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Form **990**

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

► The organization may have to use a copy of this return to satisfy state reporting requirements

2008

2000

Open to Public Inspection

A Fo	or the 2	2008 ca T	lendar yea	r, or tax year beginning C Name of organization	g 07-01-2008	and ending 06-30-2	2009		D Employer ide	ntification number
_		pplicable	Please use IRS	Bellevue University						
Address change		label or	Doing Business As					47-049157: E Telephone nu		
_	me char		print or type. See						(402) 291-8	100
_	tıal retur		Specific Instruc-	Number and street (or P 1000 Galvin Road South	O box if mail is	not delivered to street ad	dress) Roo	m/suite	G Gross receipts	
_	mınatıo		tions.							
_	nended r			City or town, state or co Bellevue, NE 68005	untry, and ZIP +	4				
Ap	plication	pending								
			F Nan John M	ne and address of Princ	cipal Officer		H(a)		s a group return	
			1000 0	Galvin Road South				affilia	tes?	ΓYes Γ Nο
- To		nt status		ie, NE 68005	1047()/4) Г	_	— н(ъ) Are al	l affiliates include	d?
		pt status) (3) ◀ (insert no)	1947(a)(1) or	527				See instructions)
ı w	eb site	e: 🕨 WW'	W BELLEV	UE EDU			H(c)	Grou	p Exemption Nur	nder F
К Тур	e of org	janization	Corporat	ion trust association	other 🟲		L Y	ear of Fo	rmation 1966 M S	State of legal domicile NE
Da	rt I	Sumn	narv							
	_			e organization's missio	n or most sıg	nıfıcant actıvıtıes				
ų				rated in Nebraska that			s to 8,27	8 stude	ents	
≘										
Governance										
Ž.				if the organization disc						
			-	nembers of the governi						<u>26</u> 22
Acumines &				ident voting members o nployees (Part V , line 2			. 10)			1,134
Ĭ				lunteers (estimate if n					5 <u> </u>	26
<u> </u>				ted business revenue f	• • •				7a	18,002
				ness taxable income fr						-7,950
								Pric	or Year	Current Year
	8	Contrib	outions and	d grants (Part VIII, line	e 1h)				3,172,364	3,613,848
ā	9	Progra	m service	revenue (Part VIII, lin	e 2g)				61,081,085	71,442,255
Ravenue	10			ne (Part VIII, column (2,261,526	-1,487,892
_	11		-	art VIII, column (A), li			. \vdash		624,963	574,886
	12	10tal re	evenue—a	dd lines 8 through 11 (must equal P	art VIII, column (A),	line		67,139,938	74,143,097
	13	Grants	and simila	ar amounts paid (Part I	X, column (A)), lınes 1–3)				0
	14		•	r for members (Part IX		•				0
sis.	15	Salarıe 10)	s, other co	ompensation, employee	benefits (Pa	rt IX, column (A), line	es 5-		30,415,070	36,209,578
Expenses	16a	•	sional fund	raising fees (Part IX, c	olumn (A), lır	ne 11e)			, ,	0
<u>*</u>	ь	(Total fu	ndraising ex	penses, Part IX, column (D)	, line 25 ^{554,385}	5)				
ш	17	,	_	(Part IX, column (A), lii	-	<u> </u>			24,757,865	27,255,092
	18	Total e	xpenses—	add lines 13-17 (mus	t equal Part I	X, line 25, column (A))		55,172,935	63,464,670
	19	Revenu	ıe less exp	enses Subtract line 1	8 from line 12	2			11,967,003	10,678,427
₩ ₩ ₩								Beginni	ng of Year	End of Year
10 de	20	Total a	ssets (Par	t X, line 16)					137,606,944	147,569,286
Net Assets or Fund Balances	21	Total lı	abilities (F	Part X, line 26)					32,071,399	35,082,602
	22	Netas	sets or fun	d balances Subtract lı	ne 21 from lır	ne 20			105,535,545	112,486,684
Pa	rt II		ature Bl							
				rjury, I declare that I have correct, and complete Decla						
Plea		****		·		,		1	-05-10	
Sigr		Signa	ture of office	er				Date		
Her	ਦ			-ADMINISTRATION						
	-	Туре	or print nam	e and title					Т	
		Preparer's				Date	Check if self-	:	Preparer's PTIN (See Gen Inst)
Paid		signature	<u> </u>				empoly	ed 🕨 🦵		
-	arer's	Firm's na if self-em	me (or yours	BKD LLP					EIN Þ	
JSE	Only		and ZIP + 4	1248 O STREET STE 10	040					
				LINCOLN, NE 6850814	161				Phone no 🕨 (40	<u>, </u>
May	the ID	S discus	c thic retu	rn with the preparer sh	own shove? /	Saa instructions)				L Vas L No

Cat No 11282Y

Part III Statement of Program Service Accomplishments (See the instructions.)

e	Total program serv	ice expenses \$ 42	2,986,334 Must equal Part IX, Line	e 25, column (B).	
	(Expenses \$			(Revenue \$)
d		vices (Describe in Schedule			
	(Code) (Expenses \$	including grants of \$) (Revenue \$)
	(Code) (Expenses \$	including grants of \$) (Revenue \$)
	(0.4)) (Fig. 2) 22 A	webster a service of A) (Davisius A	
	Bellevue University is a Nebraska	non-profit organization incorporate	ed in the State of Nebraska The University	provides higher education services t	to 8,278 students in
	(Code		2,986,334 including grants of \$) (Revenue \$	71,442,255)
	Section 501(c)(3) a	nd (4) organizations and 494	17(a)(1) trusts are required to repo or each program service reported		
		ese changes on Schedule O	each of the organization's three larg	ast program sarvices by exp	ancac
		cease conducting or make s	ıgnıfıcant changes ın how it conduc	ts any program	res 🔽 No
	If "Yes," describe th	ese new services on Schedu	le O		
	the phor i offit 950 t	or 990-EZ?			'es No

Part IV	Chec	klist of	Required	Schedules

				No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors? 🕏	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		N o
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		Νο
5	Section $501(c)(4)$, $501(c)(5)$, and $501(c)(6)$ organizations. Is the organization subject to the section $6033(e)$ notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	Yes	
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		Νο
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		Νο
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization hold assets in term, permanent,or quasi-endowments? If "Yes," complete Schedule D, Part V	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII .	12		Νο
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	Yes	
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a		Νο
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? If "Yes," complete Schedule F, Part I	14b		Νο
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If</i> "Yes," complete Schedule F, Part III	16		Νο
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		N o
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Yes	
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		Νo
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Νο
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Νο
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		Νο
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		Νο
25a	Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Νο
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		Νο
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No

Part IV Checklist of Required Schedules (Continued)

During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV	28a	Yes	
Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b		Νo
Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV.	28c	Yes	
Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 🕏	29	Yes	
Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		Νο
Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νo
Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		Νο
Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		Νo
Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	Yes	
Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35	Yes	
501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		Νο
Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,	37		Νο
	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, Ine 1 Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 Did the organization conduct more than 5 percent of its activities through an entity that is not a related	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV 28a Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV 28b Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV 29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 29 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part II Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, IV, and V, line 1 Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 30d 31d 32d 33d 34d 35d 36d 37d	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV. 28a Yes Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV. Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV. 28b Jid the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M. Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part II. Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II. Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I. Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, IV, and V, line 1 Say related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Sched

Pa	rt V Statements Regarding Other IRS Filings and Tax Compliance			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal			
	of U.S. Information Returns. Enter -0- if not applicable			
	1a	123		
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable			
	gaming (gambling) winnings to prize winners?	. 1c	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements filed for the calendar year ending with or within the year covered by this return	134		
b	If at least one is reported in 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.	2b	Yes	
3а	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	. 3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	TENVE II and the many of the femore according			
	If "Yes," enter the name of the foreign country			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? \cdot .	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibite Tax Shelter Transaction?	ed 5c		
6a	Did the organization solicit any contributions that were not tax deductible?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or g	ıfts 6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more?	7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was require	d to		
	file Form 8282?	. 7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year			
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			No
q	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			
_	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as			
	required?	7h		
8	Section $501(c)(3)$ and other sponsoring organizations maintaining donor advised funds and section $509(a)(3)$ supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, hexcess business holdings at any time during the	ave 8		No
9	year?			
	Did the organization make any taxable distributions under section 4966?	9a		No
a b		9b		No
10	Section 501(c)(7) organizations. Enter	90		NO
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			
11	Section 501(c)(12) organizations Enter			
	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	. 12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the			
	year		1	I

2

7a

8

Section A. Governing Body and Management

No

Νo

Νo

Νo

Νo

Νo

Νo

Yes

Yes

2

3

4

5

6

7a

7Ь

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstar

	rol each les lesponse to lines 2-7 below, and lor a No lesponse to lines 8 or 9b below	, describe the chica	ilistalices,
	processes, or changes in Schedule O. See instructions.		
1a	Enter the number of voting members of the governing body	1a	26

	Enter the number of voting members of the governing body	ıa	26
b	Enter the number of voting members that are independent	1b	22
	Did any officer, director, trustee, or key employee have a family relationship or a bu	siness	relationship with any

	other officer, director, trustee, or key employee?	
3	Did the organization delegate control over management duties customarily performed by or under the direct	:
	supervision of officers, directors or trustees, or key employees to a management company or other person?	

supervision of officers, directors of trustees, of key employees to a management company of other person.	•
Did the organization make any significant changes to its organizational documents since the prior Form 990	was
filed?	

	meur	
5	Did the organization become aware during the year of a material diversion of the organization's assets? .	
6	Does the organization have members or stockholders?	

