

BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES

ITEMS FOR CONSENT AGENDA

ACTION: **Approve Emeritus Status for Dr. James Nevitt (AP)**

Dr. James Nevitt, a faculty member from Peru State College who will retire in August 2022, has been nominated for emeritus faculty status upon the four required criteria for granting emeritus status, as outlined below:

1. Minimum of 15 years of full time employment is met through 20 years of teaching at Peru State College.
2. He earned the rank of full professor in 2012.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service is represented by his development of new curriculum for both the Honors program (focused on the topic of Analysis of Evil) and new academic offerings, such as the coursework required to assist students in earning the Nebraska Provisional Licenses Alcohol and Drug Counselor (PLADC) credential. His students and supervisors attest to his unwavering commitment to student learning. He received the 2006 Instructional Innovation Award in recognition of his pedagogical contributions to Peru State and was also selected as the PSC Teaching Excellence Award recipient in 2008.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations is also reflected through his service as Chair of the Student Disciplinary Board and his continued commitment to developing study abroad experiences for PSC students. He regularly participates in PSC Homecoming activities by hosting an alumni chili feed at his home. His leadership roles at the College include the development of the current Honors program and related coursework, and serving on the College's Campus Assessment, Response, and Evaluation (CARE) Team.

Chancellor Turman and PSC President Evans support Dr. Nevitt'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. James Nevitt (AP).

ATTACHMENTS:

- PSC Nevitt Emeritus Status Nomination (PDF)



Emeritus Faculty Award

PERU STATE COLLEGE NOMINATION FORM

I wish to nominate the following individual for consideration for Emeritus Faculty status at Peru 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. James Nevitt
Address 600 Hoyt Street Peru, NE 68421
Telephone 402-872-2293

Nominee Criteria

- Served Peru State College for at least 15 years
- Held rank of full Professor
- Demonstrated exemplary performance in the areas of teaching, scholarship/creative activities, and service throughout his/her tenure at the College
- Demonstrated leadership and collaboration

Primary Nominator Information

Name Dr. Amber Mahan
Title Dean - School of Professional Studies
Address 600 Hoyt Street Peru, NE 68421
Telephone 402-872-2426

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

Signature of Nominator

12/9/2021

Date

JAMES R. NEVITT

Curriculum Vitae

Education

1978 - 1976 Ph.D. in Experimental Psychology, Oklahoma State University Stillwater, Oklahoma

1976-1975 M.S. in General Psychology, Oklahoma State University Stillwater, Oklahoma

1975 - 1973 B.S. in Psychology, Pittsburg State College Pittsburg, Kansas

1973-1971 AA., Independence Community College Independence, Kansas

Additional Graduate Studies 2000 - 2001 in Counseling, Wichita State University Wichita, Kansas

Teaching Experience

2012 – Present as Full Professor of Human Services (Rank awarded in 2012; Job title changed from Professor of Human Services to Professor of Psychology in 2018)

2006 - 2012 as Associate Professor of Human Services, School of Professional Studies Peru State College, Peru, Nebraska

2002 - 2006 as Assistant Professor of Human Services, School of Professional Studies Peru State College, Peru, Nebraska

1978 - 1999 as Instructor- Psychology and Sociology, Mid-Plains Community College (Now North Platte Community College), North Platte, Nebraska

1976 – 1978 Teaching Assistant for Intro. To Psychology and Experimental Psychology Labs at Oklahoma State University

Non-Teaching Professional Experience

1999 as Addictions Treatment Counselor, Options: Adult Services, Wichita, Kansas

1999 - 2002 as Addictions Treatment Counselor, COMCARE: Sedgwick County, Wichita, Kansas

Peer Reviewed Publications While at Peru State College

Galardi, Greg and Nevitt, James, Analysis of Evil: Using a Graphic Novel to Teach an Interdisciplinary Honors Course Involving Psychology and Serial Murder. American Criminal Justice Association L.A.E. Journal, 2009, 20-22.

Nevitt, James, Lundak, Joel, Codr, Jessica and Adams, Robert, An Analysis of Audit Scores of Adolescent Offenders In Two Midwestern Counties. Psychological Reports, 2007, 100, 700-706.

