		<b>TOTAL BUSINESS DEPARTMENT</b>	<b>513</b>	<b>473</b>	<b>158</b>	<b>108</b>	<b>11,207.00</b>	<b>17.78</b>	<b>630.31</b>	<b>467.40</b>	<b>97.00</b>	<b>623.77</b>	
19.0101	Family and Consumer Sciences	Family and Consumer Sciences Comprehensive (BA)					2,356.00	4.17					
		Child and Family Studies	7	7	2	1	564.00	0.87					
		Child Development Option											
		Design & Merchandising Option	2	3	1	0							
		Nutrition and Foods											
		Lifespan Wellness											
		Human Services Option											
		Health and Human Services	6	7	5	2							
		Nutrition and Wellness	13	13	6	4							
13.1308	Family and Consumer Sciences (BSE)	Field Endorsement (7-12)											
		Field Endorsement (6-12)	10	10	5	3							
		Middle Grades Content (4-9)	1	1	1	0							
	Vocational Education	Career & Technical Education					107.00	0.50					
		<b>Subtotal APPLIED SCIENCES DEPARTMENT--Family and Consumer Sciences</b>	<b>39</b>	<b>41</b>	<b>20</b>	<b>10</b>	<b>3027.00</b>	<b>5.54</b>	<b>546.39</b>	<b>46.40</b>	<b>10.40</b>	<b>614.62</b>	
	Agriculture						2,403.00	3.88					
1.0000	Agricultural Education (BS)		1	0	0	0	267.00	0.38					
01.1106	Rangeland Management (BS)	Rangeland Fire Management Option	2	1	0	0	588.00	1.13					
		Rangeland Livestock Mgmt	57	49	6	9							
		Rangeland Wildlife Management	68	56	6	11							
		Range Ecology	8	13	1	4							
		<b>Subtotal APPLIED SCIENCES DEPARTMENT -- Range Management</b>	<b>136</b>	<b>119</b>	<b>13</b>	<b>24</b>	<b>3,258.00</b>	<b>5.39</b>	<b>604.45</b>	<b>128.60</b>	<b>25.00</b>	<b>725.31</b>	
		<b>TOTAL APPLIED SCIENCES DEPARTMENT</b>	<b>175</b>	<b>160</b>	<b>33</b>	<b>34</b>	<b>6285.00</b>	<b>10.93</b>	<b>1150.84</b>	<b>176.80</b>	<b>36.60</b>	<b>1029.51</b>	
27.0101	Mathematics (BS)	Subject Major	28	23	13	2	3,718.00	6.75					
13.1311	Mathematics (BSE)	Field Endorsement (6-12)	24	20	6	2	258.00	0.38					
		Middle Grades Content (4-9)	9	6	3	2							
		<b>TOTAL MATHEMATICAL SCIENCES DEPARTMENT</b>	<b>61</b>	<b>49</b>	<b>22</b>	<b>6</b>	<b>3,976.00</b>	<b>7.13</b>	<b>557.64</b>	<b>69.60</b>	<b>12.20</b>	<b>606.50</b>	
		<b>TOTAL SCHOOL OF BUSINESS, ENTREPRENEURSHIP, APPLIED &amp; MATHEMATICAL SCIENCES</b>	<b>995</b>	<b>897</b>	<b>271</b>	<b>166</b>	<b>26,188.00</b>	<b>47.10</b>	<b>556.01</b>	<b>989.20</b>	<b>171.60</b>	<b>586.04</b>	
42.0101	Psychology (BA)		134	98	42	21	2,612.00	4.71	554.56		21.00	556.31	
44.0701	Social Work Comprehensive (BA)		41	47	15	10	530.00	1.83	289.62		9.00	283.71	
							144.00	0.25					
							84.00	0.13					

Attachment: CSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

CHADRON STATE COLLEGE 2016-2017 QUANTITATIVE ACADEMIC REPORT			# of Majors Enrolled			# of Degrees		*SCHP=FYI *SCHP=CAP			Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	Fall	Spring	Summer	Conferred	SCH Produced	FTE Assigned	SCH/FTE	5-yr Majors	5-yr Deg	5-yr SCH/FTE	
<b>TOTAL COUNSELING, PSYCHOLOGY AND SOCIAL WORK DEPARTMENT</b>			<b>175</b>	<b>145</b>	<b>57</b>	<b>31</b>	<b>3,286.00</b>	<b>6.92</b>	<b>474.86</b>	<b>179.40</b>	<b>30.00</b>	<b>487.56</b>	
13.1334	Library Information Management (BA) (Disc.)		0	0	0	1							
13.1334	Library Media Specialist (BSE) (Disc.)	Field Endorsement (K-12)	1	0	0	1							
<b>Subtotal EDUCATION DEPARTMENT -- Library</b>			<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>6.40</b>	<b>1.80</b>	<b>205.28</b>	
13.1202	Elementary Education (BSE)	Field Endorsement (K-8)	39	26	14	8	5,064.00	7.88					
13.1202	Elementary Education (BSE)	Art Concentration	3	1	0	2							
		English Concentration	8	7	6	1							
		Early Childhood Concentration	75	80	39	9							
		Mathematics Concentration	10	8	3	1							
		Mild/Moderate Concentration	40	45	21	11							
		Music Concentration	3	2	1	0							
		Physical Education Concentration	19	17	2	2							
		Science Concentration	5	4	4	0							
		Social Science Concentration	16	16	6	4							
13.1203	Early Childhood Education (B-Grde 3)		5	1	0	1							
13.1203	Middle Grades Education 4-9		0	1	0	0							
	Reading						33.00	0.25					
<b>Subtotal EDUCATION DEPARTMENT -- Elementary Education</b>			<b>223</b>	<b>208</b>	<b>96</b>	<b>39</b>	<b>5,097.00</b>	<b>8.13</b>	<b>626.94</b>	<b>249.00</b>	<b>54.40</b>	<b>689.23</b>	
13.1001	Special Education	Middle Grades Content (4-9)					1,866.00	3.46					
	Special Education (BSE)	Mild/Moderate Disabilities (K-12)	16	12	4	5							
		Special Education (K-12)	32	36	24	1							
		Early Childhood Inclusive	25	26	14	1							
		Early Childhood Unified Field (B-Grd3)	2	1	0	0							
<b>Subtotal EDUCATION DEPARTMENT -- Special Education</b>			<b>75</b>	<b>75</b>	<b>42</b>	<b>7</b>	<b>1,866.00</b>	<b>3.46</b>	<b>539.31</b>	<b>74.80</b>	<b>13.20</b>	<b>599.00</b>	
<b>TOTAL EDUCATION DEPARTMENT</b>			<b>299</b>	<b>283</b>	<b>138</b>	<b>48</b>	<b>6,963.00</b>	<b>11.59</b>	<b>600.78</b>	<b>330.20</b>	<b>69.40</b>	<b>649.38</b>	
13.1314	Health and Physical Education (BSE)						3,827.00	7.58					
		Health Educ Subject (7-12 )	5	1	0	0	87.00	0.13					
		Health & Physical Education (4-9)					114.00	0.25					
		Health & PE Field Endorse (PK-12 )	48	45	12	8							
		PE Subject Endorsement (PK-6)	3	2	2	0							
		PE Subject Endorsement (K-8)											
		PE Subject Endorsement (7-12)	12	9	2	1							
		Middle Grades Content (4-9)	1	2	1	1							
<b>Subtotal HEALTH PE AND RECREATION DEPARTMENT -- Health &amp; PE</b>			<b>69</b>	<b>59</b>	<b>17</b>	<b>10</b>	<b>4028.00</b>	<b>7.96</b>	<b>506.03</b>	<b>74.00</b>	<b>9.60</b>	<b>555.43</b>	
31.9999	Sports & Recreation Management Comprehensive (BA)		1	1	1	0							
		Exercise Science Option	61	65	16	18							
		Outdoor Adventure Option	1	0	0	0							
		Sport Leadership Option	31	31	9	8							
<b>Subtotal HEALTH, PE AND RECREATION DEPARTMENT -- Recreation</b>			<b>94</b>	<b>97</b>	<b>26</b>	<b>26</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>96.20</b>	<b>19.40</b>		
<b>TOTAL HEALTH, PHYSICAL EDUCATION AND RECREATION DEPARTMENT</b>			<b>163</b>	<b>156</b>	<b>43</b>	<b>36</b>	<b>4,028.00</b>	<b>7.96</b>	<b>506.03</b>	<b>170.20</b>	<b>29.00</b>	<b>555.43</b>	
<b>TOTAL SCHOOL OF EDUCATION, HUMAN PERFORMANCE, COUN., PSYC. &amp; SOCIAL WORK</b>			<b>637</b>	<b>584</b>	<b>238</b>	<b>115</b>	<b>14,277.00</b>	<b>26.47</b>	<b>539.37</b>	<b>679.80</b>	<b>128.40</b>	<b>571.77</b>	
<b>GRADUATE PROGRAMS</b>													
CIP Code	Other Undergraduate Programs	Options/Endorsements	Fall	Spring	Summer	Conferred	SCH Produced	FTE Assigned	SCH/FTE				
30.9999	Interdisciplinary Studies Comprehensive (BA)		50	58	26	42							
	College												
	Military Science & Leadership						404.00	0.14	2885.71				
	PDC-Education												
30.0000	Technical Occupations (BAS)		26	26	10	8							
<b>TOTAL REGISTRAR</b>			<b>76</b>	<b>84</b>	<b>36</b>	<b>50</b>	<b>404.00</b>	<b>0.14</b>	<b>2885.71</b>	<b>103.00</b>	<b>39.60</b>	<b>613.60</b>	
<b>TOTAL UNDERGRADUATE PROGRAMS</b>			<b>2,104</b>	<b>1,926</b>	<b>597</b>	<b>415</b>	<b>56,314.00</b>	<b>111.86</b>	<b>503.43</b>	<b>2200.20</b>	<b>418.60</b>	<b>504.01</b>	

Attachment: CSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

CHADRON STATE COLLEGE 2016-2017 QUANTITATIVE		ACADEMIC REPORT		# of Majors Enrolled			# of Degrees		*SCHP=FYI *SCHP=CAP		Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	Fall	Spring	Summer	Conferred	SCH Produced	FTE Assigned	SCH/FTE	5-yr Majors	5-yr Deg	5-yr SCH/FTE	
	Communication Arts						138.00	0.33					
	<b>Subtotal Department: Communication Arts</b>		0		0	0	138.00	0.33	418.18	0.00			
	English						21.00	0.00	0.00				
	Humanities												
	Spanish												
	<b>Subtotal Department: English and Humanities</b>		0		0	0	21.00	0.00	0.00	0.00			
24.0199	<b>Anthropology</b>												
	History		6	12	6	3	66.00	0.33					
	Social Science												
	Political Science												
	<b>Subtotal Department: Social Sciences</b>		6	12	6	3	66.00	0.33	0.00	8.80	2.20	199.62	
	<b>Art</b>												
	<b>Subtotal Department: Visual and Performing Arts</b>		0		0	0	0.00	0.00	0.00	0.00			
24.0199	<b>Mathematics</b>		25	26	20	10	396.00	0.33					
	<b>Subtotal Department: Mathematics</b>		25	26	20	10	396.00	0.33	1200.00	18.20	5.80	970.07	
	<b>Music</b>												
	<b>Subtotal Department: Music</b>		0	0	0	0	0.00	0.00	0.00	0.00			
24.0199	<b>Science</b>		4	3	0	1							
	Biology						6.00	0.00					
	Chemistry												
	Physics						6.00	0.00					
	Geoscience						29.00	0.00					
	<b>Subtotal Department: Science</b>		4	3	0	1	41.00	0.00	0.00	2.80	0.80	12.22	
	Agriculture						12.00	0.17					
	Family & Consumer Sciences						118.00	0.22					
	Vocational Education/Career & Technical Education						216.00	0.33					
	<b>Subtotal Department: Applied Sciences</b>		0	0	0	0	346.00	0.72	480.56	0.00			
52.0201	<b>Business Administration</b>		195	190	110	73	218.00	0.17					
	Accounting						393.00	0.67					
	Business Information Systems						255.00	0.67					
	Economics						258.00	0.50					
	Finance						423.00	1.00					
	Management						1,425.00	2.83					
	Marketing						318.00	1.00					
	<b>Subtotal Department: Business and Economics</b>		195	190	110	73	3,290.00	6.84	480.99	177.20	60.00	446.34	
13.1101	<b>Counseling</b>						1,517.00	5.33					
	School Counseling		2	3	6	0							
	School Counseling (PK-8)		8	7	6	4							
	School Counseling (PK-12)		25	30	24	5							
	School counseling (7-12)		11	11	8	3							
	Clinical Mental Health Counsel.		40	38	30	10							
	<b>Psychological Sciences</b>						33.00	0.17					
	<b>Subtotal Department: Counseling, Psychology, and Social Work</b>		86	89	74	22	1,550.00	5.50	281.82	95.40	25.40	325.30	
13.0499	<b>Educational Administration</b>		0	2	1	0	759.00	1.83					
	SpecEd Curriculum Coord (P-12)												
	Curric/Assess Coord (P-12)												
	Curric/Assess Supervisor (PK-12)		6	5	3	2							
	Principal-Elementary (PK-8)		10	6	8	2							
	Principal-Middle School (4-9)		1	1	1	0							
	Principal (PK-12)		43	46	36	12							
	Principal-Secondary (7-12)		16	20	22	3							
	Spec Ed Supervisor Birth-12		7	7	5	2							
	Curriculum and Instruction ReadSpec Educ PK-12												

Attachment: CSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

CHADRON STATE COLLEGE 2016-2017 QUANTITATIVE		ACADEMIC REPORT		# of Majors Enrolled			# of Degrees		*SCHP=FYI		Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	Fall	Spring	Summer	Conferred	SCH Produced	FTE Assigned	SCH/FTE	*SCHP=CAP			
										5-yr Majors	5-yr Deg	5-yr SCH/FTE	
13.0301	Curriculum and Instruction Spec Education K-12												
	Elementary Curriculum and Instruction						1,476.00	3.33					
	Elementary Curr & Instruction/EEducTech		4	5	3	2							
	Elementary Curr & Instruction/EMath		3	3	3	0							
	Elementary Curr & Instruction/EPhysEd		3	2	4	1							
	Elementary Curr & Instruction/Eread		1	1	1	0							
	Elementary Curr & Instruction/Social Science												
	Elementary Curr & Instruction/GenEduc		20	17	19	6							
	Elementary Curr & Instruction/LanguageArts												
	Elementary Curr & Instruction/Music												
	Elementary Curr & Instruction/Special Education												
13.0301	Secondary Curriculum and Instruction												
	Secondary Curr & Instruction/Business		1	1	2	1							
	Secondary Curr & Instruction/Career		5	5	4	4							
	Secondary Curr & Instruction/Education Tech		6	7	7	3							
	Secondary Curr & Instruction/Language												
	Secondary Curr & Instruction/Mathematics		6	10	12	4							
	Secondary Curr & Instruction/Music												
	Secondary Curr & Instruction/Physical Educ		6	6	5	1							
	Secondary Curr & Instruction/Reading		0	1	1	0							
	Secondary Curr & Instruction/Science		1	1	1	0							
	Secondary Curr & Instruction/Social Science		0	0	1	0							
	Secondary Curr & Instruction/SPED												
	Education						264.00	0.83					
	Reading						501.00	1.00					
	Special Education						333.00	0.50					
	<b>Subtotal Department: Education</b>		<b>139</b>	<b>146</b>	<b>139</b>	<b>43</b>	<b>3,333.00</b>	<b>7.49</b>	<b>444.99</b>	<b>143.00</b>	<b>47.60</b>	<b>389.66</b>	
	Health, Physical Education & Recreation						238.00	0.50					
	<b>Subtotal Department:Health, Physical Education, and Recreation</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>238.00</b>	<b>0.50</b>	<b>476.00</b>				
50.1003	Organizational Management	Human Services	43	31	11	13							
		Natural Resources	2	1	1	0							
		Sports Management	33	27	8	13							
	<b>Subtotal Department:Organizational Management</b>		<b>78</b>	<b>59</b>	<b>20</b>	<b>26</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>90.60</b>	<b>30.20</b>		
<b>TOTAL</b>	<b>GRADUATE Studies</b>		<b>533</b>	<b>525</b>	<b>369</b>	<b>178</b>	<b>9419.00</b>	<b>22.04</b>	<b>427.36</b>	<b>536.00</b>	<b>172.00</b>	<b>385.67</b>	
The following students are not recorded anywhere else in student headcount. They are included in student credit hour production under the appropriate subject area.													
<b>UNDERGRADUATE</b>													
	High School Early Entry												
	Undeclared		42	23	2	0							
	Non-degree Seeking												
	Professional Development		296	156	135	0	53.00						
	<b>Subtotal</b>		<b>338</b>	<b>179</b>	<b>137</b>	<b>0</b>	<b>53.00</b>	<b>0.00</b>					
<b>GRADUATE</b>													
	In Service						54.00	0.00					
	Non Degree Seeking												
	Certificate												
	Professional Development		68	59	68	0							
	<b>Subtotal</b>		<b>68</b>	<b>59</b>	<b>68</b>	<b>0</b>	<b>54.00</b>	<b>0.00</b>					
<b>TOTAL</b>	<b>HEADCOUNT OTHERWISE UNACCOUNTED FOR</b>		<b>406</b>	<b>238</b>	<b>205</b>	<b>0</b>	<b>107.00</b>	<b>0.00</b>					

Attachment: CSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

PERU STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT				# Enrolled Majors			# of Degrees			Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	F	S	M	Conferred	SCH	FTE	SCH/FTE	5-yr Majors	5-Yr Deg	5-Yr SCH/FTE
52.0201	Business Administration (BA, BS)	Accounting	101	100	39	30						
		Human Performance/Systems Mgmt	1	1	0	0						
		Management	193	182	64	31						
		Marketing	64	55	17	6						
11.0101		Computer & Management Information Sys	60	59	21	12						
13.1303		Basic Business Subject Endorsement	0	0	0	0						
		Business Marketing & Information Tech 6-12	6	9	1	0						
	<b>Subtotal BUSINESS -- Business Administration</b>		<b>425</b>	<b>406</b>	<b>142</b>	<b>79</b>						
52.0299	Bachelor of Applied Science (BAS)	Management	107	99	50	44						
	<b>Subtotal BUSINESS -- BT/BAS</b>		<b>107</b>	<b>99</b>	<b>50</b>	<b>44</b>						
	<b>TOTAL BUSINESS</b>		<b>532</b>	<b>505</b>	<b>192</b>	<b>123</b>	<b>11050</b>	<b>19.76</b>	<b>559</b>	<b>505</b>	<b>110</b>	<b>586</b>
42.0101	Psychology (BA, BS)	Psychology	187	159	51	39						
	<b>TOTAL PSYCHOLOGY</b>		<b>187</b>	<b>159</b>	<b>51</b>	<b>39</b>	<b>4763</b>	<b>9.09</b>	<b>524</b>	<b>190</b>	<b>36.2</b>	<b>568.6</b>
43.0104	Criminal Justice (BA, BS)	Criminal Justice - Administration	62	53	13	15						
		Criminal Justice - Counseling	73	64	15	22						
		Criminal Justice - Law & Society	40	37	9	2						
	<b>TOTAL CRIMINAL JUSTICE</b>		<b>175</b>	<b>154</b>	<b>37</b>	<b>39</b>	<b>3605</b>	<b>6.33</b>	<b>569</b>	<b>186</b>	<b>35.8</b>	<b>564.2</b>
<b>TOTAL</b>	<b>SCHOOL OF PROFESSIONAL STUDIES</b>		<b>894</b>	<b>818</b>	<b>280</b>	<b>201</b>	<b>19418</b>	<b>35.18</b>	<b>552</b>	<b>881</b>	<b>182</b>	<b>1718.8</b>

Attachment: PSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

PERU STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT				# of Majors Enrolled			# of Degrees Conferred			Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	F	S	M	SCH	FTE	SCH/FTE	5-Yr Deg	5-Yr Deg	5-Yr SCH/FTE	
13.0101	Teacher Education (BA, BS)	Educational Studies	6	7	3							
13.1001	Special Education (all field endorsements)	Special Education: K-12	41	28	13	6						
		Special Education M/MD Elem	12	14	3	3						
		Special Education M/MD Secondary	5	5	5	0						
13.1210		Early Childhood Education Incl B-3	49	48	23	5						
13.1015		Early Childhood Education Unified	3	2	0	3						
13.1202		Elementary Education	116	106	25	25						
		Preschool Disabilities Education	0	0	0	0						
13.1203		Middle Grades Education	12	9	3	1						
13.1210		Early Childhood Education	4	2	0	4						
		Early Childhood - Tchr End	0	0	0	0						
<b>Subtotal EDUCATION -- Teacher Education</b>			<b>248</b>	<b>221</b>	<b>75</b>	<b>52</b>	<b>4499</b>	<b>10.50</b>	<b>428</b>	<b>304</b>	<b>69.4</b>	<b>516.6</b>
13.1314	Physical Education (BA, BS)	Health, Physical Education, and Recreation	52	44	8	5						
		Physical Education 7-12 Secondary	0	0	0	0						
		Physical Education K-6 Elementary	0	0	0	0						
		Physical Education K-6/7-12	0	0	0	0						
		Sport Management	0	0	0	0						
31.0505			Sport & Exercise Science	37	28	11	14					
		Kinesiology	48	36	10	2						
		Sport Management & Exercise Science	0	0	0	0						
<b>Subtotal EDUCATION -- Physical Education</b>			<b>137</b>	<b>108</b>	<b>29</b>	<b>21</b>	<b>1,914</b>	<b>5.05</b>	<b>379</b>	<b>124</b>	<b>20.4</b>	<b>186.8</b>
<b>TOTAL</b>	<b>SCHOOL OF EDUCATION</b>		<b>385</b>	<b>329</b>	<b>104</b>	<b>73</b>	<b>6,413</b>	<b>15.55</b>	<b>412</b>	<b>428</b>	<b>89.8</b>	<b>703.4</b>

Attachment: PSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

PERU STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT										Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	# of Majors Enrolled			# of Degrees Conferred	SCH	FTE	SCH/FTE	5-Yr Deg	5-Yr SCH/FTE	
			F	S	M						5-Yr Deg	5-Yr SCH/FTE
50.0701	Art (BA, BS)	Art - Fine Arts	8	6	0	1						
13.1302		Art Teaching	7	5	1	2						
50.0409		Graphic Design	23	23	5	3						
<b>TOTAL ART</b>			<b>38</b>	<b>34</b>	<b>6</b>	<b>6</b>	<b>1156</b>	<b>3.37</b>	<b>343</b>	<b>42</b>	<b>6.6</b>	<b>412.2</b>
50.0999	Music (BA, BS)	Music - Business Marketing	3	3	0	0						
13.1312		Music K-12 Vocal/Instrumental	16	14	2	2						
50.0903		Music K-8 Vocal/Elem Mus Ed	0	0	0	0						
50.0901		Music Performance	4	4	2	0						
		Community Music & Private Studio	2	1	0	1						
<b>TOTAL MUSIC</b>			<b>25</b>	<b>22</b>	<b>4</b>	<b>3</b>	<b>1147</b>	<b>2.88</b>	<b>398</b>	<b>39</b>	<b>4.2</b>	<b>466.6</b>
<b>TOTAL PERFORMING AND FINE ARTS</b>			<b>63</b>	<b>56</b>	<b>10</b>	<b>18</b>	<b>2303</b>	<b>6.25</b>	<b>368</b>	<b>81</b>	<b>10.8</b>	<b>878.8</b>
23.0101	English (BA, BS)	English	18	17	2	5						
13.1305		English Teaching	8	8	3	3						
23.0101		Language Arts	2	2	0	1						
13.1305		Language Arts Teaching	4	4	0	0						
<b>TOTAL ENGLISH</b>			<b>32</b>	<b>31</b>	<b>5</b>	<b>9</b>	<b>5528</b>	<b>12.79</b>	<b>432</b>	<b>33</b>	<b>7</b>	<b>436.6</b>
54.0101	Social Science (BA, BS)	History	10	7	0	3						
13.1317		Social Science Teaching	15	15	5	2						
45.0101		Social Science	7	6	0	1						
13.1328		History Teaching	11	13	1	1						
<b>TOTAL SOCIAL SCIENCE</b>			<b>43</b>	<b>41</b>	<b>6</b>	<b>7</b>	<b>2397</b>	<b>6.75</b>	<b>355</b>	<b>52</b>	<b>11.2</b>	<b>382.6</b>
13.1311	Mathematics (BA, BS)	Mathematics Teaching	7	8	1	2						
27.0101		Mathematics	6	5	2	1						
<b>TOTAL MATHEMATICS</b>			<b>13</b>	<b>13</b>	<b>3</b>	<b>3</b>	<b>3605</b>	<b>11.42</b>	<b>316</b>	<b>18</b>	<b>3.8</b>	<b>374.8</b>
26.0101	Natural Science (BA, BS)	Biological Science	26	22	0	5						
26.0102		Disease and Human Health	28	27	2	5						
30.0101		Natural Science	1	1	0	0						
		Nuclear Technology	1	1	0	0						
30.0101		Pre-professional	33	29	2	0						
30.0101		Wildlife Ecology	16	16	7	0						
13.1316		Natural Science Teaching	3	4	1	0						
13.1322		Biology Teaching	3	2	0	0						
13.1323		Chemistry Teaching	1	1	0	0						
26.0202		Biochemical Science	29	29	1	9						
<b>TOTAL NATURAL SCIENCE</b>			<b>141</b>	<b>132</b>	<b>13</b>	<b>19</b>	<b>5540</b>	<b>11.58</b>	<b>478</b>	<b>135</b>	<b>17</b>	<b>466.4</b>
24.0101	Liberal Arts (BA)	Liberal Arts	4	4	2	0						
<b>TOTAL LIBERAL ARTS</b>			<b>4</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>N/A</b>	<b>N/A</b>	<b>10</b>		
<b>TOTAL SCHOOL OF ARTS AND SCIENCES</b>			<b>296</b>	<b>277</b>	<b>39</b>	<b>47</b>	<b>19,373</b>	<b>48.80</b>	<b>397</b>	<b>319</b>	<b>49.8</b>	<b>2539.2</b>
<b>TOTAL UNDERGRADUATE DEGREES</b>			<b>1,575</b>	<b>1,424</b>	<b>423</b>	<b>321</b>	<b>45,204</b>	<b>99.53</b>	<b>454</b>	<b>1628</b>	<b>321.6</b>	<b>4961.4</b>

