



Nebraska State College System

CHADRON | PERU | WAYNE

Executive Session - September 7, 2022

Call to Order - Executive Session

The meeting was called to order at 2:00 PM by Vice Chair Chaney.

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

- Litigation
- Personnel matters

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

- Litigation
- Personnel matters

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

ABSENT: Jess Zeiss

The Board went into executive session at 2:00 PM. The Board reconvened the open meeting at 3:30 PM

Adjournment - Executive Session

There being no further business, the meeting was adjourned by Vice Chair Chaney at 3:31 PM.

Executive Session - September 8, 2022

Call to Order - Executive Session

The meeting was called to order at 8:37 AM by Vice Chair Chaney.

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

- Litigation
- Personnel matters

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

- Litigation
- Personnel matters

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

ABSENT: Jess Zeiss

The Board went into executive session at 8:37 AM. The Board reconvened the open meeting at 10:17 AM

Adjournment - Executive Session

There being no further business, the meeting was adjourned by Vice Chair Chaney at 10:18 AM.

September 8, 2022

Call to Order

The meeting was called to order at 2:15 PM by Vice Chairman John Chaney

Attendee Name	Title	Status	Arrived
Gary Bieganski	Trustee	Present	
John Chaney	Vice Chairman	Present	
Bob Engles	Trustee	Present	
Carter Peterson	Trustee	Present	
Matt Blomstedt	Trustee	Present	
Jess Zeiss	Chairman	Absent	
Marjean Terrell	Trustee	Present	

Approval of Meeting Agenda

A motion was made by Terrell and seconded by Trustee Engles to approve the Meeting Agenda with a revision that Items 2.1 through 2.5 would be acted on in one motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, Terrell

ABSENT: Jess Zeiss

No Public Comment

Presidents Welcome

President Rhine welcomed everyone to Chadron State and noted that he was looking forward to the ribbon cutting of the COIL Building. He was pleased to have the Board be present for that activity.

Minutes Approval

Board of Trustees of the Nebraska State Colleges - Regular Meeting - Jun 16, 2022 1:45 PM

Board of Trustees of the Nebraska State Colleges - Regular Meeting - Jul 20, 2022 11:00 AM

A motion was made by Trustee Engles and seconded by Chairman Bieganski to approve the minutes of the June 16, 2022 and July 20, 2022 meetings. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, Terrell

ABSENT: Jess Zeiss

1. Items for Consent Agenda

A motion was made by Chairman Bieganski and seconded by Terrell to approve the following consent agenda item(s). Motion approved. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

1.1 Approve Distinguished Service Award for Chadron State College (AP)

Board Policy 4500 allows Presidents to make recommendations to the Board for Distinguished Service Awards. A Recommendation for a Distinguished Service Award has been submitted by Chadron State President Randy Rhine. Information regarding the recommendation was shared with the Board at the meeting.

1.2 LB 309 Allocations and Retrievals (FFA)

The following LB 309 allocations and retrievals are presented for Board approval per Board Policy 8050.

Chadron State

- | | | | |
|----|---|---------|--------------|
| 1. | Allocation of \$30,000 for steam line to Maintenance Building | | |
| | Allocation Date/Amount | 7/14/22 | \$30,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$30,000.00 |
| 2. | Allocation of \$80,000 for Campus Central Alarm Reporting | | |
| | Allocation Date/Amount | 5/27/21 | \$80,000.00 |
| | College Contribution | | <u>00.00</u> |
| | Estimated Project Cost | | \$80,000.00 |

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

2.1 First and Final Round Approval of Revisions to Board By-Laws

Board By-Laws have been revised to reflect recent changes in statutes and to address general updates and cleanup of existing language. The policy revision includes alignment of statute references throughout, as well as updating language related to student members of the Board and Nebraska Open Meetings Act requirements, including the right of public to appear at meetings.

2.2 First and Final Round Approval of Revisions to Board Policy 2000: Board of Trustees Authority

Board Policy 2000 has been revised to reflect recent changes in statute and to address general updates and cleanup of existing language. The policy revision includes identification of aligned statutes and adds language on property belonging to the Colleges.

2.3 First and Final Round Approval of Deletion of Board Policy 2005; Open Meetings; Board of Trustees

Board Policy 2005 has been deleted, as the information contained within the policy is addressed within the Board By-Laws.

2.4 First and Final Round Approval of Revisions to Board Policy 2006: Application of Board Policies

Board Policy 2006 has been revised to reflect recent changes in statute and to address general updates and cleanup of existing language. The policy revision includes changing reference from "campus" to "College" throughout and removing reference to State Employees Collective Bargaining Act.