Nevitt, James, Lundak, Joel and Galardi, Greg, A Profile of Adolescent Alcohol Offenders in Two Rural Midwestern Counties. *Psychological Reports*, 2006, 98, 279-384.

Nevitt, James and Lundak, Joel, Accuracy of Self-Reports of Alcohol Offenders in a Rural Midwestern County. *Psychological Reports*, 2005, 96, 511-514.

Other Peer Reviewed Publications

Harriman, Arthur. and Nevitt, James. Preferences For Deer Mice For Solutions of Sugars Salts and Acids Given Richter-Type Drinking Tests, *Journal of General Psychology*, May 1978.

Nevitt, James and Harriman, Arthur. Taste Preferences in the Cotton Rat (*Sigmodon hispidus*), Perception and Motor Skills, November 1978.

Harriman Arthur. and Nevitt, James. Preferences For Solutions of Sugars, Salts, and Acids by Ord's Kangaroo Rats Given Richter-Type Drinking Tests, *Psychological Reports*, October 1977.

Nevitt, James and Hall Roger. Correlation of Activity and Weight in Comet Goldfish (*Carrassius auratus*) at Different Water Temperatures. *Perceptual and Motor Skills*, September 1977.

Nevitt, James, Truby, Wib and Harriman, Arthur. Ultrasonic Facilitation of Escape Responding and Disruption of Anal Body Temperature in the Golden Hamster. *Perceptual and Motor Skills*, September 1977.

Nevitt, James and Harriman, Arthur. Effects of Differential Weight Gains on the Activity Level of Young and Adult Hispid Cotton Rats. *Psychological Reports*, April, 1977.

Connelly, John, Connelly, Jacqueline, and Nevitt James. Effect of Foot-Shock Intensity on Amount of Memory Retrieval in Rats by Emotionally Important Stimuli in a Drug-Dependent Learning Escape Design. *Psychopharmacology*, February, 1977

Davis, Steve, Hersh, Leonard, and Nevitt, James. Behavior Shaping Techniques and Personalized Instruction in an Archery Class. *Perceptual and Motor Skills*, 1976.

Non-Peer Reviewed Material

The following were instructor created ancillary materials used to stimulate interaction and discussion in the instructor created courses HP 301 Analysis of Evil I and HP 302 Analysis of Evil II (both on-campus Honors Courses):

The Autumn King Murders- Graphic Novel (2008) developed for HP 301 Analysis of Evil I

Fallen Hollow - Graphic Novel (2009) developed for HP 301 Analysis of Evil I

Presentations

Summer 2006 Online Adjunct Workshop at Peru State College - Presentation-Critical Thinking Through Simulations

Online Adjunct Workshop 2006 Nebraska State Colleges – Designing a Multidisciplinary College Honors Course (co-presented with Dr. Greg Galardi)

May 2007 Faculty College at Wayne State College - Presentation-Analysis of Evil: Designing a Multidisciplinary Honors Course

April 2007 Board of Trustees Scholarship Luncheon - Peru State College- Presentation -Analysis of Evil: Welcome to My World

Faculty College – May 2008 Was a member of the planning committee and a presenter - Presentation-Use of a Graphic Novel in an Honors Course About Serial Murderers

Criminal Justice Conference at Central Missouri State 2008 - Using an Instructor-Created Graphic Novel To Teach a Course About Serial Murder

2010 Was invited to speak to the Philomathean Society on campus – Open to the campus community, about my novel “Owners of the Shade”

2010 Taught two workshops on “Learning Styles” for College 101 students.

Dr. Kelli Gardner and Dr. James R. Nevitt, Psychological Student Syndrome on a Small Midwestern College Campus (2017), Teaching Professor Conference, St. Louis, MO

Spring 2017 - Speaker at the 1st Psi Chi induction of members ceremony on PSC campus

Speaker 2017 – Alcohol Awareness week

Speaker 2018 – Alcohol Awareness week

Seminars/Conferences Attended Off Campus– Professional Development

Wichita, Kansas - October, 2006 The Science of Recovery: Applying Neuropsychology and Neuroscience to Your Practice- Dr. Caldwell Knuckles - Sponsored by KAAP

Wichita, Kansas - October, 2006 Cultural Competence: Taking Our Place in the Sacred Hoop - Gayle Edmunds Sponsored by KAAP

2012 – Southwestern American Psychological Association Conference in Oklahoma City, OK.