Attachment: PSC 2016-2017 QAR (2091 : Quantitative Academic Reports)



PERU STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT										Program Review Data				
CIP Code	Graduate Degrees Offered	Options/Endorsements	# of Majors Enrolled			# of Degrees Conferred			SCH	FTE	SCH/FTE	5-Yr Deg	5-Yr Deg	5-Yr SCH/FTE
			F	S	M									
13.0301	Curriculum & Instruction (MSED)	Curriculum & Instruction	277	182	236	157	4,644	11.13	417		223	103	444.2	
52.0701	Organizational Management (MSOM)	Entrepreneurial & Econ Development	55	42	35	11	741	1.38	537		56	17.6	601.2	
<b>TOTAL GRADUATE DEGREES</b>			<b>332</b>	<b>224</b>	<b>271</b>	<b>168</b>	<b>5,385</b>	<b>12.51</b>	<b>430</b>		<b>279</b>	<b>120.6</b>	<b>1045.4</b>	
The following students are not recorded anywhere else in student headcount. They are included in student credit hour production under the appropriate subject area.														
<b>UNDERGRADUATE</b>														
99.9999	Certificate Programs	Criminal Justice Certificate	0	0	0	N/A								
		Office Management Certificate	0	0	0	N/A								
	High School Early Entry		694	939	0	N/A								
	Joint Enrollment No Academic Program		9	14	5	N/A								
	No Academic Program		29	37	42	N/A								
	Personal Enrichment		0	0	0	N/A								
13.0101	Teacher Certification Undergrad		10	13	4	N/A								
24.0102	Undecided		45	38	2	N/A								
	<b>Subtotal Undergraduates</b>		<b>787</b>	<b>1041</b>	<b>53</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>					
<b>GRADUATE</b>														
99.9999	Certificate Programs	Classroom Behavior & Mgt. Certificate	1	1	2	N/A								
		Instructional Mastery Certificate	0	1	1	N/A								
		Instructional Technology Certificate	1	0	0	N/A								
		Organizational Development Certificate	1	0	0	N/A								
	Joint Enrollment No Academic Program		0	0	0	N/A								
	No Academic Program		0	0	0	N/A								
13.0101	Teacher Recertification/Renewal		11	18	20	N/A								
	<b>Subtotal Graduates</b>		<b>14</b>	<b>20</b>	<b>23</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>					
<b>TOTAL</b>	<b>HEADCOUNT OTHERWISE UNACCOUNTED FOR</b>		<b>801</b>	<b>1061</b>	<b>76</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>					

Attachment: PSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

WAYNE STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT			# of Majors Enrolled			# of Degrees	SCH Produced	FTE Assigned	SCH/FTE	Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options/Endorsements	Fall	Spring	Summer	2016-17	2016-17	2016-17	2016-17	5-yr Majors	5-Yr Deg	5-Yr SCH/FTE
50.0409	Art (BA, BS)	Graphic Design	49	48	17	11						
50.0702		Studio Art	24	15	0	9						
13.1302	Art Endorsement (BA, BS)	K-12	22	24	4	1						
<b>TOTAL ART &amp; DESIGN DEPARTMENT</b>			<b>95</b>	<b>87</b>	<b>21</b>	<b>21</b>	<b>2,804</b>	<b>7.41</b>	<b>378</b>	<b>100</b>	<b>17.40</b>	<b>391</b>
9.0102	Mass Communications (BA, BS)	Electronic Media	24	18	3	7						
		Journalism	16	14	3	5						
13.1399	Journalism & Mass Comm. Endorsement (BA, BS)		0	0	0	0						
<b>Subtotal Mass Communication</b>			<b>40</b>	<b>32</b>	<b>6</b>	<b>12</b>				<b>43</b>	<b>9.00</b>	
9.0101	Speech Communications (BA, BS)	Communications Studies	5	8	2	1						
9.0101		Org. Leadership & Public Relations	27	24	7	11						
50.0501		Theatre Arts	3	2	0	0						
13.1331	Speech Communication Endorsement (BA, BS)		1	1	0	0						
<b>Subtotal Speech Communication</b>			<b>36</b>	<b>35</b>	<b>9</b>	<b>12</b>				<b>45</b>	<b>12.80</b>	
13.1324	Theatre Endorsement (BA, BS)		0	0	0	0						
<b>TOTAL COMMUNICATION ARTS DEPARTMENT</b>			<b>76</b>	<b>67</b>	<b>15</b>	<b>24</b>	<b>3,737</b>	<b>10.90</b>	<b>343</b>	<b>90</b>	<b>22.00</b>	<b>383</b>
23.0101	English (BA, BS)	Literature	3	2	0	0						
		Writing	16	18	7	3						
		Writing and Literature	16	15	5	5						
13.1305	English Endorsement (BA, BS)	English Language Arts	13	6	1	2						
		Secondary English	32	28	4	9						
<b>Subtotal English</b>			<b>80</b>	<b>69</b>	<b>17</b>	<b>19</b>	<b>5,157</b>	<b>12.33</b>	<b>418</b>	<b>93</b>	<b>20.80</b>	<b>445</b>
16.0905	Spanish (BA)		9	7	3	0						
13.1306	Spanish Endorsement (BA)	World Language-Spanish	9	13	5	0						
<b>Subtotal Spanish</b>			<b>18</b>	<b>20</b>	<b>8</b>	<b>0</b>	<b>1,500</b>	<b>3.68</b>	<b>408</b>	<b>25</b>	<b>4.80</b>	<b>464</b>
<b>Modern Lang. &amp; Culture-Not a Program (Incl. German, French, Modern Lang.)</b>							<b>504</b>	<b>1.13</b>	<b>446</b>			
<b>TOTAL LANGUAGE &amp; LITERATURE DEPARTMENT</b>			<b>98</b>	<b>89</b>	<b>25</b>	<b>19</b>	<b>7,161</b>	<b>17.14</b>	<b>418</b>	<b>117</b>	<b>25.60</b>	<b>452</b>

Attachment: WSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

WAYNE STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT			# of Majors Enrolled			# of Degrees	SCH Produced	FTE Assigned	SCH/FTE	Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options	Fall	Spring	Summer	2016-17	2016-17	2016-17	2016-17	5-yr Majors	5-Yr Deg	5-Yr SCH/F
50.0901	Music (BA, BS)	General	3	1	0	1						
		Music Industry	14	12	5	4						
		Performance	4	5	2	1						
13.1312	Music Endorsement (BA, BS)	K-12 Vocal & Instrumental	24	17	6	3						
		7-12 Instrumental	3	4	0	0						
		7-12 Vocal	7	6	5	2						
		K-8 Instrumental	1	1	0	0						
		K-8 Vocal	7	5	4	2						
<b>TOTAL MUSIC DEPARTMENT</b>			<b>63</b>	<b>51</b>	<b>22</b>	<b>13</b>	<b>2,890.5</b>	<b>12.38</b>	<b>233</b>	<b>78</b>	<b>13</b>	<b>283</b>
<b>TOTAL SCHOOL OF ARTS &amp; HUMANITIES</b>			<b>332</b>	<b>294</b>	<b>83</b>	<b>77</b>	<b>16,592.5</b>	<b>47.83</b>	<b>347</b>	<b>386</b>	<b>78</b>	<b>387</b>
52.0201	Business Administration (BA, BS)	Accounting	39	38	12	5						
		Agri-Business	27	25	9	5						
		Economics	6	6	3	0						
		Finance	60	62	21	15						
		Human Resource Management	38	43	18	12						
		International Business Studies	17	18	4	5						
		Management	96	87	25	28						
		Marketing	49	53	17	12						
		Office Administration	16	15	3	4						
		Professional Studies	12	12	4	6						
13.1303	Business Endorsement (BA, BS)	Public Accounting	18	17	7	4						
		Basic Business	2	1	0	0						
		Business, Marketing & Info. Tech.	10	9	4	1						
<b>TOTAL BUSINESS &amp; ECONOMICS DEPARTMENT</b>			<b>390</b>	<b>386</b>	<b>127</b>	<b>97</b>	<b>8,277</b>	<b>15.00</b>	<b>552</b>	<b>411</b>	<b>98</b>	<b>518</b>
11.0401	Computer Information Systems (BA, BS)	Applied E-Commerce	9	9	3	0						
		Networking	28	29	9	7						
		Programmer/Analyst	28	27	5	5						
		Web Analyst	7	6	2	4						
<b>Subtotal Computer Information Systems</b>			<b>72</b>	<b>71</b>	<b>19</b>	<b>16</b>	<b>1,673</b>	<b>3.71</b>	<b>451</b>	<b>68</b>	<b>16</b>	<b>382</b>
<b>11.0101</b>	<b>Computer Science (BA, BS)</b>		<b>38</b>	<b>34</b>	<b>9</b>	<b>8</b>	<b>831</b>	<b>1.92</b>	<b>433</b>	<b>36</b>	<b>6</b>	<b>399</b>
<b>TOTAL COMPUTER TECHNOLOGY &amp; INFORMATION SYSTEMS DEPARTMENT</b>			<b>110</b>	<b>105</b>	<b>28</b>	<b>24</b>	<b>2,504</b>	<b>5.63</b>	<b>445</b>	<b>104</b>	<b>22</b>	<b>388</b>

Attachment: WSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

WAYNE STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT			# of Majors Enrolled			# of Degrees	SCH Produced	FTE Assigned	SCH/FTE	Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options	Fall	Spring	Summer	2016-17	2016-17	2016-17	2016-17	5-yr Majors	5-Yr Deg	5-Yr SCH/FTE
19.9999	Family & Consumer Sciences (BA, BS)	Family and Consumer Sciences	1	1	1	0						
		Fashion Merchandising	3	4	2	0						
		Foods and Nutrition	10	10	3	2						
		Interior Design	19	15	7	5						
13.1308	Family & Consumer Sciences Endorsement (BA, BS)		27	28	11	4						
19.0709	Early Childhood (BA, BS)		22	23	13	7				27	10.40	
<b>Subtotal Family &amp; Consumer Sciences</b>			<b>82</b>	<b>81</b>	<b>37</b>	<b>18</b>	<b>2,178</b>	<b>4.63</b>	<b>470</b>	<b>92</b>	<b>25</b>	<b>515</b>
15.0699	Industrial Technology (BA, BS)	Construction Management	77	64	23	17						
		Drafting, Planning & Design	12	14	2	3						
		Safety Management	9	8	6	4						
13.1320	Industrial Technology Endorsement (BA, BS)		36	28	6	11						
<b>Subtotal Industrial Technology</b>			<b>134</b>	<b>114</b>	<b>37</b>	<b>35</b>				<b>134</b>	<b>30</b>	
15.0699	Technology (BA, BS)	Construction Occupations	0	0	0	0						
		Drafting Occupations	0	0	0	0						
		Industrial Management	0	0	0	0						
<b>Subtotal Technology</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>				<b>1</b>	<b>0</b>	
<b>Subtotal Industrial Technology and Technology</b>			<b>134</b>	<b>114</b>	<b>37</b>	<b>35</b>	<b>1,831</b>	<b>5.27</b>	<b>347</b>	<b>135</b>	<b>30</b>	<b>370</b>
<b>TOTAL TECHNOLOGY &amp; APPLIED SCIENCES DEPARTMENT</b>			<b>216</b>	<b>195</b>	<b>74</b>	<b>53</b>	<b>4,009</b>	<b>9.90</b>	<b>405</b>	<b>227</b>	<b>55</b>	<b>437</b>
<b>TOTAL</b>	<b>SCHOOL OF BUSINESS &amp; TECHNOLOGY</b>		<b>716</b>	<b>686</b>	<b>229</b>	<b>174</b>	<b>14,790</b>	<b>30.53</b>	<b>484</b>	<b>742</b>	<b>175</b>	<b>469</b>
42.2803	Human Service Counseling (BA, BS)		126	124	38	32						
<b>TOTAL COUNSELING DEPARTMENT</b>			<b>126</b>	<b>124</b>	<b>38</b>	<b>32</b>	<b>1,757</b>	<b>4.21</b>	<b>417</b>	<b>127</b>	<b>35</b>	<b>398</b>
13.1210	Early Childhood Education		2	1	0	0						
13.1210	Early Childhood Ed Inclusive Birth-Gr 3 (BA, BS)		55	49	15	12						
30.9999	Early Childhood Education (Non-Certified) (BA, BS)		0	0	0	0						
13.1202	Elementary Education Endorsement (BA, BS)		343	311	56	74						
30.9999	Elementary Education (Non-Certified) (BA,BS)		1	2	0	4						
13.1203	Middle Level Education 4-9 Endorsement (BA, BS)		24	17	3	5						
<b>Subtotal Education</b>			<b>425</b>	<b>380</b>	<b>74</b>	<b>95</b>	<b>8,174</b>	<b>19.15</b>	<b>427</b>	<b>489</b>	<b>95</b>	<b>440</b>
13.1001	Special Education Endorsement (BA, BS)	K-6	55	57	12	7						
		K-12	77	61	3	22						
		7-12	4	4	3	1						
30.9999	Special Education (Non-Certified) (BA, BS)		0	0	0	0						
<b>Subtotal Special Education</b>			<b>136</b>	<b>122</b>	<b>18</b>	<b>30</b>	<b>1,789</b>	<b>3.89</b>	<b>460</b>	<b>125</b>	<b>18</b>	<b>483</b>
<b>TOTAL EDUCATIONAL FOUNDATIONS &amp; LEADERSHIP DEPARTMENT</b>			<b>561</b>	<b>502</b>	<b>92</b>	<b>125</b>	<b>9,963</b>	<b>23.04</b>	<b>432</b>	<b>614</b>	<b>113</b>	<b>447</b>
<b>TOTAL</b>	<b>SCHOOL OF EDUCATION &amp; COUNSELING</b>		<b>687</b>	<b>626</b>	<b>130</b>	<b>157</b>	<b>11,720</b>	<b>27.25</b>	<b>430</b>	<b>741</b>	<b>148</b>	<b>439</b>

Attachment: WSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

WAYNE STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT			# of Majors Enrolled			# of Degrees	SCH Produced	FTE Assigned	SCH/FTE	Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options	Fall	Spring	Summer	2016-17	2016-17	2016-17	2016-17	5-yr Majors	5-Yr Deg	5-Yr SCH/FTE
43.0104	Criminal Justice (BA, BS)	Criminal Justice	208	194	42	61						
<b>TOTAL CRIMINAL JUSTICE DEPARTMENT</b>			<b>208</b>	<b>194</b>	<b>42</b>	<b>61</b>	<b>2,631</b>	<b>4.63</b>	<b>568</b>	<b>206</b>	<b>52</b>	<b>586</b>
51.0001	Applied Human & Sport Physiology (BS)		32	28	8	9				40	7.60	
31.0507	Exercise Science (BA, BS)		80	83	16	19				91	21.40	
31.0504	Sport Management (BA, BS)		90	89	17	14				101	21.40	
13.1314	Health and Physical Education Endorsement (BA, BS)	Health & PE PK-12	39	42	1	11						
		PE PK-6	1	0	0	0						
		PE 7-12	6	4	0	1						
<b>Subtotal Health &amp; Physical Education</b>			<b>46</b>	<b>46</b>	<b>1</b>	<b>12</b>				<b>61</b>	<b>9.80</b>	
<b>TOTAL HEALTH, HUMAN PERFORMANCE &amp; SPORT DEPARTMENT</b>			<b>248</b>	<b>246</b>	<b>42</b>	<b>54</b>	<b>6,047</b>	<b>9.44</b>	<b>641</b>	<b>293</b>	<b>60</b>	<b>664</b>
45.0701	Geography (BA, BS)		16	19	1	5						
13.1332	Geography Endorsement (BA, BS)		1	0	0	1						
<b>Subtotal Geography</b>			<b>17</b>	<b>19</b>	<b>1</b>	<b>6</b>	<b>1,533</b>	<b>2.25</b>	<b>681</b>	<b>23</b>	<b>6</b>	<b>690</b>
54.0101	History (BA, BS)		5	6	1	1						
13.1328	History Endorsement (BA, BS)		6	6	0	1						
<b>Subtotal History</b>			<b>11</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>2,316</b>	<b>3.79</b>	<b>611</b>	<b>34</b>	<b>7</b>	<b>578</b>
45.1001	Political Science (BA, BS)		13	14	0	3						
13.1399	Political Science Endorsement (BA, BS)		0	0	0	0						
<b>Subtotal Political Science</b>			<b>13</b>	<b>14</b>	<b>0</b>	<b>3</b>	<b>1,050</b>	<b>1.88</b>	<b>559</b>	<b>22</b>	<b>6</b>	<b>559</b>
13.1317	Social Sciences Endorsement (BA, BS)		49	47	11	7						
<b>TOTAL HISTORY, POLITICS &amp; GEOGRAPHY DEPARTMENT</b>			<b>90</b>	<b>92</b>	<b>13</b>	<b>18</b>	<b>4,899</b>	<b>7.92</b>	<b>619</b>	<b>126</b>	<b>27</b>	<b>601</b>
26.0101	Life Sciences (BA, BS)	Biology	102	109	36	28						
		Clinical Laboratory Science	15	11	5	2						
		Food Science	0	0	0	0						
		Health Science	0	0	0	0						
		Mortuary Science	2	1	1	1						
		Respiratory Therapy	4	4	0	2						
13.1322	Biology Endorsement (BA, BS)		2	2	2	1						
<b>TOTAL LIFE SCIENCES DEPARTMENT</b>			<b>125</b>	<b>127</b>	<b>44</b>	<b>34</b>	<b>4,146</b>	<b>10.04</b>	<b>413</b>	<b>130</b>	<b>29</b>	<b>420</b>

Attachment: WSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

WAYNE STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT			# of Majors Enrolled			# of Degrees	SCH Produced	FTE Assigned	SCH/FTE	Program Review Data		
CIP Code	Undergraduate Degrees Offered	Options	Fall	Spring	Summer	2016-17	2016-17	2016-17	2016-17	5-yr Majors	5-Yr Deg	5-Yr SCH/FTE
40.0501	Chemistry (BA, BS)	Chemical Sciences	6	4	1	0						
40.0501		Health Sciences	30	40	12	18						
13.1323	Chemistry Endorsement (BA, BS)		2	2	1	0						
<b>Subtotal Chemistry</b>			<b>38</b>	<b>46</b>	<b>14</b>	<b>18</b>	<b>2,003</b>	<b>5.51</b>	<b>364</b>	<b>46</b>	<b>18</b>	<b>370</b>
27.0101	Mathematics (BA, BS)	Applied Mathematics	3	4	1	0						
		Applied - Biology	1	2	0	1						
		Applied - Computer Science	3	3	0	1						
		Applied - Economics	1	1	0	1						
		Applied - Physics	1	2	0	1						
		Pure Mathematics	2	2	0	1						
13.1311	Mathematics Endorsement (BA, BS)		29	27	5	4						
<b>Subtotal Mathematics</b>			<b>40</b>	<b>41</b>	<b>6</b>	<b>9</b>	<b>4,055</b>	<b>9.11</b>	<b>445</b>	<b>38</b>	<b>7</b>	<b>464</b>
13.1316	Science Endorsement (BA, BS)		17	12	4	6	2,193	5.73	383	16	4	371
<b>TOTAL PHYSICAL SCIENCES &amp; MATH DEPARTMENT</b>			<b>95</b>	<b>99</b>	<b>24</b>	<b>33</b>	<b>8,251</b>	<b>20.35</b>	<b>405</b>	<b>100</b>	<b>29</b>	<b>406</b>
42.0101	Psychology (BA, BS)		71	67	20	13						
13.1335	Psychology Endorsement (BA, BS)		0	1	1	0						
<b>Subtotal Psychology</b>			<b>71</b>	<b>68</b>	<b>21</b>	<b>13</b>	<b>2,664</b>	<b>3.25</b>	<b>820</b>	<b>91</b>	<b>19</b>	<b>730</b>
<b>45.0101</b>	<b>Social Sciences (BA, BS)</b>		<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>406</b>	<b>0.88</b>	<b>461</b>	<b>3</b>	<b>1</b>	<b>438</b>
45.1101	Sociology (BA, BS)		21	23	11	4						
13.1399	Sociology Endorsement (BA, BS)		2	2	1	0						
<b>Subtotal Sociology</b>			<b>23</b>	<b>25</b>	<b>12</b>	<b>4</b>	<b>2,328</b>	<b>3.13</b>	<b>744</b>	<b>21</b>	<b>6</b>	<b>701</b>
<b>TOTAL PSYCHOLOGY &amp; SOCIOLOGY DEPARTMENT</b>			<b>94</b>	<b>94</b>	<b>33</b>	<b>18</b>	<b>5,398</b>	<b>7.26</b>	<b>744</b>	<b>114</b>	<b>26</b>	<b>689</b>
<b>TOTAL</b>	<b>SCHOOL OF NATURAL &amp; SOCIAL SCIENCES</b>		<b>860</b>	<b>852</b>	<b>198</b>	<b>218</b>	<b>31,372</b>	<b>59.64</b>	<b>526</b>	<b>970</b>	<b>224</b>	<b>529</b>
	Pre-Professional Programs		250	201	65	0						
	Agricultural Education 1+2+1		1	0	0	0						
30.9999	Interdisciplinary Studies (BA, BS)		3	3	1	3	1,087	3.13	347	5	3	384
<b>TOTAL</b>	<b>UNDERGRADUATE DEGREES</b>		<b>2,849</b>	<b>2,662</b>	<b>706</b>	<b>629</b>	<b>75,561.5</b>	<b>168.38</b>	<b>449</b>	<b>3,103</b>	<b>628</b>	<b>460</b>

Attachment: WSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

WAYNE STATE COLLEGE 2016-17 QUANTITATIVE ACADEMIC REPORT			# of Majors Enrolled			# of Degrees	SCH Produced	FTE Assigned	SCH/FTE	Program Review Data		
CIP Code	Graduate Degrees Offered	Options	Fall	Spring	Summer	2016-17	2016-17	2016-17	2016-17	5-yr Majors	5-Yr Deg	5-Yr SCH/FTE
52.0201	Business Administration (MBA)		73	64	40	21						
	Business Administration-Education Option (MBA)		8	10	12	1						
<b>TOTAL</b>	<b>Master of Business Administration</b>		<b>81</b>	<b>74</b>	<b>52</b>	<b>22</b>	<b>1,017</b>	<b>2.84</b>	<b>358</b>	<b>100</b>	<b>27</b>	<b>356</b>
30.9999	<b>Organizational Management (MS)</b>	Human Resource Management	0	0	1	0						
		Information Tech. Management	7	7	7	3						
		Sports & Recreation Management	21	22	15	7						
<b>TOTAL</b>	<b>Master of Science</b>		<b>28</b>	<b>29</b>	<b>23</b>	<b>10</b>	<b>528</b>	<b>1.30</b>	<b>406</b>	<b>25</b>	<b>11</b>	<b>323</b>
13.1101	School Counseling (MSE)	PK-6	2	4	3	0						
		7-12	8	10	10	0						
		PK-6 and 7-12	22	18	18	2						
13.1102	Counselor Education (MSE)	Clinical Mental Health Counseling	31	29	27	11						
		Student Affairs/College Counseling	1	2	1	1						
13.1199	Counseling (MSE)		3	3	2	1						
	<b>Subtotal -- Counseling</b>		<b>67</b>	<b>66</b>	<b>61</b>	<b>15</b>				<b>67</b>	<b>20.60</b>	
13.0301	Curriculum & Instrction-Instr. Leadership (MSE)	Alternative Education	0	0	0	0						
		Business & Info Tech Education	3	2	2	2						
		Early Childhood Education	7	5	6	3						
		Elementary Education	12	6	17	5						
		English as a Second Language	3	0	1	1						
		English Education	8	9	10	1						
		Family & Consumer Science Ed.	0	0	1	0						
		Industrial Technology Education	5	5	7	3						
		Instr. Leadership (Comm. of Lrng.)	78	81	57	29						
		Mathematics Education	1	0	1	1						
		Music Education	1	2	4	1						
		Reading Specialist PK-12	14	13	25	3						
		Science Education	0	0	0	0						
		Social Sciences Education	2	2	2	2						
	<b>Subtotal -- Curriculum &amp; Instruction</b>		<b>134</b>	<b>125</b>	<b>133</b>	<b>51</b>				<b>119</b>	<b>54.20</b>	
13.1314	Exercise Science (MSE)		8	8	3	5				8	3.60	

Attachment: WSC 2016-2017 QAR (2091 : Quantitative Academic Reports)

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CIP Code	Graduate Degrees Offered	Options	Fall	Spring	Summer	2016-17	2016-17	2016-17	2016-17	5-yr Majors	5-Yr Deg	5-Yr SCH/F
13.0409	School Administration (MSE)	7-12	63	61	58	15						
13.0408		PK-8	39	36	41	6						
13.0401		PK-12	29	22	19	7						
<b>Subtotal -- School Administration</b>			<b>131</b>	<b>119</b>	<b>118</b>	<b>28</b>				<b>107</b>	<b>26.80</b>	
13.1001	Special Education (MSE)	Instructional Manager	0	0	0	0						
		Special Educator	0	0	0	0						
<b>Subtotal -- Special Education</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>						
13.0411	<b>Education Specialist (EdS)</b>		<b>28</b>	<b>31</b>	<b>33</b>	<b>9</b>				<b>31</b>	<b>11.80</b>	
<b>TOTAL</b>	<b>Master of Science in Education/Education Specialist</b>		<b>368</b>	<b>349</b>	<b>348</b>	<b>108</b>	<b>7,016</b>	<b>19.71</b>	<b>356</b>	<b>332</b>	<b>118</b>	<b>269</b>
<b>TOTAL</b>	<b>GRADUATE DEGREES</b>		<b>477</b>	<b>452</b>	<b>423</b>	<b>140</b>	<b>8,561</b>	<b>23.85</b>	<b>359</b>	<b>457</b>	<b>156</b>	<b>282</b>

The following students are not recorded anywhere else in student headcount. They are included in student credit hour production under the appropriate subject area.