2.5 First and Final Round Approval of Revisions to Board Policy 2100; Student Trustees

Board Policy 2100 has been revised to reflect recent changes in statute and to address general updates and cleanup of existing language. The policy revision also includes the addition of qualifications of student trustees and the application process.

A motion to approve the First and Final Round Approval of Revisions to Board By-Laws, Revisions to Board Policy 2000; Board of Trustees Authority, Deletion of Board Policy 2005; Open Meetings; Board of Trustees, Revisions to Board Policy 2006; Application of Board Policies and Revisions to Board Policy 2100; Student Trustees was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

2.6 First and Final Round Approval of Revisions to Board Policy 5004; Subrogation Rights

Policy 5004 has been revised to clarify that the Board may pursue subrogation against employees for legal expenses in cases of intentional employee misconduct.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 5004; Subrogation Rights was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

2.7 Approve Agreement with Northeast and South Sioux City for Wayne State College

In 2006, WSC entered into an Interlocal Agreement with Northeast Community College (NECC) to build and operate the College Center facility in South Sioux City, Nebraska, which offers classes from both NECC and WSC. The Interlocal Agreement was revised in both 2009 and 2016 to adapt to changes in College Center staffing. In 2022 the Presidents of WSC and NECC formed a College Center

task force to review the current Interlocal Agreement and to provide recommendations for revisions to better align the partnership with current and future educational programming needs in the South Sioux City region. The recommendations of the task force are reflected in the 2022 draft.

A motion to approve the Agreement with Northeast and South Sioux City 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 Terrell.

ABSENT: Jess Zeiss

2.8 Approve Master Services Agreement with Ruffalo Noel Levitz for Wayne State College

Wayne State College (WSC) requests approval of the Master Services Agreement (MSA) with Ruffalo Noel Levitz (RNL). The MSA sets forth the terms and conditions for RNL to provide customized graduate focused enrollment planning solutions. The intent is to cultivate data-informed strategies for predictable long-term enrollment and fiscal health through the establishment of quantifiable, attainable, and prioritized enrollment goals.

A motion to approve the Master Services Agreement with Ruffalo Noel Levitz 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 Terrell.

ABSENT: Jess Zeiss

3. Student Affairs, Marketing, and Enrollment

3.1 First and Final Round Approval of Revisions to Board Policy 3001; Student Criminal History

The revisions of Board Policy 3001 include reformatting and minor non-substantive updates.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3001; Student Criminal History was recommended by the committee to the

full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

3.2 First and Final Round Approval of Revisions to Board Policy 3010; Graduate Admission

The revisions made to Board Policy 3010 are consistent with those previously made to Board Policy 3000 with respect to undergraduate admission. Revisions clarify that students are required to provide immunization records for measles, mumps and rubella, permit the Colleges to extend the deadline for providing such records for good cause and remove the notary requirement for requests for exemptions to the immunization requirement.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3010; Graduate Admission was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

3.3 First and Final Round Approval of Revisions to Board Policy 3020 and 5011 Sexual Harassment & Sex Discrimination

The proposed revisions to Board Policies 3020 and 5011 include the general reorganization of the policies into the new policy format as well as to non-substantive changes to eliminate redundant language and remove unnecessary provisions not required by federal regulations. Other revisions to Policy 3020 and 5011 are required to ensure compliance with federal regulation including the addition of "sexual exploitation" as prohibited conduct and the addition of athletic directors and associate athletic directors to the list of employees required to report Title IX matters to the Title IX Coordinator. Also required by the federal regulations is the elimination of options for informal resolution and emergency removal with respect to Title IX matters under Policy 5011.

Proposed revisions to both policies also include the addition of a definition for incapacitation; the option to hold hearings with a single hearing officer in addition to a three-person hearing panel; adding a reference to Policy 3740 with respect to the disclosure requirements for student athletes, and replacing references to the Title IX Coordinator with respect to conducting investigations and informal resolutions with the terms "Investigator" and "Facilitator" respectively to clarify those functions can be performed by other trained employees or third-parties. Finally, the process for raising challenges to hearing officers on the basis of bias or conflicts of interest has been included.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3020 and 5011 Sexual Harassment & Sex Discrimination was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

3.4 First and Final Round Approval of Revisions to Board Policy 3021; Unlawful Harassment

Proposed revisions to Board Policy 3021 include updating to the new policy format.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3021; Unlawful Harassment was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

3.5 First and Final Round Approval of Revisions to Board Policy 3250; Student Rights and Responsibilities

Revisions to Board Policy 3250 include reformatting and minor non-substantive corrections.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3250; Student Rights and Responsibilities was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