2013 Midwest Consortium On Problem Gambling and Substance Abuse – June in Kansas City, MO.

2014 Midwest Consortium On Problem Gambling and Substance Abuse – June, in Kansas City, MO.

2015 Midwest Consortium On Problem Gambling and Substance Abuse – June in Kansas City, MO.

2016 Midwest Consortium On Problem Gambling and Substance Abuse – June in Kansas City, MO.

2017 Midwest Consortium On Problem Gambling and Substance Abuse – June in Kansas City, MO.

2019 Midwest Consortium On Problem Gambling and Substance Abuse – June in Kansas City, MO.

Seminars/Workshops Attended On Campus

2011 - Threat Assessment Training – CARE Team

2011 Administrative Hearing Board Training

2011 – Growing Ideas Discussion Series: Dr. Elina Ibrayeva’s Research

April 2012 – Growing Ideas Discussion Series; Ken Sinkhorn: Course and Curriculum: The Core Concept Design Philosophy

March 2013 - Sandra Metts: Emotional Intelligence in the Workplace

April 2013 - Growing Ideas Faculty Discussion Series – Alan Jackson: A Better Way to Organize Your Scholarly Research

Summer 2017 -IWORX Polygraph Training (provided by company for purchase of equipment)

2020 – Threat Assessment Training – CARE Team

Professional Organizations

2016 - 2021- American Psychological Association

1978 - 2021 National Educational Association

1978- 2021 Nebraska Education Association

2010 - 2013 Society for the Teaching of Psychology

2011 – 2012 Nebraska Psychological Society

2009 - 2001- (KAAP) Kansas Association of Addiction Professionals

2001 - 2009-National Association of Alcoholism and Drug Addiction Counselors

Service and Committee Work

2020 - 2021 Member of the HLC Review Team – Criterion 2

2019 – 2020 Honors Program Work Committee

2017 – 2020 Distinguished Speakers Committee

2015 – HLC Committee – Helped write Criterion 2C portion of the Report (Ethics and Responsible Conduct)

2009 - 2016 Judicial Student Appeals Board (Chairperson)

Summer 2010 – 2012 Assessment Committee

2010 – 2021 CARE Team (Campus Assessment Response and Evaluation) (founding member of CARE team) – Faculty Representative.

2008 - Secretary/Treasurer for the local PSC NSEA organization

2008 – Presenter and Planner Faculty College

2007 - 2010 Faculty Senate Professional Studies Representative

2007 Faculty Senate - Chair of the Faculty Professional Development Committee

2006 Graduate Council

2006 – 2007 Student Scholarship Committee

2007 - Coordinated along with Dr. Judy Grotrian the S.M.A.R.T. L.E.A.D.E.R. Workshop for students (Conducted for the enhancement of leadership skills of the Peru State College students).

Service Work - Search Committees (selected examples)

2019 Search Committee for Psychology Assistant Professor Ananta Khatri

2019 Search Committee for Psychology Assistant Professor Turkan Ocal

2018 Search Committee for Psychology Assistant Professor Linda Sterling

2017 Search Committee for Psychology Assistant Professor Jared Bartels

2015 Search for Campus Counselor Janell Moore

2014 Search for Dean of Student Life Matt Thielen

2013 Search for Director of Assessment

2013 Search for Psychology Assistant Professor Darrin Coe

2013 Search for Campus Counselor Jamie Eberly

2011 Search for Dean of Student Life Karla Fraser

2011 – Search for Assistant Professor of Criminal Justice ViJay Sharmaj

2011 Search for Director of Trio Program

2011 Search for Psychology Assistant Professor Stacy Bliss-Fudge

2011 Search for Criminal Justice/Sociology Assistant Professor

2009 Search for Psychology Assistant Professor Kelli Gardner

2009 Search for Dean of Professional Studies Greg Galardi

Student Organization Sponsorship

- 2020 – 2021 – PSC Chess Club
- 2005 – 2011 – Psychology/Criminal Justice Club
- 2012 – 2014 – Psychology Club
- 2011 - 2002 - Criminal Justice/Psychology Club