UNDERGRADUATE			
High School Early Entry/Dual Credit	169	323	0
Undecided	118	77	16
<b>Subtotal Undergraduates</b>	<b>287</b>	<b>400</b>	<b>16</b>
GRADUATE			
No declared major	56	68	126
Non-degree Post Graduates (Teacher Endorsement)	5	2	28
<b>Subtotal Graduates</b>	<b>61</b>	<b>70</b>	<b>154</b>
<b>TOTAL</b>	<b>348</b>	<b>470</b>	<b>170</b>



**ITEMS FOR INFORMATION AND DISCUSSION\ACADEMIC AND PERSONNEL**

November 17, 2017

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**INFORMATION ONLY:      Reports of Personnel Actions**

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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:**

- CSC Personnel Report November 2017    (PDF)
- PSC Personnel Report November 2017    (PDF)
- WSC Personnel Report November 2017    (PDF)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Chadron State College

**MEETING DATE:** November 17, 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
Bolze, Ron	Applied Sciences	Associate Professor	\$4,000	State	08/18/2017-05/09/2018	1.000	Additional duties C.F. Coffee Gallery	NA
Brust, Matthew	Physical & Life Sciences	Associate Professor	\$4,125	Grant	08/18/2017-05/09/2018	1.000	Additional duties Regal Fritillay Grant	NA
Dusek, Gary	Business	Assistant Professor	\$15,000	State	08/18/2017-05/09/2018	1.000	Additional duties NBDC Head Business Consultant	NA
Field, Aaron	Applied Sciences	Assistant Professor	\$51,507	State	08/18/2017-05/09/2018	1.000	Degree Completion	NA
Hardy, Joyce	Physical & Life Sciences	Professor	\$2,038	Grant	08/18/2017-05/09/2018	1.000	Additional duties Watershed Grant	NA
Hoffman, William	Heath, Physical Education & Recreation	Associate Professor	\$5,075	State	08/18/2017-05/09/2018	1.000	Additional duties Assistant Golf Coach	NA
Jones, Markus	English	Assistant Professor	\$52,000	State	08/17/2017-05/09/2018	1.000	New hire	Non tenure track
Knight, Michael	Music	Assistant Professor	\$52,000	State	08/17/2017-05/09/2018	1.000	New hire	Non tenure track
Nobiling, Tracy	Justice Studies	Professor	\$6,763	State	08/18/2017-05/09/2018	1.000	Additional duties New Faculty Orientation Facilitator	NA
Ritzen, John	Heath, Physical Education & Recreation	Instructor	\$12,180	State	08/18/2017-05/09/2018	1.000	Additional duties Golf Coach	NA
Taylor, Una	Music	Professor	\$70,360	State	01/05/2006-05/09/2018	1.000	Retirement	NA
Watt, Don	Heath, Physical Education & Recreation	Professor	\$5,304	State	08/1/2017-08/17/2017	1.000	Football Athletic Training	Special
Watt, Don	Heath, Physical Education & Recreation	Professor	\$193	Revenue Bond	07/20/2017-07/25/2017	1.000	Additional duties painting 21.48 hours \$9/hr	Special
Wood, Terrie	Business	Instructor	\$15,000	State	08/17/2017-05/09/2018	1.000	Additional duties Sandoz Center	NA

Attachment: CSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR****COLLEGE:** Chadron State College**MEETING DATE:** November 17, 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
Aslanian, Artour	Adjunct	NA	\$2,505	State	10/23/2017-12/15/2017	NA	PS 101 (3 cr hrs)	Special
Bacon, Julie	Adjunct	NA	\$2,505	State	08/21/2017-10/13/2017	NA	SOC 230 (3 cr hrs)	Special
Badura, Victoria	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	ACT 242, ACTG 433/533, ACT 433/533 (9 cr hrs)	Special
Balmat, Jennifer	Adjunct	NA	\$6,680	State	08/21/2017-12/15/2017	NA	FYI 169, EDU 431 (8 cr hrs)	Special
Basnet, Hem	Adjunct	NA	\$7,515	State	08/21/2017-10/13/2017	NA	ECON 231, ECON 637, ECON 637 (9 cr hrs)	Special
Bordeaux, Mary	Adjunct	NA	\$5,010	state	08/21/2017-12/15/2017	NA	MS 235, MS 330 (6 cr hrs)	Special
Brown, Linda	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	EDAD 629, EDAD 639, EDAD 639 (9 cr hrs)	Special
Caporaso, Jeanice	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	SW 271 (3 cr hrs)	Special
Colgate, Stephanie	Adjunct	NA	\$6,680	State	08/21/2017-12/15/2017	NA	MATH 142, MATH 142 (8 cr hrs)	Special
Courts, Bari	Adjunct	NA	\$2,505	State	08/21/2017-10/13/2017	NA	ACTG 341 (3 cr hrs)	Special
Covello, Christin	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	COUN 534 (3 cr hrs)	Special
Crouse, Kerma	Adjunct	NA	\$2,505	State	08/21/2017-10/13/2017	NA	EDUC 271, EDUC 271, EDUC 271 (3 cr hrs)	Special
Dorwart, Jennifer	Adjunct	NA	\$7,515	State	10/23/2017-12/15/2017	NA	FIN 239, FIN 242, FIN 242 (9 cr hrs)	Special
Eastes, Clarene	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	Supervision (3 cr hrs)	Special
Follis, Nikki	Adjunct	NA	\$5,010	State	08/21/2017-12/15/2017	NA	FIN 331, MKTG 231 (6 cr hrs)	Special
Heath, Carly	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	ART 343 (3 cr hrs)	Special
Jewett, Janell	Adjunct	NA	\$1,670	State	08/21/2017-12/15/2017	NA	FCS 321 (2 cr hrs)	Special
Jones, Markus	Part Time Faculty	NA	\$800	State	08/07/2017-08/16/2017	NA	Early onboarding	Special

Attachment: CSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Chadron State College

**MEETING DATE:** November 17, 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
Jost, Rhea	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	CA 125 (3 cr hrs)	Special
Kant, Jack	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	ECON 130, ECON 231, ECON 232 (9 cr hrs)	Special
Kerry, Lucyann	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	CA 630 (3 cr hrs)	Special
Kremensek, Bradley	Adjunct	NA	\$1,670	State	08/21/2017-12/15/2017	NA	Supervision (2 cr hrs)	Special
Leshner, Richard	Adjunct	NA	\$5,845	State	08/21/2017-12/15/2017	NA	Supervision (7 cr hrs)	Special
Margetts, Colleen	Adjunct	NA	\$5,010	State	08/21/2017-12/15/2017	NA	EDUC 495 EDUC 121 (6 cr hrs)	Special
McCreery, Janan	Adjunct	NA	\$3,340	State	08/21/2017-12/15/2017	NA	Supervision (4 cr hrs)	Special
McDermott, David	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	GEOG 232 (3 cr hrs)	Special
Morris, Candice	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	SOC 231 (3 cr hrs)	Special
Nealeigh, Norma	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	CTE 632, CTE 452/552, FCS 331 (9 cr hr)	Special
Neuharth, Marvin	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	PSYC 430, PSYC 430, PSYC 433 (9 cr hr)	Special
Nielsen, Scott	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	ECON 130 (3 cr hrs)	Special
Ocken, David	Adjunct	NA	\$4,175	State	08/21/2017-12/15/2017	NA	Supervision (5 cr hrs)	Special
Petersen, Grace	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	EDCI 631, READ 531, READ 430/530 (9 cr hrs)	Special
Plummer, Scott	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	EDUC 440 (3 cr hrs)	Special
Policastro, Felice	Adjunct	NA	\$7,515	State	10/23/2017-12/15/2017	NA	ECON 232, ECON 232, FIN 239 (9 cr hrs)	Special
Pollard, Tracie	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	Supervision (9 cr hrs)	Special
Schumacher, Elizabeth	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	ENG 135 (3 cr hrs)	Special

Attachment: CSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Chadron State College

**MEETING DATE:** November 17, 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
Seger, Russell	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	FCS 320 (3 cr hrs)	Special
Smiley, Nicole	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	HPER 233, (3 cr hrs)	Special
Smith, Amanda Dawn	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	CA 351 (3 cr hrs)	Special
Staben, John	Adjunct	NA	\$7,515	State	08/21/2017-12/15/2017	NA	MATH 102, MATH 102, MATH 102 (9 cr hrs)	Special
Stephens, Lauren	Adjunct	NA	\$835	State	08/21/2017-12/15/2017	NA	MUS 115 (1 cr hrs)	Special
Vanderheiden, Timothy	Adjunct	NA	\$1,670	State	08/21/2017-12/15/2017	NA	Supervision (2 cr hrs)	Special
Wagh, Kevin M	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	CJ 235 (3 cr hr)	Special
Winchester, Caroline	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	EDUC 639 (3 cr hr)	Special
Zukowski, Stephanie	Adjunct	NA	\$2,505	State	08/21/2017-12/15/2017	NA	MUS 233 (3 cr hr)	Special

**UNIONIZED PROFESSIONAL STAFF**  
(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Boardman, Kris	Assistant Director-Residence Life	NA	\$27,705 prorated \$24,493	Rev Bond	08/14/2017-06/30/2018	1.000	New hire	Special
Croft, Heather	IT Specialist	NA	\$2,505	State	08/21/2017-12/15/2017	NA	FIN 239 (3 cr hrs)	Special
Gimeson, Merle	Publication Specialist	NA	\$2,505	State	08/21/2017-12/15/2017	NA	ART 223 (3 cr hrs)	Special
Johnson, Andrew	Assistant Director-Residence Life	NA	\$27,705 prorated \$25,095	Rev Bond	08/04/2017-06/30/2018	1.000	New hire	Special
McCaw, Christa	Assistant Volleyball Coach	NA	\$33,943 prorated \$9,832	State	09/18/2017-12/30/2017	1.000	New hire	Special

Attachment: CSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Chadron State College  
**MEETING DATE:** November 17, 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
McClintock, Heidi	Admissions Representative	NA	\$40,500 Prorated \$35,804	State	08/14/2017- 06/30/2018	1.000	New hire	Special
Smith, Sarah	Admissions Representative	NA	\$40,500 Prorated \$35,657	State	08/15/2017- 06/30/2018	1.000	New hire	Special
Tewahade, Tewahade	Title IX Coordinator	NA	\$2,505	State	08/21/2017- 12/15/2017	NA	EDUC 224 (3 cr hrs)	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
Beu, Pat	Senior Director-Student Affairs	NA	\$2,505	State	08/21/2017- 12/15/2017	NA	EDUC 121 (3 cr hrs)	Special
Gamble, Bradley	Head Coach- Track & Field	NA	\$51,687	State	08/01/2014- 08/04/2017	1.000	Resignation	NA
Gaswick, Kaylee	Human Resources Coordinator	NA	\$35,535 prorated \$28,625	State	09/12/2017- 06/30/2018	1.000	New hire	Special
Kennell, Deena	Director-Internship & Career Services	NA	\$2,505	State	08/21/2017- 12/15/2017	NA	FCS 422 (3 cr hrs)	Special
Mitchell, Cassie	Interim Manager-Sports & Recreation	NA	\$33,698	State	08/28/2017- 06/28/2018	0.830	New hire	Special
Mitchell, Melissa	Registrar	NA	\$75,000 prorated \$64,946	State	09/12/2017- 06/30/2018	1.000	Title Change	NA
Northrup, Riley	Head Coach- Track & Field	NA	\$50,000 prorated \$43,115.94	State	08/22/2017- 06/30/2018	1.000	New hire	Special
Smith-Bruehlman, Martha	Project Director-Upward Bound	NA	\$835	State	08/21/2017- 12/15/2017	NA	HPER 105 (1cr hr)	Special
Stephens, Austen	Director- Housing & Residence Life	NA	\$60,000 prorated \$50,000	Rev Bond	9/1/2017- 06/30/2018	1.000	New hire	Special

Attachment: CSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Chadron State College

**MEETING DATE:** November 17, 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
Bennette, Sarah	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Brennan, Alia	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Day, Lane	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Dietsche, Kyle	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Evtodieva, Maria	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Jackson, Henry	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Lacy, Jaden	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Luton, Marci	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Nomura, Lelalelei	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
O'Leary, Megan	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Pindell, Nathan	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Rien, Spencer	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Schmidt, Nikki	Graduate Assistant	NA	\$3,200	State	08/21/2017-12/15/2017	NA	Appointment	Special
Steube, Michael	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Stodola, Jessica	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Stone, Karen	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Tatro, Angela	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Thramer, Nicole	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special

Attachment: CSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE:** Chadron State College

**MEETING DATE:** November 17, 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
Turner, Samuel	Graduate Assistant	NA	\$6,400	State	08/21/2017-05/04/2018	NA	Appointment	Special
Weldemskel, Betel	Graduate Assistant	NA	\$3,200	State	08/21/2017-12/14/2017	NA	Appointment	Special

**UNIONIZED SUPPORT STAFF**  
(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Baker, Evan	Custodian	NA	\$1,746	Rev Bond	02/01/2017-10/11/2017	1.000	Resignation	NA
Draper, David	MRW	NA	\$2,016	State	8/18/2017	1.000	New hire	Probationary
Emmett, Thomas	Custodian	NA	\$1,798	State	03/15/2016-10/08/2017	1.000	Resignation	NA
Lafontsee, Craig	MRW II	NA	\$3,349	State	03/29/1990-07/03/2017	1.000	Retirement	NA
Mitchell, Kay	OA II	NA	\$2,409	State	9/11/2017	1.000	New hire	Probationary
Thompson, Marcella	Accounting Clerk II	NA	\$2,081	State	04/04/2016-09/29/2017	1.000	Resignation	NA
Toof, Justin	Custodian	NA	\$1,746	Rev Bond	8/25/2017	1.000	New hire	Probationary

**NON-UNIONIZED SUPPORT STAFF**  
(FULL-TIME/.75 FTE OR MORE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Gaswick, Kaylee	OA II	NA	\$2,054	State	5/22/2017-09/11/2017	1.000	Resignation	NA
Mitchell, Kay	OA III	NA	\$2,597	State	01/15/2016-09/08/2017	1.000	Resignation	NA

Attachment: CSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)



## REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: PERU STATE COLLEGE

MEETING DATE: November 17, 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
Cox, Cassandra	Arts and Sciences	Instructor	\$48,000	State	8/17/17 - 5/9/18	1.0	Appointment	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
Albers, Stephanie	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	PSYC 410 049A (3 cr hrs)	Special
Albert, Allan	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	PSYC 121 49EE (3 cr hrs)	Special
Anderson, Elizabeth	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	CMIS 101 049X (3 cr hrs)	Special
Anderson, Josh	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ART 206 049X (3 cr hrs)	Special
Bair, Amanda	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	MUSC 251 000A (3 cr hrs)	Special
Baldwin, Cindy	Adjunct	N/A	\$1,670	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (2 cr hrs)	Special
Baldwin, Rebecca	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	EDUC 533 049X (3 cr hrs)	Special
Beischel, Mark	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	EDUC 605 ODDX (3 cr hrs)	Special
Beischel, Mark	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	EDUC 605 ODCX (3 cr hrs)	Special
Benscoter, Andrew	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 101 049X (3 cr hrs)	Special
Bliss, Stacy	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	PSYC 380 049X (3 cr hrs)	Special
Brand, Lesa	Adjunct	N/A	\$2,505	State	9/2/17 - 9/29/17	N/A	EDUC 605 ODBX (3 cr hrs)	Special
Brand, Lesa	Adjunct	N/A	\$2,505	State	9/2/17 - 9/29/17	N/A	EDUC 605 ODAX (3 cr hrs)	Special
Broady, Lori	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	EDUC 20849EE (3 cr hrs)	Special
Christiansen, Cori	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	PSYC 121 049X (3 cr hrs)	Special
Christiansen, Heath	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	BUS 335 049A (3 cr hrs)	Special

## REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: PERU STATE COLLEGE

MEETING DATE: November 17, 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
Colwell, Lisa	Adjunct	N/A	\$2,505	State	9/2/17 - 9/29/17	N/A	EDUC 569 OCDX (3 cr hrs)	Special
Dahn, Vanessa	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	SOC 201 49EE (3 cr hrs)	Special
Dahn, Vanessa	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	SOC 300 049X (3 cr hrs)	Special
Dunekacke, Susan	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 201 000C (3 cr hrs)	Special
Dunekacke, Susan	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 201 000A (3 cr hrs)	Special
Feldman, Ann	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	EDUC 552 049X (3 cr hrs)	Special
Friesen, Brent	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	MATH 112 049A (3 cr hrs)	Special
Friesen, Brent	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	MATH 112 049B (3 cr hrs)	Special
Gosch, Robert	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	HIST 113 49EE (3 cr hrs)	Special
Hahn, Teresa	Adjunct	N/A	\$1,670	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (2 cr hrs)	Special
Hanika, Sarah	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	GEOG 101 000A (3 cr hrs)	Special
Hayes, Cristina	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	MUSC, Applied Music Keyboard (1 cr hr)	Special
Hayes, Cristina	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	MUSC 112 000B (1 cr hr)	Special
Hayes, Cristina	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	MUSC 112 000A (1 cr hr)	Special
Hicks, Russell	Adjunct	N/A	\$3,340	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (4.12 cr hrs)	Special
Jacobsen, Linda	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	BUS 339 049A (3 cr hrs)	Special
Jacobsen, Linda	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	BUS 380 049X(3 cr hrs)	Special
Jurgens, Lacey	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 101 49E2 (3 cr hrs)	Special
Jurgens, Lacey	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 101 49E1 (3 cr hrs)	Special

Attachment: PSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

## REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: PERU STATE COLLEGE

MEETING DATE: November 17, 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
Jurgens, Lacey	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	BUS 201 000B (3 cr hrs)	Special
Kramer, Melissa	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	CJUS 308 049X (3 cr hrs)	Special
Kramer, Patty	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	MUSC Applied Music Voice (1 cr hr)	Special
Langstraat, Rick	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	BUS 231 049A (3 cr hrs)	Special
Langstraat, Rick	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	BUS 231 049X (3 cr hrs)	Special
Lee, Chris	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	HIST 201 049X (3 cr hrs)	Special
Lee, Chris	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	HIST 113 049X (3 cr hrs)	Special
Lotspeich, Patricia	Adjunct	N/A	\$2,088	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (2.50 cr hrs)	Special
Moss, Louise	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 101 49EE (3 cr hrs)	Special
Muthersbaugh, Kelly	Adjunct	N/A	\$2,505	State	9/2/17 - 9/29/17	N/A	SPED 569 OCAX (3 cr hrs)	Special
Odum, Jay	Adjunct	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	BUS 313 049X (3 cr hrs)	Special
Paul, Kimberly	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	PSYC 121 49EE (3 cr hrs)	Special
Perryman,Brian	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	MGMT 660 49X (3 cr hrs)	Special
Perryman,Brian	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	MGMT 660 49V (3 cr hrs)	Special
Peters, Bradley	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ART 332 049A (3 cr hrs)	Special
Peters, Bradley	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ART 218 049Y (3 cr hrs)	Special
Pollard, Sharon	Adjunct	N/A	\$1,303	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (1.56 cr hrs)	Special
Radell, David	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	STAT 310 049X (3 cr hrs)	Special

Attachment: PSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

## REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR

COLLEGE: PERU STATE COLLEGE

MEETING DATE: November 17, 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
Radell, David	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	STAT 210 049B (3 cr hrs)	Special
Radell, David	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	STAT 210 049A (3 cr hrs)	Special
Rippe, Pat	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	EDUC 303 000A (1 cr hr)	Special
Rippe, Pat	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	EDUC 308 000A (1 cr hr)	Special
Rippe, Pat	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	SPED 309 000A (1 cr hr)	Special
Roberts, Laura	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	PSYC 250 049Y (3 cr hrs)	Special
Sharp, Cole	Adjunct	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	BUS 201 049X (3 cr hrs)	Special
Shaw, Cassie	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 101 000D (3 cr hrs)	Special
Shaw, Cassie	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ENG 101 000B (3 cr hrs)	Special
Sherwood, Andrew	Adjunct	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	BUS 390 000X (3 cr hrs)	Special
Sherwood, Andrew	Adjunct	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	BUS 390 049X (3 credit hours)	Special
Sisco, Natalie	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	ART 308 000A (3 cr hrs)	Special
Snyder, Randall	Adjunct	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	MUSC 211 049X (3 cr hrs)	Special
Stilmock, Joy	Adjunct	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	SPED 420 000Z (3 cr hrs)	Special
Stilmock, Joy	Adjunct	N/A	\$1,670	State	8/21/17 - 10/13/17	N/A	EDUC 312 000A (2 cr hrs)	Special
Stilmock, Joy	Adjunct	N/A	\$1,670	State	8/21/17 - 12/15/17	N/A	EDUC 312 000A (2 cr hrs)	Special
Stilmock, Joy	Adjunct	N/A	\$835	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (1 cr hr)	Special
Stokebrand, Ellen	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	SPED 430 000Z (3 cr hrs)	Special
Tanner, Colby	Adjunct	N/A	\$3,340	State	8/21/17 - 10/13/17	N/A	BIOL 130 049X (4 cr hrs)	Special

Attachment: PSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: PERU STATE COLLEGE**