										-	_	-	-	-	-	-	-	-	-	-	-		-	-
Does the organiza	ition	hav	e n	nem	bers	, sto	ckho	lder	s, o	r oth	er	pers	ons	who	may	ele	ct o	ne	or n	nore	me	mber	s of	the
governing body?																								

ь	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? .
	Did the organization contemporaneously document the meetings held or written actions undertaken during the

Did the organization contemporaneously document the meetings held or written actions undertaken during the	:
year by the following	

а	the governing body?																								
ь	each committee with	auth	nori:	tv to	o ac	tor	ı be	half	of t	he c	10 V 6	erni	na b	odv	?	_	_	_	_	_	_	_	_	_	

1	Does the organization have local chapters, branches, or affiliates?	
h	If "Yes," does the organization have written policies and procedures governing the activities of such chapters	

	affiliates, and branches to ensure their operations are consistent with those of the organization?
)	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations
	must describe in Schedule O the process, if any the organization uses to review the Form 990

		-	-	-	-	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cann	ot b	oe r	eac	hed	at
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		•			

8a	Yes	
8b	Yes	
9a		Νo
9b		
10	Yes	
11		No

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? If "No", go to line 13	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13		Νo
14	Does the organization have a written document retention and destruction policy?	14		Νo
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
а	The organization's CEO, Executive Director, or top management official?	15a	Yes	
b	Other officers or key employees of the organization?	15b	Yes	
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
- Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply own website. another's website. upon request
- Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

Jerry Blasig 1000 Galvin Road South Bellevue, NE 68005 (402) 557-7075

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed

Check this box if the organization did not compensate any officer, director, trustee or key employee

- * List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid
- * List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- * List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- * List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

The check this box in the organization and i	·	Posit	(C) chec	:k al				(E)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Chrector	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
							_			

Part VII	Continue	a
rait vii	Continue	u

				(ition that a			all			(E)		(F)	
	(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	10	Estima mount o compens from t rganizati relat organiza	fother sation the on and ed
				-				1			-		
1b	Total							 	1,950,41	.6	0		129,401
1b 2	Total	ng those in 1									0		129,401
	Total number of individuals (includir	ng those in 1									0	Yes	129,401
	Total number of individuals (includir compensation from the organization Did the organization list any former	ng those in 1 ►24 officer, direc	a) who	recei	ved ee, k	mo ey e	re tha	n \$1	00,000 in reportab	ole .		Yes	No
3	Total number of individuals (including compensation from the organization Did the organization list any former on line 1a? If "Yes," complete Schedu	ng those in 1 ▶24 officer, direc	a) who	recei ruste	ved	ey e	emplo	n \$1	or highest compen	sated employee	3	Yes	
2	Total number of individuals (including compensation from the organization but the organization list any former on line 1a? If "Yes," complete Schedut For any individual listed online 1a, is organization and related organization	ng those in 1 24 officer, directive J for such sthe sum of	a) who	ruste	ved ee, k	ey e	emplo	n \$1 yee, •	or highest compen	sated employee	3		No
3 4	Total number of individuals (including compensation from the organization but the organization list any former on line 1a? If "Yes," complete Schedus For any individual listed online 1a, is organization and related organization individual	officer, directive J for such sthe sum of ns greater the sum of ns	a) who	ruste	ved ee, k omp	ey e	emplo sation /es," c	yee, and omp	or highest compendent of the compensation of t	sated employee on from the uch		Yes	No
3	Total number of individuals (including compensation from the organization but the organization list any former on line 1a? If "Yes," complete Schedut For any individual listed online 1a, is organization and related organization	officer, directive J for such sthe sum of ns greater the sum of ns	a) who	ruste	ved ee, k omp	ey e	emplo ation (es," c m any	yee, and omp	or highest compendent of the compensation of t	sated employee in from the uch for services	3		No
3 4 5	Total number of individuals (including compensation from the organization) Did the organization list any former on line 1a? If "Yes," complete Scheduler For any individual listed online 1a, is organization and related organization individual	officer, directive J for such sthe sum of ns greater the sum of ns	a) who	ruste	ved ee, k omp	ey e	emplo ation (es," c m any	yee, and omp	or highest compendent of the compensation of t	sated employee in from the uch for services	3		No No
3 4 5	Total number of individuals (including compensation from the organization) Did the organization list any former on line 1a? If "Yes," complete Scheduter For any individual listed online 1a, is organization and related organization individual	officer, directle J for such sthe sum of ns greater the sum of ns complete states. "complete states"	a) who tor or t individe reporta nan \$15 ue comp Schedule	ruste ual ble c 0,00	ompion	ey e	emplo ation fes,"c amany	n \$1	or highest compendent of the compensation of t	sated employee in from the uch for services	3		No No
3 4 5	Total number of individuals (including compensation from the organization Did the organization list any former on line 1a? If "Yes," complete Schedus For any individual listed online 1a, is organization and related organization individual	officer, directle J for such sthe sum of ns greater the sum of ns greater the sum of ns greater the sum of the	a) who	ruste ual ble c 0,00	ompion	ey e	emplo ation fes,"c amany	n \$1	or highest compendent of the compensation of t	sated employee in from the uch for services	3	Yes	No No
3 4 5	Total number of individuals (including compensation from the organization) Did the organization list any former on line 1a? If "Yes," complete Schedus For any individual listed online 1a, is organization and related organization individual	officer, directle J for such sthe sum of ns greater the sum of ns greater the sum of ns greater the sum of the	a) who	ruste ual ble c 0,00	ompion	ey e	emplo ation fes,"c amany	n \$1	or highest compendent or highest compensation of the compensation	sated employee in from the uch for services	3		No No
3 4 5	Total number of individuals (including compensation from the organization) Did the organization list any former on line 1a? If "Yes," complete Schedus For any individual listed online 1a, is organization and related organization individual	officer, directle J for such sthe sum of ns greater the sum of ns greater the sum of ns greater the sum of the	a) who	ruste ual ble c 0,00	ompion	ey e	emplo ation fes,"c amany	n \$1	or highest compendent or highest compensation of the compensation	sated employee In from the uch for services	3	Yes	No No
3 4 5	Total number of individuals (including compensation from the organization) Did the organization list any former on line 1a? If "Yes," complete Schedus For any individual listed online 1a, is organization and related organization individual	officer, directle J for such sthe sum of ns greater the sum of ns greater the sum of ns greater the sum of the	a) who	ruste ual ble c 0,00	ompion	ey e	emplo ation fes,"c amany	n \$1	or highest compendent or highest compensation of the compensation	sated employee In from the uch for services	3	Yes	No No

Part Stat

Statement of Revenue

					(A) Total Revenue	(B) Related or	(C) Unrelated	(D) Revenue
						Exempt Function	Business Revenue	Excluded from Tax under IRC
	1a	Federated can	npaigns 1a			Revenue		512, 513, or 514
nts nts	b		ues					
gra mou	с	Fundraising ev	1 b vents					
a±s a⊤a	d	Related organ	1c izations1d	588,568				
% E∰	e		its (contributions) 1e	707,080				
ation; er si	f	All other contribut	cions, gifts, grants, and not included above	2,318,200				
通り			1f					
<u>5</u> 5	g	lines 1a-1f \$	ributions included in 855,000					
Ow	h		es 1a-1f)		3,613,848			
				Business Code				
ETC 6	2a	Tuition & Fees			71,442,255	71,442,255		
exe ex	ь							
9 e E	С							
n Serw	d							
8	е							
ୁଆର	f	All other prog	ram service revenue					
<u>*</u>	g	Total. Add line ► \$ 71,442,25	es 2a-2f 5					
	3		come (including divi					
		other similar a	imounts)		1,551,980			1,551,980
	4	Income from inve	estment of tax-exempt be	ond proceeds	0			
Other Revenue Contributions, gifts, grants and other similar amounts	5	Royalties .			0			
			(ı) Real	(II) Personal				
	6a	Gross Rents	54,233					
	Ь	Less rental expenses	61,547					
	C	Rental income or (loss)	-7,314		7.244	7.522	200	
	d	Net rental inco	ome or (loss)	<u> </u>	-7,314	-7,522	208	
	7a	Gross amount	(ı) Securities 16,259,319	(II) O ther 38,197				
		from sales of assets other than inventory						
	ь	Less cost or other basis and	19,315,418	21,970				
	С	sales expenses Gaın or (loss)	-3,056,099	16,227				
	d	Net gaın or (lo			-3,039,872	16,227		-3,056,099
ψ	8a	Gross income events (not in \$9	from fundraising cluding 8,897					
evenu		1c) See Part : Attach Schedul	rs reported on line IV, line 18 e G if total exceeds					
높	ь		xpensesb	81,103				
d d d	с		(loss) from fundrais		17,794		17,794	
	9a	Gross income activities See Complete Sched exceeds \$15,00	part IV , line 19 dule G if total					
	ь	Less directe	xpensesb					
	с	Net income or	(loss) from gaming a	activities ••	О			
	10a	Gross sales or returns and al	f inventory, less lowances . a					
	b	Less cost of						
	С		(loss) from sales of	· ·	0			
	11-	Miscellaneou		Business Code 900,099	248,491	248,491		
	11a	MISCELLANE		900,099		248,491		
	Ь	Bookstore Cor		611,710				
	С	Testing Cente			51,120	5.,.20		
	d	All other rever						
	е	Total. Add line		\$ 564,406				
	12	8c,	. Add lines 1h, 2g, 3		74,143,097	72,015,366	18,002	-1,504,119
]		.1e	· .				