Special Recognition

School of Professional Studies "Instructional Innovation" Award, at Peru State College during the Spring 2006 Semester. Two instructional innovation awards were given by Dr. Todd Drew that year. Dr. Greg Galardi received an award for his development of his Criminalistics course, and I received the other for the development of the Analysis of Evil I (Honors Course) and supporting simulation/graphic novel materials.

Teacher Excellence Award at Peru State College during the Spring 2008 Semester.

Sponsor/Travel with PSC Students to Conferences

2021 – Faculty Sponsor for Matt Davis at Research and Creativity Expo on PSC campus “The Role of Indigenous Practices In Healing With Ayahuasca”

2018 – Research Mentor for Joshua Girard - PERK Emporia State University Undergraduate Psychology Conference

2017 – Undergraduate Nebraska Psychological Society Conference at York College – PSC Psychology Club

2016 – Undergraduate Nebraska Psychological Society Conference at Bellevue University – PSC Psychology Club

2015 - Nebraska Psychological Society Conference at Doane College in Crete, NE. PSC Psychology Club.

2014 - PERK/Nebraska Psychological Society Conference at Fort Hays State University – PSC Psychology Club

2012 – Nebraska Psychological Society Conference at Nebraska Wesleyan University – PSC Psychology Club

2011 – PERK/Nebraska Psychological Society Conference at Hastings College – PSC Psychology Club

2009 Nebraska University Sociology Symposium (NUSS) in Kearney, Nebraska – Jason Rodriguez

2004 Nebraska University Sociology Symposium (NUSS) in Lincoln, Nebraska – Stephanie (Deters) Albers.

Student Recommendation Letters For Graduate School/Scholarship (selected examples)

2021 Panashe Jacha

2021 Joshua Girard

2021 Abby Mathewson

2016 Zach Ruei

2014 Aaron Hendrickson

2014 Sophie Mignon

2014 Christine Allen

2013 Mikki Hollister

2013 Rebbekha Dostal

Travel Abroad Program/International Travel with PSC Students

Study Abroad Sponsor May 2018 - London, Amsterdam and Vienna with Travel Abroad organizer/Instructor Danny Hayes

Presented to SOC 397 on the Life of Charles Darwin

Study Abroad Sponsor May 2016 - London, Amsterdam and Paris with Travel Abroad organizer/Instructor Danny Hayes

Presented to SOC 397 on the Life of Sigmund Freud

Presented to SOC 397 on the Life of Charles Darwin

SEE Grants for the Classroom and Research

2012 - Implemented PsychMate software purchased with Student Engagement Enhancement Initiative Funds for Research Methods PSYC 330. Grant approx. \$1000.00

2016 – Purchased Advanced Psychophysiological Teaching Kit (Polygraph) With Student Engagement Enhancement Initiative Funds for PSY 440 classroom and student research. Grant approx.. \$2000.00

New Course Development

2006 - Present HP 301 Analysis of Evil I (First course developed for the new Honors Program on campus)

2007 - Present HP 302 Analysis of Evil II (Second course developed for the new Honors Program on campus)

2008 - PSYC 420 (Formerly Special Topics 498) Social Influence, Compliance, and Obedience

2016 – Present PSYC 440 Biological Psychology (on campus/also online)

2020 to Present – HP 311 Forensic Psychology

Teaching Load

My teaching load was between 12 – 15 hours per semester with 4 – 5 preparations every semester. I typically taught one course online per semester.. I taught one course online every summer from 2009 – Present.

I was initially hired as Assistant Professor of Human Services and primarily taught the Addiction Program courses for several years. Later as more faculty were hired to work in this area I was moved to teaching and developing courses in the Psychology Program and the Honors Program.