**MEETING DATE: November 17, 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
Thompson, Gary	Adjunct	N/A	\$2,088	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (2.5 cr hrs)	Special
Voorhees, Roxanne	Adjunct	N/A	\$1,670	State	8/21/17 - 12/15/17	N/A	Student Teacher Supervisor (2 cr hrs)	Special
Weichel, Mark	Adjunct	N/A	\$2,505	State	9/2/17 - 9/29/17	N/A	EDUC 569 OCCX (3 credit hours)	Special
Weichel, Mark	Adjunct	N/A	\$2,505	State	9/2/17 - 9/29/17	N/A	EDUC 569 OCBX (3 cr hrs)	Special
Weninger, Hope	Adjunct	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	BUS 373 049Y (3 cr hrs)	Special
Wheatley, Alex	Adjunct	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	HPER 325 000A (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
Holmes, Stephanie	Director - Field Experiences/Certification Officer	N/A	\$52,500 (pro rated \$43,750)	State	9/1/17 - 6/30/18	1.0	New Appointment	Special
Pannell, DeOn'tae	Assistant Coach	N/A	\$33,943 (pro rated \$33,235)	State	7/18/17 - 6/30/18	1.0	New Appointment	Special
Taylor-Costello, Julie	Director - Center for Engaged Learning	N/A	\$77,803	State	8/1/2012 - 8/25/17	1.0	Resignation	N/A
VanDerKamp, Brandy	Project Coordinator	N/A	\$34,500 (pro rated \$29,469)	State	8/21/17 - 6/30/18	1.0	New Appointment	Special
Zarybnicky, Angela	Student Intervention Coordinator	N/A	\$32,000	SSS Grant	9/1/17 - 8/31/18	0.84	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
Adams, Jake	Interim Assistant Coach	N/A	\$31,228 (pro rated \$28,625)	State	8/1/17 - 6/30/18	0.92	Interim Appointment	Special
Albury, Wayne	Head Baseball Coach	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	HPER 204 000A (3 cr hrs)	Special

Attachment: PSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**

**COLLEGE: PERU STATE COLLEGE**

**MEETING DATE: November 17, 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
Carroll, Kathy	Vice President for Administration and Finance	N/A	\$125,409	State	4/15/13 - 12/15/17	1.0	Resignation	N/A
Galardi, Greg	Dean, School of Professional Studies	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	CJUS 110 049X (3 cr hrs)	Special
Galardi, Greg	Dean, School of Professional Studies	N/A	\$835	State	10/23/17 - 12/15/17	N/A	COLL 201 049Y (1 cr hr)	Special
Johnson, Derby	Interim Vice President for Administration and Finance	N/A	\$10,500/mo.	State	10/5/17 - 2/28/18	1.0	Interim Appointment	Special
Kunkel, Ellie	Dean, School of Education	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	HPER 309 000A (3 cr hrs)	Special
Kunkel, Ellie	Dean, School of Education	N/A	\$2,505	State	8/21/17 - 12/15/17	N/A	EDUC 621 049A (3 cr hrs)	Special
Seay, Gregory	Dean, School of Graduate Programs	N/A	\$2,505	State	8/21/17 - 10/13/17	N/A	EDUC 600 049X (3 cr hrs)	Special
Seay, Gregory	Dean, School of Graduate Programs	N/A	\$2,505	State	10/23/17 - 12/15/17	N/A	EDUC 621 049W (3 cr hrs)	Special
Thielen, Matthew	Dean of Student Life	N/A	\$81,690 (pro rated \$71,478)	.67 State / .33 Rev Bond	8/14/17 - 6/30/18	1.0	Appointment	Special
White, Mason	Director of Financial Aid	N/A	\$72,000 (pro rated \$60,000)	State	9/1/17 - 6/30/18	1.0	Appointment	Special

**UNIONIZED SUPPORT STAFF**

(Full-time/.75 FTE or more)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bents, Jacob	MRW II	N/A	\$2,016/mo.	State	9/1/17 - 6/30/18	1.0	New Hire	Probationary
Jauken, Joel	Custodian	N/A	\$1,834/mo.	State	12/3/14 - 9/30/17	1.0	Resignation	N/A
Lewin, Elise	Custodian	N/A	\$1,746/mo.	Rev Bond	9/1/17 - 6/30/18	1.0	New Hire	Probationary
McMann, Larry	Custodian	N/A	\$1,746/mo.	State	7/17/17 - 6/30/18	1.0	New Hire	Probationary

Attachment: PSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: PERU STATE COLLEGE**  
**MEETING DATE: November 17, 2017**

**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
Rivett, Connie	OA II	N/A	\$2,300/mo.	State	9/18/17 - 6/30/18	1.0	New Hire	Probationary
Rivett, Connie	OA II	N/A	\$2,300/mo.	State	9/18/17 - 9/19/17	1.0	Resignation	N/A

**NON-UNIONIZED SUPPORT STAFF**  
 (Part-time/less than .75 FTE)

Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Herring, Cassandra	Custodian	N/A	\$873/mo.	State	9/12/17 - 6/30/18	0.50	New Hire	Probationary
Herring, Cassandra	Custodian	N/A	\$873/mo.	State	9/12/17 - 9/12/17	0.50	Resignation	N/A
Wright, Robert	Custodian	N/A	\$873/mo.	State	9/18/17 - 6/30/18	0.50	New Hire	probationary

Attachment: PSC Personnel Report November 2017 (2076 : Reports of Personnel Actions)

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Wayne State College**  
**MEETING DATE: November 17, 2017**

<b>Ranked Faculty</b> (Full-Time/.75 FTE or More)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Nelson, Jeryl	Recreation Center	Professor	\$800.00*	Revenue Bond	09/09/17-12/15/17	1.0	*Athletic event staff up to a max of 80 hours at a rate of \$10/hr.	Special

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Adkins-Miller, Angela	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	ENG 102-009 (3 cr hrs), ENG 200-0001 (3 cr hrs), ENG 200-0002 (3 cr hrs)	Special
Afrank, Ciera	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
Angeroth, Kathleen	Adjunct	N/A	\$969.00	State	08/21/17-12/19/17	N/A	MUS 124-0001 (.66 cr hr), MUS 143/443-0001 (.50 cr hr)	Special
Arlt, Darron	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 652-00W0 (3 cr hrs)	Special
Beach, Gerald	Adjunct	N/A	\$2,010.00	State	05/15/17-08/14/17	N/A	EDU 786-60 (2 grad students, 3 cr hrs), EDU 790-60 (3 grad students, 3 cr hrs)	Special
Beach, Gerald	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 786-00W0 (3 cr hrs)	Special
Bebee-Hansen, Timarie	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 230-01 (3 cr hrs)	Special
Becker, Misty	Adjunct	N/A	\$4,175.00	State	08/21/17-12/19/17	N/A	CSL 449/549-00W0 (2 cr hrs), CSL 675-CSW0 (3 cr hrs)	Special
Bode, Liane	Adjunct	N/A	\$3,758.00	State	08/21/17-12/19/17	N/A	CSL 324-01 (1.5 cr hrs), CSL 470-01 (3 cr hrs)	Special
Bond, Nancy	Adjunct	N/A	\$1,253.00	State	08/21/17-12/19/17	N/A	CSL 697 (1.5 cr hrs)	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Wayne State College**  
**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bowman, Judith	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	ENG 102-0011 (3 cr hrs)	Special
Brasch, Stacy	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	BUS 208-00W0 (3 cr hrs), BUS 620-00W1 (3 cr hrs)	Special
Bremer, DeLoy	Adjunct	N/A	\$1,670.00	State	08/21/17-12/19/17	N/A	EDU 452/456 (.50 cr hr), EDU 456 (1.5 cr hrs)	Special
Browning, Patricia	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	PSY 230-001 (3 cr hrs), PSY 316-001 (3 cr hrs), SOC 101-003 (3 cr hrs)	Special
Buck, Nina	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	CNA 101-00W0 (3 cr hrs)	Special
Cada, Megan	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
Calkin, Lauren	Adjunct	N/A	\$600.00*	State	08/21/17-12/19/17	N/A	*Assist with Marching Band, up to a max of 40 hours at a rate of \$15/hr.	Special
Carnes, Ron	Adjunct	N/A	\$835.00	State	08/21/17-12/19/17	N/A	EDU 452/456 (1 cr hr)	Special
Carr, Sharon	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointment	Special
Chamber, Amy	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 275-0081 (3 cr hrs)	Special
Curtiss, James	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 626-00W0 (3 cr hrs)	Special
Dolesh, Dawn	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	CNA 100-003 (3 cr hrs), CNA 100-0006 (3cr hrs), CNA 100-0008 (3 cr hrs)	Special
Dorcey, Jean	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	SPD 352-01 (3 cr hrs)	Special
Dorcey-McIntosh, Alicia	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	CSL 202-01 (3 cr hrs), CSL 403-01 (1.5 cr hrs), CSL 403-02 (1.5 cr hrs)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Wayne State College**  
**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Drees, David	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	ENG 102-0006 (3 cr hrs), ENG 102-0008 (3 cr hrs), ENG 102-0010 (3 cr hrs)	Special
Dvorak, Claudia	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	MUS 110-002 (3 cr hrs)	Special
Eaton, Sheri	Adjunct	N/A	\$4,175.00	State	08/21/17-12/19/17	N/A	GST 102-ND02 (2 cr hrs), GST 102-ND03 (2 cr hrs), GST 196A-ND01 (1 cr hrs)	Special
Eilers, Carol	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	FCS 207-00W0 (3 cr hrs)	Special
Emenhiser-Harris, Karen	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	ART 102-00W1 (3 cr hrs)	Special
Endicott, Natalie	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	ITE 363-01 (3 cr hrs)	Special
Farrier, Mikala	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointment	Special
Farrier, Mikala	Graduate Assistant	N/A	\$12.50 per hour up to 9 hours per week	Revenue Bond	08/17/17-12/31/17	N/A	Additional temporary assignment; Graduate Community Coordinator in Residence Life	Special
Fehringier, Caitlin	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointment	Special
Fick, Kathy	Adjunct	N/A	\$965.00	State	05/15/17-08/14/17	N/A	MLC 110-0060 (3 undergrad students, 3 cr hrs)	Special
Fick, Kathy	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	MLC 110-0001 (3 cr hrs), MLC 110-0002 (3 cr hrs), MLC 120-0001 (3 cr hrs)	Special
Fleming, Angela	Adjunct	N/A	\$3,340.00	State	08/21/17-12/19/17	N/A	FCS 242-01 (4 cr hrs)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Wayne State College**  
**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Fox, Katrina	Adjunct	N/A	\$6,758.00*	State	08/21/17-12/19/17	N/A	EDU 603-00LR (1.5 cr hrs), EDU 626-00LR (1.5 cr hrs), EDU 674-00LR (1.5 cr hr) and *administrative duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr.	Special
Gasaway, Jennifer	Adjunct	N/A	\$6,758.00*	State	08/21/17-12/19/17	N/A	EDU 603-00LR (1.5 cr hrs), EDU 626-00LR (1.5 cr hrs), EDU 674-00LR (1.5 cr hr) and *administrative duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr.	Special
Gillis, Nancy	Adjunct	N/A	\$835.00	State	08/21/17-12/19/17	N/A	IDS 110-0001 (1 cr hr)	Special
Gray, Tricia	Adjunct	N/A	\$6,758.00	State	08/21/17-12/19/17	N/A	EDU 652-00LO (1.5 cr hrs), EDU 658-00LO (1.5 cr hrs), SPD 611-00LO (1.5 cr hrs) and *administrative duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr.	Special
Grunin, Elizabeth	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	MUS 110-00W1 (3 cr hrs)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Wayne State College**  
**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Grunin, Elizabeth	Adjunct	N/A	\$2,497.00	State	08/21/17-12/19/17	N/A	MUS 126-0001 (.33 cr hr), MUS 126-0002 (.66 cr hr), MUS 171-0001 (1.5 cr hrs), MUS 143/443-0001 (.50 cr hr)	Special
Guenther, Candra	Adjunct	N/A	\$2,222.00	State	08/21/17-12/19/17	N/A	EDU 452 (2.66 cr hrs)	Special
Haas, Mary	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	ART 102-0002 (3 cr hrs), ART 102-0003 (3 cr hrs), ART 102-0004 (3 cr hrs)	Special
Harrison, Kurt	Adjunct	N/A	\$2,088.00	State	08/21/17-12/19/17	N/A	EDU 452/456 (1.0 cr hr), EDU 456 (1.5 cr hr)	Special
Heaton, Brett	Adjunct	N/A	\$835.00	State	08/21/17-12/19/17	N/A	EDU 435-SS80 (1 cr hr)	Special
Henning, Mark	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	ITE 407-01 (3 cr hrs)	Special
Henning, Samantha	Adjunct	N/A	\$6,758.00	State	08/21/17-12/19/17	N/A	EDU 652-00LO (1.5 cr hrs), EDU 658-00LO (1.5 cr hrs), SPD 611-00LO (1.5 cr hrs) and *administrative duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr.	Special
Hill, Melody	Adjunct	N/A	\$1,670.00	State	08/21/17-12/19/17	N/A	CSL 662 (2 cr hrs)	Special
Hingst, Michelle	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
Hoffart, Catherine	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 340-02 (3 cr hrs)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
**COLLEGE: Wayne State College**  
**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Jeffries, Curt	Adjunct	N/A	\$6,263.00	State	08/21/17-12/19/17	N/A	MUS 110-0004 (3 cr hrs), MUS 110-0005 (3 cr hrs), MUS 178-0001 (1.5 cr hrs)	Special
Johnson, Kathy	Adjunct	N/A	\$1,670.00	State	08/21/17-12/19/17	N/A	EDU 452 (2 cr hrs)	Special
Johnson-Bartee, Bonnie	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	ENG 202-HN03 (3 cr hrs)	Special
Jorgensen, Kate	Adjunct	N/A	\$969.00	State	08/21/17-09/29/17	N/A	CJA 200-001 (1.16 cr hrs)	Special
Kassing, Jennifer	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	CSL 409-SS80 (3 cr hrs)	Special
Kiepke, Kathryn	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
King, Melissa	Adjunct	N/A	\$2,497.00	State	08/21/17-12/19/17	N/A	MUS 118-002 (.66 cr hr), MUS 146-0001 (1 cr hr), MUS 318-002 (.66 cr hr), Studio Class (.67 cr hr)	Special
King, Melissa	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	MUS 110-00W0 (3 cr hrs)	Special
Kleve, Nicholas	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	EDU 332-SS80 (3cr hrs), EDU 340-SS80 (3 cr hrs)	Special
Kline, Alexander	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointment	Special
Klooz, Lori	Adjunct	N/A	\$3,340.00	State	08/21/17-12/19/17	N/A	EDU 320-01 (2 cr hrs), EDU 320-02 (2 cr hrs)	Special
Koch, Kiley	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	SPA 110-0006 (3 cr hrs)	Special
Kolbo, Beth	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 431-SS80 (3 cr hrs)	Special
Kosak, Jerry	Adjunct	N/A	\$827.00	State	08/21/17-12/19/17	N/A	MUS 129/329-00W0 (.33 cr hr), MUS 129/239-00W1 (.66 cr hr)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
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**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Kriekemeier, Cheryl	Adjunct	N/A	\$835.00	State	08/21/17-12/19/17	N/A	CSL 697-H0 (1 cr hr)	Special
Kriekemeier, Cheryl	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	CSL 697-CSH4/CSH5 (3 cr hrs)	Special
Larmore, Cheryl	Adjunct	N/A	\$2,781.00	State	08/21/17-12/19/17	N/A	EDU 452 (2 cr hrs), EDU 450 (1.33 cr hrs)	Special
Lowe, Janet	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 417/517-00W0 (3 cr hrs)	Special
Lutt, David	Adjunct	N/A	\$1,654.00	State	08/21/17-12/19/17	N/A	EDU 452 (.66 cr hr), EDU 450 (.66 cr hr), SPD 458 (.66 cr hr)	Special
Machacek, Darlene	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	MAT 121-002 (3 cr hrs), MAT 121-003 (3 cr hrs)	Special
Martin, Barry	Adjunct	N/A	\$2,915.00	State	08/21/17-12/19/17	N/A	EDU 452 (1.33 cr hrs), EDU 450 (.66 cr hr), EDU 456 (1.5 cr hrs)	Special
Mercado de Lafuente, Sandra	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	SPA 110-004 (3 cr hrs), SPA 110-0005 (3 cr hrs), SPA 210-001 (3 cr hrs)	Special
Metzler, Susan	Adjunct	N/A	\$1,670.00	State	08/21/17-12/19/17	N/A	EDU 217-02 (2 cr hrs)	Special
Meyer, Blaine	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
Miltenberger, Erin	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 250-02 (3 cr hrs)	Special
Niemann, Jill	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	EDU 423-H0 (3 cr hrs), EDU 423-H1 (3 cr hrs)	Special

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR  
 COLLEGE: Wayne State College  
 MEETING DATE: November 17, 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
Oehlerking, Mary Anne	Adjunct	N/A	\$6,758.00*	State	08/21/17-12/19/17	N/A	EDU 652-SSLQ (1.5 cr hrs), EDU 658-SSLQ (1.5 cr hrs), EDU 611-SSLQ (1.5 cr hrs) and *administrative duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr.	Special
O'Leary, Jane	Adjunct	N/A	\$7,374.00	State	08/28/17-11/18/17	N/A	MUS 112-0001 (1.98 cr hrs), MUS 112-0002 (2.48 cr hrs), CNA 280-0001 (1.125 cr hrs), MUS 280-0002 (1.125 cr hrs), MUS 312-0002 (.49 cr hr), MUS 380-0002 (1.125 cr hrs), Studio Class (.50 cr hr)	Special
Parker, Karen	Adjunct	N/A	\$4,175.00	State	08/21/17-12/19/17	N/A	CIS 231-01 (1 cr hr), CIS 232-01 (1 cr hr), CIS 231-02 (3 cr hrs)	Special
Person, Teresa	Adjunct	N/A	\$3,340.00	State	08/21/17-12/19/17	N/A	EDU 310-H0 (2 cr hrs), EDU 310-H1 (2 cr hrs)	Special
Plager, Tiffany	Adjunct	N/A	\$7,170.00*	State	08/01/17-12/31/17	N/A	EDU 375-01 (1 cr hr), EDU 375-02 (1 cr hr) and *coordinate the NENTA program up to a max of 220 hours at a rate of \$25/hr.	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
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**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Pofahl, Levi	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointments	Special
Rahn, Kelli	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	SPD 435-SS80 (3 cr hrs)	Special
Robinson, Jennifer	Adjunct	N/A	\$6,758.00*	State	08/21/17-12/19/17	N/A	EDU 652-00LP (1.5 cr hrs), EDU 658-00LP (1.5 cr hrs), SPD 611-00LP (1.5 cr hrs) and * administrative duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr	Special
Rockhill, Emily	Adjunct	N/A	\$3,340.00	State	08/21/17-12/19/17	N/A	EDU 216-01 (2 cr hrs), EDU 216-02 (2 cr hrs)	Special
Rodriguez-Kufner, Mytzy	Adjunct	N/A	\$6,680.00	State	08/21/17-12/19/17	N/A	GST 102-ND01 (2 cr hrs), GST 103-ND01 (3 cr hrs), GST 103-ND02 (3 cr hrs)	Special
Rossi, Mark	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	BUS 325-SS80 (3 cr hrs)	Special
Rudloff, Beata	Adjunct	N/A	\$1,286.00	State	08/21/17-12/19/17	N/A	EDU 452 (.88 cr hr), EDU 450 (.66 cr hr)	Special
Rudloff, Beata	Adjunct	N/A	\$6,758.00*	State	08/21/17-12/19/17	N/A	EDU 652-00LP (1.5 cr hr), EDU 658-00LP (1.5 cr hr), SPD 611-00LP (1.5 cr hr) and *duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr	Special



**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
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**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Rusk, Sarah	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	CIS 130-00W0 (3 cr hrs)	Special
Saltsgiver, Theresa	Adjunct	N/A	\$3,892.00	State	08/21/17-12/19/17	N/A	EDU 452 (4.66 cr hrs)	Special
Short, Donald	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	EDU 275-SS80 (3 cr hrs), EDU 432-SS80 (3 cr hrs)	Special
Sok, Paul	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	PED 314-001 (3 cr hrs)	Special
Spear, Madison	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointment	Special
Spear, Mallory	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointment	Special
Spieker, Mollie	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	CNA T320-0001 (3 cr hrs), CNA 432-0001 (3 cr hrs), CNA 100-0011 (3 cr hrs)	Special
Stanley, Kashmir	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
Stogdill, Christopher	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	EDU 611-00W0 (3 cr hrs)	Special
Stusse, Marni	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	SPD 302-SS80 (3 cr hrs)	Special
Teply, Cathy	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	CNA 451/551 (3 cr hrs)	Special
Tramontina, Peggy	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	EDU 302-SSH0 (3 cr hrs), EDU 430-SS80 (3 cr hrs)	Special
Tucker, Anne	Adjunct	N/A	\$835.00	State	08/21/17-10/12/17	N/A	EDU 457/557-00W0 (1 cr hr)	Special
Uhl, Steven	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	BUS 343-SS80 (3 cr hrs)	Special
Von Glan, Leroy	Adjunct	N/A	\$3,340.00	State	08/21/17-12/19/17	N/A	ART 351/451 (4 cr hrs)	Special
Vander Weil, Zoe	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	CNA 100-002 (3 cr hrs)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
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**MEETING DATE: November 17, 2017**

<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Webb, Suzanne	Adjunct	N/A	\$4,342.00	State	08/21/17-12/19/17	N/A	MUS 214-00W0 (2.6 cr hrs), MUS 214-00W1 (2.6 cr hrs)	Special
Whitt, Joseph	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	CNA 100-00W0 (3 cr hrs)	Special
Widner, Jennifer	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	EDU 341-01 (3 cr hrs), EDU 341-02 (3 cr hrs)	Special
Wieser, Janet	Adjunct	N/A	\$4,443.00	State	08/21/17-12/19/17	N/A	EDU 452 (4 cr hrs), EDU 450 (.66 cr hr), SPD 458/460 (.66 cr hr)	Special
Winterlin, Maggie	Adjunct	N/A	\$2,480.00	State	08/21/17-12/19/17	N/A	MUS 111-0003 (.99 cr hr), MUS 111-0004 (1.98 cr hrs)	Special
Wriedt, Jeannine	Adjunct	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	MAT 105-001 (3 cr hrs)	Special
Wulf, Jerad	Adjunct	N/A	\$6,758.00*	State	08/21/17-12/19/17	N/A	EDU 652-SSLQ (1.5 cr hrs), EDU 658-SSLQ (1.5 cr hrs), SPD 611-SSLQ (1.5 cr hrs) and * duties associated with Community of Learning up to a max of 200 hours at a rate of \$15/hr	Special
Zach, Angela	Adjunct	N/A	\$5,010.00	State	08/21/17-12/19/17	N/A	SPD 160-H0 ( 3cr hrs), SPD 200-H0 (3 cr hrs)	Special
Zavadill, Dennis	Adjunct	N/A	\$7,515.00	State	08/21/17-12/19/17	N/A	MAT 105-002 (3 cr hrs), MAT 105-003 (3 cr hrs), MAT 110-003 (3 cr hrs)	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
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<b>Non-Ranked Faculty</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Zeiss, Don	Adjunct	N/A	\$1,253.00	State	08/21/17-12/19/17	N/A	EDU 456 (1.5 cr hrs)	Special
Ziska, Elizabeth	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special

<b>Unionized Professional Staff</b> (Full-Time/.75 FTE or More)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bacon, Tyler	Assistant Director-Residence Life	N/A	\$25,833.00; prorated \$23,681.00	Revenue Bond	08/01/17-06/30/18	.875	New Appointment, replaced Larissa Buster	Special
Baron, Mark	Assistant to the Dean	N/A	\$53,840.00; prorated \$47,598.00	State	08/14/17-06/30/18	1.0	New Appointment	Special
Elfers, Eddie	Director-Teaching and Learning	N/A	\$3,340.00	State	08/21/17-12/19/17	N/A	Adjunct assignment for CNA J2/3/420/290-0001 (4 cr hrs)	Special
Eddie, Elfers	Director-Teaching and Learning	N/A	\$88,174.00; prorated \$68,580.00	State	09/21/17-06/30/18	N/A	Increase in base pay per NSCPA Section 4.2	N/A
Ibrahim, Abu	Athletic Trainer	N/A	\$37,768.00	State	08/03/15-09/30/17	1.0	Resignation	N/A
Knight, Valerie	Librarian-Reference	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	Adjunct assignment for ENG 527-00W0 (3cr hrs)	Special
Kucera, Loren	Director-NBDC	N/A	\$2,505.00	State	08/21/17-12/19/17	N/A	Adjunct assignment for BUS 656-00W0 (3 cr hrs)	Special
Loftis, Charissa	Librarian-Reference	N/A	\$480.00*	Revenue Bond	08/29/17-12/12/17	N/A	*Lead yoga exercise program up to a max of 20 hours at a rate of \$24/hr.	Special
Mackling, Jamie	Licensed Student Counselor	N/A	\$49,138.00	State	12/08/03-09/22/17	1.0	Resignation	N/A