Page **9**

Part IX Statement of Functional Expenses

—— A	Section 501(c)(3) and 501(c)(4) orgalised in the section 501(c)(3) and 501(c)(4) orgalised in the section 501(c)(4) organizations must complete column (A) but are not reference in the section of the se).
	not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	0	·		<u> </u>
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	0			
3	Grants and other assistance to governments, organizations and individuals outside the U.S. See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	1,305,927	948,077	183,040	174,810
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$	0			
7	Other salaries and wages	29,798,579	22,298,876		183,934
8	Pension plan contributions (include section $401(k)$ and section $403(b)$ employer contributions)	982,685	678,049	285,478	19,158
9	Other employee benefits	1,933,796	1,448,564	474,674	10,558
10	Payroll taxes	2,188,591	1,659,146	506,390	23,055
11	Fees for services (non-employees)				
а	Management	0			_
b	Legal	218,129	168,088	50,041	
c	Accounting	49,795	38,840	10,955	_
d	Lobbying	0			
е	Professional fundraising See Part IV, line 17	0			
f	Investment management fees	0			
g	Other	15,783	12,728	2,251	804
12	Advertising and promotion	6,708,565	1,205,919	5,446,706	55,940
13	Office expenses	0			
14	Information technology	0			
15	Royalties	0			
16	Occupancy	1,503,684	1,298,718	204,966	
17	Travel	413,049	377,642	29,446	5,961
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0			
19	Conferences, conventions and meetings	4,001,633	3,845,933	155,591	109
20	Interest	377,709		377,709	
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	2,152,769	1,809,530	343,239	
23	Insurance	0			
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
а	CONTRACTED SERVICES	3,545,616	2,127,914	1,417,702	_
ь	TUITON REMISSION	1,312,417	1,068,170	244,247	
с	PROFESSIONAL FEES	1,055,208	518,117	497,582	39,509
d	EQUIPMENT RENTAL & MAINT	1,419,293	262,746	1,156,547	<u> </u>
e	BAD DEBTS	1,062,977	1,112,977	-50,000	
f	All other expenses	3,418,465	2,106,300	1,271,618	40,547
25	Total functional expenses. Add lines 1 through 24f	63,464,670	42,986,334	19,923,951	554,385
26	Joint Costs. Check I if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation	, 1,1,1	,,	,,	.,,

Part X	Balance	Sheet

					(A) Beginning of year		(B End of	
	1	Cash—non-interest-bearing			834,983	1	Liid o	628,447
	2	Savings and temporary cash investments			21,123,462	2	1	9,837,609
	3	Pledges and grants receivable, net			1,765,901	3		1,017,529
	4	Accounts receivable, net			22,361,079	4	2	7,441,319
	5	Receivables from current and former officers, directors, trustees other related parties Complete Part II of Schedule L				5		
	6	Receivables from other disqualified persons (as defined under s persons described in section 4958(c)(3)(B) Complete Part II of	ection	4958(f)(1)) and		6		
	7	Notes and loans receivable, net				7		283,508
	8	Inventories for sale or use				8		
22	9	Prepaid expenses and deferred charges			670,893	9		947,920
Assets	10a	Land, buildings, and equipment cost basis	10a	66,436,208				
4		Land accomplished damage when Consulate Part VII of	104	00,430,200	-			
	b	Less accumulated depreciation <i>Complete Part VI of Schedule D</i>	10b	15,294,929	· · · · · · · · · · · · · · · · · · ·	10c		1,141,279
	11	Investments—publicly traded securities			46,803,759	11	4	6,154,559
	12	Investments—other securities See Part IV, line 11 $\it Complete Part Schedule D$	art VII	of		12		
	13	Investments—program-related See Part IV, line 11 $\it Complete F of Schedule D$.	art VI.	TI.		13		
	14	Intangible assets				14		
	15	Other assets See Part IV, line 11 Complete Part IX of Schedule D			420,172	15		117,116
	16	Total assets. Add lines 1 through 15 (must equal line 34)			137,606,944	16	14	7,569,286
	17	Accounts payable and accrued expenses .			3,991,005	17		5,723,721
	18	Grants payable				18		
	19	Deferred revenue		16,601,599	19	1	9,767,843	
	20	Tax-exempt bond liabilities			10,589,974	20		9,077,122
<u>ē</u>	21	Escrow account liability Complete Part IV of Schedule D				21		
Liabilities	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified						
ä		persons Complete Part II of Schedule L		•		22		
	23	Secured mortgages and notes payable to unrelated third parties			888,821	23		513,916
	24	Unsecured notes and loans payable				24		
	25	Other liabilities Complete Part X of Schedule D				25		
	26	Total liabilities. Add lines 17 through 25			32,071,399	26	3	5,082,602
Ses		Organizations that follow SFAS 117, check here ► $\sqrt{}$ and comp through 29, and lines 33 and 34.	lete li	nes 27				
anc	27	Unrestricted net assets			105,535,545	27	10	2,676,589
Balance	28	Temporarily restricted net assets				28		2,001,631
<u> </u>	29	Permanently restricted net assets				29		7,808,464
Fund		Organizations that do not follow SFAS 117, check here ▶ ┌ ar	d com	plete				
<u>-</u>		lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30		
Assets	31	Paid-in or capital surplus, or land, building or equipment fund				31		
	32	Retained earnings, endowment, accumulated income, or other fu	nds			32		
Net	33	Total net assets or fund balances			105,535,545	33	11	2,486,684
_	34	Total liabilities and net assets/fund balances			137,606,944	34	14	7,569,286
Pa	rt XI	Financial Statements and Reporting						
							Yes	No

ParitXI	Financial	Statements	and Reporting

1	Accounting method used to prepare the Form 990			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		Νο
b	Were the organization's financial statements audited by an independent accountant?	2b		Νο
С	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits?	3Ь	Yes	_

Employer identification number

93493131007490_|

OMB No 1545-0047

SCHEDULE A

(Form 990 or 990EZ)

Name of the organization

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1)
nonexempt charitable trusts.

Attach to Form 990 or Form 990-EZ. See separate instructions.