Advising Load

I acted as academic advisor to between 35 to 50 students each semester at PSC

Other Courses Taught While at Peru State College

COLL 101 – Psychology Majors

PSYC 121 Introduction to Psychology (on campus/also online)

PSYC 330 Research Methods (on campus/also online)

PSYC 410 Experimental Psychology (on campus/also online)

PSYC 450 Abnormal Psychology

COUN 300 Professional Ethics

COUN 310 Techniques of Counseling

COUN 320 Assessment, Evaluation, and Case Work

COUN 330 Diversity in Counseling

COUN 340 Medical and Treatment Issues

COUN 390 Group Work

COUN 410 Addictions

March 9, 2022

Dr. Paul Turman, Chancellor
Nebraska State College System
1327 H Street, Suite 200
Lincoln, NE 68508

Dear Chancellor Turman,

I am writing to recommend the nomination of Dr. Jim Nevitt for emeritus status and forward his nomination to you for your consideration. Dr. Nevitt has taught at Peru State College since 2002. He will be retiring from the College at the end of the Spring 2022 semester.

As you will read in his nomination letters, Dr. Nevitt has been an excellent mentor to students and his colleagues. His colleagues praise him for supporting their work and helping them develop into strong instructors. He has had strong teaching evaluations through his time at the College and he developed a strong research record. He maintains strong connections to his former students, several of whom are teaching as adjuncts for the College. He has hosted alumni events during Homecoming and has had a strong presence at campus events. He will most likely be known for helping developing the Honors program and teaching several of its regular and popular classes, Analysis of Evil I and Analysis of Evil II. He has also served on the College's CARE team, applying his professional training as a counselor to assist our students.

Dr. Nevitt was nominated by his current Dean and has letters of support from his former Dean and current colleague. I fully support this nomination and recommend he receive emeritus status from the Nebraska State Colleges.

Sincerely,



Dr. Tim Borchers
Vice President for Academic Affairs

December 22, 2021

Dr. Tim Borchers, VPAA
Peru State College
600 Hoyt Street
Peru, Nebraska 68421

Dr. Borchers,

The purpose of this communication is to highly recommend Dr. James Nevitt for Emeritus Status per the Nebraska State College System Board Policy 5017. Dr. Nevitt has been one of my mentors since starting at Peru State College in August of 2016. I can attest to his mentorship to students and faculty alike, his research with students and other faculty over the years, and his engagement/service to Peru State College and the surrounding community. Dr. Nevitt is a distinguished educator and well-respected colleague across the campus. The time and dedication to Peru State College by Dr. Nevitt is second to none. He has been a full-time employee of Peru State College since 2002. He obtained the position of Assistant Professor Psychology in 2002 on the tenure track, was promoted to Associate Professor in 2006, received tenure in 2008, and obtained the rank of Professor in 2012.

Since joining Peru State College, Dr. Nevitt has taught a variety of courses to include: HP 301 Analysis of Evil, HP 302 Analysis of Evil II, HP 311 Forensic Psychology, COUN 410 Addictions, COUN 360 Group Work, COUN 310 Techniques of Counseling, PSYC 330 Research Methods, PSYC 410 Experimental Psychology, and PSYC 440 Biological Psychology. In a review of his academic interests in the classroom, he set himself apart in his interest in expanding the Honors Program. As seen in the list of courses taught, he created three Honors courses, has been on the Honors Committee numerous times, including restructuring the program in recent years, and serviced as the Chair of the Program. Additionally, he received the "Instructional Innovation" Award from PSC in 2006 for HP 301 by Dr. Todd Drew. Further, Dr. Nevitt has played a pivotal role in the approved Provisional Licensed Alcohol and Drug Counselor (PLADC) credentials by the State of Nebraska. Three of his courses are associated with state requirements. Additionally, Dr. Nevitt has been instrumental in the Campus Assessment, Response & Evaluation (CARE) Team.