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
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<b>Unionized Professional Staff</b> (Full-Time/.75 FTE or More)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Mohlfeld, Kathy	Licensed Student Counselor	N/A	\$835.00	State	08/21/17-12/19/17	N/A	Adjunct assignment for CSL 105-01 (1 cr hr)	Special
Mohlfeld, Kathy	Licensed Student Counselor	N/A	\$100.00*	State	10/07/17-10/07/17	N/A	*Organize and administer the Counselor Preparation Comp Exam	Special
Oliver, Kristina	Assistant Coach	N/A	\$31,225.00; prorated \$27,552.00	State	08/14/17-06/30/18	.83	New Appointment	Special
Piper, Jessie	Internship Coordinator	N/A	\$2,750.00*	State	08/14/17-11/20/17	N/A	*Volleyball Line judge up to a max of 110 hours at a rate of \$25/hr.	Special
Zeiss, Jeffery	Manager-Student Center	N/A	\$50,610.00	Revenue Bond	08/01/14-09/28/17	1.0	Resignation	N/A

<b>Non-Unionized Professional Staff</b> (Full-Time/.75 FTE or More)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Furlich, Amanda	Human Resources Coordinator	N/A	\$40,900.00; prorated \$34,084.00	State	09/01/17-06/30/18	1.0	New Appointment, replace Ashley McQuistan	Special
Hix, Ryan	Assistant Athletic Director-Business Management	N/A	\$57,114.00	State	06/16/14-09/01/17	1.0	Resignation	N/A

<b>Non-Unionized Professional Staff</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Bayreuther, Zachary	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
Bigott, Brittany	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/18	N/A	Appointment	Special

**REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR**  
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**MEETING DATE: November 17, 2017**

<b>Non-Unionized Professional Staff</b> (Part-Time/less than .75 FTE)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Blackwell, Renitra	Graduate Assistant	N/A	\$6,400.00	State	08/17/17-05/09/17	N/A	Appointment	Special
Bowens Kissi Afare, Charlette	Graduate Assistant	N/A	\$3,200.00	State	08/18/17-12/20/17	N/A	Appointment	Special
Dunford, John	Graduate Assistant	N/A	\$6,400.00	State	08/07/17-05/09/18	N/A	Appointment	Special
Finley, Shane	Graduate Assistant	N/A	\$6,400.00	State	08/01/17-05/09/18	N/A	Appointment	Special
Kroenke, Katie	Graduate Assistant	N/A	\$6,400.00	State	08/01/17-05/09/18	N/A	Appointment	Special
Lenihan(Loos), Alexandra	Graduate Assistant	N/A	\$6,400.00	State	08/18/17-05/09/18	N/A	Appointment	Special
Schwartz, Tyler	Graduate Assistant	N/A	\$6,400.00	State	08/01/17-05/09/18	N/A	Appointment	Special

<b>Unionized Support Staff</b> (Full-Time/.75 FTE or More)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Gansebom, Sean	Maintenance Repair Worker II	N/A	\$2,015.92/mo.	State	07/06/16-09/14/17	1.0	Resignation	N/A
Torres, Gerardo	Office Assistant III	N/A	\$2,599.67/mo.	State	10/02/17	1.0	New Hire	Probationary
Vahlkamp, Eric	Maintenance Repair Worker III	N/A	\$2,500.00/mo.	Revenue Bond/State	09/05/17	1.0	New Hire, replaces Duane Nelson	Probationary

<b>Non-Unionized Support Staff</b> (Full-Time/.75 FTE or more)								
Name	Title/Assignment	Rank	Salary	Funding Source	Period of Employment	FTE	Reason for Action	Type of Appointment
Furlich, Amanda	Office Assistant III	N/A	\$2,475.50/mo.	State	07/21/08-08/31/17	1.0	Resignation	N/A
Hauptmann, JoAnn	Office Assistant II	N/A	\$2,141.08/mo.	State	03/13/17-09/24/17	1.0	Resignation	N/A
Hauptmann, JoAnn	Office Assistant III	N/A	\$2,473.33/mo.	State	09/25/17	1.0	New Hire, replaces Amanda Furlich	Probationary

REPORT OF PERSONNEL ACTIONS TO THE CHANCELLOR  
COLLEGE: Wayne State College  
MEETING DATE: November 17, 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
Headley, Heather	Office Assistant I	N/A	\$835.75/mo.	State	07/27/15-09/22/17	.50	Resignation	N/A

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

November 17, 2017

### *INFORMATION ONLY:*      **Marketing Activities and Events Update**

#### 2017 Counselor Tour

This year's Counselor Tour was held as a joint event between the Nebraska State College System, the University System, and EducationQuest at 5 locations from September 18 through 22, 2017.

Below is a final count:

<b>Date</b>	<b>Location</b>	<b>Attendance</b>
September 18, 2017	Chadron	21
September 19, 2017	Kearney	81
September 20, 2017	Wayne	47
September 21, 2017	Lincoln	81
September 22, 2017	Omaha	107

The decision to hold a joint event was due to reports from counselors that it was difficult for them to attend multiple events during the school year due to time constraints. Rachel will visit with the marketing staff at each of the Colleges to evaluate whether to continue with this format.

#### 2017 Hispanic Latino Summit

The Nebraska State College System was a silver sponsor for the 2017 Hispanic Latino Summit, held on Monday, October 16, 2017 in Kearney, Nebraska. The event was attended by 600 students and staff. The purpose of the summit is to provide information for students and staff on the importance of graduating and career or college readiness.

The event included a keynote speaker and breakout sessions hosted by various colleges, universities, employers, and supporting organizations, such as EducationQuest. NSCS hosted a student panel facilitated by board member Michelle Suarez. Students on the panel included Gabriela Perez, senior at Chadron State, studying Nutrition and Exercise Science; Jorge Adame, sophomore at Wayne State, studying Business Accounting and minoring in pre-law; and Jesse Mayo, senior at Wayne State, studying K-12 Art Education, 7-12 Special Education and Coaching. NSCS student representatives had wonderful stories and advice to share and did an excellent job representing their college and the system as a whole.

NSCS also had a table in the exhibit space with admissions counselors from each college available to answer any questions about the three Colleges. Overall, the summit was a great success and the NSCS plans to participate again in 2018.

Nebraska School Counselors Association Academy

The annual Nebraska School Counselors Association (NSCA) Academy was held November 9-10, 2017 in Lincoln. School guidance counselors throughout the state attend the two-day event. The NSCS is a platinum sponsor for the annual awards luncheon held on Thursday, November 9<sup>th</sup>. During the luncheon, Directors of Admissions highlight the Colleges and award the NSCS Counseling Excellence Award.

The NSCS had a table in the exhibit booth area during both days of the conference and provided canvas tote bags for the event. The NSCS also advertised on the NSCA website at neschoolcounselor.org.

Other Updates

Rachel Henry will provide a marketing presentation at the January Board meeting to share information on marketing trends in higher education and the additional marketing efforts at the system level.

The Senator's Reception is scheduled to take place after the January Board meeting on January 16, 2018.



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

November 17, 2017

### *INFORMATION ONLY:*      **Summer Enrollment Reports**

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

The enrollment reports for Summer 2017 submitted by the Colleges have been summarized below. Systemwide enrollment decreased for the 2017 summer session to 1,243 FTE (7.24%). Listed below is a breakdown of the enrollment changes by College.

	2016 FTE Enrollment	2017 FTE Enrollment	% Change
Chadron	535	455	-14.95%
Peru	344	293	-14.84%
Wayne	461	495	7.4%
System Total	1,340	1,243	-7.24%

Listed below is an analysis of full-time students, undergraduate students, on-campus students and resident students for Summer 2017.

	% of Full-Time Students (Headcount)	% of Undergraduate Students (Headcount)	% of On-Campus Students (Headcount)	% of In-State Students (Headcount)
Chadron	9%	59%	3%	56%
Peru	65%	57%	5%	75%
Wayne	14%	53%	21%	86%
2017 System Total	24%	56%	10%	72%
2016 System Total	25%	54%	12%	72%

### **ATTACHMENTS:**

- CSC End of Term Enrollment Report-Summer 2017      (PDF)
- PSC End of Term Enrollment Report-Summer 2017      (PDF)
- WSC End of Term Enrollment Report--Summer 2017      (PDF)
- System Summer Enrollment Report      (PDF)

**END OF TERM ENROLLMENT REPORT  
CHADRON STATE COLLEGE**

TERM: Summer 2017

Type of Instruction	Headcount		Percent Change	Full Time	Part Time	FTE	FTE
	2016	2017				2016	2017
Lower Division	293	252	-13.99%	6	246	81	66
Upper Division	441	451	2.27%	35	416	162	181
Graduate Division	689	489	-29.03%	72	417	292	208
<b>TOTALS</b>	<b>1,423</b>	<b>1,192</b>	<b>-16.23%</b>	<b>113</b>	<b>1,079</b>	<b>535</b>	<b>455</b>
						Change in FTE	Percent Change
Degree Seeking	1023	929	-9.19%				
Non-Degree Seeking	400	263	-34.25%			-80	-14.95%
Class Location*	Headcount		Percent Change	Full Time	Part Time	FTE	FTE
	2016	2017				2016	2017
<b>On-Campus Students</b>							
Undergrads	31	24	-23%	1	23	13	9
Graduates	18	10	-44%	2	8	9	3
<b>TOTALS</b>	<b>49</b>	<b>34</b>	<b>-31%</b>	<b>3</b>	<b>31</b>	<b>36</b>	<b>12</b>
<b>Off-Campus Students</b>							
Undergrads	703	679	-3%	40	639	230	238
Graduates	671	479	-29%	70	409	283	205
<b>TOTALS</b>	<b>1,374</b>	<b>1,158</b>	<b>-16%</b>	<b>110</b>	<b>1,048</b>	<b>513</b>	<b>443</b>
*Class Location is determined by course format. "On-campus" students are taking at least one face-to-face course. "Off-Campus" students are taking courses through other delivery formats, including online and additional location courses.							
Resident Status	Headcount		Percent Change	Full Time	Part Time	FTE	FTE
	2016	2017				2016	2017
<b>Resident Students</b>							
Undergrads	420	424	1%	22	402	137	145
Graduates	407	248	-39%	37	211	172	104
<b>TOTALS</b>	<b>827</b>	<b>672</b>	<b>-19%</b>	<b>59</b>	<b>613</b>	<b>309</b>	<b>249</b>
<b>Non-Resident Students</b>							
Undergrads	314	279	-11%	19	260	106	102
Graduates	282	241	-15%	35	206	120	104
<b>TOTALS</b>	<b>596</b>	<b>520</b>	<b>-13%</b>	<b>54</b>	<b>466</b>	<b>226</b>	<b>206</b>

**END OF TERM ENROLLMENT REPORT (UNDUPLICATED HEADCOUNT)**  
**PERU STATE COLLEGE**  
 TERM: 2017 SUMMER

Type of Instruction	Headcount		Percent Change	Full Time	Part Time	FTE 2016	FTE 2017
	2016	2017					
Lower Division	121	106	-12%	51	55	42	35
Upper Division	359	317	-12%	192	125	138	117
Graduate Division	357	321	-10%	239	82	165	141
<b>TOTALS</b>	<b>837</b>	<b>744</b>	<b>-11%</b>	<b>482</b>	<b>262</b>	<b>344</b>	<b>293</b>
						Change in FTE	Percent Change
						-51	-14.84%
Class Location	Headcount		Percent Change	Full Time	Part Time	FTE 2016	FTE 2017
	2016	2017					
<b>On-Campus Students</b>							
Undergrads	52	28	-46%	15	13	18	11
Graduates	6	6	N/A	0	6	1	1
<b>TOTALS</b>	<b>58</b>	<b>34</b>	<b>-41%</b>	<b>15</b>	<b>19</b>	<b>19</b>	<b>11</b>
<b>Off-Campus Students</b>							
Undergrads	428	382	-11%	224	158	161	138
Graduates	351	315	-10%	239	76	164	141
<b>TOTALS</b>	<b>779</b>	<b>697</b>	<b>-11%</b>	<b>463</b>	<b>234</b>	<b>325</b>	<b>278</b>
Resident Status	Headcount		Percent Change	Full Time	Part Time	FTE 2016	FTE 2017
	2016	2017					
<b>Resident Students</b>							
Undergrads	337	295	-12%	172	123	129	105
Graduates	291	262	-10%	199	63	134	116
<b>TOTALS</b>	<b>628</b>	<b>557</b>	<b>-11%</b>	<b>371</b>	<b>186</b>	<b>263</b>	<b>222</b>
<b>Non-Resident Students</b>							
Undergrads	143	128	-10%	71	57	50	47
Graduates	66	59	-11%	40	19	30	25
<b>TOTALS</b>	<b>209</b>	<b>187</b>	<b>-11%</b>	<b>111</b>	<b>76</b>	<b>81</b>	<b>71</b>

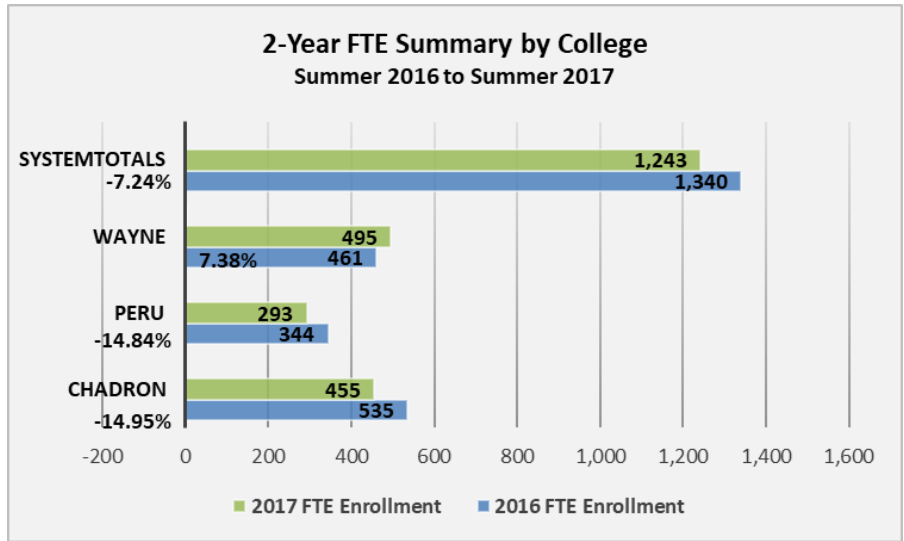
\*Totaling errors may occur as a result of rounding

**END OF TERM ENROLLMENT REPORT**  
**WAYNE STATE COLLEGE**  
 TERM: 2017 SUMMER (UNDUPLICATED)

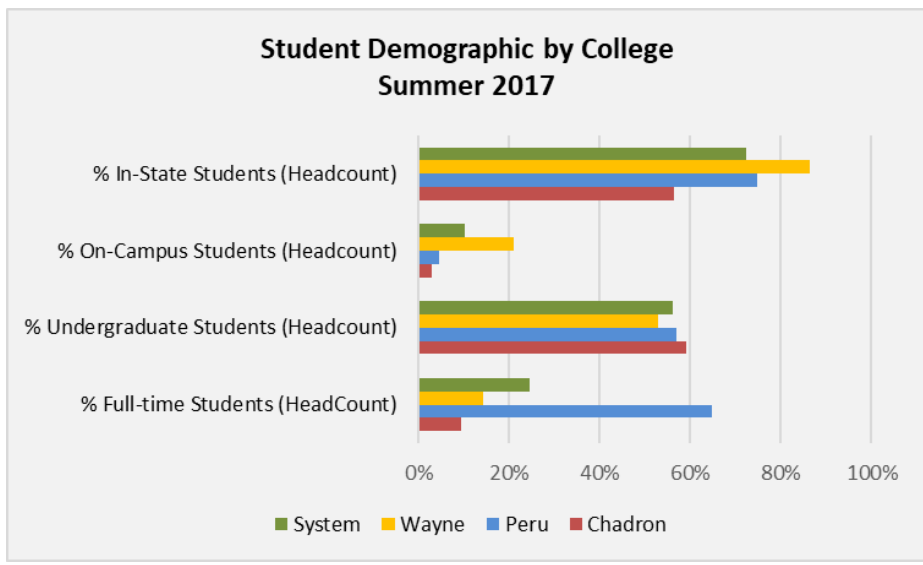
Type of Instruction	Headcount		Percent Change	Full Time	Part Time	FTE	FTE
	2016	2017				2016	2017
Lower Division	145	139	-4%	10	129	49	49
Upper Division	488	493	1%	41	452	174	181
Graduate Division	522	560	7%	118	442	238	265
<b>TOTALS</b>	<b>1,155</b>	<b>1,192</b>	<b>3%</b>	<b>169</b>	<b>1,023</b>	<b>461</b>	<b>495</b>
						Change in FTE	Percent Change
						34	7.4%
Class Location	Headcount		Percent Change	Full Time	Part Time	FTE	FTE
	2016	2017				2016	2017
<b>On-Campus Students</b>							
Undergrads	242	223	-8%	29	194	100	85
Graduates	44	29	-34%	12	17	27	18
<b>TOTALS</b>	<b>286</b>	<b>252</b>	<b>-12%</b>	<b>41</b>	<b>211</b>	<b>127</b>	<b>103</b>
<b>Off-Campus Students</b>							
Undergrads	391	409	5%	22	387	123	145
Graduates	478	531	11%	106	425	211	247
<b>TOTALS</b>	<b>869</b>	<b>940</b>	<b>8%</b>	<b>128</b>	<b>812</b>	<b>334</b>	<b>392</b>
Resident Status	Headcount		Percent Change	Full Time	Part Time	FTE	FTE
	2016	2017				2016	2017
<b>Resident Students</b>							
Undergrads	564	554	-2%	44	510	197	201
Graduates	438	477	9%	106	371	199	228
<b>TOTALS</b>	<b>1,002</b>	<b>1,031</b>	<b>3%</b>	<b>150</b>	<b>881</b>	<b>396</b>	<b>429</b>
<b>Non-Resident Students</b>							
Undergrads	69	78	13%	7	71	26	29
Graduates	84	83	-1%	12	71	39	37
<b>TOTALS</b>	<b>153</b>	<b>161</b>	<b>5%</b>	<b>19</b>	<b>142</b>	<b>65</b>	<b>66</b>

### Systemwide End of Term Enrollment Report Summer 2017

	2016 FTE Enrollment	2017 FTE Enrollment	Change in FTE	% Change
Chadron	535	455	-80	-14.95%
Peru	344	293	-51	-14.84%
Wayne	461	495	34	7.38%
<b>System</b>	<b>1,340</b>	<b>1,243</b>	<b>-97</b>	<b>-7.24%</b>



Spring 2017	% Full-time Students (HeadCount)	% Undergraduate Students (Headcount)	% On-Campus Students (Headcount)	% In-State Students (Headcount)
Chadron	9%	59%	3%	56%
Peru	65%	57%	5%	75%
Wayne	14%	53%	21%	86%
<b>System</b>	<b>24%</b>	<b>56%</b>	<b>10%</b>	<b>72%</b>



Attachment: System Summer Enrollment Report (2019 : Summer Enrollment Reports)

## Systemwide Summary Enrollment Report – Summer 2017

Type of Instruction	Headcount		Percent Change	Full Time	Part Time	FTE	
	2016	2017				2016	2017
Lower Division	559	497	-11%	67	430	172	150
Upper Division	1,288	1,261	-2%	268	993	474	479
Graduate Division	1,568	1,370	-13%	429	941	695	614
<b>TOTALS</b>	<b>3,415</b>	<b>3,128</b>	<b>-8%</b>	<b>764</b>	<b>2,364</b>	<b>1,340</b>	<b>1,243</b>
						<b>Change in FTE</b>	<b>Percent Change</b>
						<b>-97</b>	<b>-7.24%</b>

Class Location	Headcount		Percent Change	Full Time	Part Time	FTE	
	2016	2017				2016	2017
On-Campus Students							
Undergrads	325	275	-15%	45	230	131	105
Graduates	68	45	-34%	14	31	37	22
<b>TOTALS</b>	<b>393</b>	<b>320</b>	<b>-19%</b>	<b>59</b>	<b>261</b>	<b>168</b>	<b>126</b>
Off-Campus Students							
Undergrads	1,522	1,470	-3%	286	1,184	514	521
Graduates	1,500	1,325	-12%	415	910	658	593
<b>TOTALS</b>	<b>3,022</b>	<b>2,795</b>	<b>-8%</b>	<b>701</b>	<b>2,094</b>	<b>1,172</b>	<b>1,113</b>

Resident Status	Headcount		Percent Change	Full Time	Part Time	FTE	
	2016	2017				2016	2017
Resident Students							
Undergrads	1,321	1,273	-4%	238	1,035	463	451
Graduates	1,136	987	-13%	342	645	505	448
<b>TOTALS</b>	<b>2,457</b>	<b>2,260</b>	<b>-8%</b>	<b>580</b>	<b>1,680</b>	<b>968</b>	<b>900</b>
Non-Resident Students							
Undergrads	526	485	-8%	97	388	182	178
Graduates	432	383	-11%	87	296	189	166
<b>TOTALS</b>	<b>958</b>	<b>868</b>	<b>0</b>	<b>184</b>	<b>684</b>	<b>372</b>	<b>343</b>

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

November 17, 2017

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**INFORMATION ONLY: Board of Trustees Scholarship Acceptance Report**

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The Board of Trustees Scholarships are merit-based scholarships that are awarded annually to graduating high school seniors who score a 25 or above on the ACT. Recipients must be Nebraska residents. The number of scholarships available to each College is calculated from the full-time equivalent enrollment from the previous fall semester. The Colleges are required to report to the Board the number of scholarships offered and the number actually in effect. The Board of Trustees Scholarship report for Fall 2017 indicates that the total number of scholarships in effect has decreased from the Fall 2016 report.

The Board of Trustees Scholarship acceptance report is provided to the Board for information.

**ATTACHMENTS:**

- BOT Scholarship Acceptance Report (PDF)

## Board of Trustees Scholarship Acceptance Report for Information Only

Board Policy 3400 requires the Colleges to report the number of Board of Trustees Scholarships offered to entering freshmen, and the actual number in effect for each academic class (freshmen, sophomore, junior and senior). The colleges have reported the following for 2017-18. Also included are the numbers from 2016-17 for comparison purposes.

	Chadron		Peru		Wayne		System Totals	
	(16-17)	17-18	(16-17)	17-18	(16-17)	17-18	(16-17)	17-18
BOT Scholarships offered entering Freshmen	41	36	41	26	59	47	141	109
Dollars being expended on entering Freshmen	\$107,520	\$112,992	\$115,456	\$97,400	\$136,320	\$136,320	\$359,296	\$250,286
BOT scholarships used by:*								
Freshmen	22	22	22	19	29	31	73	72
Sophomores	31	(-6) 16	20	(-6) 16	23	(-1) 28	74	60
Juniors	30	(-2) 29	15	(0) 20	23	(-1) 22	68	71
Seniors	13	(-4) 26	17	(-1) 14	22	(0) 23	52	63
Total BOT scholarships used	96	93	74	69	97	104	267	266
Total Dollars being expended on BOT scholarships	\$473,595	\$472,512	\$385,728	\$355,320	\$464,960	\$524,375	\$1,383,698	\$1,352,207
Maximum number of BOT scholarships authorized	104	104	88	88	120	120	312	312

\*For Peru State the numbers reported by grade level are based upon the number of academic years the student has used the scholarship, not grade level based upon credit completion standing.



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

November 17, 2017

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***INFORMATION ONLY:* Remission Fund Award Report by Category**

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In accordance with the Board's Tuition Remissions Policy 3400, the Colleges have provided the Chancellor with a summary of the remission funds awarded by category. Remissions are permitted by the state, allowing the NSCS to collect either no tuition or reduced tuition from students meeting specific criteria that are approved by the Board. The categories approved by the Board are spelled out in Board Policy 3400.