2008

Open to Public Inspection

Bellevi	ie Univ	ersity						4.7	040457			
Dai	rt I	Peacon	for Public C	harity Status (to be co	mnlatad	hy all or	aanizatio		-049157: Instruct			
				ation because it is (Please	•	-			msuucu	.10113)		
1				nurches, or association of ch					A)(i).			
2	, 	•		tion 170(b)(1)(A)(ii). (Attac				-, -(-,(-,	/ (-/-			
3	Ė			e hospital service organizati			tion 170(l	b)(1)(A)(i	ii). (Attac	h Schedu	le H)	
4	Ė	•	•	zation operated in conjuncti			•	<i>,</i> , , , , , ,	• •		•	
	•		name, city, and	•					()()	. , ,		
5	Г	•		or the benefit of a college or	universit	y owned o	roperated	l by a gove	rnmental	unıt desc	rıbed ın	
	·			(Complete Part II)		•	•	, ,				
6	Г			overnment or governmental	unıt descr	ribed in Se	ction 170	(b)(1)(A)	(v).			
7		-	-	ally receives a substantial p						n the gene	eral public	:
		_		(1)(A)(vi) (Complete Par		• •	_			-	·	
8	Γ	A commun	ity trust describ	ped in Section 170(b)(1)(A)	(vi) (Com	nplete Par	tII)					
9	Г	An organiza	ation that norma	ally receives (1) more than	331/3% 0	fits supp	ort from c	ontribution	ıs, membe	rship fees	s, and gro	SS
		receipts fro	m activities rel	ated to its exempt functions	s—subject	to certair	n exceptio	ns, and (2) no more	than 331/	/3% of	
		ıts support	from gross inve	estment income and unrelate	ed busines	ss taxable	ıncome (l	ess sectio	on 511 tax	x) from bu	sınesses	
		acquired by	the organization	on after June 30, 1975 See	Section 5	09(a)(2).	(Complet	e Part III)			
10	\sqcap	Anorganiz	atıon organızed	and operated exclusively to	test for p	ublic safe	ty See Se	ct ion 509((a)(4). (S	ee instruc	tions)	
11	Γ	one or more	e publicly suppo	and operated exclusively fo orted organizations describe type of supporting organiza	d ın sectio	on 509(a)	(1) or sec	tıon 509(a	a)(2) See	•		
			ype I b			- Function			'' d	Гтуре	III - Otl	ner
e	Γ	By checkin	g this box, I ce	rtify that the organization is agers and other than one or	not contr	olled direc	tly or ındı	rectly by o		•	•	
		section 50										
f		If the organ		d a written determination fro	m the IRS	that it is	a Type I,	Type II o	r Type III	supportir	ng organiz	ation,
g				as the organization accepted	d anv gift	or contrib	ution from	anv of the	<u>.</u>			'
_		following pe		3	, 3			,				
		(i) a perso	n who directly o	r indirectly controls, either a	alone or to	ogether wi	th persons	describe	d ın (ıı)		Yes	No
				ng body of the the supported	_	tion?				11g		
		(ii) a family	/ member of a p	erson described in (i) above	?					11g((ii)	
				ty of a person described in (11g(iii)	<u> </u>
h		Provide the	following inform	mation about the organizatio	ns the org	ganızatıon	supports					
	/*> NI		/**> = T.N.	/···> =	(:) ;							
		ame of oorted	(ii) EIN	(iii) Type of organization (described on lines 1-9		s the ation in		ou notify inization		s the ation in	(vii) Am supp	
1		nization		above or IRC section	_	listed in		i) of your		rganized	3477	011
				(See Instructions))		verning	supp	oort?	ın the	US?		
						ment?		T		T	4	
					Yes	No	Yes	No	Yes	No		
						-				 		
						-	-	-		-		
						-		-		-		
						-		-		-		
					1		1		1	1	1	

Total

Part II	Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
	(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Pι	ıblic Support		, ,	,				
Cale	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
1	Gifts, grants, contributions, and							
	membership fees received (Do not							
	include any "unusual grants ")							
2	Tax revenues levied for the organization's							
	benefit and either paid to or expended on							
_	its behalf The value of services or facilities					 		
3	furnished by a governmental unit to the							
	organization without charge							
4	Total. Add line 1-3					1		
5	The portion of total contribution by each							
5	person (other than a government unit or							
	publicly supported organization) included							
	on line 1 that exceed 2% of the amount							
	shown on line 11, column							
	· (f)							
6	Public Support subtract line 5 from line							
	4							
	otal Support		1		T			
	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) :	2008	(f) Total
7	A mounts from line 4							
8	Gross income from interest, dividends,							
	payments received on securities loans,							
	rents, royalties and income from similar							
_	sources							
9	Net income from unrelated business							
	activities, whether or not the business is regularly carried on							
10	Other income Do not include gain or loss							
10	from the sale of capital assets (Explain in							
	Part IV)							
11	Total Support (Add lines 7 through 10)							
12	Gross receipts from related activities, etc	(See instructio	ns)		•	12		
13	First Five Years. If the Form 990 is for the	organization's f	irst second thu	d fourth or fifth	ntay vearas a F		3)	
	organization, check this box and stop here		mat, second, tim	u, rouren, or mer	rtax year as a s	/O1(C)(C	• •	▶ □
								•
Co	omputation of Public Support Perc	entage						
14	Public Support Percentage for 2008 (line 6	5 column (f) dıvı	ded by line 11 c	olumn (f))		14		
15	Public Support Percentage for 2007 School	dule A , Part IV -	A, line 26f			15		
16a	33 1/3% Test - 2008. If the organization di	d not check the	box on line 13.	and line 14 is 3	3 1/3% or more.		this box	
	and stop here. The organization qualifies a				,			▶ □
b	33 1/3% Test - 2007. If the organization d				15 is 33 1/3% d	r more,	check th	
	box and stop here. The organization qualifi	es as a publicly	supported orga	nızatıon				▶ □
17a	10% Facts and Circumstances Test - 2008.							
	more, and if the organization meets the "fa		•					· —
	organization meets the "facts and circums							► □
Ь	10% Facts and Circumstances Test - 2007.							
	more, and if the organization meets the "fa		•					_
4.0	the organization meets the "facts and circu							n ▶
18	Private Foundation. If the organization did	not check the b	oux on line 13, 1	oa, 100, 1/a or	1/D, Check this	oox an	u see	▶ □
	ınstructions							F-1

Pa	Support Schedule for On (Complete only if you ched)(2)		
	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not						
2	include any "unusual grants ") Gross receipts from admissions,						
2	merchandise sold or services performed,						
	or facilities furnished in any activity that						
	is related to the organization's tax-						
	exempt purpose						
3	Gross receipts from activities that are						
	not an unrelated trade or business under						
	section 513						
4	Tax revenues levied for the						
	organization's benefit and either paid to						
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to the						
_	organization without charge						
6	Total Add lines 1-5						
7a	A mounts included on lines 1, 2, and 3						
	received from disqualified persons Amounts included on lines 2 and 3						
D	received from other than disqualified						
	persons that exceed the greater of 1% of						
	the total of lines 9, 10c, 11, and 12 for						
	the year or \$5,000						
c	Total of lines 7a and 7b						
8	Public Support (Substract line 7c from						
	line 6)						
To	tal Support		•	•			
Cale	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9	A mounts from line 6						
10a	Gross income from interest, dividends,						
	payments received on securities loans,						
	rents, royalties and income from similar						
	sources						
b	Unrelated business taxable income (less						
	section 511 taxes) from businesses						
	acquired after 30 June, 1975						
С	Add lines 10a and 10b						
11	Net income from unrelated business						
	activities not included in line 10b,						
	whether or not the business is regularly carried on						
12	Other income Do not include gain or loss						
12	from the sale of capital assets						
	(Explain in Part IV)						
13	Total Support (Add lines 9, 10c, 11 and						
	12)						
14	First Five Years If the Form 990 is for the	organization's fi	rst, second, thir	d, fourth, or fifth	ntax year as a 5	01(c)(3) organı	zation,
	check this box and stop here						▶□
	mputation of Public Support Perc						
15	Public Support Percentage for 2008 (line		•	olumn (f))		15	
16	Public Support Percentage for 2007 Sche	dule A , Part IV -	A, line 27g			16	
	mputation of Investment Income			40 1 1			
17	Investment Income Percentage for 2008 (-))	17	
18	Investment Income Percentage from 2007	'Schedule A , Pa	rt IV-A, line 27	h		18	

19a 33 1/3% Tests - 2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line

17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization **33 1/3% Tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions

Schedule A (Form 990 or 990-EZ) 2008

▶□

Part IV	Supplemental Information. Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)					
	Facts and Circumstances Test					

Schedule A (Form 990 or 990-EZ) 2008

OMB No 1545-0047

Open to Public Inspection

SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

► Attach to Form 990. To be completed by organizations that

Supplemental Financial Statements

answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

Employer identification number Name of the organization Bellevue University 47-0491571 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts 3 Total number at end of year Aggregate Contributions to (during year) 3 Aggregate Grants from (during year) Aggregate value at end of year 1,666,578 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised **▽** No funds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically importantly land area Preservation of certified historic structure Protection of natural habitat Preservation of open space Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Year 2a Total number of conservation easements h 2b Total acreage restricted by conservation easements 2c c Number of conservation easements on a certified historic structure included in (a) 2d d Number of conservation easements included in (c) acquired after 8/17/06 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during 3 the taxable year 🕨 Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year 🕨 7 A mount of expenses incurred in monitoring, inspecting, and enforcing easements during the year 🕨 \$ Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(ı) and 170(h)(4)(B)(ıı)? In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of

art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service,

- provide, in Part XIV, the text of the footnote to its financial statements that describes these items If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art,
- historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items
 - (i) Revenues included in Form 990, Part VIII, line 1

For Paperwork Reduction Act Notice, see the Intructions for Form 990

(ii) Assets included in Form 990, Part X

- If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items
- Revenues included in Form 990, Part VIII, line 1

