

AGENDA
THE BOARD OF REGENTS
OF THE UNIVERSITY OF NEBRASKA
Steinhart Lodge
Steinhart Park Road
Nebraska City, NE
(East of the Lied Lodge & Conference Center)
Saturday, August 7, 2004
9:00 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. APPROVAL OF MINUTES AND RATIFICATION OF ACTIONS TAKEN ON JUNE 5, 2004.
- IV. KUDOS AND RESOLUTIONS
- V. STRATEGIC OR POLICY ISSUES: RURAL INITIATIVE
- VI. HEARINGS
- VII. PUBLIC COMMENT

The Standing Rules of the Board provide that any person may appear and address the Board of Regents on any item on the agenda for this meeting. Each person will be given up to five minutes to make his or her remarks.
- VIII. COMMITTEE REPORTS AND APPROPRIATE ACTION
- IX. UNIVERSITY CONSENT AGENDA
 - A. ACADEMIC AFFAIRS
 - B. BUSINESS AFFAIRS
- X. UNIVERSITY ADMINISTRATIVE AGENDA
 - A. ACADEMIC AFFAIRS
 - B. BUSINESS AFFAIRS
 - C. FOR INFORMATION ONLY
 - D. REPORTS
- XI. ADDITIONAL BUSINESS

IX. UNIVERSITY CONSENT AGENDA

A. ACADEMIC AFFAIRS

1. President's Personnel Recommendations. Addendum IX-A-1
2. Approval to Award Degrees and Certificates for the 2004-2005 academic year and 2005 summer sessions at the University of Nebraska at Kearney. Addendum IX-A-2
3. Approval to Award Degrees and Certificates for the 2004-2005 academic year and 2005 summer sessions at the University of Nebraska-Lincoln. Addendum IX-A-3
4. Approval to Award Degrees and Certificates for the 2004-2005 academic year and 2005 summer sessions at the University of Nebraska Medical Center. Addendum IX-A-4
5. Approval to Award Degrees and Certificates for the 2004-2005 academic year and 2005 summer sessions at the University of Nebraska at Omaha. Addendum IX-A-5
6. Approve the request for outside employment at the University of Nebraska Medical Center. Addendum IX-A-6
7. Approve Revised Constitution of the Faculty of the University Library at the University of Nebraska at Omaha. Addendum IX-A-7
8. Approve Faculty of the Hixson-Lied College of Fine and Performing Arts Bylaws at the University of Nebraska-Lincoln. Addendum IX-A-8

B. BUSINESS AFFAIRS

Central Administration

1. Accept a bequest from the Estate of Doris K. Kellegher in the amount of \$491,089 to the University of Nebraska-Lincoln College of Law. Addendum IX-B-1
2. Approve the appointment of Howard L. Hawks to serve on the Ak-Sar-Ben Future Trust Board of Directors as the University of Nebraska appointee for a term of two years. Addendum IX-B-2

University of Nebraska-Lincoln

3. Approve Davis Design for the UNL Othmer Hall – Finishing of Basement for Shell Space project Architect Selection. Addendum IX-B-3
4. Approve an increased project budget for the UNL Nebraska Redox Biology Center-Veterinary Basic Science Laboratory Renovation. Addendum IX-B-4

5. Approve the facilities space lease at the West Central Research and Extension Center to the Nebraska State Patrol in North Platte, Nebraska.
Addendum IX-B-5
6. Approve the facilities space lease on the roof of Nebraska Hall on the University of Nebraska-Lincoln campus to U. S. Cellular. Addendum IX-B-6

University of Nebraska Medical Center

7. Approve upgrading electrical systems in Wittson Hall on the UNMC Campus.
Addendum IX-B-7

President's Personnel Recommendations
Meeting Date: August 7, 2004

University of Nebraska at Kearney

Leave of Absence***

University of Nebraska-Lincoln

Leaves of Absence***

University of Nebraska Medical Center

Leave of Absence***

University of Nebraska at Omaha

Adjustment

Robert W. Welk, Interim Dean (Special), College of Fine Arts; effective 08/09/04, \$116,836, FY (includes \$10,000 administrative stipend), 1.00 FTE. Add administrative stipend for additional duties.

Leave of Absence***

University of Nebraska at Kearney

Adjustments

Galen D. Hadley, Interim Dean of the College of Business and Technology (Special), Dean of the College of Business and Technology (Emeritus) and Professor of Accounting and Finance (Emeritus), effective 08/07/04, salary \$120,000 FY, 1.00 FTE. Add appointment as Interim Dean of the College of Business and Technology.

Kathleen J. Smith, Interim Vice Chancellor for University Relations (Special) and Professor of Accounting and Finance (Continuous), effective 08/07/04, salary \$93,033 FY, 1.00 FTE. Change title from Dean of the College of Business and Technology to Interim Vice Chancellor of University Relations and salary from \$111,068.

***Members of the public and news media may obtain a copy of the item with the Leaves of Absences in the Office of the Corporation Secretary, University of Nebraska, 3835 Holdrege Street, Lincoln, NE 68583, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except university holidays.

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Approval to Award Degrees and Certificates for the 2004-2005 academic year and 2005 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students of the University of Nebraska at Kearney, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 17, 2004, and May 6, 2005, subject to the satisfactory completion of all requirements.

PREVIOUS ACTION: August 9, 2003 – The Board granted approval for the 2003-2004 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2004-2005 academic year and 2005 summer sessions to those students who have completed the necessary requirements.

SPONSOR: Finnie A. Murray
Senior Vice Chancellor for Academic Affairs and Student Life

APPROVAL: _____
Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

DATE: July 14, 2004

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Approval to Award Degrees and Certificates for the 2004-2005 academic year and 2005 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of appropriate degrees and certificates on students of the University of Nebraska-Lincoln, as approved and recommended by the faculty, at Commencement ceremonies to be held on December 18, 2004, May 7, 2005, and August 13, 2005.

PREVIOUS ACTION: August 9, 2003 - The Board granted approval for the 2003-2004 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2004-2005 academic year and 2005 summer sessions to those students who have completed the necessary requirements.

SPONSOR: David Brinkerhoff
Interim Senior Vice Chancellor for Academic Affairs

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 15, 2004

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Approval to Award Degrees and Certificates for the 2004-05 academic year and 2005 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve conferral of appropriate degrees and certificates on students of the University of Nebraska Medical Center as approved and recommended by the faculties, at Commencement ceremonies to be held on:

Winter Commencement	
December 16, 2004 (Thursday)	Kearney-Coll. of Nursing
December 17, 2004 (Friday)	Omaha
December 18, 2004 (Saturday)	Scottsbluff-Coll.of Nursing
UNMC Spring Commencement	
	May 5, 2005 (Thursday)
	Kearney
	Coll. of Nursing, Allied Health & Graduate College
May 6, 2005 (Friday)	Lincoln
	College of Nursing and College of Dentistry
May 9, 2005 (Monday)	Scottsbluff
May 13, 2005 (Friday)	Omaha
August 12, 2005 (Friday)	Summer Graduation (no ceremony)

PREVIOUS ACTION: The Board granted approval for the 2003-04 academic year award dates on August 9, 2003.

EXPLANATION: The Medical Center awards degrees and certificates at or near the completion of each academic term. Students graduating from UNMC academic programs located at sites other than the Omaha campus will receive their degrees in separate ceremonies in Kearney, Lincoln, and Scottsbluff.

SPONSOR: Rubens J. Pamies, MD
Vice Chancellor for Academic Affairs

APPROVAL: _____
Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: July 21, 2004

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Approval to Award Degrees and Certificates for the 2004-2005 academic year and 2005 summer sessions.