Dr. Nevitt has performed at the optimal level for teaching since 2002. His student evaluations support this notion. In the Summer of 2021, a student from his PSYC 330 Research Methods wrote, "Professor Nevitt has been great at grading in a timely manner and providing useful feedback. This class has been very challenging and I've learned a lot in the past seven weeks." In Spring of 2019, a student from his HP 302 Analysis of Evil wrote, "he is very engaging with his students. He is always willing to help and if he doesn't know the answer he will look it up and learn more to help them. His class is very interesting and enjoyable. He knows his material well and you can see that he loves what he does and enjoys sharing it with others. He is hands down one of the best professors at Peru so far." A student from his Spring 2017 COUN 410 Addictions wrote, "Wow this class was very informative and interesting. I think that is all due to Dr. Nevitt. Dr. Nevitt teaches this class very well and talks from experiences. This helps us better understand addictions. Dr. Nevitt is actually excited to talk about drugs and addictions in class and that makes class a lot better and easier to learn in. Thank you Dr. Nevitt for the great class." A student from

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Fall of 2015 from his HP 301 Analysis of Evil I stated, I really enjoyed this class. It's an interesting class that changes your thoughts about serial killers and your thoughts about individuals. I recommend this class to anyone. This is my favorite class of the semester. Dr. Nevitt does a really good job of teaching this class." In his Fall 2004 Abnormal Psychology, a student wrote, "Dr. Nevitt is a very good instructor who takes the time to answer questions and I appreciate how his office door is always open for those who need assistance."

In speaking with the students regarding Dr. Nevitt's courses, they share similar opinions. His courses require the right amount of preparation time for examinations; you must show up to class, and reading the material beforehand is an absolute must. Dr. Nevitt has high expectations for his students, and each of those that have shared their opinion understands the expectations. There is generally not an empty seat in his Addictions or Analysis of Evil Courses despite these expectations. In Forensic Psychology, we have two students that do not even need the credit, taking the course because of Dr. Nevitt. Do you know that Dr. Nevitt grades all his assignments the day they are submitted or the next day without hesitation? This is for EVERY SINGLE CLASS.

There are several characteristics Dr. Nevitt holds, showing he is deserving of this recognition. Dr. Nevitt's courses are generally around the corner from my office in TJ Majors. He shows up generally 30 minutes ahead of class time to prepare his PowerPoints, creates one of his notorious brain drawings on the whiteboard, and to ensure his media clips are operational with visual and sound. Dr. Nevitt prepares handouts with course objects daily and is clear about the subject matter covered in each session. Dr. Nevitt has an uncanny way of drawing out participation from students with humor regarding complex topics and the understanding of each.

Dr. Nevitt's performance evaluations remained strong throughout his tenure, receiving satisfactory (the highest marks given) remarks annually. As stated in his 2021 evaluation by Dr. Tim Borchers, "Dr. Nevitt has had another strong year of teaching, scholarly activity, and service." Dr. Borchers noting Dr. Nevitt's creation of a new course with Dr. Mahan, ongoing updating of courses, and continued service on the CARE Team. In 2018, Dr. Greg Galardi praised Dr. Nevitt for his collegiality on research with students and faculty, being "consummately prepared", for traveling abroad in the summer with students, and long standing committee work on the CARE Team, Honors Committee, and Search Committees. In 2012, Dr. Galardi commented, "Dr. Nevitt is our most dedicated and reflective classroom instructor...in regards to the capacity to teach difficult subjects in a positive and explicable manner." Additionally, noting in the same year, Dr. Nevitt attending numerous conferences with students, receiving Student Engagement Enhancement Grants, and servicing as Chair of the Student Disciplinary Board. Further Dr. Galardi stated, "Dr. Nevitt is a role model for all faculty member to follow through his collegiality, dedication, and work ethic." In 2006, Dr. Bruce Batterson noted Dr. Nevitt's "innovative honors seminars are not just incredibly creative, but are our single best model of what is likely necessary to save the College's Honors Program. In 2003, Dr. Todd Drew stated, "after visiting his classroom, I can truly contend that I am pleased (nearly) beyond words with our hiring decision" of Dr. Nevitt.