► \$

Assets included in Form 990, Part X

Cat No 52283D

Schedule D (Form 990) 2008

Part	Organizations Maintaining Co	llections of Art,	Hist	<u>tori</u>	<u>cal Treası</u>	ires, or Othe	r Similar	Asse	ts (cc	ntınued)
3	Using the organization's accession and other items (check all that apply)	records, check any o	of the	e foll	owing that ar	e a significant u	ise of its co	llection		
а	Public exhibition		d	Γ	Loan or exc	hange programs				
ь	Scholarly research		e	Γ	Other					
с	Preservation for future generations									
4	Provide a description of the organization's co	llections and explain	how	the	/ further the i	organization's ex	cemnt nurno	nse in		
•	Part XIV	meetions and explain	110 11	tile	, lartifier the	organization 5 c/	cempt purpo	75C III		
5	During the year, did the organization solicit of assets to be sold to raise funds rather than t						nılar	Г,	fes	□ No
Par	Trust, Escrow and Custodial A Part IV, line 9, or reported an an	Arrangements. C	omp	olete	e if the orga		ered "Yes			,
1a	Is the organization an agent, trustee, custod included on Form 990, Part X?	ıan or other ıntermedı	ary 1	for c	ontributions	or other assets	not	Γ,	r es	┌ No
b	If "Yes," explain why in Part XIV and comple	te the following table					T			
								A mou	nt	
С	Beginning balance					1c				
d	Additions during the year					1d				
e	Distributions during the year					1e				
f	Ending balance					1f				
2a	Did the organization include an amount on Fo	rm 990, Part X, line 2	21?					Γ,	∕es	┌ No
b	If "Yes," explain the arrangement in Part XIV									
Pai	t V Endowment Funds. Complete									
		(a)Current Year	(b)	Prior	Year (c)T	wo Years Back (d)	Three Years E	Back (e)	Four Ye	ears Back
1a	Beginning of year balance	37,693,238								
b	Contributions	39,830								
c	Investment earnings or losses	-5,568,005								
d	Grants or scholarships									
e	Other expenditures for facilities and programs	151,481								
f	Administrative expenses	54,184								
g	End of year balance	31,959,398								
2	Provide the estimated percentage of the yea	r end balance held as								
а	Board designated or quasi-endowment 🕨	76 %								
b	Permanent endowment - 24 %									
с	Term endowment ▶									
3a	Are there endowment funds not in the posses	sion of the organizati	ion t	hat a	re held and a	administered for	the			
-	organization by						-		Yes	No
	(i) unrelated organizations			•			[3a(i)		Νo
	(ii) related organizations							3a(ii)		No
	If "Yes" to 3a(II), are the related organization	•						3b		<u> </u>
4	Describe in Part XIV the intended uses of th					a				
Pali	t VI Investments—Land, Buildings	s, and Equipment	ι. 5θ			•	Ī	Τ		
	Description of investment				Cost or other s (investment)	(b) Cost or other basis (other)	(c) Depreci	ation	(d) Bo	ok value
1a	and					8,171,869				8,171,869
b I	Buildings					37,817,780	6,96	5,233	3	0,852,547
c I	easehold improvements		.							
d I	Equipment		.			20,402,463	8,32	9,696	1	2,072,767
e (Other	<u></u>				44,096				44,096
Tota	. Add lines 1a-1e <i>(Column (d) should equal Fo</i>	rm 990, Part X, column	(B),	line	10(c).)				5	1,141,279
							Schedi	ıle D (F	orm 9	90) 2008

Part VII	Investments-Other Securities. See	Form 990, Part X, line 1	2.	
	(a) Description of security or cateory (including name of security)	(b)Book value		d of valuation ·year market value
Financial d	erivatives and other financial products			
	eld equity interests			
Other				
Total. (Colu	mn (b) should equal Form 990, Part X, col (B) line 12) 🕨			
Down VIII	Investments Duesus Polated Co	a Farm OOO Dart V June	12	
Part VIII	Investments—Program Related. Se			d of valuation
	(a) Description of investment type	(b) Book value		year market value
Total (Colu	mn (b) should equal Form 990, Part X, col (B) line 13)			
Part IX		ne 15.		
	(a) Descri			(b) Book value
Total. (Colu	ımn (b) should equal Form 990, Part X, col.(B) line .	15.)		
	Other Liabilities. See Form 990, Part 3			
	(a) Description of Liability	(b) A mount		
Federal Inc	come Taxes			
]	
]	
]	
			1	
			1	
			1	
-			1	
			1	
Total. (Colum	mn (b) should equal Form 990, Part X, col (B) line 25) 🕨		1	
,,	· · · · · · · · · · · · · · · · · · ·	1	_	

Part	XI Reconciliation of C	hange in Net Assets from For	m 990	to Financi	al Statemer	ıts	
1	Total revenue (Form 990, Part	VIII, column (A), line 12)				1	
2	Total expenses (Form 990, Pa	rt IX, column (A), line 25)				2	
3	Excess or (deficit) for the year	Subtract line 2 from line 1				3	
4	Net unrealized gains (losses) o	n investments				4	
5	Donated services and use of fa	cilities				5	
6	Investment expenses					6	
7	Prior period adjustments					7	
8	Other (Describe in Part XIV)					8	
9	Total adjustments (net) Add II	nes 4 - 8				9	
10	Excess or (deficit) for the year	per financial statements Combine line	s 3 and	1 9		10	
Part	XIII Reconciliation of R	evenue per Audited Financial	State	ments With	n Revenue p	er Re	turn
1	Total revenue, gains, and othe	er support per audited financial statemo	ents .			1	
2	A mounts included on line 1 bi	ut not on Form 990, Part VIII, line 12					
а	Net unrealized gains on inves	tments	. [2a			
b	Donated services and use of f	acılıtıes		2b			
c	Recoveries of prior year grant	s	.	2c			
d	Other (Describe in Part XIV)		[2d			
e	Add lines 2a through 2d .					2e	
3	Subtract line 2e from line 1 .					3	
4	A mounts included on Form 99	0, Part VIII, line 12, but not on line 1					
а	•	luded on Form 990, Part VIII, line 7b	•	4a			
b	Other (Describe in Part XIV)		. [4b			
С	Add lines 4a and 4b					4c	
5		d 4c. (This should equal Form 990, Pai				5	
2611U 1		xpenses per Audited Financia raudited financial statements			n Expenses	per K	eturn
2		ut not on Form 990, Part IX, line 25				-	
∠ a		acilities		_{2a}			
b				2b		1	
c	· •	, Part IX, line 25	•	2c		1	
d	· ·			2d		1	
e	Add lines 2a through 2d					2e	
3	Subtract line 2e from line 1 .					3	
4	Amounts included on Form 99	0, Part IX, line 25, but not on line 1:					
а				4a			
b	Other (Describe in Part XIV)			4b		1	
c	Add lines 4a and 4b					4c	
5	Total expenses Add lines 3 a	nd 4c. (This should equal Form 990, Pa	art I, lır	ne 18)		5	
Part	XIV Supplemental In	formation					
		scriptions required for Part II, lines 3, , Part XII, lines 2d and 4b, and Part XI			es 1a and 4, Pa	rt XIV,	lines 1b and 2b,
	Ident if ier	Return Reference			Explanati	on	
Part V	, Line 4	Describe the Inteneded uses of the organization's endowment funds	faculty	professional g	growth, and for I	ooard d	esignated purposes

Ident if ier	Return Reference	Explanation
Part V, Line 4	Describe the Inteneded uses of the organization's endowment funds	faculty professional growth, and for board designated purposes

Employer identification number

OMB No 1545-0047

SCHEDULE E

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

Schools

Attach to Form 990 or Form 990-EZ. To be completed by organizations that answer "Yes" to Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.

2008

Open to Public

llev	ue University			
	47-0491571		YES	NO
1	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaw	,		
_	other governing instrument, or in a resolution of its governing body?	, <u>1</u>	Yes	
2	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	2	Yes	
3	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe If "No," please explain		V	
	Bellevue University publicizes such policy in the college catalog, yearly student handbook and other apporpriate publications	3	Yes	
4	Does the organization maintain the following?			
а	Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	Yes	
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminator basis?	ту 4b	Yes	
C	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing			
_	with student admissions, programs, and scholarships?	4c	Yes	
d	Copies of all material used by the organization or on its behalf to solicit contributions? If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement)	4d	Yes	
5	Does the organization discriminate by race in any way with respect to			
а	Students' rights or privileges?	5a		No
b	Admissions policies?	5b		Νo
c	Employment of faculty or administrative staff?	5с		Νo
d	I Scholarships or other financial assistance?	5d		No
е	Educational policies?	5e		Νo
f	Use of facilities?	5f		Νo
g	Athletic programs?	5g		Νo
h	Other extracurricular activities? If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement) <u>5h</u>		No
	Does the organization receive any financial aid or assistance from a governmental agency?	6a	Yes	
Ь	, Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 6a or b, please explain using an attached statement. #	6b		No
7				
•	Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05	-	\ _{\ \ a} =	

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2008

OMB No 1545-0047

Department of the Treasury

(Form 990 or 990-EZ)

SCHEDULE G

Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a.