RECOMMENDED ACTION: It is recommended that the Board of Regents approve the conferral of the appropriate degrees and certificates on students of the University of Nebraska at Omaha, as approved and recommended by the faculty at Commencement ceremonies, to be held on December 17, 2004; May 6, 2005; and August 12, 2005, subject to the satisfactory completion of all requirements.

PREVIOUS ACTION: August 9, 2003–The Board granted approval for the 2003-2004 academic year award dates.

EXPLANATION: This action authorizes granting degrees and certificates for the 2004-2005 academic year and 2005 summer sessions to those students who have completed the necessary requirements.

SPONSOR: John Christensen
Vice Chancellor for Academic and Student Affairs

APPROVAL: _____
Nancy Belck, Chancellor
University of Nebraska at Omaha

DATE: July 15, 2004

TO: The Board of Regents

COMMITTEE: Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Requests for approval of outside employment.

RECOMMENDED ACTION: Approval of the following request to participate in activities outside the University in accordance with University policy as follows:

COLLEGE OF MEDICINE

Phyllis Warkentin, M.D., Professor Pathology/Microbiology and Pediatrics, to do consulting for the Foundation for the Accreditation of Cellular Therapy (FACT).

PREVIOUS ACTION: The Board of Regents granted permission to Dr. Warkentin from July 1998 through August 2004.

EXPLANATION: This request for approval of outside activity is in accordance with Section 3.4.5 of the *Bylaws of the Board of Regents of the University of Nebraska* specifying that University employees (a) accepting retainer fees or other remuneration on a permanent or yearly basis as professional consultants must have the approval of the Board of Regents.

Phyllis Warkentin is requesting permission of the Board of Regents to do consulting for the Foundation for the Accreditation of Cellular Therapy on issues of standards for transplantation of cells, tissues and cell and tissue-based products (primarily bone marrow and blood); facility and transplant program inspection; and training of inspectors during the period of September 2004 through August 2005. For this effort she will be paid a retainer fee. The Board granted permission to Dr. Warkentin in 1998-2004 for the same activity.

SPONSOR: Rubens J. Pamies, M.D.
Vice Chancellor for Academic Affairs

APPROVAL: _____
Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: July 15, 2004

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Revised Constitution of the Faculty of the University Library

RECOMMENDED ACTION: Approve Revised Constitution of the Faculty of the University Library

PREVIOUS ACTION: May 12, 1989 – The current constitution was approved by the Board of Regents.

EXPLANATION: The changes incorporated into the revised constitution are largely of a housekeeping nature. Revisions include changes in the duties of the Vice Chair/Chair Elect of the faculty; limiting emeritus status to faculty holding the rank of assistant professor or above; changes in procedures of standing committees; and elimination of the University Library Publication and Research Committee. The revised document has been recommended for approval by the library faculty and the Deans Forum.

PROJECT COST: None

SPONSORS: Dorothy Willis
Interim Dean, University Library

John Christensen
Vice Chancellor for Academic and Student Affairs

APPROVAL: _____
Nancy Belck, Chancellor
University of Nebraska at Omaha

DATE: July 15, 2004

CONSTITUTION OF THE FACULTY
OF THE ~~UNIVERSITY~~ LIBRARY
OF THE
UNIVERSITY OF NEBRASKA AT OMAHA

PREAMBLE

The mission of the Library is to collect, preserve, and provide access to information resources in support of instruction, research, creative activity, and the mission of the University. The ~~University~~ Library abides by the *Bylaws of the Board of Regents of the University of Nebraska* and by the contract between the UNO-AAUP and the Board of Regents. The following articles have been adopted to enable the University Library to achieve its specific goals.

ARTICLE I
NAME

- 1.0 The name of the organization shall be the Faculty of the **Library of the** University of Nebraska at Omaha ~~University Library~~, hereinafter referred to as the Faculty.

ARTICLE II
OBJECTIVES AND STRUCTURE

- 2.1 Within the limits established by the *Bylaws of the Board of Regents of the University of Nebraska*, the immediate government of the ~~University~~ Library shall be by its own faculty. The Faculty:
- 2.1.1 Shall provide library service at the University of Nebraska at Omaha and encourage the professional and scholarly development of its members:
- 2.1.1.1 To ~~develop~~ **collect** and organize ~~the collection~~ **library resources** for effective use;
- 2.1.1.2 To maintain **these resources** and **to** preserve the collections;
- 2.1.1.3 To provide reference services and library instruction;
- 2.1.1.4 To provide additional services required to support the curriculum and research needs of the faculty, staff and students of the University of Nebraska at Omaha;

- 2.1.1.5 To advance the field of Library and Information Science through professional and scholarly activities;
- 2.1.2 Shall provide a forum for open discussion by all members of the Faculty, each of whom may participate freely without regard to academic rank. The forum provided by the Faculty shall be conducted in accordance with the principles stated in the section 4.1, Academic Responsibility, of the *Bylaws of the Board of Regents of the University of Nebraska*;
- 2.1.3 May address itself to the administration of the ~~University~~ Library; and as appropriate to the faculty and administration of the University of Nebraska at Omaha and to other officials or organizations within or outside the University of Nebraska at Omaha.
- 2.1.4 Shall stand in an advisory relationship to the Library Dean. The role of the faculty as a whole and through its committees is to counsel, recommend and advise the Library Dean on matters of policy and program;
- 2.1.5 Shall adopt rules and regulations for the conduct of its business and approve or disapprove proposals for changes in the Constitution of the Faculty.
- 2.1.6 Shall establish committees for the conduct of Faculty business and assign functions and responsibilities to them;
- 2.1.7 Shall consider other business brought before it by the Dean, Faculty, Administrative or Faculty committees, and other persons at the discretion of the Faculty;
- 2.1.8 Shall consider other items of interest to the welfare of the Faculty.

ARTICLE III MEMBERSHIP

- 3.1 The membership of the Faculty shall consist of all persons holding ~~special, specific term and continuous appointments in the University Library pursuant to the *Bylaws of the Board of Regents* including the ranks of Professor, Associate Professor, Assistant Professor, and Instructor.~~ **the academic rank of assistant instructor and above, or formally approved equivalent ranks.**
 - 3.1.1 All members shall have voting privileges.
 - 3.1.2 Members of the Faculty shall be appointed and promoted in accordance with the *Bylaws of the Board of Regents* and *Guidelines on Appointment, Reappointment, Promotion, Tenure, and Merit Recommendation for Faculty Members of the University Library*.

3.1.3 Emeritus Faculty shall be those individuals who have held a ~~University~~ Library appointment with the rank of ~~Instructor~~ **Assistant Professor** or above and who have been granted Emeritus status. Such members may attend meetings and serve as consultants to committees but may not vote.