3.6 First and Final Round Approval of Revisions to Board Policy 3401; Nebraska Access Program

The proposed revisions to Policy 3401 reflect that the undergraduate non-resident rate is now the same as the resident rate and to clarify that the Nebraska Access Program is no longer applicable to undergraduates. The revisions make it clear the program would still apply to graduate students.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 3401; Nebraska Access Program was recommended by the committee to

the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

4. Fiscal, Facilities and Audit

4.1 First and Final Round Approval of Revisions to Board Policy 7007; Risk Avoidance, Risk Bearing Indemnification & Legal Defense

Proposed revisions to Board Policy 7007 include renumbering the policy to 6607; updating the policy format; changing the Policy name; and minor grammar and punctuation corrections.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 7007; Risk Avoidance, Risk Bearing Indemnification & Legal Defense was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

4.2 First and Final Round Approval of Revisions to Board Policy 7008; Risk Management and Board Policy 7009; Claims; Liability Insurance, State Claims Board

Board Policies 7008 and 7009 have been combined into a single Board policy and revisions include reformatting and minor non-substantive changes to wording. Additionally, with respect to claims, the notice provision has been updated to require notice of claims to be provided to the Vice Chancellor for Employee Relations and General Counsel and the Vice Chancellor for Student Affairs and Risk Management.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 7008; Risk Management and Board Policy 7009; Claims; Liability Insurance, State Claims Board was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

4.3 First and Final Round Approval of Revisions to Board Policy 7013; Unclaimed Property; Uncashed Warrants and Personal Property

This policy was put into the new format and will be renumbered to a series that will hold all general accounting policies. The policy has been expanded to include more of the process and requirements related to handling unclaimed property. Much of the new language

incorporates statutory language instead of statute references to make the policy more comprehensive.

A motion to approve the First and Final Round Approval of Revisions to 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 Terrell.

ABSENT: Jess Zeiss

4.4 First and Final Round Approval of Revisions to Board Policy 7017; Contracts; Sponsorships

This policy was put into the new format and reviewed by the Council of Business Officers for updates. There are no substantive changes to the policy. The number is being changed to 6405 which is the series that will hold all purchasing and contract policies.

A motion to approve the First and Final Round Approval of Revisions to Board Policy 7017; Contracts; Sponsorships was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

4.5 Approve Deficit Budget Request

The Board made the decision not to raise tuition for the current academic year (2022-2023) given the strong support we had received from the Legislature and the Governor. This decision was made knowing there were several budget challenges that the Colleges were dealing with for the FY23 fiscal year. At the time the decision was made not to increase tuition, the Board discussed the possibility of addressing the budget shortfalls using the Deficit Budget Request process for the coming legislative session. Any funds received would be available to address the budget deficits for FY23.

The three main budget challenges for the coming year are insurance costs, pay for adjuncts, and the impact of inflation on operating budgets. The insurance deficit request is for \$293,463, the adjunct deficit request is \$423,515, and the operating expense deficit is \$1,226,007. The total deficit amount request for FY23 will be \$1,942,985. A justification for each of these deficit requests follows.

Insurance Deficit Request

Insurance costs for liability, property and cyber insurance are escalating at astronomical rates. The 2022-2023 insurance renewal was recently completed with respect to our liability/travel/cyber and property insurance coverages. Similar to the previous three years,

market conditions resulted in a significant increase in premium costs, and we continue to experience pressure to lower limits and raise deductibles. Overall, for FY23, we experienced a 33% increase in the premium, at an additional cost of \$383,121. Of that amount, an estimated \$89,658 is related to the revenue bond system, making the general and cash portion request \$293,463. A five-year summary of the premiums for the system is depicted in the following table:

Nebraska State Colleges												
Five Year Insurance Cost Summary												
Liability and Property Insurance												
Coverage Year	FY18	FY19	% ▲	FY20	% ▲	FY21	% ▲	FY22	% ▲	FY23	% ▲	5- Year ▲
Liability	\$293,258	\$310,265	6%	\$325,312	5%	\$364,460	12%	\$467,641	28%	\$516,731	10%	76%
Property	\$196,903	\$208,577	6%	\$247,830	19%	\$455,571	84%	\$685,016	50%	\$1,019,047	49%	418%
Totals	\$490,161	\$518,842	6%	\$573,142	10%	\$820,031	43%	\$1,152,657	41%	\$1,535,778	33%	213%

The State provided the NSCS with additional funding of \$200,000 for FY22 specifically earmarked to cover insurance cost increases. The difference between the cost increase and the funding increase was a shortfall of \$132,626. No additional funding was provided to help cover the \$293,463 increase for FY23. The request for the next biennium for liability insurance is based on the past five-year average increase of 12%, and for property insurance it is 42%.