Supplemental Information Regarding

Fundraising or Gaming Activities

Open to Public Inspection

lame of the organization						Thispection
5					Employer ide	ntification number
ellevue University					47-0491571	
Part I Fundraising Ac	tivities Complet	a if the oi	raanizati	on answered "Yes" t		<u></u>
			_		· · · · · · · · · · · · · · · · · · ·	, IIIIC 17.
Indicate whether the orga	nızatıon raısed funds	through a	ny of the 1			
a Mail solicitations				•	on-government grants	
b Email solicitations					jovernment grants	
c Phone solicitations				g Special fundrais	sing events	
d In-person solicitations	5					
Did the organization have or key employees listed in	n Form 990, Part VII) or entity	ın connec	tion with professional f	undraising activities?	Г үез Г
b If "Yes," list the ten higher to be compensated at leas						
	_					
		(iii) fundrais			(v) A mount paid to	
(i) Name of individual	(ii) A ctivity		er have	(iv) Gross receipts	(v) A mount paid to (or retained by)	1
(i) Name of Individual or entity (fundraiser)	(ii) Activity	fundrais custo contr	er have dy or ol of	(iv) Gross receipts from activity	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by)	(vi) A mount paid to (or retained by) organization
• •	(ii) Activity	fundrais custo contr	er have dy or ol of	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of utions?	` '	(or retained by) fundraiser listed in	(or retained by)

List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

Pai	rt II	Fundraising Events. Com more than \$15,000 on Form					report	ted
			(a) Event #1	(b) Event #2	(c) O ther Events	(Add co	otal Eve I (a) th ol (c))	
ф			(event type)	(event type)	(total number)			0 00
Revenue	1	Gross receipts	98,897					8,897
ě	2	Less Charitable contributions						
<u></u>	3	Gross revenue (line 1 minus line 2)	98,897				9	8,897
	4	Cash Prizes						
Direct Expenses	5	Non-cash Prizes						
per	6	Rent/Facility costs						
ъ.	7	Other direct expenses	81,103	3			8	1,103
ă	8	Direct expense summary Add lin	es 4 through 7 ın column	(d)			8	1,103
	9	Net income summary Combine III	nes 3 and 8 in column (d))			1	7,794
Par	t III	Gaming. Complete if the or \$15,000 on Form 990-EZ, lir		"Yes" to Form 990, Pa	art IV, line 19, or repo	orted mo	re thar	1
Revenue			(a) Bıngo	(b) Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Tota col (a) ti	al gaming hrough co	(Add ol (c))
ш	1	Gross revenue						
	2	Cash prizes						
cpens	3	Non-cash prizes						
Direct Expenses	4	Rent/facility costs						
ā	5	Other direct expenses						
	6	Volunteer labor	┌ Yes	Yes	┌ Yes			
	7	Direct expense summary Add line	s 2 through 5 ın column (d)				
	8	Net gaming income summary Com	bine lines 1 and 7 in colu	ımn (d)				
9	Ente	er the state(s) in which the organiza	ation operates gaming ac	tivities			Yes	No
а		he organization licensed to operate				. 9a		
b	If "I	No," Explain						
10a	— Wer	re any of the organization's gaming	icenses revoked, susper	ided or terminated durin	g the tax year?	 10a	1	
b	If"\	Yes," Explain						
11		es the organization operate gaming	activities with nonmembe	rs?				
 12		he organization a grantor, beneficia					1	
	form	ned to administer charitable gaming	?			.		1

			
13	Indicate the percentage of gaming activity operated in		
а	The organization's facility		
b	An outside facility		
14	Provide the name and address of the person who prepares the organization's gaming/special events books and records		
	Name •		
	Address •		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	15a	
Ь	If "Yes," enter the amount of gaming revenue received by the organization > \$ and the amount of gaming revenue retained by the third party > \$		
c	If "Yes," enter name and address		
	Name •		
	Address 🟲		
16	Gaming manager information		
	Name 🟲		
	Gaming manager compensation 🕨 \$		
	Description of services provided 🟲		
	Director/officer Employee Independent contractor		
17	Mandatory distributions		
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?	17a	
b	Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year 📂 💲		

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DLN: 93493131007490

Employer identification number

OMB No 1545-0047

Schedule J (Form 990)

Department of the Treasury

Bellevue University

Name of the organization

The organization?

ın Part III

Any related organization?

If "Yes," to line 6a or 6b, describe in Part III

Internal Revenue Service

For certain Officers, Directors, Trustees, Key Employees, and Highest

Compensated Employees Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

Compensation Information

Open to Public Inspection

				47-0491	571			
Pa	rt I Questions Regarding Compensatio	n						
							Yes	Νo
1a	Check the appropriate box(es) if the organization pro 990, Part VII, Section A, line 1a Complete Part II							
	First class or charter travel	厂		Housing allowance or residence for personal i	ıse			
	Travel for companions		•	Payments for business use of personal reside	nce			
	Tax idemnification and gross-up payments			Health or social club dues or initiation fees				
	Discretionary spending account	Γ		Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a w provision of all the expenses described above? If "I					1b		
2	Did the organization require substantiation prior to officers, directors, trustees, and the CEO/Executive					2		
3	Indicate which, if any, of the following the organizationganization's CEO/Executive Director Check all to Compensation committee	hat app	ly					
	✓ Independent compensation consultant	굣	•	Compensation survey or study				
	Form 990 of other organizations	<u> -</u>	•	Approval by the board or compensation comm	nittee			
4	During the year, did any person listed in Form 990,	Part V	ΙI	. Section A , line 1a				
а	Receive a severance payment or change of control	paymer	nt			4a		Νo
b	Participate in, or receive payment from, a suppleme	ntal no	n	qualified retirement plan?		4b		Νo
С	Participate in, or receive payment from, an equity-b	ased c	or	npensation arrangement?		4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and pi	rovide t	th	e applicable amounts for each item in Part III				
	501(c)(3) and $501(c)(4)$ organizations only must cc	mplete	e I	ines 5-8.				
5	For persons listed in form 990, Part VII, Section A, compensation contingent on the revenues of	, line 1 a	а,	did the organization pay or accrue any				
а	The organization?					5a		Νo
b	Any related organization?					5b		Νo
	If "Yes," to line 5a or 5b, describe in Part III							
6	For persons listed in form 990, Part VII, Section A,	, line 1 a	а,	did the organization pay or accrue any				

payments not described in lines 5 and 6? If "Yes," describe in Part III

For persons listed in form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed

Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe

Cat No 50053T

6a

6b

7

Νo

Νo

Νo

Νo

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(1)-(111) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of	W-2 and/or 1099-MI	SC compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation
		(i) Base compensation	(ii) Bonus & (iii) Other compensation		compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ
Russell D Rupiper	(E)	123,114 0	25,535	731	7,887	451	157,718 0	60,788
JOHN MULLER	(I)	296,263 0	190,000	1,971	15,396	6,070	509,700 0	149,500
MARY HAWKINS	(ı) (ıı)	178,344 0	37,084	1,061	11,455	874	228,818 0	88,071
JERRY BLASIG	(ı) (ıı)	118,463 0	26,135	855	9,226	6,059	160,738 0	58,505
MIKE ECHOLS	(E)	162,791 0	33,932	971	10,481	4,466	212,641 0	80,380
GREGORY ALLEN	(E)	53,943 0	8,475	104,291	4,007	4,312	175,028 0	81,788
DAVID BYERS	(ı) (ıı)	55,859 0	8,828	106,750		8,132	179,569 0	100,499
ED RAUCHET	(ı) (ıı)	100,253 0	16,041	41,856	7,352	8,268	173,770 0	66,410
	(i)							
	(ii) (i)							
	(ii)							
	(i)							
(i								
	(i)							
	(ii)							

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Return Reference	Explanation
-		
	·	

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DLN: 93493131007490

OMB No 1545-0047

Supplemental Information on Tax Exempt Bonds

Department of the Treasury Internal Revenue Service

Schedule K

(Form 990)

To be completed by organizations that answered "Yes" to Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Schedule O.