~~3.2 — Types of Appointment.~~

~~3.2.1 — Faculty members may be granted special, specific term, or continuous (tenure) appointments.~~

~~3.3 — Faculty Evaluation.~~

~~3.3.1 — Each Faculty member shall undergo an annual evaluation pursuant to Section 4.6 of the *Bylaws of the Board of Regents*.~~

~~3.4 — Library Dean Evaluation~~

~~3.4.1 — At least every third anniversary year of appointment, the Library Dean's Review Committee will conduct a comprehensive evaluation of the Library Dean and make recommendations to the Vice Chancellor for Academic Affairs for his/her consideration.~~

ARTICLE IV OFFICERS

4.1 The officers of the Faculty shall consist of the 1) Chair and the 2) Vice Chair/Chair Elect. **Each year a The Vice Chair/Chair Elect shall be elected for a two-year term. In the first year of the term, the Chair Elect functions as a Secretary to the Library Faculty. (c.f., sections 4.2.2. ff.) In the second year of office, the Vice Chair/Chair Elect shall assume the duties of the Chair. The terms of office commence on July 1 of each year. at the conclusion of the last Faculty meeting of the academic year.**

4.2 Duties

4.2.1 The Chair shall:

4.2.1.1 Preside over meetings of the Faculty;

4.2.1.2 Assemble and distribute agendas for the Faculty;

4.2.1.3 Call elections ~~in March~~ each year as ~~determined by Article IV.~~ **as specified in the election guidelines.**

- 4.2.1.4 Represent the Faculty, when appropriate.**
- 4.2.1.5 Appoint a temporary secretary in the absence of the Vice Chair/Chair Elect.**
- 4.2.1.6 Create special committees and appoint members, as needed.**
- 4.2.2 The Vice Chair/Chair Elect shall:
- 4.2.2.1 Take minutes at the Faculty meetings and ensure that minutes are distributed. One copy shall be given to University Archives;
- 4.2.2.2 Assume the duties of the Chair in his/her absence;
- 4.2.2.3 Conduct elections for Faculty offices and committees, ~~These are~~ as follows:
 Library Advisory Committee on Reappointment, Promotion, and Tenure
~~University Library Publication and Research Committee~~
 Library Dean's Review Committee
 Faculty Senate Representative
 Vice Chair/Chair Elect;
- 4.2.2.4 Maintain a list of committee members to be distributed annually to all Faculty.
- 4.3 Vacancies.
- 4.3.1 If a vacancy should occur during the term of office of the Chair, the Vice Chair/Chair Elect shall fill the unexpired term.
- 4.3.2 If a vacancy should occur during the term of office of the Vice Chair/Chair Elect, a special election shall be held if there are more than three (3) months remaining before a scheduled election. If there are less than three months, the Chair may make an interim appointment to fill the remainder of the term. If this should occur, both the Chair and Vice Chair/Chair Elect shall be nominated and elected at the next scheduled election.

ARTICLE V STANDING COMMITTEES

- 5.1 ~~There are three~~ Standing committees ~~that~~ shall operate as indicated in **5.2 and 5.3** of this Constitution.

- 5.1.1 ~~The three~~ Standing committees shall **include, but are not limited, to the following** ~~be named:~~
- 5.1.1.1 Library Advisory Committee on Reappointment, Promotion, and Tenure;
- 5.1.1.2 ~~University Library Publication and Research Committee;~~
- 5.1.1.2 Library Dean's Review Committee.
- 5.2 General procedures **for standing committees.**
- 5.2.1 Membership in standing committees is established by general election ~~in March~~ **according to the respective guidelines of each committee.** ~~Faculty members are eligible for service on standing committees without regard to academic rank unless otherwise specified in this Constitution. A Faculty member may serve on more than one standing committee at the same time.~~
- 5.2.2 Terms of office **are specified in the respective guidelines for each committee.** ~~to commence on July 1 of election year. Elected members of standing committees, except the Library Dean's Review Committee, shall have a term of three years. Term years are staggered so that one third of each Committee's membership is elected each year. A Faculty member may serve on more than one standing committee at the same time.~~
- 5.2.3 Vacancies. Vacancies before the completion of term shall be filled by special election according to Article VI of this Constitution. When vacancies occur, the ~~Library Faculty~~ Vice Chair/Chair Elect shall conduct a special election. If the remaining term is less than six months, the replacement member shall serve a term of three years plus the remaining term except for the Library Dean's Review Committee wherein the term of service is for the remaining term only.
- 5.2.4 Guidelines and Procedures. **Each standing committee will have a minimum of three members.** Each standing committee shall provide the Vice-Chair/Chair Elect of the Faculty of the ~~University~~ Library with a written statement of the guidelines, ~~and~~ procedures, **and composition** of the committee; another copy shall be given to University Archives. All guideline and procedure documents must be approved by the Faculty.
- 5.2.5 Officers and representatives of standing committees. Each standing committee shall elect a Chair from its membership to serve a term of one year, subject to re-election.
- 5.2.6 Meetings. Each standing committee shall meet when necessary.

- 5.2.7 Committee members shall disqualify themselves from participation in the deliberations **about matters** in which they ~~are directly and/or personally involved.~~ **have a conflict of interest.**
- 5.2.8 A Faculty member with the appointment of Library Dean is not eligible for election to any standing committee. A Faculty member with the appointment of Assistant or Associate Dean is not eligible for election to the Library Advisory Committee on Reappointment, Promotion, and Tenure and may not serve as ex officio member.
- 5.3 Responsibilities of standing committees
- 5.3.1. Each standing committee functions according to the Faculty approved guidelines and procedures for that committee.**
- ~~5.3.1 Library Advisory Committee on Reappointment, Promotion, Tenure, and Merit functions according to the *University Library Guidelines on Appointment, Reappointment, Promotion, Tenure, and Merit Recommendations for Faculty Members of the University library.*~~
- ~~5.3.2 University Library Publication and Research Committee functions according to *University Library Publication and Research Committee Guidelines.*~~
- ~~5.3.3 Library Dean's Review Committee functions according to *University Library Guidelines for the Library Dean's Review Committee.*~~

ARTICLE VI ELECTIONS

- 6.1 ~~In March of each year~~ Elections shall be held for Faculty officers and committee members according to the respective guidelines of the office or committee.
- ~~Vice Chair/Chair Elect;~~
- ~~Library Advisory Committee on Reappointment, Promotion, and Tenure;~~
- ~~University Library Publication and Research Committee~~
- ~~6.1.1 Every third year a representative to the Faculty Senate shall be elected.~~
- ~~6.1.2 Every third year, or as necessary with the appointment of a new Library Dean, the Library Dean's Review Committee shall be elected. The Committee shall be composed of three elected full-time members of the Faculty; one tenured, one chair, one non-tenured. All Faculty members except the Library Dean must stand for election. A simple majority is sufficient for election in each category.~~

6.2 ~~Library~~ Faculty Officers, Committee members and Faculty Senate representative

6.2.1 The Vice Chair/Chair Elect of the Faculty shall request that each eligible Faculty member put his/her name forward for each office and committee assignment. Standing Committee members shall not be eligible for consecutive terms on the same committee. A ballot shall be assembled and distributed to each Faculty member at least two weeks before the ballots must be returned.

~~6.2.2 The Vice Chair/Chair Elect shall conduct the election for the Library Dean's Review Committee. A ballot including all Faculty members, except the Library Dean, shall be assembled and distributed to each Faculty member at least two weeks before the election. Three categories shall appear on the ballot: chair, tenured, and non-tenured. No faculty member shall be included in more than one category.~~

6.2.2 If no candidate receives a majority of votes on the first ballot, a runoff election between the two candidates receiving the largest number of votes shall be held as soon as possible.

6.2.3 The Vice Chair/Chair Elect shall notify the Faculty in writing of the results of all elections as soon as they are known.

6.3 Special Elections

6.3.1 The Vice Chair/Chair Elect shall conduct special elections for vacancies as required in 4.3 and/or 5.2.3. Special elections shall be held in the same manner as outlined in 6.2.1 ~~or 6.2.2~~.