Dr. Nevitt is one of a kind. It would only be natural to recognize him for his outstanding teaching abilities, mentorship, collegiality, research, and service over the years to Peru State College. He develops lasting relationships built on high expectations through friendliness and enthusiasm. Dr. James Nevitt is an outstanding candidate. He fulfills all requirements set forth by board policy. His leadership and mentorship skills set him above the rest, but his ability to engage with students and mentor in a manner that drives them to be successful is not a skill that can be mirrored. For this reason, he received the Nebraska State College System's Teaching Excellence Award in 2007-2008 and received two additional

nominations. His tenacity for research and collegial approach makes him well-deserving of this recognition.

It is my great honor to nominate and recommend Dr. James Nevitt for Emeritus Status.

Respectfully,

A handwritten signature in black ink, appearing to read "Amber Mahan". The signature is fluid and cursive, with the first name "Amber" written in a larger, more prominent script than the last name "Mahan".

Dr. Amber Mahan
Dean, Professional Studies
Peru State College

December 17, 2021

Dr. Michael Evans
President
Peru State College
Peru, Nebraska 68421

RE: Nomination of James Nevitt, Ph.D. for Emeritus Status

Dr. Evans:

I would like to take this opportunity to nominate James Nevitt, PhD, for Emeritus Status. I have known Dr. Nevitt for seventeen years. Dr. Nevitt is highly collegial, very knowledgeable, and a supportive mentor to peers. Dr. Nevitt is strongly committed to the mission and student body of Peru State College and the Nebraska State College System.

Dr. Nevitt is an industrious and diligent faculty member. Dr. Nevitt routinely starts his workday at Peru State College at 6:30 a.m. and ends it well after students and other faculty and staff have left for the day. Dr. Nevitt routinely works on Fridays, and is frequently seen after hours and on Fridays working with students who he is conducting research with on a variety of topics. During the summer he frequents the office to prepare for his upcoming fall and spring classes, with the self-set expectation his classes will be thoroughly prepared and ready to go for classes and his students. As a faculty member, Dr. Nevitt exceeds all expectation in regards to providing a significant academic experience.

Dr. Nevitt is a superb teacher who goes well above and beyond the norm in preparation and instruction of his classes. Dr. Nevitt utilizes technology to its utmost in every course he teaches, including the use of our Blackboard Learning Management System in every course. The use of videos, external software (PsycMate and PSYC data), and current literature on psychological research make his classes rigorous yet highly enjoyable for all students.

Dr. Nevitt created the Honors Program HP Analysis of Evil courses, HP 301 and HP 302, which consistently are well attended and enjoyed by our students. Dr. Nevitt authored a book on a related subject, and continues to routinely update and provide an excellent educational experience for honors students and our general student population. Dr. Nevitt collaborated with Dr. Amber Mahan on a Forensic Psychology course, which is a very contemporary and growing field, to enhance our offerings to students. Dr. Nevitt recently participated as a mentor for and traveled with students in our Study Broad experiences.

Dr. Nevitt has a substantial record of research. Dr. Nevitt shares his extraordinary understanding of research methodology with peers and students alike. Dr. Nevitt has

coauthored academic articles with other faculty members and mentored junior faculty in research and the statistical and analytical elements of those projects. As a new faculty member in 2004, Dr. Nevitt assisted me in academic research and subsequent publication of academic articles. Dr. Nevitt continues to work with undergraduate students in the formation, construction and upcoming publication of research projects. I personally witnessed Dr. Nevitt completing statistical analysis by hand on a whiteboard while students sat in awe with rapt attention.

Dr. Nevitt sets high academic and ethical standards for his students to follow. Past Peru State College students of his have pursued and achieved graduate degrees in counseling and psychology. One student remarked that the upper division psychology and counseling courses she took at PSC as an undergraduate were superior to similarly taught classes which she took at a major university, The rationale was that Dr. Nevitt taught the classes very thoroughly and in an engaging manner which prepared her for work in the psychology field. Dr. Nevitt also required significant critical thinking in his courses, and provided students significant discussion to better understand key elements of the course. Dr. Nevitt engages students with a variety of interactive strategies, such as group work, a jeopardy game, and the use of the Socratic method in classes.