**ITEMS FOR INFORMATION AND DISCUSSION/FISCAL, FACILITIES, AND AUDIT**

November 17, 2017

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***INFORMATION ONLY:* Special Tuition Rate Reports**

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Annually the Colleges prepare a report for the System Office on student participation in special tuition rate programs. These include the Chadron State Eagle Rate, Peru State One Rate Any State, Wayne State Bridge, Non-Resident Scholars, and the Dual Enrollment programs. Further information will be provided at the meeting.

**ITEMS FOR INFORMATION AND DISCUSSION/FISCAL, FACILITIES, AND AUDIT**

November 17, 2017

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**INFORMATION ONLY: Physical Plant Status Reports**

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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)

<b>PHYSICAL PLANT STATUS REPORT</b> (July-September 2017)		
<b>College: Chadron State College</b>		<b>Meeting Date: 11/17/17</b>
<b>Project Description</b>	<b>Status</b>	<b>Fund Source</b>
<b>LB 309 Projects</b>		
<b>Boiler House</b> Roof Replacement	Complete	LB 309
<b>Boiler House</b> Sprinkler System	Substantially Complete	LB 309
<b>Campus</b> Fire Hydrant Replacement	In Progress	LB 309
<b>King Library</b> ADA Restroom Remodel	In Progress	LB 309
<b>King Library</b> Lighting Upgrade	In Progress	LB 309
<b>King Library</b> Window Upgrade	In Progress	LB 309
<b>Contingency Maintenance Projects</b>		
<b>Andrews Hall</b> Fire Alarm Upgrade	In Progress	Contingency Maintenance
<b>Andrews Hall</b> Elevator Upgrade	Funded	Contingency Maintenance
<b>Andrews Hall</b> Sprinkler System	Substantially Complete	Contingency Maintenance
<b>Crites &amp; Edna Work Hall</b> Windows	In Progress	Contingency Maintenance
<b>High Rise</b> Shower & Mechanical Upgrades	Complete	Contingency Maintenance
<b>High Rise</b> Gold Room Repairs	In Progress	Contingency Maintenance
<b>Mechanical Room</b> Upgrades	In Progress	Contingency Maintenance
<b>Residence Hall</b> Security Cameras	Funded	Contingency Maintenance
<b>Residence Hall</b> Campus Wireless Upgrades	Substantially Complete	Contingency Maintenance
<b>Revenue Bond Buildings</b> Asbestos Abatement	In Progress	Contingency Maintenance
<b>Revenue Bond Buildings</b> Flooring Replacement	In Progress	Contingency Maintenance
<b>Revenue Bond Buildings</b> Furnishings	In Progress	Contingency Maintenance
<b>Revenue Bond Buildings</b> Lighting Retrofit	In Progress	Contingency Maintenance
<b>Student Center</b> Specialty Equipment	In Progress	Contingency Maintenance
<b>West Court</b> Demolition	Complete	Contingency Maintenance
<b>Other Capital Construction Projects</b> (Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
<b>Stadium/Track</b> Improvement Project	In Progress	LB 957

## PHYSICAL PLANT STATUS REPORT

College: Peru State College

Meeting Date: November 17, 2017

Project Description	Status	Fund Source
<b>LB 309 Projects</b>		
Campus Utility Metering	In Progress	LB 309
Hoyt Science Hall HVAC Controls	In Progress	LB 309
Campus Tunnel Geothermal	In Progress	LB 309
<b>Revenue Bond Projects</b>		
Delzell Hall Renovation	In Progress	Bond Funds
<b>Contingency Maintenance Projects</b>		
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
<b>Other Capital Construction Projects</b> (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 LB 309

Attachment: PSC Physical Plant Status Report (2096 : Physical Plant Status Reports)

## PHYSICAL PLANT STATUS REPORT

As of September 30, 2017

College: Wayne State College

Meeting Date: November 17, 2017

<b>LB 309 Projects</b>		
<b>Project Description</b>	<b>Status</b>	<b>Fund Source</b>
Humanities Window Replacement	In Progress	LB 309
Connell Hall Exterior Molding Replacement	In Design	LB 309
Gardner Hall Roof Replacement-Phase 2	In Design	LB 309
<b>Contingency Maintenance Projects</b>		
<b>Project Description</b>	<b>Status</b>	<b>Fund Source</b>
Neihardt Hall Fire Alarm Replacement	In Design	Contingency Maint.
Anderson Hall Fire Sprinkler Install/Ceiling Replacement	In Progress	Contingency Maint.
Berry Hall Fire Sprinkler Install	In Design	Contingency Maint.
<b>Other Capital Construction Projects</b>		
(Include all projects using non-state or state funds that do not "fit" into any of the other categories)		
<b>Project Description</b>	<b>Status</b>	<b>Fund Source</b>
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
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 Progress	State Appropriation- LB605 Bonds/Cash/WS Foundation
Criminal Justice Crime Scene Investigation Facility	In Design	Capital Improvement Fees/WS Foundation

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

November 17, 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 - Final 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 (PDF)
- PSC Capital Construction Quarterly Report-Theatre (PDF)
- WSC Capital Construction Quarterly Report-Bowen Hall (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-Conn Library (PDF)

CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT				
as of September 30, 2017				
College: Chadron State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	Project Title:	Stadium Facility-Phase I		
	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				
<b>Project Dates</b>	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				
<b>Report Information</b>	Status	Initial Report:	3/24/2017	
		Interim Report: X		
		Final Report:		
<b>Financial Information</b>				
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	\$892,353.75		
	Total Available	\$8,156,929.75		
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	\$8,156,929.75		
<b>Expenditure Information</b>				
	Proposed Budget	Expended to Date	Balance	
Program Planning	\$61,810.00	\$61,810.00	\$0.00	
Professional Fees & Reimb.	\$770,000.00	\$578,741.38	\$191,258.62	
Life Cycle Cost Analysis			\$0.00	
Construction				
1. General, Mech., Elec.	\$7,295,000.00	\$0.00	\$7,295,000.00	
2. Fixed Equipment	\$0.00	\$0.00	\$0.00	
3. Sitework/Utilities	\$30,119.75	\$30,119.75	\$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	
<b>TOTALS</b>	<b>\$8,156,929.75</b>	<b>\$670,671.13</b>	<b>\$7,486,258.62</b>	



**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
as of September 30, 2017

College: Peru State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	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				
<b>Project Dates</b>	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	8/4/2017		
Final Completion				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report: X		
		Final Report:		
<b>Financial Information</b>				
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		
<b>Expenditure Information</b>				
	Proposed Budget	Expended to Date	Balance	
Program Planning				
Professional Fees	\$782,766.00	\$780,192.14	\$2,573.86	
Life Cycle Cost Analysis				
Construction	\$7,132,085.36	\$7,132,085.36	\$0.00	
1. General, Mech., Elec.				
2. Fixed Equipment				
3. Sitework/Utilities	\$354,698.64	\$19,694.44	\$335,004.20	
Furnishings/Moveable Equip.	\$240,000.00	\$240,000.00	\$0.00	
Contingency	\$174,300.00	\$0.00	\$174,300.00	
Artwork				
Other Items				
1. Construction Administration	\$226,150.00	\$182,920.73	\$43,229.27	
2. Relocation Costs				
Change Orders				
1				
2				
<b>TOTALS</b>	<b>\$8,910,000.00</b>	<b>\$8,354,892.67</b>	<b>\$555,107.33</b>	

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
as of September 30, 2017

College: Peru State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	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				
<b>Project Dates</b>	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	6/30/2017			
Final Completion				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report: X		
		Final Report:		
<b>Financial Information</b>				
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			
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance	
	Program Planning			
	Professional Fees	\$77,222.00	\$77,222.00	\$0.00
	Life Cycle Cost Analysis			
	Construction			
	1. General, Mech., Elec.	\$762,683.00	\$761,477.87	\$1,205.13
	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	\$34,531.46	\$40,163.54
	2			
	TOTALS	\$980,200.00	\$925,688.27	\$54,511.73

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
as of September 30, 2017

College: Peru State College		Meeting Date: November, 17, 2017		
<b>Project Information</b>	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				
<b>Project Dates</b>	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	6/30/2017		
Final Completion				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report: X		
		Final Report:		
<b>Financial Information</b>				
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			
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance	
	Program Planning			
	Professional Fees	\$100,573.00	\$101,384.20	-\$811.20
	Life Cycle Cost Analysis			
	Construction			
	1. General, Mech., Elec.			
	2. Fixed Equipment			
	3. Sitework/Utilities	\$1,925,035.00	\$2,009,374.25	-\$84,339.25
	Furnishings/Moveable Equip.			
	Contingency	\$210,870.00	\$136,785.17	\$74,084.83
	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			
	<b>TOTALS</b>	<b>\$2,522,402.00</b>	<b>\$2,506,567.99</b>	<b>\$15,834.01</b>

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT**  
as of September 30, 2017

College: Peru State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	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				
<b>Project Dates</b>	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				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report: X		
		Final Report:		
<b>Financial Information</b>				
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			
<b>Expenditure Information</b>				
	Proposed Budget	Expended to Date	Balance	
Program Planning				
Professional Fees	\$ 655,375	\$519,854.55	\$135,520	
Life Cycle Cost Analysis				
Construction	\$ 5,536,500	\$580,776	\$4,955,724	
1. General, Mech., Elec.				
2. Fixed Equipment				
3. Sitework/Utilities	\$ 183,530	\$0.00	\$183,530	
Furnishings/Moveable Equip.	\$ 349,310	\$0.00	\$349,310	
Contingency	\$ 848,000	\$0.00	\$848,000	
Artwork	\$ 25,122	\$0.00	\$25,122	
Other Items				
1. Construction Administration	\$ -	\$0.00	\$0	
2. Relocation Costs				
Change Orders				
1				
2				
<b>TOTALS</b>	<b>\$7,597,837.00</b>	<b>\$1,100,631</b>	<b>\$6,497,206</b>	

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF SEPTEMBER 30, 2017**

**7.4.f**

College: Wayne State College		Meeting Date: November 17, 2017	
<b>Project Information</b>	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			
<b>Project Dates</b>	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	8/11/2017	
Final Completion			
<b>Report Information</b>	Status	Initial Report:	
		Interim Report:	X
		Final Report:	
<b>Financial Information</b>			
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	\$170,153.31	
	4. Other-RB Operating	\$109,331.14	
	Total Available	\$12,219,484.45	
<b>Expenditure Information</b>			
	Proposed Budget	Expended to Date	Balance
Program Planning	\$154,967.82	\$154,967.82	\$0.00
Professional Fees	\$873,535.00	\$848,078.46	\$25,456.54
Life Cycle Cost Analysis			\$0.00
Construction			
1. General, Mech., Elec.	\$10,108,207.53	\$9,800,322.34	\$307,885.19
2. Fixed Equipment	\$325,921.44	\$271,449.36	\$54,472.08
3. Sitework/Utilities	\$9,100.00	\$7,100.00	\$2,000.00
Furnishings/Moveable Equip.	\$642,335.95	\$136,511.99	\$505,823.96
Contingency	\$639.19		\$639.19
Artwork			\$0.00
Other Items			
1. Abatement	\$186,181.50	\$186,181.50	\$0.00
2. Advertising/Other	\$11,456.88	\$11,456.88	\$0.00
3. Testing/Inspections	\$6,966.00	\$6,966.00	\$0.00
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
11.	\$36,112.78		\$36,112.78
12.	\$33,833.18		\$33,833.18
13.	\$48,915.18		\$48,915.18
14.	\$15,306.21		\$15,306.21
15.	\$31,209.60		\$31,209.60
16.	\$34,930.60		\$34,930.60
17.	\$35,161.07		\$35,161.07
<b>TOTALS</b>	\$12,219,484.45	\$11,423,034.35	\$796,450.10

**Attachment: WSC Capital Construction Quarterly Report-Bowen Hall (2097 : Capital Construction Quarterly Reports)**

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF SEPTEMBER 30, 2017**

College: Wayne State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	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				
<b>Project Dates</b>	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				
<b>Report Information</b>	Status		Initial Report:	
			Interim Report: X	
			Final Report:	
<b>Financial Information</b>				
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		
<b>Expenditure Information</b>	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	\$48,525.00	\$9,175.00	
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	
<b>TOTALS</b>	\$4,795,867.51	\$4,786,692.51	\$9,175.00	

Attachment: WSC Capital Construction Quarterly Report-Carhart (2007 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF SEPTEMBER 30, 2017**

College: Wayne State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	Project Title:	Center for Applied Technology		
	Program Number:	905		
	Professional Consultant:	BVH Architecture		
	Construction Mgr.	Hausmann Construction		
	Net Square Footage: 41,535	Gross Square Footage: 53,165 per Design Development		
	Bid Opening Date	6/21/17		
	Notice of Proceed Date	November 2018		
Estimated Completion Date				
Final Acceptance Date				
<b>Project Dates</b>	Professional Consultants:	BVH Architecture		
	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-9/25/17	
	Substantial Completion			
Final Completion				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report:	X	
		Final Report:		
<b>Financial Information</b>				
State Buildings	Cash Funds	\$4,405,516.32		
	Trust Funds	\$1,000,000.00		
	Other-Bonds Sold	\$8,931,000.00		
	Other-Foundation	\$1,200,000.00		
	Total Available	\$15,536,516.32		
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		
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance	
	Program Planning	\$0.00	\$0.00	
	Professional Fees	\$1,011,025.00	\$773,558.58	\$237,466.42
	Life Cycle Cost Analysis			
	Construction			
	1. General, Mech., Elec.	\$12,345,513.00	\$414,177.20	\$11,931,335.80
	2. Fixed Equipment			
	3. Sitework/Utilities	\$163,146.82	\$106,969.02	\$56,177.80
	Furnishings/Moveable Equip.	\$1,604,385.00		\$1,604,385.00
	Contingency	\$328,810.68		\$328,810.68
	Artwork	\$35,189.50		\$35,189.50
	Other Items			
	1. Advertising, Printing	\$4,007.76	\$4,007.76	\$0.00
	2. Asbestos tests/abatement			\$0.00
	3. Testing/Inspections	\$42,930.00	\$12,486.00	\$30,444.00
	Misc.			
	1. Spec. Technical Costs			\$0.00
	2. Signage	\$1,508.56	\$1,508.56	\$0.00
	<b>TOTALS</b>	<b>\$15,536,516.32</b>	<b>\$1,312,707.12</b>	<b>\$14,223,809.20</b>

Attachment: WSC Capital Construction Quarterly Report-CAT (2017 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF SEPTEMBER 30, 2017**

College: Wayne State College		Meeting Date: November 17, 2017	
<b>Project Information</b>	Project Title:	Lindahl Drive Improvements	
	Program Number:	930	
	Professional Consultant:	BVH	
	General Contractor:	Otte Construction/Robert Woehler & Sons Constr., Inc.	
	Net Square Footage:	Gross Square Footage:	
	Bid Opening Date		
	Notice of Proceed Date		
Estimated Completion Date	September 2016		
Final Acceptance Date			
<b>Project Dates</b>	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 & 3/22/2016	
	Substantial Completion	8/11/2017	
Final Completion	8/11/2017		
<b>Report Information</b>	Status	Initial Report:	
		Interim Report:	
		Final Report:	X
<b>Financial Information</b>			
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	
<b>Expenditure Information</b>	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
<b>TOTALS</b>	\$2,760,391.40	\$2,760,391.40	\$0.00

Attachment: WSC Capital Construction Quarterly Report-Lindahl Drive (2007 : Capital Construction Quarterly Reports)



**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF SEPTEMBER 30, 2017**

College: Wayne State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	Project Title:	Press Box Replacement		
	Program Number:	955		
	Professional Consultant:	Jackson Jackson & Assoc.		
	General Contractor	Rogge General Contractors		
	Net Square Footage: 5,672	Gross Square Footage: 6,354 per Design Development		
	Bid Opening Date			
	Notice of Proceed Date			
Estimated Completion Date	7/1/18			
Final Acceptance Date				
<b>Project Dates</b>	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	9/25/17		
	Substantial Completion			
Final Completion				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report:	X	
		Final Report:		
<b>Financial Information</b>				
State Buildings	Cash	\$1,606,026.40 (est.)		
	Sports Facilities Cash Funds	\$300,000.00		
	Capital Imp. Fee	\$612,915.38		
	LB 309	\$360,000.00 (est.)		
	Other-Wayne State Foundation	\$1,047,188.00 (est.)		
	Total Available	\$3,926,129.78		
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		
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance	
	Program Planning	\$12,987.73	\$12,987.73	\$0.00
	Professional Fees	\$235,000.00	\$172,262.95	\$62,737.05
	Life Cycle Cost Analysis			
	Construction			
	1. General, Mech., Elec.	\$3,360,458.00		\$3,360,458.00
	2. Fixed Equipment			
	3. Data/Tele. Cabling	\$20,000.00		\$20,000.00
	Furnishings/Moveable Equip.	\$50,000.00		\$50,000.00
	Contingency	\$212,581.25		\$212,581.25
	Artwork			
	Other Items			
	1. Advertising, Printing	\$6,026.40	\$6,026.40	\$0.00
	2. Special Inspections/Testing	\$18,850.00	\$11,900.00	\$6,950.00
	Misc.	\$10,226.40		\$10,226.40
	1. Spec. Technical Costs			
	2.			
<b>TOTALS</b>	\$3,926,129.78	\$203,177.08	\$3,722,952.70	

Attachment: WSC Capital Construction Quarterly Report-Press Box (2007 : Capital Construction Quarterly Reports)

**CAPITAL CONSTRUCTION QUARTERLY STATUS REPORT  
AS OF SEPTEMBER 30, 2017**

College: Wayne State College		Meeting Date: November 17, 2017		
<b>Project Information</b>	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		
<b>Project Dates</b>	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	5/8/17		
Final Completion				
<b>Report Information</b>	Status	Initial Report:		
		Interim Report:	x	
		Final Report:		
<b>Financial Information</b>				
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	\$3,200,000.00		
	Capital Imp. Fee Commitment	\$700,000.00		
	Other-Wayne State Foundation	\$2,720,000.00 (est.)		
	Total Available	\$21,886,000.00		
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		
<b>Expenditure Information</b>	Proposed Budget	Expended to Date	Balance	
	Program Planning	\$63,087.85	\$63,087.85	\$0.00
	Professional Fees	\$1,418,793.00	\$1,406,948.68	\$11,844.32
	Life Cycle Cost Analysis			
	Construction			
	1. General, Mech., Elec.	\$16,791,805.35	\$15,742,741.69	\$1,049,063.66
	2. Fixed Equipment			
	3. Sitework/Utilities	\$75,825.00	\$65,111.75	\$10,713.25
	Furnishings/Moveable Equip.	\$1,249,801.00	\$1,139,289.89	\$110,511.11
	Contingency	\$533,528.80		\$533,528.80
	Artwork	\$308,159.00	\$58,837.00	\$249,322.00
	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	\$462,158.74	\$372,841.26
	2. Other	\$35,000.00	\$24,770.92	\$10,229.08
	<b>TOTALS</b>	\$21,886,000.00	\$19,531,044.73	\$2,354,955.27

Attachment: WSC Capital Construction Quarterly Report-Conn Library (2007 : Capital Construction Quarterly Reports)

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

November 17, 2017

### **INFORMATION ONLY: Year End Revenue Bond Expenditure Reports**

Year end revenue bond expenditure reports from each of the Colleges are provided to the Board for information.

The revenue bond Master Resolution requires the submission of periodic financial reports to the Board of Trustees. In keeping with that requirement, the Colleges have provided expenditure reports for the 2016-2017 fiscal year.

The reports are intended to demonstrate that the Colleges' revenue bond programs are operating at the financial stream needed to retire the debt obligations. Bond documents require debt service coverage of 110% of the annual principal and interest payment to the bond holders. Board policy requires 125% debt service coverage for Wayne State and Chadron State and 135% for Peru State. The reports indicated the following coverage:

Chadron State College	191%
Peru State College	233%
Wayne State College	235%

All the ratios are well above those indicated by the indentures and policy and all three Colleges' debt service coverage ratios are higher than their individual budgeted ratios.

Historical debt service coverage ratios, based on the annual audit reports have been:

	FY13	FY14	FY15	FY16	FY17
Chadron	442%	331%	875%	206%	191%
Peru	184%	292%	332%	320%	233%
Wayne	321%	272%	371%	364%	235%

### **ATTACHMENTS:**

- CSC Revenue Bond Expenditure Report (PDF)
- PSC Revenue Bond Expenditure Report (PDF)
- WSC Revenue Bond Expenditure Report (PDF)

**Chadron State College**  
**Revenue Bond Expenditure Report**  
**For the 12 Months Ending June 30, 2017**

Report Date: November 17, 2017

Report Period: FY 2017

	<b>Budgeted FY 2017</b>	<b>Year-to-Date FY 2017</b>	<b>Percent of Budget</b>
<b><u>Revenues:</u></b>			
Dormitory Rentals	\$2,603,000	\$2,589,058	99.46%
Apartment/House Rentals	\$99,000	110,129	111.24%
Facilities Rentals	\$35,000	35,455	101.30%
Food Service Contracts	\$2,382,000	2,423,550	101.74%
Food Service Commissions	\$397,000	413,226	104.09%
Facilities Fees*	\$1,062,000	1,045,375	98.43%
Bookstore Commissions	\$31,000	34,711	111.97%
Investment/Interest Income**	\$63,000	65,691	104.27%
Other Income**	\$55,000	56,961	103.56%
<b>Total Revenues</b>	<b>\$6,727,000</b>	<b>\$6,774,156</b>	<b>100.70%</b>
<b><u>Expenditures:</u></b>			
FTE 33.32			
Salaries and Benefits	\$1,875,000	\$1,795,006	95.73%
Utilities	\$600,000	591,547	98.59%
Insurance	\$32,500	30,124	92.69%
Equipment & Furnishings	\$10,000	0	0.00%
Capital Outlay	\$10,000	0	0.00%
Telephone/Cable T.V & Internet Services	\$85,000	52,510	61.78%
Supplies, Materials & Other Operating Exper	\$328,064	364,473	111.10%
Repairs and Maintenance	\$150,000	101,690	67.79%
Subtotal - Operations and Maintenance	<b>\$3,090,564</b>	<b>\$2,935,350</b>	<b>94.98%</b>
Food Service Payments	\$2,156,000	\$2,133,265	98.95%
Debt Service	\$892,786	892,786	100.00%
Total Expenditures	<b>\$6,139,350</b>	<b>\$5,961,401</b>	<b>97.10%</b>
<b>Available for Distribution</b>			
to Subsidiary Funds	<b>\$587,650</b>	<b>\$812,755</b>	<b>138.31%</b>
<b>Debt Service Coverage Ratio</b>	<b>1.66</b>	<b>1.91</b>	

\*All student derived fees

Attachment: CSC Revenue Bond Expenditure Report (2008 : Year End Revenue Bond Expenditure Reports)

**Peru State College**  
**Revenue Bond Expenditure Report**  
**For the Fiscal Year Ending June 30, 2017**

Report Date: November 17, 2017

Report Period: FY 2017

	<b>Budgeted</b>	<b>Year-to-Date</b>	<b>Percent of</b>
	<b>16-17</b>	<b>16-17</b>	<b>Budget</b>
<b><u>Revenues:</u></b>			
Residence Hall/Dormitory Rentals	\$1,464,680	1,485,077	101.39%
Apartment/House Rentals	139,551	150,763	108.03%
Facilities Rentals	0	23,973	N/A
Food Service Contracts	1,651,326	1,602,110	97.02%
Food Service Commissions	0	-	N/A
Facilities Fees*	1,036,174	1,028,584	99.27%
Bookstore Commissions/Income	34,762	37,374	107.51%
Parking Fees/Fines	0	-	N/A
Trustee Investment/Interest Income	18,543	125,851	678.70%
Other Income	48,422	44,312	91.51%
<b>Total Revenues</b>	<b>\$4,393,458</b>	<b>4,498,044</b>	<b>102.38%</b>
<b><u>Expenditures:</u></b>			
<b>Total FTE 14.33</b>			
Salaries and Benefits	\$682,741	\$658,742	96.48%
Utilities	302,500	277,362	91.69%
Insurance	37,500	44,680	119.15%
Equipment & Furnishings	75,000	46,930	62.57%
Capital Outlay	0	33,793	N/A
Communication	52,015	8,066	15.51%
Supplies	84,579	181,199	214.24%
Repairs and Maintenance	161,570	20,172	12.48%
Other Operating Expenses	84,623	109,211	129.06%
Subtotal - Operations and Maintenance	<b>\$1,480,528</b>	<b>\$1,380,155</b>	<b>93.22%</b>
Food Service Payments	1,232,736	1,296,701	105.19%
Debt Service	786,552	782,349	99.47%
Total Expenditures	<b>\$3,499,816</b>	<b>\$3,459,205</b>	<b>98.84%</b>
<b>Available for Distribution</b>			
to Subsidiary Funds	<b>\$893,642</b>	<b>\$1,038,839</b>	<b>116.25%</b>
<b>Debt Service Coverage Ratio</b>	<b>2.14</b>	<b>2.33</b>	