ARTICLE VII MEETINGS

7.1 Scheduling of Meetings

7.1.1 Dates and Times. The Faculty shall meet **monthly during the a minimum of eight times per academic year as needed**. Dates and times ~~to shall be determined by Library Faculty Chair. These meetings shall normally take place once a month.~~

7.1.2 Additional meetings may be called in any of the following ways:

7.1.2.1 By petition of a standing committee;

7.1.2.2 By action from the floor;

- 7.1.2.3 By petition of three members of the Faculty
- 7.1.2.4 By the Chair of the Faculty
- 7.2 Meetings shall be open to all Faculty and to any others by invitation of the Faculty. Minutes of meetings shall be public information.
- 7.3 Quorum: A Quorum shall consist of a simple majority of the voting members of the Faculty.
- 7.4 Parliamentary authority: The most recent edition of *Robert's Rules of Order* shall constitute the procedural authority for Faculty meetings, unless other procedures are established in the *Constitution of the Faculty of the University Library of the University of Nebraska at Omaha*.
- 7.5 Voting: Voting shall usually be conducted by a voice vote. A simple majority of the members present is required to pass a motion.

ARTICLE VIII AMENDMENTS

- 8.1 A change in this Constitution can be introduced by a member or by a committee of the Faculty by submitting the suggested amendment in writing to the Chair of the Library Faculty for inclusion on the agenda of the next regularly scheduled meeting. A copy of the proposed amendment shall accompany the agenda.
- 8.2 Approval of the changes require a two-thirds (2/3) majority vote by the entire Faculty.
- 8.3 Unless a specific date is stipulated, changes in this Constitution shall become effective immediately upon approval of the Faculty, the Chancellor of the University of Nebraska at Omaha, and the Board of Regents of the University of Nebraska.

ARTICLE IX RATIFICATION

- 9.0 This Constitution shall become effective when adopted by the Faculty and approved by the Chancellor of the University of Nebraska at Omaha, and the Board of Regents.

Adopted by the Library Faculty, April 11, 1989

Approved by the Chancellor, April 14, 1989

Approved by the Board of Regents, May 12, 1989

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Bylaws of the Faculty of the Hixson-Lied College of Fine and Performing Arts of the University of Nebraska-Lincoln

RECOMMENDED ACTION: Approve Faculty of the Hixson-Lied College of Fine and Performing Arts Bylaws at the University of Nebraska-Lincoln.

PREVIOUS ACTION: July 1, 1993 – The College of Fine and Performing Arts formally began operation.

EXPLANATION: The proposed document represents an extensive rewriting of the college's governance document. The revision of the document provides clarification of procedures for faculty evaluation, defines the structure of college committees addressing their membership, duties, and responsibilities, and the revision of the college administrative component with reference to appointments, duties, and responsibilities.

SPONSORS: Giacomo Oliva, Dean
Hixson-Lied College of Fine and Performing Arts

David Brinkerhoff
Interim-Senior Vice Chancellor for Academic Affairs

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 15, 2004

UNIVERSITY OF
Nebraska
Lincoln

HIXSON-LIED COLLEGE OF FINE
AND PERFORMING ARTS

BYLAWS

APPROVED MARCH 31, 2004

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1.0 NAME

The name of the organization shall be the Hixson-Lied College of Fine and Performing Arts, University of Nebraska-Lincoln (sometimes referred to as the College or H-LCFPA in these Bylaws).

2.0 CONSTITUENTS

The Hixson-Lied College of Fine and Performing Arts shall consist of three academic units (the Department of Art and Art History, the School of Music, the Department of Theatre Arts) and the Mary Riepma Ross Media Arts Center.

3.0 AFFILIATES

Units affiliated with the College are the Center for Great Plains Studies Art Collection, the Lentz Center for Asian Culture, the Lied Center for Performing Arts, and the Sheldon Memorial Art Gallery and Sculpture Garden.

4.0 GOVERNANCE

The governance of the College lies with two groups, the faculty and the administrative component.

5.0 FACULTY

5.1 Powers of the faculty

The faculty of the College is the general approving body for matters not specifically assigned to the administrators by the Board of Regents. Within the limits of federal and state law, the Bylaws of the University of Nebraska Board of Regents, the UNL Bylaws, policies established by the office of the Chancellor, the Academic Senate, and the Graduate College¹, the faculty shall:

- 5.1.1 establish rules for the conduct of its business.
- 5.1.2 establish committees, assign their functions and responsibilities, and choose their members.
- 5.1.3 establish and amend the College Bylaws.
- 5.1.4 establish and regulate instructional content, including:

¹In case of a conflict among these entities, the “supremacy” of provisions is in the following order: (1) applicable law, (2) bylaws and policies of the Board of Regents, (3) UNL bylaws, (4) bylaws and rules of the College.

- 5.1.4.1 requirements for degrees (undergraduate and graduate).
- 5.1.4.2 the academic programs for majors and minors.
- 5.1.4.3 courses to be offered for credit in the College.
- 5.1.5 establish procedures and regulations for students in the College regarding such matters as:
 - 5.1.5.1 admission.
 - 5.1.5.2 probation.
 - 5.1.5.3 dismissals.
 - 5.1.5.4 reinstatement.
 - 5.1.5.5 other matters related to the maintenance of proper academic standards.
- 5.1.6 make recommendations for honorary degrees.
- 5.1.7 consider other business brought before it by the Dean, the Executive Committee, individual faculty, or other authorized persons according to procedures outlined in these Bylaws.
- 5.1.8 consider other items of broad interest to the welfare of the faculty.
- 5.2 Voting membership
 - 5.2.1 The voting membership of the College shall consist of faculty who hold continuous, specific term, or regular/non-temporary special appointments of 0.5 FTE or greater and who are not working toward an advanced degree at the University of Nebraska-Lincoln.
 - 5.2.2 Faculty associated with more than one department shall vote in the department designated on the personnel action form as the home or tenured home department.
 - 5.2.3 Faculty members in other colleges shall not be voting members unless specifically authorized by action of the faculty of the Hixson-Lied College of Fine and Performing Arts.

6.0 COLLEGE ADMINISTRATIVE COMPONENT

- 6.1 The administrative component of the College shall include:
 - 6.1.1 the Dean.

- 6.1.2 the Associate Dean.
- 6.1.3 the Assistant Dean and/or one or more Special Assistants to the Dean.
- 6.1.4 the Administrative Council.

6.2 Duties of the College administrative component

The College Administrative Component is charged with the broad responsibility of leadership for the College, toward the broad goal of assisting the students and faculty of the College to achieve their goals in learning, teaching, research/creative activities, and service. Specifically it deals with:

- 6.2.1 maintaining effective communication with the Central Administration and other important campus constituencies.
- 6.2.2 overseeing academic programs, to include those that are collaborative with other campus units.
- 6.2.3 providing directives for college-wide strategic planning for the College.
- 6.2.4 coordinating all activities pertaining to admission and advising.
- 6.2.5 facilitating governance of all College affairs by the faculty.

6.3 The Dean

6.3.1 General responsibilities

The Dean, as chief administrative officer for the College, is responsible for the oversight of all aspects of the operation of the College, to include academic programs, personnel, physical facilities, student affairs, faculty governance, and the management of fiscal resources.

6.3.2 Performance reviews

The Dean's performance is reviewed annually by the College and higher administrative officers with a substantive review after each five years of service. Reviews are conducted in accordance with university guidelines on review and reappointment of academic administrative officers.

6.4 The Associate Dean

6.4.1 Appointment and term of service

The Associate Dean is appointed by the Dean with the advice and approval of the College Executive Committee. The Associate Dean will serve for a three-year term, and can be reappointed for successive three-year terms based on satisfactory performance of duties and responsibilities.

6.4.2 General responsibilities

6.4.2.1 The Associate Dean reports to the Dean and is directly responsible for all matters pertaining to academic and student affairs in the College, including the following:

6.4.2.1.1 degree programs and curriculum.