Adjunct Pay Deficit Request

The Nebraska State Colleges are submitting a deficit request to address the shortfall of funds needed to continue providing essential instruction for their program coursework. The State Colleges' commitment to freezing tuition rates for all students to ensure affordable access to postsecondary education has removed the only other alternative to funding these increased costs.

Adjunct faculty are an important resource for the Colleges to ensure coverage of instruction when full time faculty vacancies occur, and during periods of growth and expansion. In times of enrollment growth, Colleges draw upon adjunct faculty to provide instruction in courses as they evaluate when enrollment patterns will continue before making commitments to full-time faculty. During the pandemic, the Colleges relied heavily on adjunct faculty as additional course sections were added to accommodate the smaller class sizes required for social distancing. The return to in-person delivery for the State Colleges would not have been possible without a viable adjunct pool. In certain instances, adjunct faculty who work full-time in related business/industry serve an important role for students, as they bring real-world work experience to the classroom and allow the Colleges to evolve and expand the curriculum to meet workforce needs in the State.

To remain competitive to recruit adjunct faculty, the State Colleges have responded by increasing the rate of pay for adjunct faculty across the System to \$1,000 per credit. For the 2020-21 and 2021-22 academic years, the current compensation for NSC adjunct faculty was \$850 per credit, or \$2,550 per 3-credit course. This rate was not competitive and adversely impacting the ability for the State College to provide competitive compensation. In addition, recent changes in faculty qualifications by the Higher Learning Commission (HLC) have created additional challenges in recruiting and retaining adjunct faculty who meet minimum credentials. These credentials require a minimum of a Master's degree for instructors who teach undergraduate coursework, and a terminal degree for instructors who teach graduate coursework. The previous compensation rate of \$850 per credit equates to an hourly wage of \$15.32, which is extremely low for an individual who holds this level of education. The modest increase of adjunct pay to \$1,000 per credit raises the hourly wage to \$18.02 and attempts to positively impact the challenges of recruitment and retention of effective adjunct faculty for the State Colleges.

To respond to recent attrition in adjunct retention and recruitment, the Board of Trustees of the Nebraska State Colleges have approved an increase in adjunct faculty compensation to \$1,000 per credit (\$3,000 per 3-credit course). Based upon last year's adjunct FTE, this results in an additional instructional cost of \$423,515 for comparable adjunct faculty instructional assignments. This deficit request attempts to address the shortfall of funds needed to ensure quality instruction for students.

Operating Expense Deficit

This request is for an increase to address the impact of inflation on the operating expenses at the Colleges. Operating costs continue to increase, including those for library acquisitions, information technology, postage, classroom and cleaning supplies, travel and instructional equipment. This request is for a 5% increase on all operating costs excluding DAS billings and insurance. The cost increases the Colleges are dealing with, much like all other consumers, are the highest increases since the 1980's. While everyone is hopeful that inflation will cool down, there does not appear to be relief coming in the near term.

For the 12-month period ending July 2022, the Consumer Price Index for All Urban Consumers rose 8.5%. Energy prices rose 32.9 percent over the past 12 months. Gasoline prices increased 44.0 percent, and fuel oil prices rose 75.6 percent. Consumer prices for electricity rose 15.2 percent, the largest 12-month increase since the 12 months ending February 2006. Prices for natural gas increased 30.5 percent over the last 12 months. While energy prices represent some of the highest increases, the costs for everything from motel rooms to facility and instructional equipment have dramatically increased. Some examples follow:

- PSC has seen an increase of \$65,000 for motel costs this past year for the same number of nights stay.
- PSC had an increase in bus charter costs from \$130,716 to \$205,376 within one year.
- WSC has experienced continued increases in both material/supply costs and contracted labor costs to support the operation of their facilities. They have seen increases up to 100% within a year's time. Examples of cost increases from some vendors: filters increasing 10-16%, building control parts 15-20%, steel pipe and fittings 50%, PVC fittings 40%, copper pipe and fittings 15%, PVC pipe 100%, custodial supplies 20%. Overall, the facility services department saw a 23% increase (or nearly \$200,000) in operating costs for FY22 over FY21.
- WSC was notified in May 2022 by their contracted bus service for athletic team travel that they could not continue under the current agreement rate structure and were terminating the bus transportation agreement. WSC completed an RFP for bus services and the selected bus service is estimated to cost an additional \$166,000 in 2022-23 over the 2021-22 costs.
- CSC has seen dramatic increases in utilities, supplies/materials associated with operating our facilities (custodial and maintenance) and travel costs (fuel and charter). Some examples of these cost increases: roll towels and toilet paper 24-25.5% with an estimated cost impact of \$4,800 per year; ice melt 58% with an estimated cost impact of \$4,200 per year; diesel fuel 92% with an estimated cost impact of \$10,650; concrete 26.5% with an estimated cost impact of \$1,500 for small projects; acid for chillers 31.7% with an estimated cost impact of \$4,100; glycol 37% with an estimated cost impact of \$11,050; ¾" conduit 29.8%; ¾" 10' conduit 29%; 1.25" EMT 34.2%; THHN 12 black 41%; ½" conduit 43%; copper wire 12 gage 42.6%;
- CSC charter bus mileage increased 6.25% with an estimated cost impact of \$13,500 after already seeing an increase in cost of approximately \$10,000.
- CSC fleet costs for gasoline have seen a 58.9% with an estimated cost impact of \$135,000 (this is just for the fleet of CSC owned vehicles).