\*All student derived fees

Attachment: PSC Revenue Bond Expenditure Report (2098 : Year End Revenue Bond Expenditure Reports)

**Wayne State College**  
**Revenue Bond Expenditure Report**  
**For the Fiscal Year Ending June 30, 2017**

Report Date: November 17, 2017

Report Period: July 1, 2016-June 30, 2017

	<b>Budgeted 16-17</b>	<b>Year-to-Date 16-17</b>	<b>Percent of Budget</b>
<b><u>Revenues:</u></b>			
Residence Hall/Dormitory Rentals	\$2,934,500	\$2,932,106	99.92%
Apartment/House Rentals	0	0	N/A
Facilities Rentals	3,000	2,798	93.27%
Food Service Contracts	3,769,200	4,098,931	108.75%
Food Service Commissions	62,000	92,450	149.11%
Facilities Fees*	1,240,000	1,190,487	96.01%
Bookstore Commissions/Income	180,000	130,000	72.22%
Parking Fees/Fines	48,000	48,710	101.48%
Trustee Investment/Interest Income	155,000	317,435	204.80%
Other Income	165,000	170,221	103.16%
<b>Total Revenues</b>	<b>\$8,556,700</b>	<b>\$8,983,138</b>	<b>104.98%</b>
<b><u>Expenditures:</u></b>			
FTE 50.25			
Salaries and Benefits	\$2,325,000	\$2,158,916	92.86%
Utilities	1,050,000	855,321	81.46%
Insurance	35,000	33,670	96.20%
Equipment & Furnishings	180,000	163,550	90.86%
Capital Outlay	0	0	N/A
Telephone/Cable Television/Internet	155,000	145,314	93.75%
Supplies	230,000	262,077	113.95%
Repairs and Maintenance	365,000	407,754	111.71%
Other Operating Expenses	198,167	220,719	111.38%
<b>Subtotal - Operations and Maintenance**</b>	<b>\$4,538,167</b>	<b>\$4,247,321</b>	<b>93.59%</b>
Food Service Payments	\$2,461,970	\$2,460,779	99.95%
Debt Service	969,151	969,151	100.00%
<b>Total Expenditures</b>	<b>\$7,969,288</b>	<b>\$7,677,251</b>	<b>96.34%</b>
<b>Available for Distribution to Subsidiary Funds</b>	<b>\$587,412</b>	<b>\$1,305,887</b>	<b>222.31%</b>

**Debt Service Coverage Ratio**

1.61

2.35

\*All student derived fees

Attachment: WSC Revenue Bond Expenditure Report (2098 : Year End Revenue Bond Expenditure Reports)

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

November 17, 2017

### *INFORMATION ONLY:*      **Contracts and Change Orders for Information**

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

#### Chadron State Contracts

- Heating Plant (roof replacement) -- \$82,425
- IT Department (network technical support as needed) -- \$215/hour plus travel and local lodging; not to exceed \$29,999 annually
- Student Services (online courses for education on Title IX and Alcohol Awareness) -- \$5,150
- Academic Affairs (marketing and consultation services - Director of Assessment) - not to exceed \$16,000, up to 100 hours plus max. expenses up to \$1,200
- King Library (provide online examination services to CSC) - hourly rate @\$6-\$15 minimum \$5,000 commitment in year one
- Justice Studies, Education and Business Departments (reservation of plane tickets for study abroad trip to London/Dublin) -- \$1,094.07/enrolled student
- Stadium, Press Box and Football Field (replacement construction) -- \$7,295,000

#### Peru State Contracts

- Quadrangle (donor fountain) -- \$14,500
- Administration (VPAF search) -- \$34,000

#### Peru State Change Orders

- Delzell Hall (#9--paint existing exterior fire escape, remove two type 11 light fixtures from Great Hall, provide formica for shelf under the window on second floor of east stair tower) -- \$7,320
- Theatre (#1-change grading and concrete paving; sidewalk and stair modification; demolition, suspended gyp ceiling, fireproofing, sign, delete stair to basement ceiling, delete plaster skim coat of bulkhead) -- \$15,211
- Theatre (#2-demolish two existing brick infill locations at west façade; artistic design of infill sculptural murals for the remaining two openings; design lighting for murals coordinated with artist) -- \$11,500

#### Wayne State Contracts

- Anderson Hall (install 70 can lights) -- \$7,980
- Carhart Science (roof repairs) -- \$4,678.36
- Benthack, Rice, Pile, Neihardt, Natatorium, Anderson and Berry (pipe and tank insulation in mechanical rooms) -- \$5,162
- Peterson Fine Arts (repairs to door 6) -- \$1,638.88
- Rec Center Room 203 (remove old and install new flooring) -- \$3,823
- Stadium Press Box (quality control testing and engineering services) -- \$6,550

- Carhart Science (roof repairs) -- \$16,017
- Student Center (install sensors in 4 coolers) -- \$2,336
- Network and Technology Services (consulting services) -- \$19,500
- Network and Technology Services (consulting services) -- \$25,000
- Residence Life (consulting services) -- \$4,500
- Gardner Hall (professional services for roof replacement) -- \$26,700
- Center for Applied Technology (construction management) -- \$12,345,513
- Stadium Press Box (replacement construction) -- \$3,765,000
- Campus Streets and Parking Lots (snow removal services) -- not to exceed \$8,000
- Outside of Connell Hall (signage and banner) -- \$3,114.65

#### Wayne State Change Orders

- Anderson Hall (#2-add lighting in closets, conceal piping and add access panels) -- \$16,825.80
- Bowen Hall (#1-elevator work-grouting, cleaning/painting, ladders) -- \$27,825.56
- Bowen Hall (#17-work to elevator, door hardware, fire sprinklers and heads, electrical repairs) -- \$35,161.07
- Carlson Natatorium (#1-line existing drain sumps) -- \$1,488.40
- Stadium Press Box (#1-change to the metal wall system, countertops, hardware, carpet, elevator, light fixtures, piping, windows, guardrails, etc.) (\$404,542)

#### Nebraska State College System

- Peru State College (draft financial statement information) -- \$150-\$250/hour, not to exceed \$15,000
- Chadron State and Wayne State Colleges (representation in connection with radio stations and related FCC matters) -- \$385/hr-2018; \$395/hr-2019; \$400/hr-2020; \$405/hr-2021; \$410/hr-2022

#### **ATTACHMENTS:**

- CSC Contracts & Change Orders for Information (PDF)
- PSC Contracts & Change Orders for Information (PDF)
- WSC Contracts & Change Orders for Information (PDF)
- NSCS Contracts & Change Orders for Information (PDF)



**CHADRON STATE COLLEGE  
CONTRACTS AND CHANGE ORDERS FOR INFORMATION**

**November 17, 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.

<b>Chadron State College</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Heating Plant Roof Replacement \$82,425 LB309 Twin City Roofing & Sheet Metal
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	IT Department Network technical support as needed \$215/hour plus travel & local lodging; not to exceed \$29,999 annually Cash Sirius
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Services On-line courses for education on Title IX and Alcohol Awareness \$5,150 Student Fees 3 <sup>rd</sup> Millennium
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Academic Affairs Marketing & Consultation Services—Director of Assessment Not to exceed \$16,000, up to 100 hours plus max. expenses up to \$1,200 Cash Summit Search Solutions, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	King Library Provide online examination services to CSC Hourly rate @\$6-\$15 minimum \$5,000 commitment in year one Cash Examity, Inc.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Justice Studies, Education and Business Departments Reservation of plane tickets for study abroad trip to London/Dublin \$1,094.07/enrolled student Student Fees STA Travel
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Stadium, Press Box and Football Field Replacement Construction \$7,295,000 Bonds/Cash/Sports Facility Cash Funds/CS Foundation Adolfson & Peterson Construction, Minneapolis, MN

Attachment: CSC Contracts & Change Orders for Information (2009 : 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.

Peru State College	
Location on Campus:	Quadrangle
Contracted Work:	Donor Fountain
Contract Amount:	\$14,500.00
Fund Source:	Foundation
Contractor:	Architectural Design Associates, P.C.
Location on Campus:	Administration
Contracted Work:	VPAF Search
Contract Amount:	\$34,000.00
Fund Source:	Cash Funds
Contractor:	EFL Associates

**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:	Delzell Hall Change Order #9 – Paint existing exterior fire escape, remove two type 11 light fixtures from Great Hall. Provide Formica at the shelf under the window on second floor of east stair tower.
Change Order Amount:	\$7,320.00
Fund Source:	Bond Proceeds
Contractor:	F & B Constructors, Inc.
Location on Campus: No. & Description:	Theatre Change Order #1 – Change grading and concrete paving. Sidewalk and stair modification. Demolition, suspended gyp ceiling, fireproofing, sign, delete stair to basement ceiling, delete plaster skim coat of bulkhead.
Change Order Amount:	\$15,211.00
Fund Source:	Bond Proceeds LB957
Contractor:	Rogge General Contractors, Inc.
Location on Campus: No. & Description:	Theatre Change Order #2 – Demolish two existing brick infill locations at the west façade. Artistic design of infill sculptural murals for the remaining two openings. Design lighting for the murals coordinated with the artist.
Change Order Amount:	\$11,500.00
Fund Source:	Bond Proceeds LB957
Contractor:	Architectural Design Associates, P.C.

## 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.

<b>Wayne State College</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Anderson Hall Install 70 can lights \$7,980.00 Contingency Maintenance Heikes Electric, Hartington, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Roof Repairs \$4,678.36 Cash McKinnis Roofing & Sheet Metal, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Benthack, Rice, Pile, Neihardt, Natatorium, Anderson & Berry Pipe & tank insulation in mechanical rooms \$5,162.00 Cash/Revenue Bond Murphy Mechanical Insulation, N. Sioux City, SD
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peterson Fine Arts Repairs to Door 6 \$1,638.88 Cash M & O Door Products, Columbus, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Rec Center, Room 203 Remove old & install new flooring \$3,823.00 Contingency Maintenance Phipps Commercial Flooring, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Stadium Press Box Quality control testing & engineering services \$6,550.00 Capital Improvement Fee Mid-State Engineering & Testing, Columbus, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Carhart Science Roof repairs \$16,017.00 Cash McKinnis Roofing & Sheet Metal, Norfolk, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Student Center Install sensors in 4 coolers \$2,336.00 Revenue Bond Johnson Controls, Inc., Sioux Falls, SD
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Network & Technology Services Consulting Services \$19,500.00 Cash/Revenue Bond Pleasant Tents, LLC, Pierce, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Network & Technology Services Consulting Services \$25,000.00 Cash/Revenue Bond Pleasant Tents, LLC, Pierce, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Residence Life Consulting Services \$4,500.00 Revenue Bond High Impact Training Co., St. Cloud, MN

Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Gardner Hall Professional Services for Roof replacement \$26,700.00 LB 309 Sinclair Hille Architects, Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Center for Applied Technology Construction Management \$12,345,513.00 Bonds/Cash/WS Foundation/Trust Funds Hausmann Construction, Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Stadium Press Box Replacement construction \$3,765,000.00 Capital Improv. Fees/WS Foundation/Sport Facilities Cash/Cash/LB 309 Rogge General Contractors, Lincoln, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Campus Streets and Parking Lots Snow removal services Not to exceed \$8,000.00 Cash/Revenue Bond Milo Meyer Construction, Wayne, NE
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Outside of Connell Hall Signage and banner \$3,114.65 Cash Love Signs

**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.

<b>Wayne State College</b>	
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Anderson Hall #2 – Add lighting in closets, conceal piping and add access panels. \$16,825.80 Contingency Maintenance Christiansen Construction, Pender, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Bowen Hall #1 – Elevator work-grouting, cleaning/painting, ladders \$27,825.56 Revenue Bond Construction Fund Eletech, Inc., Omaha, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Bowen Hall #17 – Work to elevator, door hardware, fire sprinklers & heads, electrical repairs. \$35,161.07 Revenue Bond Construction Fund Hausmann Construction, Inc., Lincoln, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Carlson Natatorium #1 – Line existing drain sumps \$1,488.40 Revenue Bond/Contingency Maintenance Christiansen Construction, Pender, NE
Location on Campus: No. & Description: Change Order Amount: Fund Source: Contractor:	Stadium Press Box #1 – Change to the metal wall system, countertops, hardware, carpet, elevator, light fixtures, piping, windows, guardrails, etc. -\$404,542.00 Capital Improv. Fees/WS Foundation/Sport Facilities Cash/Cash/LB 309 Rogge General Contractors, Lincoln, NE

**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.

<b>Nebraska State College System</b>	
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Peru State College Draft financial statement information for Peru State College \$150 - \$250/hour; not to exceed \$15,000 Cash BKD , LLP
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	Chadron State and Wayne State Colleges Representation in connection with radio stations and related FCC matters \$385/hr-2018; \$395/hr-2019; \$400/hr-2020; \$405/hr-2021; \$410/hr-2022 Cash Gray Miller Persh, LLP.
Location on Campus: Contracted Work: Contract Amount: Fund Source: Contractor:	

Attachment: NSCS Contracts & Change Orders for Information (2099 : Contracts and Change Orders for Information)

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

November 17, 2017

### **INFORMATION ONLY: Grant Applications and Awards for Information**

The following grant applications and awards are provided to the Board for information.

#### Chadron State Application

- Impact of UAV Operations Enhancement on Geologic Mapping of Planetary Surfaces (NASA) -- \$371,498.03

#### Chadron State Awards

- Digitization TCN: Collaborative Research Using Herbarium Data to Document Plant Niches in the High Peaks and High Plains of the Southern Rockies - Past, Present, and Future (National Science Foundation) -- \$63,513
- Eclipse Johnson Space Center Display (Dawes County Travel Board) -- \$2,500
- Fellowships, Miles Chasek/Nathan Pindell (NASA Nebraska Space Grant) -- \$9,000 (\$3,000 Chasek; \$6,000 Pindell)
- Nebraska Research Network in Functional Genomics (National Institutes of Health) - - \$21,135 (year 3 of sub-award)
- Prairie Restoration Methods for Cool Season Grass Infested Rangelands (Mari Sandoz Heritage Society) -- \$2,000
- Space Science for Elementary Students (NASA Nebraska Space Grant) -- \$6,704
- Todd Green Multi-Instrumentalist (Nebraska Arts Council) -- \$1,650
- TRIO-Student Support Services (U.S. Department of Education) -- \$253,528
- Upward Bound (U.S. Department of Education) - increased award to \$263,934 for year one

#### Peru State Award

- Bobcat Book Club (Dollar General Literacy Foundation) -- \$2,000

#### Wayne State Awards

- Annual National Geographic Alliance Grant 2017-18 (National Geographic Society) - - \$42,613
- TRiO Student Support Services (U.S. Department of Education) -- \$325,244 for year 3

### **ATTACHMENTS:**

- CSC Grant Application-UAV Geologic Mapping (PDF)
- CSC Grant Award-Digitization TCN (PDF)
- CSC Grant Award-Eclipse Display (PDF)
- CSC Grant Award-NASA Fellowships (PDF)

- CSC Grant Award-Functional Genomics (PDF)
- CSC Grant Award-Prairie Restoration (PDF)
- CSC Grant Award-Space Science (PDF)
- CSC Grant Award-Todd Green (PDF)
- CSC Grant Award-TRIO (PDF)
- CSC Grant Award-Upward Bound Increase (PDF)
- PSC Grant Award-Bobcat Book Club (PDF)
- WSC Grant Award-National Geographic Alliance (PDF)
- WSC Grant Award-TRiO (PDF)

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

College: Chadron State College		Date: November 17, 2017
Notice of Intent	Application: <input checked="" type="checkbox"/>	Accept Award:
Name of Program: Impact of UAV Operations Enhancement on Geologic Mapping of Planetary Surfaces		
Funding Source: NASA (Federal) Also indicate if the source is federal, state or private		
Is this grant a <b>Sub-Award</b> ?	Yes:	No: <input checked="" type="checkbox"/>
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: \$371,498.03	Amount Awarded:	Funding Period: July 1, 2018 – June 30, 2021 Please indicate specific dates for the grant.
Closing Date for Application Submission: October 10, 2017		
When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? No		Date Approved/Reviewed:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes: <input checked="" type="checkbox"/>	No:
If yes, indicate dollar amount and/or percentage rate allowed: \$16,864.73 (10% of direct costs excluding JPL personnel costs)		
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Support</b> ?	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 <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: An unmanned aerial vehicle (UAV), the so-called "Mars Helicopter Scout," has been proposed as a demonstration asset for the Mars 2020 rover mission, scheduled to begin operations in early 2021. While not yet approved for Mars 2020, such an aircraft is likely to fly on future missions. The UAV would assist the rover in providing over-the-horizon views of potential science targets, sample cache locations, and reconnaissance of safe navigation paths to those locations. The research funded by this grant will simulate capabilities of the rover/UAV combination in terrestrial analog settings and will result in a set of guidelines and recommendations aimed at reducing the risk of science operations on Mars.		
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: Dr. Michael Leite		
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: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: Digitization TCN: Collaborative Research Using Herbarium Data to Document Plant Niches in the High Peaks and High Plains of the Southern Rockies – Past, Present, and Future		
Funding Source: National Science Foundation (Federal) Also indicate if the source is federal, state or private		
Is this grant a <b>Sub-Award</b> ?		Yes: X    No:
If a sub-award, indicate the agency the sub-award is through: University of Colorado Boulder		
Amount Requested: \$63,513.00	Amount Awarded: \$63,513.00	Funding Period: 9/1/17 – 8/31/21 Please indicate specific dates for the grant.
Closing Date for Application Submission: October 14, 2016		
When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? yes		Date Approved/Reviewed: 1/12/16
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes: X    No:
If yes, indicate dollar amount and/or percentage rate allowed: 8%		
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Support</b> ?		Yes:    No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: .4 (student workers)
How many of these are new positions?		New FTE: .4
Briefly describe the purpose(s) of this application/award: This award will allow the High Plains Herbarium at CSC to barcode, image, database and georeferenced 35,000 of our 61,000+ specimens, making over half of our specimen data available through an online portal over a period of four years. The award will fund 1-2 student workers and the purchase of a digital imaging station with barcodes and data storage.		
Is this grant a continuation of a previous/existing grant?		Yes:    No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes: X    No:
If yes, please state the reason: The first application was favorably reviewed and asked to resubmit. 1) Cost per specimens was too high; 2) did not include relevant collections from outside of the area; 3) they wanted to see better outreach components; 4) they did not feel like we were requesting enough money for some of the technology components.		
Person responsible for the preparation of the application: Dr. Erin Tripp, University of Colorado / Dr. Steve Rolfsmeier, Chadron State College		
Administrator responsible for approving the application: Dr. Randy Rhine		

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

College: Chadron State College		Date: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: Eclipse Johnson Space Center Display		
Funding Source: Dawes County Travel Board Also indicate if the source is federal, state or private Private		
Is this grant a <b>Sub-Award</b> ?		Yes:      No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: 2,500	Amount Awarded: \$2,500	Funding Period: 8/15/17 – 9/29/17 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? No		Date Approved/Reviewed:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
If yes, indicate dollar amount and/or percentage rate allowed:		
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Support</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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 grant covers transportation of an exhibit from Johnson Space Center to Chadron State College and back. The exhibit consists of 24 framed photographs of earth from space taken from the space shuttle, a panel about astronaut food, a large pop-up exhibits about the planets, a mock-up space suit, flight helmet and glove used for extravehicular repairs and space walks. The exhibit is displayed in the art department gallery and in the science building through September and is being used as part of our outreach efforts using elementary education students to develop science lessons and activities for grade school students.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: 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: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: Fellowships, Miles Chasek/Nathan Pindell		
Funding Source: NASA Nebraska Space Grant Also indicate if the source is federal, state or private - Federal		
Is this grant a <b>Sub-Award</b> ?	Yes:	No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: \$9,000 (\$3,000–Chasek; \$6,000-Pindell)	Amount Awarded: \$9,000 (\$3,000-Chasek; \$6,000-Pindell)	Funding Period: 8/1/17 – 2/28/18 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? No		Date Approved/Reviewed:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
If yes, indicate dollar amount and/or percentage rate allowed:		
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Support</b> ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: <u>Chasek</u> - Produce a series of six reports that document the lithology and physical properties of the Mars 2020 Geo-Analog Suite. Update GAMUT with the data presented in the six reports. Reorganize and revise GAMUT so that a more-intuitive spoke used interface is adopted. <u>Pindell</u> - Research and collect data from micrometeorological staffs. Once multiple observations have been conducted, all data will be analyzed under the advisement of the faculty mentor, Dr. Mike Leite. Using data retrieved by the instrumentation, field observations, and meteorological reports will help formulate patterns between the micrometeorological environment and dust-devil activity and characteristics. A written report and PowerPoint presentation will be prepared for the Nebraska Academy of Sciences meeting.		
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. Michael Leite		
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: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: Nebraska Research Network in Functional Genomics		
Funding Source: National Institutes of Health Also indicate if the source is federal, state or private Federal		
Is this grant a <b>Sub-Award</b> ?		Yes: X No:
If a sub-award, indicate the agency the sub-award is through: University of Nebraska Medical Center		
Amount Requested:	Amount Awarded: 21,135.00 (Year 3 of sub-award)	Funding Period: 5/1/17 – 4/30/18 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: 9/6/14
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes: No: X
If yes, indicate dollar amount and/or percentage rate allowed:		
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Support</b> ?		Yes: No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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 sub-award provides funding to allow 2 students to work on research projects for year 3. The research will occur on Chadron State campus during the academic years and at UNMC, UNL, or Creighton in the summers. The students receive a stipend for both the summers and the school years and we receive a small amount of money to pay for research supplies. Students are typically recruited in their sophomore year and start research in the summer between their sophomore and junior year.		
Is this grant a continuation of a previous/existing grant?		Yes: X No:
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program: The first year of the award was \$44,535 and later amended to \$60,406 to purchase equipment. Year two of the grant was \$35,135 and was later increased to 46,001 to purchase equipment.		
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. 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: 11/17/17
Notice of Intent	Application:	Accept Award: X
Name of Program: Prairie restoration methods for cool season grass infested rangelands		
Funding Source: Mari Sandoz Heritage Society (private) Also indicate if the source is federal, state or private		
Is this grant a <b>Sub-Award</b> ?		Yes:      No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: \$2,000	Amount Awarded: \$2,000	Funding Period: July 2017 – August 2018 Please indicate specific dates for the grant.
Closing Date for Application Submission: None		
When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? Yes		Date Approved/Reviewed: 9/15/17
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
If yes, indicate dollar amount and/or percentage rate allowed:		
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Support</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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:
Briefly describe the purpose(s) of this application/award: This study will evaluate the restoration pathways of a loamy ecological site. The study will provide an evidence based addendum to the currently published state-and-transition model as well as evaluate four different methods of controlling smooth brome and cheatgrass.		
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: Mr. Anthony Perlinski		
Administrator responsible for approving the application: Dr. Randy Rhine		