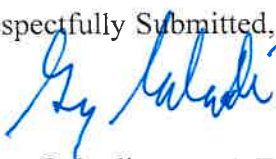
Dr. Nevitt continuously served on the CARE team for ten years, and many years as past chair of the Administrative Hearing Board. Dr. Nevitt provides a conscientious and caring thought process which allows each student involved in this process to receive a fair and thorough evaluation of the circumstances involved in each incident. Dr. Nevitt truly enjoys working with all students at Peru State College, and routinely voices his support for them. This is evidenced by the significant flow of students into his office on a daily basis.

A large part of Dr. Nevitt's success at Peru State College is due to his caring and diligent thought process. Dr. Nevitt uses every avenue available, such as Mapworks, the CARE team, personal meetings with students and referrals to other departments which assists in student retention and success. Dr. Nevitt ardently voices his support for those who need assistance and follows through with such support to its logical conclusion.

With the exception of the past two Covid years, Dr. Nevitt hosts an annual chili feed at his home during homecoming week for alumni and his colleagues, which creates a very welcoming homecoming experience. Dozens of past and present students attend this. This event reflects the positive demeanor and collegiality of our college.

Dr. Nevitt is an exemplary example of engaging and superb teaching, highly successful professional and student research, and significant commitment to campus and community service. Dr. Nevitt is a superb reflection of the Peru State College campus community and highly deserving of Emeritus Status.

Respectfully Submitted,



Greg Galardi, DBA, MBA, MS
Associate Professor of Business

Dear Nebraska State College System Board of Trustees:

I feel honored and humbled to have the opportunity to write this letter for one of the finest educators in the history of Peru State College. I have had the privilege of being able to work closely with Dr. James Nevitt over the last 10 years and have seen firsthand his dedication, knowledge, expertise and collegiality. He is the type of faculty that continually drives for the best experience for not only his students, but his peers as well. If there is anyone who merits the designation of Emeritus Status, it would be Dr. Nevitt.

Dr. Nevitt has had a storied career in academia as well as a professional working in the field. It is the experiences that he brings into the classroom that has continually allowed him to have a life changing impact on our students, faculty, staff and surrounding community. Throughout his career, he has always looked to find new and engaging ways to connect our students to the material being discussed inside the classroom. Dr. Nevitt then takes that experience outside of the classroom into the research environment working with students on their own projects. He has led students as club advisor, taken students to conferences for presentations and participated in many opportunities to further advance the subject of psychology on and off campus.

Dr. Nevitt has also been involved in many committees on campus throughout his tenure including the campus Judiciary Committee, the CARE team, Faculty Senate, HLC Committees, Honors Program and many more. In all of the work groups and committees that Dr. Nevitt has been able to serve, he was able to bring a thoughtful, reasoned and consistent voice. This resulted in a high level of respect from all areas of campus. He carries this same dedication throughout all of his activities. When Dr. Nevitt saw that there was an interest and a need for a new course, he

not only created another option for our students, but created courses that in many ways changed students' entire college experience. When students look back on their career here at Peru State and they were fortunate enough to have taken one or more of his courses, Dr. Nevitt is the person that stands out the most. His ability to have a lasting impact on the students of this campus is something to be admired and cherished.

Dr. Nevitt is someone who was always looking for ways to collaborate with his peers whether it was in the creation of a new course, research or engaging activities for students. I have been lucky to travel the world with Dr. Nevitt as we take students on experiences that they will never forget. His ability to connect with the students and make any and every opportunity a learning experience draws the students to him in the hopes that they will not miss any bit of wisdom he passes on. When I am meeting with prospective students, I always discuss the courses taught by Dr. Nevitt. The content, intrigue and excitement he has created at our institution is something that cannot be overstated. I am proud to call Dr. James Nevitt my colleague and friend. I hope that someday I can be as great a person, teacher and mentor as he. I cannot think of any person that is more deserving of Emeritus Status than Dr. James Nevitt.

Danny Hayes