If inflation continues, tuition rates will need to be raised to maintain quality of instruction and regular operations. Any additional monies will be used to adjust operating budgets across the institutions to return purchasing power levels to previous base levels.

A motion to approve the Deficit Budget Request was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

4.6 Approve Final Capital Construction and LB 309 Budget Requests and Prioritization for the 2023-25 Biennium

The Board approved Preliminary Capital Construction Requests at its January 12, 2022 meeting and approved an updated preliminary version at the June 16, 2022 meeting. In accordance with Board Policy 8060, the Colleges have prepared their capital requests for the 2023-25 biennium and seek Board approval for these requests that are to be submitted to the state on September 15, 2022.

It should be noted that the CSC Memorial Hall Renovation and Addition originally approved at \$29,500,000 in June, has been removed from the biennium budget priorities. The program statement needs to be reworked to better define the scope of the projects and the overall cost.

A motion to approve the Final Capital Construction and LB 309 Budget Requests and Prioritization for the 2023-25 Biennium was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

4.7 Approve Food Service Agreement Amendment for Peru State College

Fresh Ideas approached Peru State College (PSC) this summer regarding the rising costs for both food and labor. The limited number of guests who use the summer meal service did not cover the expenses each day. In addition, there have been quite a few days each semester when Peru city water needs to be boiled or because of the hard water, the dishwasher is not operable, and/or the water softener is not operable. This leads to costs associated with paper/styrofoam products needed for all aspects of service. Due to the increased costs related to these issues, PSC and Fresh Ideas have agreed to changes to the current food service agreement to address these costs moving forward:

1. The College shall pay Fresh Ideas \$4.25 per person, per meal served, per day Monday through Friday from May 8, 2023 through August 2, 2023, which is the 13 weeks of 2023 summer service. The College will not pay for meals on days when camps and/or conferences are utilizing board food service at the College. The College's payments per this section shall not exceed \$8,000.
2. The College shall pay Fresh Ideas \$69.00 per meal for paper products during Board Plan days when Peru city water needs boiling and the dishwasher is not operable, and/or the water softener is not operable. The College's payments for paper products shall not exceed \$24,000 in any fiscal year.

Lastly, there had been some confusion between Fresh Ideas and the College regarding the date the number of students on board plans are final for the semester. The contract now clarifies this issue.

A motion to approve the Food Service Agreement Amendment for Peru State College was recommended by the committee to the full Board, which approved the motion. Voting **AYES:** Bieganski, Chaney, Engles, Peterson, Blomstedt, and Terrell.

ABSENT: Jess Zeiss

4.8 Approve Program Statement for Brandenburg Renovation and Addition Project for Wayne State College

Representatives from RDG Planning & Design will present the program statement document for the Wayne State College

Brandenburg Renovation and Addition Project to the Board of Trustees on September 8, 2022.

Constructed as the original Administration building for the Nebraska State Normal School in 1915, Brandenburg was home to Education and Counseling programs for many years. These units, however have been relocated to Benthack, which was completely renovated in 2021. The plan is to renovate Brandenburg into a Student Service Center centralizing units that support student recruitment and retention. Student support and administrative services that may be housed in Brandenburg include Admissions, Cooperative Education and Career Services, Financial Aid, Registration and Records, Student Accounts, Disability Services, and TRIO Student Support Services. Named for former President W.A. Brandenburg (1956-1973), this 37,251 square foot building was last renovated in 1981. Brandenburg requires completely new mechanical and electrical infrastructure, modernization for codes requirements, exterior tuck pointing, window replacement, and programmatic enhancements for new technologies. This facility was identified as a top priority for renovation in the Campus Master Plan approved in April 2022.

The estimated \$17,000,000 project is expected to utilize a combination of State, LB 309 Task Force for Building Renewal, capital improvement fee, and federal funds.

A motion to approve the Program Statement for Brandenburg Renovation and Addition 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 Terrell.