6.4.2.1.2 accreditation and academic program review.

6.4.2.1.3 advising.

6.4.2.1.4 admissions.

6.4.2.1.5 academic distinction and awards.

6.4.2.1.6 summer sessions.

6.4.2.1.7 College-wide assessment.

6.4.2.1.8 College mentoring program.

6.4.2.1.9 special projects, programs and activities.

6.4.2.2 The Associate Dean serves as Acting Dean in the Dean's absence and assists the Dean as needed with the day-to-day operation of the College.

6.4.3 Performance reviews

The Associate Dean's performance is reviewed annually by the Dean, with input from faculty and staff in the College. A substantive review is conducted after each three years of service. Reviews are conducted in accordance with university guidelines on review and reappointment of academic administrative officers.

6.5 Assistant Dean/Special Assistants to the Dean

6.6 Administrative Council

6.6.1 The Administrative Council serves as the management team for the College, and consists of the following individuals:

6.6.1.1 the Dean

6.6.1.2 the Associate Dean for Academic Affairs

6.6.1.3 the Chair of the Department of Art and Art History

6.6.1.4 the Chair of the Department of Theatre Arts

6.6.1.5 the Director of the School of Music

6.6.2 The Administrative Council meets weekly and at other times as deemed necessary and appropriate by the Dean.

7.0 COLLEGE FACULTY MEETINGS

7.1 The College faculty shall meet at least once each semester.

7.2 Presiding at meetings

7.2.1 The Dean shall preside at meetings of the faculty.

7.2.2 In the absence of the Dean, the Associate Dean shall preside.

7.2.3 In the absence of the Dean or the Associate Dean, the faculty shall elect a representative to chair the meeting.

7.3 Secretary

The Administrative Assistant to the Dean shall serve as the Secretary for the College Faculty Meetings.

7.4 Parliamentary

The Dean shall appoint a Parliamentarian at the first meeting of each academic year.

7.5 A meeting of the College Faculty and Staff may be called by:

7.5.1 the Dean.

7.5.2 the Executive Committee, upon formal request to the Dean.

7.5.3 a written request by at least ten (10) of the College's voting membership.

7.6 Notification requirements

7.6.1 A call for a meeting shall be distributed in writing to the faculty by the Dean no less than one week before the meeting.

7.6.2 Copies of the agenda and pertinent information shall be provided to the faculty no less than three working days prior to the meeting.

- 7.6.3 These requirements may be waived by a quorum in the case of an emergency meeting.
- 7.6.4 The agenda of each meeting is to be sent to the Undergraduate Student Advisory Board and the Graduate Student Advisory Board. (see 7.11)

7.7 Meeting agenda.

Items may be placed on the agenda as follows:

- 7.7.1 by the Dean
- 7.7.2 by the Executive Committee, upon written request to the Dean
- 7.7.3 by at least five (5) of the voting membership, who shall submit the item in writing to the Dean's office no less than two weeks prior to the scheduled meeting
- 7.7.4 by action from the floor, provided that no substantive matter introduced at the meeting be voted on during the same meeting

7.8 Quorum

- 7.8.1 A quorum of at least five (5) voting members from each of the academic units must be present before any business can be transacted.
- 7.8.2 If an item has been presented in advance at two successive meetings at which a quorum has not been present, then the membership present shall constitute a quorum for the purpose of acting on that particular item.

7.9 Mail/e-mail ballots

- 7.9.1 A motion to refer an item to a mail/e-mail ballot of the faculty shall be in order after the call for the question but before the vote is taken on any substantive matter before the faculty.
- 7.9.2 A motion to have a mail/e-mail ballot shall be adopted providing twenty-five (25) percent of the members present or ten (10) members, whichever is greater, favor it.
- 7.9.3 A mail/e-mail ballot may be used only for substantive issues.
- 7.9.4 In the case of a mail/e-mail ballot, a summary of the arguments germane to the motion's issue shall be prepared by the Secretary and sent, along with the ballot, to each member of the College faculty.

7.10 Elections

- 7.10.1 All elections, including those conducted through mail/e-mail ballots, shall be decided by majority vote of all members voting.

7.10.2 If a majority is not reached on the first ballot, a second balloting on the two candidates receiving the highest number of votes shall be held.

7.11 Student representation

Two student organizations may have representation at the College faculty meetings.

7.11.1 Undergraduate Student Advisory Board

7.11.2 Graduate Student Advisory Board

7.11.3 Guidelines for participation:

7.11.3.1 Representatives are non-voting.

7.11.3.2 Representatives shall be selected from their respective memberships.

7.11.3.3 A maximum of two representatives from either organization may attend.

7.11.3.4 Representatives must be majoring in a program in the Hixson-Lied College of Fine and Performing Arts.

7.12 Limitations

Except when otherwise provided in these Bylaws, all procedures shall be in accord with the latest edition of Robert's Rules of Order.

8.0 REGULATIONS GOVERNING ALL COLLEGE COMMITTEES

8.1 Standing committees

There shall be the following standing committees and student organizations in the College:

8.1.1 Executive Committee

8.1.2 Curriculum Committee

8.1.3 Academic Distinction and Awards Committee

8.1.4 Grading Appeals Committee

8.1.5 Program Advisory Council

8.1.6 Faculty Research Travel Committee

- 8.1.7 Undergraduate Student Advisory Board
- 8.1.8 Graduate Student Advisory Board
- 8.2 Rules regulating other standing committees
 - 8.2.1 All other standing committees will be established, modified, or terminated, as needed, by the majority vote of those present and voting at a College faculty meeting.
 - 8.2.2 The faculty shall prescribe the responsibilities and method of selection of such committees.
 - 8.2.3 Each standing committee shall report to the faculty at least once each year.
- 8.3 Ad-hoc committees
 - 8.3.1 The College may establish ad-hoc committees with appointment by the Dean after consultation with the Administrative Council and Executive Committee in order to effectively manage College affairs.
 - 8.3.2 All ad-hoc committees will be given a specific charge and time frame for the execution of their responsibilities.
- 8.4 General term regulations
 - 8.4.1 Terms of office on all committees, except those held by permanent appointment, shall be staggered.
 - 8.4.2 Faculty members shall be elected and student members shall be appointed in the spring semester.
 - 8.4.3 All terms will begin with the opening of the fall semester, except in the cases of members appointed by the Dean to fill unexpected vacancies.

9.0 REGULATIONS GOVERNING STANDING COMMITTEES

- 9.1 Executive Committee
 - 9.1.1 Membership
 - 9.1.1.1 the Dean
 - 9.1.1.2 the Associate Dean
 - 9.1.1.3 three members (at least one must be an art historian*) nominated and elected from and by the Department of Art and Art History

9.1.1.4 three faculty members (at least one must be a faculty member whose research/creative activity is dedicated at least 50 percent to scholarly research and publication*) nominated and elected from and by the School of Music

9.1.1.5 three faculty members nominated and elected from and by the Department of Theatre Arts

*Should such a faculty member be either unavailable or unwilling to serve, then that position may be filled by any qualified faculty member from that department or school.

9.1.2 Rules of membership

9.1.2.1 All Executive Committee members must be full-time, tenured faculty members in the College.

9.1.2.2 No Executive Committee member may be a chair or director.

9.1.2.3 Term of office shall be four years.

9.1.2.4 Elections shall be held in the spring semester and terms shall begin in the fall semester.

9.1.2.5 Persons who have served two consecutive terms may not succeed themselves on the committee.

9.1.2.6 Temporary vacancies shall be filled for the duration of the vacancy through appointment by the appropriate chair/director in consultation with the Dean.