Open to Public **Inspection** Employer identification number

	e of the organization									Employer	identificat	tion num	per	
Belle	evue University									47-0491	L 5 7 1			
Pa	rt I Bond Issues (Requir	red for 2008)												
	(a) Issuer Name	(b) Issuer EIN	(c) CUSIP #	(d) Date Issued		(e) Issue Price		(f) Des	urpose	(g) De	efeased	Beh	On alf of suer	
											Yes	No	Yes	No
A	City of Bellevue Nebraska	47-6006099	079226AK2	06-16-2005		1 15 000 000 1		CONSTRUC BUILDING	TION OF N	EW		x		X
Pai	rt III Proceeds (Optional f	for 2008)			•	_					•			
1	Total Proceeds of Issue			-	A	<u> </u>	В		C	C)	+	E	
2	Gross Proceeds in Reserve Fur	nds												
3	Proceeds in Refunding or Defea	sance Escrows											,	
4	Other Unspent Proceeds													
5	Issuance Costs from Proceeds													
6	Working Capital Expenditures f	rom Proceeds												
7	Capital Expenditures from Proc	eeds												
8	Year of Substantial Completion	1												
				Yes	No	Yes	No	Yes	No	Yes	No	Yes	,	No
9	Were the bonds issued as part	of a current refunding is	sue?		Х									
10	Were the bonds issued as part	of an advance refunding	ıssue?		х									
11	Has the final allocation of proce	eeds been made?			х									
12	Does the organization maintain final allocation of proceeds?	adequate books and re	cords to support the		х									
Par	t IIII Private Business Us	se (Optional for 2008	3)		•		•							
							В		<u> </u>	<u>D</u>			E	
				Yes	No	Yes	No	Yes	No	Yes	No	Yes	-	No
1	Was the organization a partner which owned property financed		emper of an LLC,		Х									
2	A re there any lease arrangeme which may result in private bus	•	inanced property		x									

Schedule K (Form 990) 2008

Part III Private Business Use (Continued)

			Α		В		C		D		E
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
3a	Are there any management or service contracts with respect to the financed property which may result in private business use?		х								
3b	Are there any research agreements with respect to the financed property which may result in private business use?		Х								
3с	Does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts or research agreements relating to the financed property?		x								
4	Enter the percentage of financed property used in a private business use by entities other than a 501(c)(3) organization or a state or local government										
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another 501(c)(3) organization, or a state or local government										
6	Total of lines 4 and 5										
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?		х								
Pai	t IV Arbitrage (Optional for 2008)					_					
			<u> </u>	В		С		D			Ę
)	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
1	Has a Form 8038-T been filed wth respect to the bond issue?		Х								
2	Is the bond issue a variable rate issue?		X								
3a	Has the organization or the government issuer identified a hedge with respect to the bond issue on its books and records?		х								
b	Name of provider										
С	Term of hedge										
4a	Were gross proceeds invested in a GIC?		Х								
b	Name of provider										
С	Term of GIC										
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?										
5	Were any gross proceeds invested beyond an available temporary period?		Х								
6	Did the bond issue qualify for an exception to rebate?		Х		1						

DLN: 93493131007490

Employer identification number

OMB No 1545-0047

Open to Public Inspection

Schedule L

(Form 990 or 990-EZ)

Name of the organization

Department of the Treasury Internal Revenue Service

► Attach to Form 990 or Form 990-EZ. ► To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V lines 38b or 40b.

Transactions with Interested Persons

Bellevue University 47-0491571 Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only). To be completed by organizations that answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b (c) Corrected? (a) Name of disqualified person 1 (b) Description of transaction Yes 2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under 3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization Loans to and/or From Interested Persons To be completed by organizations that answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a (f) (b) Loan to or (e) In Approved (g)Written (a) Name of interested person and from the (c)Original principal default? by board or agreement? (d)Balance due organization? purpose amount committee? Τо From Yes No Yes No Yes No

Part III Grants or Assistance Benefitting Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c)A mount of grant or type of assistance

Business Transactions Involving Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of Interested person	(b) Relationship between interested person and the	(c) A mount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
	organization			Yes	No
John Nelson	BOARD MEMBER	315,050	Insurance/consulting services		Νο
Sid Dinsdale	BOARD MEMBER	1,000,000	CDARS account		Νο
Larry Courtnage	BOARD MEMBER	64,900	Temporary staffing services		Νο
John Kotouc	BOARD MEMBER	25,900,000	BANKING		Νο

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DLN: 93493131007490

Employer identification number

OMB No 1545-0047

Inspection

SCHEDULE M (Form 990)

Department of the Treasury

Bellevue University

To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 29 or 30.

Non-Cash Contributions

Attach to Form 990 Internal Revenue Service Name of the organization

47-0491571 Part I Types of Property (a) (b) (d) (c) Check Number of Contributions Revenues reported on Method of determining ıf Form 990, Part VIII, line revenues applicable 1 g 1 Art-Works of art . . Art—Historical treasures 3 Art—Fractional interests 4 Books and publications **5** Clothing and household goods Cars and other vehicles Boats and planes Intellectual property . . . Securities—Publicly traded . 10 Securities—Closely held stock . 11 Securities—Partnership, LLC, or trust interests . . . 12 Securities-Miscellaneous . . 13 Qualified conservation contribution (historic structures) 14 Oualified conservation contribution (other) . . . Real estate—Residential . Real estate—Commercial . . 855,000 appraisal 17 Real estate—Other . . . Χ 18 Collectibles 19 Food inventory . . . 20 Drugs and medical supplies . **21** Taxidermy 22 Historical artifacts Scientific specimens . . Archeological artifacts . . . Other (describe 25 Other (describe ____ 27 Other (describe 28 Other (describe Number of Forms 8283 received by the organization during the tax year for contributions for 29 which the organization completed Form 8283, Part IV, Donee Acknowledgement No 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must least three years from the date of the initial contribution, and which is not required to be used for exempt purposes No 30a **b** If "Yes", describe the arrangement in Part II 31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions? Νo 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash 32a Yes **b** If "Yes", describe in Part II

checked, describe in Part II

33 If the organization did not report revenues in Column (c) for a type of property for which Column (a) is

Part II Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

	32b, and 33. Also complete this part for any additional information.				
Identifier	ReturnReference	Explanation			
Part I, Question 32b	noncash contributions	Publicly traded securities shall be accepted and are sold immediately upon receipt. Currently all sales of securities are handled through TDA meriTrade. Real Estate sales are conducted by a real estate agency.			
		Schodulo M (Form 000) 2009			

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DLN: 93493131007490

SCHEDULE 0

Department of the Treasury

(Form 990)

Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

Inspection

Name of the organization Bellevue University

Employer identification number

47-0491571

ldentifier	Return Reference	Explanation
Part VI, Question 2	Describe Family or Business Relationships	Board Member, John Nelson, is the Chairman and CEO of Silverstone Group. This company provides insurance related services to a large number of individuals and companies. Some of the organization's directors are employed by companies that do business with SilverStone.

Identifier	Return Reference	Explanation
Part VI, Question 10	Describe process to review 990	The finalized 990 form is presented by University personnel and the external auditor to the University's Finance and Compensation Committee for review prior to filing with the IRS. The Chairman of the Finance and Compensation Committee will report on the committee's review process and any significant issues related to the filing to the Board of Directors at the next scheduled meeting. A copy of the final 990 is provided to the Board of Directors prior to such meeting.

Identifier	Return Reference	Explanation
Part VI, Questions 12c, 13, 14 and 16	Describe how conflict of interest policy is monitored & enforced	Conflict of interest disclosure/policy prior to October 30, 2009 was part of the University's by-law's Under the by-law's, the University's Board of Directors requested verbal disclosure of any business dealings that could be construed as a conflict of interest. Any conflicts were documented and included as part of official Board minutes. On October 30, 2009, the University's Board adopted a formal stand-alone Conflict of Interest policy and questionnaire requiring all board members, officers and key employees to disclose in writing any potential conflicts that may exist in accordance with revised and suggested 990 guidelines. This exercise has been completed and documentation has been obtained for purposes of the University's 2008 990 filing. Additionally, the University's Board of Directors also adopted stand-alone policy statements for Whistleblow er, Document Retention and Destruction, 990 Review, Extraordinary Expenses, Public Disclosure, Executive Compensation, Joint Venture, Gift Acceptance, and Investments

ldentifier	Return Reference	Explanation
Part VI, Question 19	I made available to the public	To the extent the organization's governing documents and conflicts of interest policy are subject to federal and state disclosure rules, these documents are made publicly available upon request as applicable law may require

ldentifier	Return Reference	Explanation
		JOHN NELSON - BOARD MEMBER AND CEO OF SILVERSTON GROUP, BELLEVUE UNIVERSITY'S INSURANCE BROKER WHO PROVIDES INSURANCE AND CONSULTING SERVICES SID DINSDALE - BOARD MEMBER AND
SCHEDULE L,		PRESIDENT OF PINNACLE BANK BELLEVUE UNIVERSITY HOLDS CDARS WITH PINNACLE BANK LARRY
PART IV,		COURTNAGE - BOARD MEMBER AND OWNER OF CELEBRITY STAFFING BELLEVUE UNIVERSITY CONDUCTS
COLUMN D		BUSINESS WITH CELEBRITY STAFFING FOR TEMPORARY STAFFING SERVICES JOHN KOTOUC - BOARD
		MEMBER AND CHAIRMAN / CEO OF AMERICAN NATIONAL BANK AMERICAN NATIONAL BANK IS THE MAIN
		BANKING INSTITUTION FOR BELLEVUE UNIVERSITY

ldentifier	Return Reference	Explanation
PART XI, QUESTION 2B		BELLEVUE UNIVERSITY'S FINANCIAL STATEMENTS ARE AUDITED BY AN INDEPENDENT ACCOUNTANT ON A CONSOLIDATED BASIS WITH BELLEVUE UNIVERSITY FOUNDATION

ldentifier	Return Reference	Explanation
PART IX, LINE 24F		ALL OTHER EXPENSES PROGRAM MANAGEMENT FUNDRAISING SERVICE EXP & GENERAL EXP EXPENSES

ldentifier	Return Reference	Explanation
Part VI, Question 15a	Describe process for determining compensation	The organization's Board engaged an independent third party to compile comparability data (i.e. data based on the size of the organization's enrollment, program offerings, operating budgets, geographic area and nonprofit status) and provide a fair market value analysis on an appropriate compensation package to be provided to the President. This information was reviewed by the Board and used to establish the President's compensation. Such approval was documented contemporaneously in the Board minutes.

ldentifier	Return Reference	Explanation
Part VI, Question 15b	Describe process for determining compensation	For establishing the compensation of the organization's other officers and key employees, the Board review ed comparability data (i.e. data based on the size of the organization's enrollment, program offerings, operating budgets, geographic area and nonprofit status), compiled by independent third parties. This information was reviewed by the Board and used to establish fair market value compensation for these employees. Such approval was documented contemporaneously in the Board minutes.