ABSENT: Jess Zeiss

4.9 Approve Acquisition and Demolition of Real Property for Wayne State College

Wayne State respectfully request authorization to acquire real property and dispose of the structures located at 1603 North Highway 15 (a.k.a. 1603 North Main Street), Wayne, Nebraska.

The legal description of the property is: A parcel of ground in Outlot 1 of Johnson's Addition and Outlots to the City of Wayne, Wayne County, Nebraska, and located in Section 7, Township 26 North, Range 4, East of the 6th P.M., Wayne County, Nebraska, describes as follows: Commencing at a point on the East line of the public highway 270 feet South of the Northwest corner of said Outlot 1; thence East 163.5 feet; thence South 237.5 feet, more or less; thence West 163.5 feet to the East line of said public highway; thence North along said East line of public highway to the point of beginning ; EXCEPTING HOWEVER a previous conveyance to The State of Nebraska, Department of Roads, of all rights of ingress and egress from and to all public right of way over and across a line bounding said public right of way and further described in Warranty

Deed recorded February 9, 2004, on Microfilm No. 040201, in the records of Wayne County, Nebraska.

The Wayne State College Facility Master Plan - 2030 Strategic Facilities Vision calls for the addition of an air supported structure to the east of the proposed property acquisition. This property acquisition and structure demolition will allow the College to create better access to the future air supported structure location. Such access is currently a challenge given the ditch that runs southeast of the proposed structure.

The property was recently purchased by the Wayne State Foundation for the College's future use. There are currently a house and two outbuildings on the property, all of which are in poor condition. The request is for the College to purchase the property from the Foundation for \$1 and then demolish the structures in order to prepare the land for access to existing property from the highway. The appraised value of the property is \$107,000 and the cost for abatement, demolition, tree removal, and grading is estimated at approximately \$50,000. The acquisition and demolition of this property is in compliance with Board Policies 8002 and 8004.

A motion to approve the Acquisition and Demolition of Real Property 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 Terrell.

ABSENT: Jess Zeiss

Items for Information and Discussion

5. Chancellor and College Informational Items

5.1 Insurance Update

The 2022-23 insurance renewal is now complete with respect to our liability/travel and athletic coverage. With respect to property coverage, the coverage is bound and we have received the first of 2 invoices. The broker is continuing to negotiate in an effort to achieve some reduction in premiums. With that in mind, please note that the overall premium increases provided in this update may be adjusted as we do not yet have final amounts with respect to property.

Similar to the previous two years, market conditions resulted in a significant increase in premium costs, and we continue to experience pressure to lower limits and raise deductibles. Overall, based upon the information available at this time, we experienced a 28% increase in total premiums for our liability/travel, property, and

athletic coverage. Substantial increases continue with respect to cyber insurance and property insurance and the trend is not expected to change.

The increase of approximately \$397,398 would have required a tuition increase in excess of 1% just to keep pace.

5.2 Reports of Personnel Actions

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

5.3 College Organizational Charts

Board of Trustees Policy 2500 Institutional Organization grants the authority for the College Presidents to make changes to their organizational structure after consultation and approval from the Chancellor. Organizational changes can be made at any time throughout the year, with changes reported to the Board annually in September.

5.4 Foundation Employee Compensation Report for Peru State College Foundation

Peru State College Foundation's employee salary information for 2022-2023 is attached as an information item as required by Board Policy 5501.

5.5 Foundation Employee Compensation Report for Wayne State Foundation

Wayne State Foundation's employee salary information for 2022-2023 is attached as an information item as required by Board Policy 5501.

5.6 Capital Construction Quarterly Reports

Pursuant to Board Policy 8050, Capital Construction Progress Reports from each of the Colleges are provided to the Board for information on a quarterly basis. For the Capital Construction Quarterly Reports for the period ending June 30, 2022, the following project reports are provided to the Board.

In total, four interim reports from the Colleges are provided in the attachments that includes the following:

Chadron

1. Math Science Addition & Renovation - Interim report
2. Stadium Facility - Interim report

Wayne

1. Benthack Hall Renovation - Interim report
2. Peterson Fine Arts Renovation - Interim report

5.7 LB 309 Project Status Reports

LB 309 Project Status Reports from each of the Colleges are provided to the Board for information according to Board Policy 8050.

5.8 Contingency Maintenance Progress Reports

Contingency Maintenance Progress Reports from each of the Colleges are provided to the Board for information according to Board Policy 8050.

These reports are organized in order of contingency maintenance resolutions approved by the Board, which typically contains a set of projects to be addressed within a specific fiscal year. Individual projects are listed for each resolution, along with the original approved amount of funds dedicated to each project. Current expenditures, and approved reallocations of funds, are then tracked for each project, and the resulting current balances are provided. The final column of the report indicates the general status of each project.