9.1.2.7 Other vacancies occurring, except those by expiration of term, shall be filled by vote of the faculty in the department/school represented by the vacating member.

9.1.2.8 If such a department/school election cannot take place immediately, the position may be filled by appointment of the Dean with the concurrence of the Executive Committee.

9.1.3 Functions and responsibilities

9.1.3.1 The Executive Committee shall meet at least three times each semester.

9.1.3.2 The Committee shall serve in an advisory capacity to the Dean, and shall discuss and act upon issues involving College business and the general welfare of the College, including:

9.1.3.2.1 consideration of action on recommendations for tenure and promotions in rank (Tenure and promotion guidelines will adhere to those published in the Bylaws of the Board of Regents and those policies in the Guidelines for the Evaluation of Faculty: Annual Evaluations, Promotion, and Tenure of the University of Nebraska-Lincoln).

- 9.1.3.2.2 consultation with the Dean on selections of chairpersons and directors.
- 9.1.3.2.3 service as an appeals committee for individual staff members who desire clarification of their status within the College.
- 9.1.3.2.4 service as an appeals committee for chairpersons of departments and directors of schools regarding budget or any other matter affecting the welfare of the department or school.
- 9.1.3.2.5 presentation at the appropriate time to the faculty for its vote nominees for membership on the Academic Senate Committee on Committees.

9.1.4 Governance procedures

- 9.1.4.1 The Dean shall be chair of the Executive Committee.
- 9.1.4.2 In the Dean's absence, the Associate Dean shall act as chair.
- 9.1.4.3 Either the Dean or the elected faculty member with the most seniority rank and total years of service in the College may convene the Committee.
- 9.1.4.4 In an unusual circumstance, a majority of the elected members of the Executive Committee may call a meeting to deliberate and make judgments on any issue dealing with the business or general welfare of the College.
- 9.1.4.5 The results of these deliberations may be presented to the College as a whole, as well as to other administrative levels in the University.

9.2 Curriculum Committee

9.2.1 Membership

- 9.2.1.1 the Associate Dean, who serves as the non-voting Executive Secretary
- 9.2.1.2 one faculty member elected by the faculty in the Department of Art and Art History
- 9.2.1.3 one faculty member elected by the faculty in the School of Music
- 9.2.1.4 one faculty member elected by the faculty in the Department of Theatre Arts
- 9.2.1.5 one full-time undergraduate student majoring in a program in the College (selected by the Undergraduate Student Advisory Board)
- 9.2.1.6 one graduate student majoring in a program in the College (selected by the Graduate Student Advisory Board)

- 9.2.1.7 College Advising Coordinator (Ex Officio)
- 9.2.2 Rules of Membership
 - 9.2.2.1 faculty members shall serve for three years
 - 9.2.2.2 student members shall serve for one year
 - 9.2.2.3 faculty members shall have been members in this College at the rank of assistant professor, or higher, for at least two years prior to selection.
 - 9.2.2.4 chairs/directors of departments/schools are not eligible, but vice-chairs/vice-directors may be elected
 - 9.2.2.5 committee members may not serve for more than two consecutive terms
 - 9.2.2.6 temporary vacancies shall be filled by the Dean, with the concurrence of the Executive Committee
 - 9.2.2.7 other vacancies shall be filled by election of the Faculty of the unit in which the vacancy has occurred
 - 9.2.2.8 an empty position awaiting election shall be filled through appointment by the Dean with the concurrence of the Executive Committee
 - 9.2.2.9 a faculty member appointed to complete an unexpired term, who serves less than one-half the regular three-year extent of that term is eligible to serve for two subsequent three-year terms
- 9.2.3 Guests from other units or Colleges may be invited to attend meetings of the Curriculum Committee.
- 9.2.4 The Executive Secretary shall distribute the agendas for and minutes of all Curriculum Committee meetings to the chairs/directors and to the curriculum chairs of each of the academic units in the College; to the Dean's office, and to each of the affiliated arts units.
- 9.2.5 Functions and responsibilities

The Committee's general responsibility is to supervise undergraduate curricula in the College. The committee shall consider student need, duplication, intellectual content, and relationships with other College and university programs. The committee's specific duties are to:

 - 9.2.5.1 approve additions, deletions, and revisions of courses.
 - 9.2.5.2 determine the applicability of courses toward degree requirements.
 - 9.2.5.3 make recommendations to the College faculty regarding changes in degree requirements within the College and to interpret these requirements in cases of uncertainty.
 - 9.2.5.4 encourage the improvement of curricular programs within the College.

- 9.2.5.5 serve, along with the Executive Committee, as the overall academic planning group for the College.
- 9.2.5.6 concern itself with the quality of the course offerings within the College and to promote their excellence.
- 9.2.5.7 establish a subcommittee on "Special Student Requests" that would be charged with adjudicating independent petitions of a non-routine nature related to student academic programs referred to it by the Dean's Office. (An example of such a petition would be a request to waive College-wide academic requirements. The subcommittee may have members who are not members of the Curriculum Committee.)
- 9.2.5.8 ensure that courses are accurately described in the UNL Bulletin.
- 9.2.5.9 review and recommend general and liberal education requirements for students in the Hixson-Lied College of Fine and Performing Arts.
- 9.2.5.10 review and recommend general and liberal education course offerings for students outside of the Hixson-Lied College of Fine and Performing Arts.
- 9.2.5.11 review and recommend all credit-granting programs with specific arts focus, that are proposed by affiliated units.

9.3 Academic Distinction and Awards Committee

9.3.1 Membership

- 9.3.1.1 the Associate Dean, who serves as the non-voting Executive Secretary
- 9.3.1.2 one faculty member selected by the Faculty in the Department of Art and Art History
- 9.3.1.3 one faculty member selected by the Faculty in the School of Music
- 9.3.1.4 one faculty member from selected by the Faculty in the Department of Theatre Arts
- 9.3.1.5 one representative from the four affiliated units (chosen by the Dean in consultation with the heads of the affiliate units)
- 9.3.1.6 one full-time undergraduate student majoring in a degree program in the College (selected by the Undergraduate Student Advisory Board)
- 9.3.1.7 one graduate student majoring in a degree program in the College (selected by the Graduate Student Advisory Board)
- 9.3.1.8 College Advising Coordinator (Ex Officio)

9.3.2 Rules of membership

9.3.2.1 The faculty members from the academic units shall be elected by the faculty in their respective academic units.

9.3.2.2 The term of office for faculty members shall be three years.

9.3.2.3 The term of office for student members is one year.

9.3.2.4 Faculty members shall be elected during the spring semester and terms shall begin with the opening of the fall semester.

9.3.3 Functions and responsibilities

9.3.3.1 Within general criteria set by the faculty, make decisions regarding the awarding of Distinction, High Distinction, or Highest Distinction, and present its recommendations to the Dean.

9.3.3.2 Select:

9.3.3.2.1 students to be nominated by the College for special scholarships and fellowships.

9.3.3.2.2 the recipients of College Distinguished Teaching Awards.

9.3.3.2.3 nominees to be forwarded for campus-wide and university-wide Distinguished Teaching and Research Awards.

9.3.3.2.4 nominees for honorary degrees and Master's Week honorees.

9.3.3.3 design and publicize its criteria and procedures for award nominations and selection.