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

College: Chadron State College		Date: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: Space Science for Elementary Students		
Funding Source: NASA Nebraska Space Grant Also indicate if the source is federal, state or private State		
Is this grant a <b>Sub-Award</b> ?		Yes:      No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: 8,000	Amount Awarded: \$6,704	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? No		Date Approved/Reviewed:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
If yes, indicate dollar amount and/or percentage rate allowed:		
Will this grant require <b>State Matching Funds</b> ?		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.): 1:1.5 match required. Faculty salary, benefits, facilities and administration.		
Will this grant require <b>In-Kind Support</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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 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:      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. 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: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: Todd Green Multi-Instrumentalist		
Funding Source: Nebraska Arts Council Also indicate if the source is federal, state or private Federal		
Is this grant a <b>Sub-Award</b> ?	Yes:	No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: \$1,650.00	Amount Awarded: \$1,650	Funding Period: 9/12/17 – 9/13/17 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? No		Date Approved/Reviewed:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes:	No: X
If yes, indicate dollar amount and/or percentage rate allowed:		
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Support</b> ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): \$1,650 (\$1,000 being paid by Humanities Nebraska)		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?	Yes:	No: X
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?	Yes:	No: X
How many FTE positions will the grant fund?	FTE: -0-	
How many of these are new positions?	New FTE: -0-	
Briefly describe the purpose(s) of this application/award: The grant will fund a residency with World Multi-Instrumentalist Todd Green. He will give a youth lecture demo, to elementary students, seniors and developmentally disabled adults during the day and a concert in the evening open to the public.		
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. James Margetts		
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: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: TRIO – Student Support Services		
Funding Source: US Department of Education Also indicate if the source is federal, state or private Federal		
Is this grant a <b>Sub-Award</b> ?	Yes:	No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested:	Amount Awarded: \$253,528.00	Funding Period: 9/1/17 – 8/31/18 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: 3/20/15
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes: X	No:
If yes, indicate dollar amount and/or percentage rate allowed: 8%		
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Support</b> ?	Yes:	No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: 4.5	
How many of these are new positions?	New FTE: -0-	
Briefly describe the purpose(s) of this application/award: The grant award is a continuation of the TRIO - Student Support Services program for Chadron State College. The project will serve low-income, first generation and/or disabled students at Chadron State College. The objective of services is to increase the academic success, retention and graduation rate.		
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: Funding for this grant award was \$247,344 for each of the first two 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: Jennifer Schaeer		
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: November 17, 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 <b>Sub-Award</b> ?		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) <b>Increased award to \$263,934 for year one</b>	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 <b>Indirect Cost Funds</b> for the College's use?		Yes: X      No:
If yes, indicate dollar amount and/or percentage rate allowed: 8%		
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Support</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: <b>Peru State College</b>		Date: <b>November 17, 2017</b>
Notice of Intent	Application:	Accept Award: <b>X</b>
Name of Program: <b>Bobcat Book Club</b>		
Funding Source: Dollar General Literacy Foundation Also indicate if the source is federal, state or private <b>Private</b>		
Amount Requested: <b>\$2,000.00</b>	Amount Awarded: <b>\$2,000.00</b>	Funding Period: Please indicate specific dates for the grant. <b>9-7-17 to 5-31-18</b>
Closing Date for Application Submission: <b>May 18, 2017</b>		
When reporting Grant Award-- Has Grant Application been approved by the Board? <b>No</b>		Date Approved:
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: <b>X</b>
Will this grant require <b>State Matching Funds</b> ?		Yes:      No: <b>X</b>
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 <b>In-Kind Funds</b> ?		Yes:      No: <b>X</b>
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> required?		Yes:      No: <b>X</b>
If yes, describe briefly		
Are there restrictions imposed by regulation on claiming indirect costs?		Yes:      No: <b>X</b>
How many FTE positions will the grant fund?		FTE: <b>0</b>
How many of these are new positions?		New FTE:
Briefly describe the purpose(s) of this application/award: <b>The purpose of the funds is to provided novels for students to read and discuss during Book Club Meetings. These novels will go home with students after we read and discuss them together.</b>		
Is this grant a continuation of a previous/existing grant?		Yes:      No: <b>X</b>
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: <b>X</b>
If yes, please state the reason:		
Person responsible for the preparation of the application: <b>Dr. Robert Ingram and Dr. Kelly Kingsley</b>		
Administrator responsible for approving the application: <b>Dr. Tim Borchers</b>		

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

College: Wayne State College		Date: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: Annual National Geographic Alliance Grant 2017-18		
Funding Source: National Geographic Education Foundation (NGEF) now going by National Geographic Society (NGS) Also indicate if the source is federal, state or private: Private		
Is this grant a <b>Sub-Award</b> ?		Yes:      No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: \$42,613	Amount Awarded: \$42,613	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? Yes		Date Approved/Reviewed: 6/16/2017
Does this grant include <b>Indirect Cost Funds</b> for the College's use?		Yes:      No: X
If yes, indicate dollar amount and/or percentage rate allowed:		
Will this grant require <b>State Matching Funds</b> ?		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 <b>In-Kind Support</b> ?		Yes:      No: X
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.):		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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 award provides funding for operations and programming for the 2017-18 year. The funding provides a stipend for the Alliance Coordinator and pays travel expenses to attend the 2018 Alliance Network annual meeting and the National Conference on Geography Education. It also funds 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 will host at least one institute at multiple sites on the Geo-Inquiry Process for 20 middle school educators. Ten teams will consist 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 <sup>th</sup> grade classrooms. The Alliance will provide funding for 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 serves as the fiscal agent for the grant.		
Is this grant a continuation of a previous/existing grant?		Yes:      No: X
If a continuation grant, describe the previous grant in terms of amount, funding period, and any differences in program:		
Has this grant application been previously denied?		Yes:      No: X
If yes, please state the reason:		
Person responsible for the preparation of the application: Dr. Randy Bertolas, Professor, History, Politics and Geography Department		
Administrator responsible for approving the application: Ms. Angela Fredrickson, Vice President Administration & Finance		

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

College: Wayne State College		Date: November 17, 2017
Notice of Intent	Application:	Accept Award: X
Name of Program: TRiO Student Support Services		
Funding Source: U.S. Department of Education Also indicate if the source is federal, state or private: Federal		
Is this grant a <b>Sub-Award</b> ?	Yes:	No: X
If a sub-award, indicate the agency the sub-award is through:		
Amount Requested: \$308,069 for Year 1 (2015-2016)	Amount Awarded: \$325,244 for Year 3 (2017-2018)	Funding Period: Year 3 09/01/17-08/31/18 Please indicate specific dates for the grant.
Closing Date for Application Submission: February 2, 2015		
When reporting Grant Award-- Has Grant Application been approved/reviewed by the Board? Yes		Date Approved/Reviewed: 03/26/15
Does this grant include <b>Indirect Cost Funds</b> for the College's use?	Yes: X	No:
If yes, indicate dollar amount and/or percentage rate allowed: 8% of modified total direct costs		
Will this grant require <b>State Matching Funds</b> ?	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 <b>In-Kind Support</b> ?	Yes: X	No:
If yes, describe briefly (i.e., faculty release time, support personnel, use of office space, telephone, office supplies, etc.): Wayne State College will provide facilities, support through many other offices on campus, and a small amount of operating support.		
Is <b>State Maintenance of Effort</b> or <b>Future Fiscal Responsibility</b> 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: 5.23	
How many of these are new positions?	New FTE: 0.48	
Briefly describe the purpose(s) of this application/award: This award will provide funding to continue the TRiO Student Support Services Office at Wayne State College. The grant is awarded for a five year period from 09/01/2015 to 08/31/2020. The award amount of \$325,244 for the third year includes additional funds for salaries and benefits. The total award of \$950,624 for the first three years provides funding for salaries, benefits, travel, supplies and indirect costs. The program serves 225 low income, first generation and/or physically handicapped students. The goal of the TRiO Student Support Services program is to reduce the number of disadvantaged students dropping out of college because of academic problems and/or related difficulties.		
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 this is technically a new award for the third year of five years of funding beginning September 1, 2015 through August 31, 2020, it continues a very successful TRiO Student Support Services program which has been funded since 1990-91.		
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. Sandra Driskell, Director of TRiO Student Support Services		
Administrator responsible for approving the application: Ms. Angie Fredrickson, Vice President Administration & Finance		

## Chancellor's Report

### The Value of Higher Education

At the Nebraska State College System, we are committed to providing affordable educational opportunities. We want to foster a society that values higher education, so it is our responsibility to share stories of the benefits and long-lasting value it brings. Not just the stories of how a college degree leads to better jobs and higher wages, but also lower unemployment rates, healthier communities, more civic engagement, and a more educated and informed society that will help us excel well into the future. The information below lists a few of the many ways that obtaining a college degree can positively impact one's life and our society as a whole.

#### Earnings

College graduates in 2015 earned markedly more than high school graduates.

- Median annual earnings, college graduates: \$61,400
- Median annual earnings, high school graduates: \$36,800

Source: The College Board, "[Education Pays 2016](#)," 2016

#### Unemployment

College-educated individuals are much less likely to be unemployed.

- 2015 unemployment rate, college graduates: 2.8 percent
- 2015 unemployment rate, high school graduates: 5.4 percent
- 2013 unemployment rate, Millennial college graduates: 3.8 percent
- 2013 unemployment rate, Millennial high school graduates: 12.2 percent

Sources: [U.S. Bureau of Labor Statistics](#); [Pew Research Center](#)

#### Recession Recovery

- 11.5 million of the 11.6 million jobs created went to workers with at least an associate's degree.
- College graduates gained 4.6 million jobs since most recent recession

Source: Georgetown Center on Education and the Workforce, "[America's Divided Recovery](#)," 2016

#### Increased Tax Revenues

In 2015, college graduates paid nearly double the amount in taxes high school graduates paid.

- Estimated average taxes, college graduates: \$14,500
- Estimated average taxes, high school graduates: \$7,600
- Cumulative contributions for a college graduate on average is \$328,511 in lifetime taxes (federal income, state income, property, and sales); high school graduates contribute an average of \$136,564.

Sources: Lumina Foundation, "[It's Not Just the Money](#)," 2015; The College Board, "[Education Pays 2016](#)," 2016

### Retirement Plans

Average annual retirement income is more than four times higher for college graduates than high school graduates.

- 2010 retirement income, college graduates: \$8,482\*
- 2010 retirement income, high school graduates, \$1,901\*

\*Figures exclude Social Security

Source: National Center for Policy Analysis, "[More Education, Better Retirement](#)," 2013

### Giving Back and Participating

Higher percentages of college graduates are more likely to volunteer, vote, and give back to their community.

- 38.8 percent of college graduates volunteered in 2014-15
- 15.6 percent of high school graduates volunteered in 2014-15
- 77% of Americans with at least a college degree voted in the presidential election compared to only 38% of those with a high school diploma

Sources: U.S. Bureau of Labor Statistics, "[Volunteers by selected characteristics, September 2015](#)," 2015; The College Board, "[Education Pays 2016](#)," 2016

### Healthier Lifestyle Choices

- 8 percent of male college graduates smoked in 2014
- 28 percent of male high school graduates smoked in 2014
- 6 percent of female college graduates smoked in 2014
- 23.5 percent of female high school graduates smoked in 2014

From 2011-14, children ages 2-19 were less likely to be obese if their parents had graduated from college.

- 9 percent of girls whose parents graduated from college were obese
- 24 percent of girls whose parents graduated from high school were obese
- 11 percent of boys whose parents graduated from college were obese
- 20 percent of boys whose parents graduated from high school were obese

Sources: National Center for Health Statistics, "[Health, United States, 2015](#)," 2016; The College Board, "[Education Pays 2016](#)," 2016

### Poverty

For all household types, the poverty rate falls as the level of education increases.

- 2015 poverty rates for adults living in households headed by unmarried females with children were 13% for bachelor's degree recipients and 35% for high school graduates.

Source: The College Board, "[Education Pays 2016](#)," 2016

All of these factors contribute to the value of higher education and reinforce the many reasons why college is a worthwhile investment. The benefits of span far more than just earning a higher income and it is our responsibility to continue to tell those stories. Thank you all for your commitment to enhancing the overall well-being of our students through engaging educational opportunities and we need to continually remind our communities of the lasting value and investment that our education provides.

## Presidents' Reports

### Chadron State College November 2017

This past April, Chadron State hosted a review team from the Higher Learning Commission that conducted CSC's review for reaffirmation of accreditation. Following is the summary from the report prepared by the Review Team as submitted to the Commission. The Institutional Actions Council of HLC Commission met on July 31, 2017, reviewed the report, and acted to continue the accreditation of Chadron State College with the next Reaffirmation of Accreditation in 2026-27. Chadron State was notified by correspondence dated August 27, 2017 of the Commission's decision.

Following is the summary of the Team's report as submitted to the Commission:

#### Review Summary

##### Conclusion

Two key factors drive the HLC team recommendation for Chadron State College's choice of Pathway in the coming decade; both are centered on the College's strong sense of identity and clarity of mission.

The first and primary factor is that Chadron State College continues to unquestionably understand the history and traditions behind its longstanding mission, and is guided by their mission for both long term strategic and short term operational guidance. The HLC team's review of all criteria for accreditation found that the College has, over the past decade, faithfully advanced mission-driven initiatives that intentionally advance and enhance the public good of the communities and constituencies the College serves throughout the region. CSC has intentionally embraced collaboration and transparent communication across campus - a key institutional value that has enabled their steady focus on mission over time.

The second factor driving the HLC team's recommendation is the evidence that while the College has responded and continues to adapt to changing environmental contexts, no significant mission changes have occurred nor are major shifts planned or foreseen.

The following statements summarize several key suggestions/observations made throughout the team's review.

- (Criterion 1) The team encourages the College to follow through with their planned efforts to revisit the mission in the coming year. Further, we recognize that the mission might be further focused and clarified in light of a changing environment and responsive institution. However, we assume that the mission will not take a significant change of direction which could warrant further HLC scrutiny and validation.
- (Criterion 1) At the Four Year Review cycle for accreditation, CSC should report any mission statement change and describe the process followed including the rationale.
- (Criterion 2) Many universities across the nation now face situations that are ethically complex and are even further complicated because they play out in the public eye. The team suggests that Chadron continue their current good work, while staying current with shifting trends in higher education.
- (Criterion 3) The passion and commitment with which CSC's faculty, staff, and executive leadership serve their students and communities is commendable. Also

noteworthy is the extent to which CSC's work both on campus and in their communities is closely mission-driven. The College has long maintained a finely honed sense of its identity, and its students are well-served through the resultant instructional and co-curricular programming as well as a fine suite of student services and support services.

- (Criterion 4) CSC should continue to build capacity in the area of student learning outcomes assessment, finding a plan that best fits their unique needs. As the Essential Studies Program matures, it will be important for faculty to work collaboratively to understand where it serves students well and where it would benefit from alterations. Additionally, while it is not necessary for all programs to have uniform assessment, it will be important to ensure that all programs have data that are internally useful.
- (Criterion 5) With the tightened state budget position it may be necessary for the institution to monitor more intently its fiscal behaviors to continue ensuring that it maintains the necessary fiscal resources to support its educational programs.
- (Criterion 5) Most data and information identified in the Assurance argument and during the team's campus visit consisted of qualitative assessments or quantitative counts rather than SMART (specific, meaningful, achievable, relevant or results-focused, and time sensitive) measures or indicators. Identifying and incorporating additional key performance measures related to its planning priorities may strengthen existing efforts to assess progress toward goals, and help indicate whether the current activities are achieving the desired results, or if a change of course is warranted to improve performance.
- (Criterion 5) Chadron has good reason to be proud of its success in meeting the difficult task of making what is often thought of as sterile planning a thing of the past, and in its ability to make plan implementation a responsibility that is enthusiastically embraced by all on campus. A very strong foundation has been laid on which to build a best practice planning effort.

While the above suggestions and observations may warrant institutional attention, overall the HLC team found that the College has continued over the past decade to move forward with important initiatives that advance and enhance the public good for the constituencies it serves. Additionally, Chadron has responded and adapted to the changing environment, while maintaining a stable identity, and remains a connected, important educational influence in higher education throughout the Frontier and Remote areas.

### **Overall Recommendations**

#### **Criteria For Accreditation**

Met

#### **Sanctions Recommendation**

No Sanction

#### **Pathways Recommendation**

Eligible to choose

***No Interim Monitoring Recommended.***



**Peru State College  
November 2017**

**#IamPeruState**

Peru State benefits from the leadership of students, faculty and staff on-campus, in the region, in Nebraska and nationally. That leadership comes in many different forms with many different organizations – but it’s ubiquitous nature often makes such leadership part of the landscape of what it means to learn, teach and work at Peru State. Yet, this leadership, when highlighted, provides an important perspective of what it is to be a part of the Peru State story.

A group of student-interns in the Marketing and Communications Department are working to tell these leadership stories better. As part of a comprehensive marketing campaign, #IamPeruState, these interns start with an interview and create a video, a poster and a press release about an alumni, student, faculty or staff leader. Those materials are then used to augment social media, digital and other marketing campaigns.

**National Service**

Ted Harshbarger, a Peru State alum and long-time employee, recently served as the Chair of the National FBLA-PBL Board of Directors and currently serves as Nebraska Phi Beta Lambda State Advisor.

When asked about what advice he would give to students at Peru, Harshbarger simply said, “Get involved.”

Harshbarger advised that students tend to be more successful when they are involved in clubs or organizations. Involvement looks good on a resume and it gives students a chance to branch out and meet new people.

Harshbarger also said “not to take your college years for granted” and to get involved in your community once you are out of college “because your life will be much more fulfilling.”

**Conference Award Winner**

Marisa Pribnow, a student-athlete now student-teaching at Lincoln High School, is a Coach Wooden Citizenship Cup Semi-Finalist and the Heart of America Conference’s 2016 A.O. Duer Award Winner. **The Coach Wooden Citizenship Cup** is presented to distinguished athletes that best display character, teamwork, and citizenship. The A.O. Duer Award is presented to a male and female junior student-athlete in any sport who has excelled in scholarship, character and citizenship.

Pribnow said, "I have been blessed with having such an outstanding support system throughout my collegiate career with my family, coaches, teammates, professors, and friends. It is very important to me to give back to the community and to serve others, especially when you are in a leadership role."

Pribnow continued, “I visited Peru, and it just felt like home. All the faculty and staff on campus are so welcoming . . . I’ve been able to do anything I’ve ever wanted to do.”

**State Leadership**

Dr. Sara Brandes Crook, professor of political science and history, serves on the Nebraska 150 Foundation Executive Committee and is the Chair of Nebraska’s Sesquicentennial Commission. The role began around 2012 when she joined the Executive Committee of the Nebraska 150 Foundation.

At Peru State, Dr. Crook has been heavily involved in the sesquicentennial planning on campus. While professor Crook's positions for the state and Peru State sesquicentennials are separate from each other, they do feed off each other. The College has been able to benefit from Dr. Crook's communication with the state organization. For example, the Charter Day Commemoration on June 20, 2017, was one of the first in the state to be given "Signature Event" status by the Nebraska Sesquicentennial Commission.

Crook said, "There's just nothing like going home at the end of the day and saying, 'I think I made a difference today'. . . you know, in the end, it's about giving your gift away, and that's what I try to do."

### **State Teaching Award**

Raeanna Carbaugh is a recent Peru State alum and the 2017 Nebraska State Education Association Rookie of the Year. The award is given to outstanding Nebraska teachers in their second full year of service.

Carbaugh is the only high school English teacher at Niobrara Public Schools. Consequently, she has eight preps each day not including her work with yearbook, debate and one-act plays. In her short time at Niobrara, she has also worked with two other teachers to start a professional learning community for local educators.

Carbaugh writes, "Don't be afraid to get involved, honestly, because if you step out of your comfort zone and you put yourself out there, then you're telling the world, 'I'm ready to take a risk.' And so, the world will take a risk on you."

### **Community Leader**

Je'Kerra Hopper has worked two years as the Feeding 44 Program Director. Feeding 44 is a mobile food pantry that helps families from Nemaha County (County 44 in Nebraska) who are in poverty and can't always provide enough food for themselves.

Rachel Henry began the program in May of 2013, partnering with the Food Bank of Lincoln and Catholic Social Services of Southeast Nebraska to collect food grants and supplies. One Friday of every month, Peru State hosts a food distribution for families in Nemaha County to obtain foods they need.

Hopper said, "I've always wanted to start an organization similar to Feeding 44 – where I can give back or help someone I once was. That's the main reason I took it over."

### **#GoodProblemtoHave**

As the student-interns work to interview campus leaders, they continue to uncover story after story of leadership. As those stories of Peru State's leadership continue to unfold, more alumni, students, faculty and staff are taking advantage of the opportunities they have to serve and engage. They are winning awards for their work, they are being recognized by their peers and they represent the best of what it means to say #IamPeruState.

## Wayne State College September 2017

New recruiting initiatives, new programs and partnerships developed in each of our four schools, and a rock-solid commitment to excellence in academics and athletics at Wayne State College mark the midpoint of our fall semester. The college's commitment to expanding and revitalizing our curriculum and our drive to modernize our facilities continue to result in new and exciting opportunities for our students, our partners in higher education, and Northeast Nebraska.

The admissions team continues to develop exciting initiatives to reach prospective students and their parents. A new online marketing portal was launched in August that provides a virtual tour of several of Wayne State's academic programs, along with a look at student success, outcomes, student life, NCAA athletics and club sports, and study abroad. The portal ([www.explorewaynestatecollege.com](http://www.explorewaynestatecollege.com)) also features an interactive map with embedded slideshows for many of our buildings and facilities. The site serves as the landing point for our television, radio, and digital marketing campaigns for the 2017-18 academic year. In addition to marketing efforts, the admissions office has scheduled new visit days for the academic year to complement the weekly Fridays program and the college search-themed program held each fall and spring for juniors. Spanish Visit Day will be offered in November and March and Transfer to WSC Day will be held in October and March.

Wayne State has long served as the cultural hub for Northeast Nebraska. This past year, the Wayne State Foundation met its \$500,000 fundraising goal for the Jeanne Gardner Black & Gold Performing Arts Endowment, which will ensure the college is able to bring high quality arts and entertainment to campus. Catapult Entertainment, which provides live shadow performances built around client goals and messaging, will come to campus as part of the Black & Gold series in April. In addition to expanded cultural opportunities, the School of Arts and Humanities is experiencing growth in its programs by cultivating broadcast and media partners in our region, adding new faculty members, updating curriculum, improving studio and editing facilities, and increasing recruitment efforts.

The Center for Applied Technology (CAT) at Wayne State is hardly a secret. The \$15.2-million facility, which opens in spring 2019 will have a \$10 million impact on the local economy, provide vital education for industry, serve as a pivotal career academy for local schools, and serve as a hub of innovation for students in the School of Business and Technology. The CAT has also spurred the broadening our curriculum to encompass manufacturing management, the creation of an advisory committee for our facility and programs, an influx of new equipment, and the incorporation of computer integrated manufacturing (CIM Cell) into our programs.

The School of Education and Counseling recently added a new fully online Master of Science in Education degree in special education (SPED) beginning in the summer of 2018, which has been well received by educators throughout our region. Through this advanced degree program, four different tracks will be available for people interested in a career and graduate level training in special education. The program will serve certified teachers looking to add a SPED endorsement to their certificate; teachers with a SPED endorsement seeking an advanced degree to broaden and deepen their knowledge; special education professionals who are interested in a leadership and administrative role as a special education supervisor; and those who have their bachelor's degree and are looking to begin a teaching career in special education, according to Dr. Nicholas Shudak, dean of the school.

In addition to a new program, the School of Education and Counseling will engage in new partnerships and outreach. A \$1.5-million federal Arts in Education – Professional Development for Arts Educators grant will fund tuition at Wayne State College for ESU2 content teachers at the secondary level who aim to integrate arts into their content area. Projects funded by this program use innovative instructional methods and current knowledge from education research and focus on

the development, enhancement, or expansion of standards-based arts education programs and/or the integration of standards-based arts instruction with other core academic area content.

On the counseling side, Wayne State is one of 16 programs in the state to partner with UNMC through Behavioral Health Education Center of Nebraska to increase the number of licensed mental and behavioral health professionals, and, to increase the number of Nebraska prepared professionals who live and work in Nebraska, and in particular, rural Nebraska. The grant provides WSC with funds to help create student groups around topics of rural mental and behavioral health and to attend professional conferences in the state. This partnership and the grant funding which is about \$8,000-10,000/year is a benefit to our students and the profile of our program. Finally, the School of Education and Counseling is developing a partnership with the Nebraska Rural Community Schools Association geared toward recruiting talented students from rural areas who are interested in becoming a teacher, and then supporting those interested in returning to rural areas for student teaching and to start a career. The partnership would involve a consortium of districts working together to identified students and how to support them as they enter the profession and to keep them in rural areas.

The School of Natural and Social Sciences is excited to be close to breaking ground on the new Criminal Justice Crime Scene Investigation Facility to complement WSC's growing criminal justice program. This new facility being built south of the Willow Bowl will provide a variety of academic experiences: managing hostage situations, active shooter scenarios, and building searches; crime scene investigation with an emphasis on evidence documentation, bloodstain spatter analysis, fingerprint acquisition, firearm trajectories, and shoeprint casings; crime scene reporting for future journalists; emergency management exercises; processing a crime scene with DNA evidence; use of evidence in a trial case for pre-law students; and fluid and arson analyses.

The College is also close to beginning work on the complete renovation of the Press Box facility at Memorial Stadium. The new \$3-million facility will serve student-athletes and academic programs by providing valuable meeting spaces for teams and recruiting events as well as modern production facilities for our broadcasting students.

Innovation, engagement, and partnerships best describe the current academic year at Wayne State. We are understandably proud of the energy on campus as we move forward on multiple projects designed to greatly enhance the educational experiences of our students in service of the great state of Nebraska.