5.9 Contracts and Change Orders for Information

Pursuant to Board Policy 6401, the following contracts and change orders are provided to the Board for information. Individual contracts and change orders for each State College and the System Office are provided in the attachments, and include the following:

Chadron State College Contract

- Math Science Addition & Renovation (south parking lot replacement) - \$301,090.87

Peru State College Contract

- Campus Services (geothermal utility project) - \$721,875
- Indoor Recreation Complex (consulting services for design and construction administration) - \$841,592

Peru State College Change Order

- Campuswide (#1-extension of Archer Master Services Agreement) - 35% of revenue sharing

Wayne State College Contracts

- Campuswide (provide garbage and recycling services to WSC campus) - \$151,428
- Indoor Athletic & Recreation Complex (Athletic & Recreation renovation and addition project consulting) - \$1,660,199

- Athletics (provide motorcoach services for WSC athletic team travel) - not to exceed \$1,200,000 - over a 3-year term

Wayne State College Change Orders

- Campuswide (#1-campus fire alarm upgrade - add Criminal Justice Building voice evacuation speaker and LSI licenses to project) - \$85,685

5.10 Year End Operating Expenditures Reports

Year End Operating Expenditure Reports for FY22 from each of the Colleges and the System Office are provided to the Board for information.

5.11 Year End Financial Reports

Year End Financial Reports from each of the Colleges are provided to the Board for information as per Board Policy 6801. It should be noted that the report is showing cash retained within the State accounting system and does not include funds for the Auxiliary System held by the trustee, BOK.

The fund balance for Chadron State College General Operations grew by \$1,362,646, from FY21 to FY22, to a total of \$9,644,369. This is a 16% increase. The fund balance in Auxiliary Enterprises also increased by \$169,938 to a balance of \$745,575 which was an 30% increase.

The fund balance for Peru State College General Operations had an increase of \$196,864 from FY21 to FY22, resulting in a new balance of \$4,644,278. This is an increase of 4%. Their Auxiliary Enterprises fund balance increased by \$470,106 or 19% resulting in a fund balance of \$2,967,040. PSC needs to transfer a majority of these dollars to the Trustee per the Master Resolution.

The fund balance for Wayne State College General Operations shrunk by \$8,655,341 from FY21 to FY22 to a total of \$13,065,174. This was a decrease of 40%, related to investment of cash into facilities. The Auxiliary Enterprises fund balance also increased by \$83,676 or 8%, with a final fund balance of \$1,149,647.

5.12 Grant Applications and Awards

Board Policy 6704 requires the reporting of grant awards and applications to the Board as information, if they do not have a state maintenance of effort or future fiscal responsibility. For those that do have a maintenance effort or future fiscal impact, the Board is to approve the application in advance, when possible, and be reviewed and approved by the Chancellor also. The following table is a

summary of the grant applications and awards reported as of August 2022.

**Grant Applications and Awards
Reported as of May 2022**

College	Grant Title	Amount
Chadron State College		
Application:	Nebraska Behavioral Health Education Partnership (NeBHEP) (University of Nebraska Medical Center)	\$1,500
	Nebraska Panhandle Para-to-Teacher Partnership Academy (Nebraska Department of Education)	\$100,000
Total		\$101,500
Awards:		
	Small Business Administration NBDC (U.S. Small Business Administration)	\$25,720
	Theatre Program Artist-In-Residence (Darold A. Newblom Foundation)	\$1,000
	TRIO - Student Support Services (U.S. Department of Education)	\$285,864
	Upward Bound (U.S. Department of Education)	\$297,597
	American Rescue Plan Act Child Care Stabilization Program (Dept. of Health & Human Services)	\$2,000
Total		\$612,181
Wayne State College		

Award:	Nebraska Business Development Center (U.S. Small Business Administration)	\$73,000
Total		\$73,000

5.13 Chancellor's Travel Report

The Chancellor's Travel Report is provided to the Board for information.

WSC President Rames provided information to the Board regarding cultural enrichment programs. President Rames noted that 140 students of the 790 incoming freshmen for fall 2022 were from underrepresented communities which also included 2 or more races, American Indian, Asian, Black and Hispanic. There are 30 international students also in the fall 2022 freshmen class. The following information notes the programs and initiatives that have occurred over the past year to support Diversity, Equity and Inclusion (DEI).