9.4 Grading Appeals Committee

9.4.1 Membership

The Grading Appeals Committee shall consist of five voting members, three faculty and two students as follows:

9.4.1.1 the Associate Dean, who serves as the non-voting Executive Secretary

9.4.1.2 one faculty member and one alternate elected by the Faculty in the Department of Art and Art History

9.4.1.3 one faculty member and one alternate elected by the Faculty in the School of Music

- 9.4.1.4 one faculty member and one alternate elected by the Faculty in the Department of Theatre Arts
- 9.4.1.5 one graduate teaching assistant student and one alternate majoring in a degree program in the College, selected by the Graduate Student Advisory Board
- 9.4.1.6 one full-time undergraduate student and one alternate majoring in a degree program in the College, selected by the Undergraduate Student Advisory Board
- 9.4.2 Rules of membership
 - 9.4.2.1 Faculty members shall serve staggered three-year terms.
 - 9.4.2.2 The committee chair must be a member of the faculty.
 - 9.4.2.3 The committee chair is to be chosen by the committee at the last meeting of the preceding academic year.
 - 9.4.2.4 The term of office for student members is one year.
- 9.4.3 Guests
 - 9.4.3.1 The committee will routinely invite a liaison member of the Dean's office staff to be present during consideration of a case. He or she will not have a vote.
- 9.4.4 Functions and responsibilities
 - 9.4.4.1 The function of the Grading Appeals Committee is as follows:
 - 9.4.4.1.1 to serve as the College appeal committee beyond the departmental grading appeals committees.
 - 9.4.4.1.2 to stand as the final grading appeals committee in the College.
 - 9.4.4.1.3 to create and maintain a set of rules, procedures, and standards for the judgment of cases.
 - 9.4.4.1.4 to seek conciliation as well as judgment in considering the cases brought before it.
 - 9.4.4.2 The Grading Appeals Committee's responsibility is to ensure due process in grading procedure. In the case of a disputed final course grade, the committee task is to attempt, through examination of evidence and consultation with both disputants, to protect students against arbitrary, capricious or prejudiced evaluation on the part of the instructor or others in the department, if such evaluation can be shown to have had an impact on the course grade.
 - 9.4.4.3 The Grading Appeals Committee must accept an appeal only if it is satisfied that there is reason to suspect that the awarding of the grade may have involved a denial of due process through capricious or prejudiced action. Therefore, it shall not:

- 9.4.4.3.1 undertake to resolve disputes about a student's knowledge of a particular subject matter. (Indeed, the obligatory removal of faculty from hearings involving their disciplines divests the committee of competence to judge learning accomplishment.)
- 9.4.4.3.2 take a role in a case solely based on the ground that failure to change a grade will prevent graduation or cause the loss of financial assistance.
- 9.4.4.4 The Grading Appeals Committee will not consider appeals involving:
 - 9.4.4.4.1 violation of law,
 - 9.4.4.4.2 violation of University rules or regulations,
 - 9.4.4.4.3 disruptive or insubordinate behavior,
 - 9.4.4.4.4 cheating on examinations, or
 - 9.4.4.4.5 general complaints about the way the course was conducted.
- 9.4.4.5 For information about tribunals of recourse for complaints not addressed by the Grading Appeals Committee, the aggrieved party should contact Student Affairs or the Academic Senate Office.
- 9.4.5 Disqualification regulations
 - 9.4.5.1 In cases involving a member of one of the departments represented on the committee:
 - 9.4.5.1.1 that department's representative must absent him/herself from the College committee's deliberations.
 - 9.4.5.1.2 disqualified committee members may nevertheless appear to provide evidence.
 - 9.4.5.1.3 the Dean of the College will appoint a replacement for a disqualified faculty.
 - 9.4.5.2 In cases involving a student member of the committee:
 - 9.4.5.2.1 such students must absent him/herself from the deliberations.
 - 9.4.5.2.2 a disqualified graduate student member will be replaced, for that case only, by action of the Graduate Student Advisory Board.
 - 9.4.5.2.3 a disqualified undergraduate student will be replaced, for that case only, by action of the Undergraduate Student Advisory Board.
- 9.4.6 Procedures for initiating appeals

9.4.6.1 A student or faculty member wishing to appeal to the Grading Appeals Committee of the Hixson-Lied College of Fine and Performing Arts should:

9.4.6.1.1 present to the Dean of the College or to any one of the faculty members on the committee a written statement of the grounds of his or her appeal.

9.4.6.1.2 do so before the end of the semester following the semester in which the grade was assigned and at least two weeks in advance of the time a hearing is desired.

9.4.6.2 The statement should provide the following data:

9.4.6.2.1 an account of the facts surrounding the awarding of the grade

9.4.6.2.2 evidence that the appellant has sought to resolve the case in consultation with the other party

9.4.6.2.3 evidence that the appellant, failing to resolve the case in consultation with the other party, has attempted to resolve it within the confines of the department by recourse to the departmental grading appeals committee

9.4.6.2.4 evidence that the appellant has carried through the appeal with the greatest expedition possible under the circumstances

9.4.7 Reception of appeals by the committee

9.4.7.1 Upon receiving the appellant's application, the Dean or committee chair will forward it to the committee as a whole.

9.4.7.2 On receipt of an appeal, the College committee will request from the relevant departmental/school agency all records of its deliberations, including documentary evidence gathered in the case.

9.4.7.3 Whether an appeal was brought by a student or a faculty member, the opposite party will be notified of the filing of the appeal and of his or her right to examine a copy of the appeal.

9.4.8 Disposition of appeals by the committee

After preliminary examination of a case, the committee may choose among the following courses of action:

9.4.8.1 It may decide the case without a hearing based upon the written submissions of the parties.

9.4.8.2 It may refer the case back to the instructor, the department/school, or the student, with the proposal that a resolution lies within the power of the student and faculty member or the student and the department/school.

- 9.4.8.3 It may accept the case unconditionally. If so, the committee shall:
- 9.4.8.3.1 if necessary, solicit from the faculty member, student and/or the department/school committee written statements addressing any questions and issues that the committee believes to require further clarification. If clarification of departmental committee material is necessary, the committee must consult both parties to the dispute.
 - 9.4.8.3.2 if necessary, supplement this information with interviews with the chair of the departmental committee or any of its members, with the parties to the dispute, and with anyone else whose testimony is relevant to the case.
 - 9.4.8.3.3 grant a hearing before the committee at the request of either party.
 - 9.4.8.3.4 consider the full body of evidence.
 - 9.4.8.3.5 pronounce a decision based on the evidence.

9.4.9 Execution of decisions by the committee

- 9.4.9.1 A decision by the committee shall be rendered as soon as possible.
- 9.4.9.2 The decision shall be communicated in writing to both the student and the faculty member.
- 9.4.9.3 The letter to the party whose position was rejected by the committee shall provide reasons and justification for the decision.
- 9.4.9.4 An additional copy of this letter shall be sent to the Dean of the College for his/her record.

9.4.10 Right to re-appeal

- 9.4.10.1 Either students or faculty members may appeal an adverse ruling one time.
- 9.4.10.2 As the College committee is the final appeal committee, an appeal of one of its decisions would go back to the committee for reconsideration.
- 9.4.10.3 Such a petition to re-open the case must be done within 30 days of an adverse ruling.
- 9.4.10.4 Possible justifications for appeal (as determined by the committee) include:
 - 9.4.10.4.1 submission of significant new evidence
 - 9.4.10.4.2 new interpretation of evidence considered in the earlier appeal
- 9.4.10.5 A re-appeal statement should conform to the following conditions:

9.4.10.5.1 be as specific as possible in its information, supplying dates, places and times when memory provides them

9.4.10.5.2 supply whatever documentary evidence may be available

9.4.10.5.3 not include unsubstantiated charges

9.4.10.6 A re-appeal statement is to serve as a source of information for the Dean, members of the committee, and the other party concerned.