DLN: 93493131007490

OMB No 1545-0047 2008

Open to Public

Related Organizations and Unrelated Partnerships

Department of the Treasury

(Form 990)

SCHEDULE R

Attach to Form 990. To be completed by organizations that answerd "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37. See separate instructions.

Inspection Internal Revenue Service Name of the organization **Employer identification number** Bellevue University 47-0491571 Part I Identification of Disregarded Entities (B) (C) Name, address, and EIN of disregarded entity Legal domicile (state Total income Direct controlling Primary activity End-of-year assets or foreign country) entity **Identification of Related Tax-Exempt Organizations** Name, address, and EIN of related organization Legal domicile (state Exempt Code section Public charity status Primary activity Direct controlling (if section 501(c)(3)) or foreign country) entity Bellevue University Foundation Bellevue Uni 1000 Galvin Road South Fundraising NE 501(c)(3) 509(a)(3) Bellevue, NE68005 36-3479801

(A) Name, address, and EIN of related organization		(B) nary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	incom inve	(E) ominant e(related, estment, related)	Share	(F) e of total income	(G) Share of end-of- year assets	(H Disprop allocat	l) ortionate tions?	(I) Code V—UBI amount on Box 20 of K-1	(J) General of managin partner?		
										Yes	No		Yes	No	
Part IV Identification of R	Related	l Organizations	Taxable as	a Corporation	ı or Tr	ust									
(A) Name, address, and EIN of related organ		(B) Primary activity		Legal domicile (state or foreign country)		(D) Direct contro	olling	(E) Type of entity (C corp, S corp or trust)	(F) Share of total income	end	(G) hare of l-of-yea assets	(H) Percentage r ownership			

(5)

(6)

Part V	Transactions	with	Related	Organizations	
raitv	Hansactions	AAICII	KCIGCC	Oi gainiza tions	

	Note. Complete line 1 if any entity is listed in Parts II, III or IV				Yes	No
1 D	uring the tax year, did the orgranization engage in any of the following transactions with	n one or more related organizations listed in Parts II-IV	>			
а	Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity			1a		No
b	Gift, grant, or capital contribution to other organization(s)			1b		No
c	Gıft, grant, or capital contribution from other organization(s)			1c	Yes	
d	Loans or loan guarantees to or for other organization(s)			1d		No
e	Loans or loan guarantees by other organization(s)			1e		No
f	Sale of assets to other organization(s)			1f		No
g	Purchase of assets from other organization(s)			1 g		No
h	Exchange of assets			1h		No
i	Lease of facilities, equipment, or other assets to other organization(s)			1i		No
j	Lease of facilities, equipment, or other assets from other organization(s)			1j		No
k	Performance of services or membership or fundraising solicitations for other organization	tion(s)		1k		No
ı	Performance of services or membership or fundraising solicitations by other organization	ion(s)		11		No
m	Sharing of facilities, equipment, mailing lists, or other assets			1m		No
n	Sharing of paid employees			1n		No
0	Reimbursement paid to other organization for expenses			10		No
р	Reimbursement paid by other organization for expenses			1р		No
q	O ther transfer of cash or property to other organization(s)			1q		No
r	O ther transfer of cash or property from other organization(s)			1r		No
2	If the answer to any of the above is "Yes," see the instructions for information on who	must complete this line, including covered relationships	and transaction thresholds			
	(A)	(B)	(C)			
	Name of other organization(s)	Transaction type(a-r)	Amount Involved			
(1)	Bellevue University Foundation	С		į	588,568	3
(2)		-				
(-,						
(3)						
. ,						
(4)						

Part VI Unrelated Organizations Taxable as a Partnership

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

									_			
(A) Name, address, and EIN of entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Are all partners section 501(c)(3) organizations?		partners section 501(c)(3) organizations?		(E) Share of end-of-year assets	(F) Disproprtionate allocations?		(G) Code V—UBI amount on Box 20 of K-1	(H) General o managing partner?)
			Yes	No		Yes	No		Yes	No		
			•	•		•		Sabadula	D / Form			

Software ID: Software Version:

EIN: 47-0491571

Name: Bellevue University

Form 990, Part VII - Section Aaa

Form 990, Part VII - Section Aaa												
		(C) Position (check all that apply) (E)										
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations		
Michael H Simmonds , Board Chair	2 0	Х						0	0	0		
John P Nelson , Board Vice Chair	2 0	Х						0	0	0		
Carey Hamilton , Board Secretary	2 0	Х						0	0	0		
Robert S Howard , Board Assistant Secretary	2 0	Х						0	0	0		
Keith Edquist , Board Treasurer	2 0	Х						0	0	0		
Cındy Bay , Board Member	2 0	Х						0	0	0		
Lynne Boyer , Board Member	2 0	Х						0	0	0		
Larry Courtnage , Board Member	2 0	Х						0	0	0		
Henry Davis , Board Member	2 0	Х						0	0	0		
Susan J Dennis , Board Member	2 0	Х						0	0	0		
Sıd Dınsdale , Board Member	2 0	Х						0	0	0		
William F Dyer , Board Member	2 0	Х						0	0	0		
William P Esping , Board Member	2 0	Х						0	0	0		
Senator Charles T Hagel , Board Member	2 0	Х						0	0	0		
Deryl F Hamann , Board Member	2 0	Х						0	0	0		
Thomas Harvey , Board Member	2 0	Х						0	0	0		
John F Kotouc , Board Member	2 0	Х						0	0	0		
Mıchael C Lebens , Board Member	2 0	Х						0	0	0		
Elizabeth Murphy , Board Member	2 0	Х						0	0	0		
Andrew C Nelsen , Board Member	2 0	Х						0	0	0		
Murray H Newman , Board Member	2 0	Х						0	0	0		
Pete Ricketts , Board Member	2 0	Х						0	0	0		
H Douglas Riley , Board Member	2 0	Х						0	0	0		
Madeline Rucker , Board Member	2 0	Х						0	0	0		
George W Venteicher , Board Member	2 0	Х						0	0	0		
Charles W Wilson , Board Member	2 0	Х						0	0	0		
MARSHALL E FAITH , BOARD MEMBER	2 0	Х						0	0	0		
Russell D Rupiper , Ex-officio	40 0			Х				149,380	0	8,338		
JOHN MULLER , PRESIDENT	40 0			Х				488,234	0	21,466		
MARY HAWKINS , PROVOST	40 0			Х				216,489	0	12,329		

Form 990, Part VII - Section Aaa

Torin 990, Part VII - Section Aas	•										
		(C) Position (check all that apply)								(F)	
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee		Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations	
JERRY BLASIG , VICE PRESIDENT	40 0			Х				145,453	0	15,285	
MIKE ECHOLS , VICE PRESIDENT	40 0			Х				197,694	0	14,947	
GREGORY ALLEN , ASSISTANT PROFESSOR	40 0					x		166,709	0	8,319	
DAVID BYERS , ASSISTANT PROFESSOR	40 0					×		171,437	0	8,132	
ED RAUCHET , PROGRAM DIRECTOR	40 0					Х		158,150	0	15,620	
DONALD DEVINE , PROGRAM DIRECTOR	40 0					х		129,125	0	14,490	
KENNETH C MASON , PROFESSOR	40 0					X		127,745	0	10,475	

Form 990, Part III, Line 1 - Briefly describe the organization's mission:

Bellevue University strives to be the foremost American University in adult education. The University helps students achieve an unmatched link between learning and real-world performance. Bellevue University is an award-winning leader in distance learning; offering both online or in class settings at our main campus or satellite locations. The University's accelerated degree completion programs have been recognized for innovation, leadership and diversity. Offering nearly 50 undergraduate and 15 grauate degree programs, Bellevue University offers career-building and life-affirming learning programs that enable people to succeed. The University offers the largest Master of Healthcare Administration program in the nation and the largest MBA program in Nebraska. In addition, the University is known nationally as a thought leader in Human Capital development and ROI as the Ph.D. in Human Capital Management program continues to gain momentum. More than 23,000 students have graduated from B