- Academic Advising – a newly developed Freshmen Advising Center.
- Multicultural/Diversity Student Organizations – the new list of student organizations include:
 - African Student Association Black Student Alliance
 - International Club
 - Latinos United
 - PRIDE
- Programming – DEI events planned to provide opportunities for faculty, staff and students to engage around this topic. Some events included:
 - Amongst Us (discuss imposter syndrome & assumption)
 - Black History Month Events
 - Courageous Conversations on DEI
 - Coming Out Stars Activity
 - Dia de Familia
 - International Dinner
 - International Informal Dance
 - Martin Luther King, Jr. Celebration and Speaker
 - Microaggressions & Code Switching Speaker
- Fellowship designed to increase the pipeline of women and individuals of color into the athletic profession.
- College Admissions Counselor is bi-lingual.
- Student Activities Board committed \$10,000 toward diversity programming to increase events.

PSC President Evans provided information to the Board regarding cultural enrichment programs which included noting that 4 values guide everything they do at Peru State. The specific value noted was “Unity” which means embracing unity as a diverse and inclusive community. Faculty are engaged in a “diversity, equity, and inclusion in the curriculum” process that will examine the curriculum through an intentional DEI lens.

President Evans also noted that there are two primary groups engaging faculty, staff and students in meaningful diversity, equity and inclusion dialogue and action which include Conversations on Race and Equity (CORE) and Racial Reconciliation. The work of these groups has led to a deep discussion about Ta-Nehisi Coates's *Book Between the World and Me* and a special Juneteenth event.

President Evans noted that 6 members of the faculty and staff had enrolled in the John Gardner Institute Equity in Retention Academy. Through the summer this group worked to develop a plan for Peru State to develop a large-scale program to improve retention by focusing on the "retention gap" between white students and students of color. The goals developed by this group include:

- Increasing success for students of color by increasing their retention, persistence, transfer out rates and term GPA.
- Creating a culture of respect, mutual support and understanding for faculty, staff and students of color.
- Designing a curriculum that demonstrates how to identify and counteract racial stereotypes.
- Providing a campus life that is culturally diverse so that students can widen their experiences.

PSC plans to integrate the goals into the College Strategic Plan which is being revised this year.

Student Trustee Reports

CSC Student Trustee Sullivan Jones thanked everyone for the opportunity to serve as a student trustee for Chadron State. He noted it was a privilege to represent the students.

He noted that it was good to be back on campus as it felt like the first truly normal semester since his freshman year. Students have participated in a Week of Welcome events including a Library Open House, volleyball tournaments and free bowling night where over 200 students participated.

Student Trustee Jones further noted that a new student club, Turning Point USA, had been founded and students were planning to start a History Club. The participants in the Biking USA capstone class had completed their cross-country bicycle trip in 70 days. Students are looking forward to what those faculty members have planned next.

PSC Student Trustee Matthew Leininger noted that the semester seemed to be moving rapidly with the freshmen being the most active and involved that he has seen. There has been a huge turnout for club and group activities. The students are excited to be a part of something.

He further noted that the Bobcats football team had a shutout victory and the volleyball team won a match in the 5th set. Peru intramural sports are off to a great start with disc golf and sand volleyball. Ultimate Pumpkin is a big success and Homecoming will be October 1 with a western theme and autumn theme. Students are excited to see the leaves change colors in the fall with all the beautiful trees on campus.

WSC Student Trustee Brett Hilbers noted several activities during Week of Welcome that included the American Idol Winner, Maddie Poppe, performing on campus; a block party in which music from the 60s, 70s, 80s and 90s and incoming freshmen and transfer students were matched up with upperclassmen in their majors to help form connections and provide assistance.

He further noted that 99.8% of WSC graduates from December 2020 through August 2021 were employed or in graduate/professional school and 77% of the graduates stayed in Nebraska. This data was based on an 88% response rate. A new honor society was formed, Pi Kappa Delta, for students in forensics, speech and debate.

Student Trustee Hilbers further noted the 3+1 dual degree pathway between WSC and Creighton in its affiliate program with CHI Health St. Francis in Grand Island represents another fantastic opportunity for incoming students. WSC would also be hosting a Band Day for high school and junior high school bands in October. He also noted the athletic programs were doing very well so far this fall.

Nominating Committee

Vice Chair Chaney indicated that he, Trustee Terrell and Trustee Engles would serve as a Board officers nominating committee because Chair Zeiss requested to step down as Chair due to travel and family obligations. The committee will report their nominations for Chair and Vice Chair at the November 10, 2022 meeting.

Adjournment

The meeting was adjourned at 3:31 PM

Paul Turman, Chancellor

The meeting notice and agenda have been published in the Omaha World Herald August 30, 2022 and posted on the Omaha World Herald website. The meeting notice and agenda have also been distributed via email to members of the Board of Trustees, the presidents of the State Colleges, the Associated Press and selected Nebraska newspapers.