9.4.11 Procedures for grade change

9.4.11.1 Committee decisions that call for a change of grade shall be communicated in writing to the Dean of the Hixson-Lied College of Fine and Performing Arts.

9.4.11.2 It shall be the responsibility of the Dean to make the change of grade.

9.4.12 Scheduling of an appeals hearing

9.4.12.1 The Grading Appeals Committee shall normally only accept appeals that have been initiated in the semester following the awarding of the grade.

9.4.12.2 Unless there are special circumstances, the committee will not hear appeals during the summer.

9.5 Program Advisory Council

9.5.1 Membership

9.5.1.1 the Dean

9.5.1.2 the Associate Dean

9.5.1.3 the Chair of the Department of Art and Art History

9.5.1.4 the Director of the School of Music

9.5.1.5 the Chair of the Department of Theatre Arts

9.5.1.6 the Director of the Center for Great Plains Studies or the Curator of the Great Plains Studies Art Collection

9.5.1.7 the Curator of the Don and Velma Lentz Center for Asian Culture

9.5.1.8 the Director of the Lied Center for Performing Arts

9.5.1.9 the Director of the Sheldon Memorial Art Gallery and Sculpture Garden

9.5.1.10 the Director of the Mary Riepma Ross Media Arts Center

9.5.1.1.1 additional members may be added on an as-needed basis to include representatives from other areas or sub-areas of the College.

9.5.2 Voting

The Program Advisory Council is a non-voting body.

9.5.3 Functions and responsibilities

9.5.3.1 to exchange information and opinions on subjects of interest to and pertinent to the welfare of the College, the affiliated units, and the Fine and Performing Arts.

9.5.3.2 to act as a forum for developing cooperative programming.

9.5.3.3 to coordinate responses from the arts units to requests for their involvement in special programs or activities.

9.6 Faculty Research Travel Committee

9.6.1 Membership

9.6.1.1 The Faculty Research Travel Committee will consist of the following:

9.6.1.1.1 the Associate Dean, who serves as the non-voting Executive Secretary

9.6.1.1.2 one faculty member and one alternate faculty member elected by the faculty in the Department of Art and Art History

9.6.1.1.3 one faculty member and one alternate faculty member elected by the faculty in the School of Music

9.6.1.1.4 one faculty member and one alternate faculty member elected by the faculty in the Department of Theatre Arts

9.6.1.2 Committee members will serve three-year staggered terms.

9.6.2 Functions and responsibilities

The function of the Faculty Research Travel Committee is to evaluate applications submitted by qualified faculty seeking support for off-campus research and creative activity, and to determine which applications merit funding.

9.7 Undergraduate Student Advisory Board

9.7.1 Membership

9.7.1.1 four undergraduate students from the Department of Art and Art History

- 9.7.1.2 four undergraduate students from the School of Music
- 9.7.1.3 four undergraduate students from the Department of Theatre Arts
- 9.7.2 Rules of membership
 - 9.7.2.1 Members must be full-time undergraduate students majoring in a College degree program.
 - 9.7.2.2 Members are elected in accordance with the Association of Students at the University of Nebraska guidelines.
 - 9.7.2.3 Members serve a two-year staggered term and are eligible for election to a second two-year term.
 - 9.7.2.4 Terms begin in May.
- 9.7.3 Functions and responsibilities
 - 9.7.3.1 advocate undergraduate educational quality of the College
 - 9.7.3.2 establish and maintain a liaison of communication with undergraduate students in order to gain student opinions and concerns and to inform students of current College issues
 - 9.7.3.3 provide opportunities for formal and informal contact for undergraduate students with the Dean and the College faculty
 - 9.7.3.4 appoint undergraduate members to College standing committees
 - 9.7.3.5 provide assistance to the Dean with selected College-wide programs as appropriate
- 9.8 Graduate Student Advisory Board
 - 9.8.1 Membership
 - 9.8.1.1 two graduate students from the Department of Art and Art History
 - 9.8.1.2 two graduate students from the School of Music (one must be a doctoral student)
 - 9.8.1.3 two graduate students from the Department of Theatre Arts
 - 9.8.2 Rules of membership
 - 9.8.2.1 Members must be full-time graduate students majoring in a College degree program.
 - 9.8.2.2 Members serve a two-year staggered term.

9.8.2.3 Members are appointed to the Board by the Dean, upon the recommendation of their respective unit head.

9.8.2.4 Terms begin at the start of the fall semester.

9.8.3 Functions and responsibilities

9.8.3.1 serve as a liaison between the Dean and the graduate student body in the College

9.8.3.2 represent the educational interests of the graduate student body in the College

9.8.3.3 provide opportunities for formal and informal contact for graduate students with the Dean and the College faculty

9.8.3.4 appoint graduate members to College standing committees

9.8.3.5 provide assistance to the Dean with selected graduate-level events in the College as appropriate

10. DEPARTMENTAL AND SCHOOL ADMINISTRATIVE ORGANIZATION

10.1 Chairperson or Director

10.1.1 The chairperson of a department or director of a school may have a smaller than customary teaching load or no teaching load at all depending on the size and the nature of his or her administrative unit.

10.1.2 Administrative duties of the chairperson or director are not rigidly prescribed, but responsibilities include:

10.1.2.1 budgetary matters.

10.1.2.2 personnel matters.

10.1.2.3 teaching schedules and workload assignments of the faculty.

10.1.2.4 recruitment of new faculty and staff.

10.1.2.5 the business affairs of the department or school.

10.1.2.6 recruitment and retention of students.

10.1.2.7 maintaining an awareness of the teaching and research activities of the unit's faculty members, and their service as advisers and committee members, both within and outside the university.

10.1.3 Terms of appointment

- 10.1.3.1 Chairs and directors are recommended for appointment by the Dean to the Senior Vice Chancellor for Academic Affairs.
- 10.1.3.2 Unit faculty must be consulted by the Dean as a part of the appointment process.
- 10.1.3.3 Chairpersons and directors are appointed for specific terms, normally three to five years.
- 10.1.3.4 Chairpersons and directors are evaluated annually by the Dean, in accordance with University of Nebraska-Lincoln policy.
- 10.1.3.5 Near the end of the appointment period, a cumulative performance review of the chairpersons and directors will be conducted by the Dean, in accordance with guidelines set forth in the University of Nebraska-Lincoln policy relative to Review and Reappointment of Academic Administrative Officers.
- 10.1.3.6 The Dean also has the prerogative of reviewing the performance of chairs and directors at any time during their term of office.

10.2 Bylaws

- 10.2.1 Departments and schools must adopt their own bylaws and procedures and in them attempt to denote, as specifically as possible, policies of the department or school concerning such issues as:
 - 10.2.1.1 duties and responsibilities of its officers, faculty, and committees.
 - 10.2.1.2 criteria for promotion and tenure.
 - 10.2.1.3 conduct of departmental meetings.
- 10.2.2 Such bylaws must be in agreement with the Bylaws of the Board of Regents, the Bylaws of the University of Nebraska-Lincoln, and the Hixson-Lied College of Fine and Performing Arts Bylaws.

10.3 Department Graduate Committee

- 10.3.1 Each administrative unit (department, school, interdepartmental area) authorized to offer major work leading to the Master's or Doctor's degree shall have a Graduate Committee.
- 10.3.2 Graduate committees must conform to the following guidelines:
 - 10.3.2.1 They shall consist of no fewer than three Graduate Faculty Members, one of whom is designated as the committee chairperson.
 - 10.3.2.2 Graduate Committee members and the committee chairperson are appointed by the Office of Graduate Studies, based on recommendations by the administrative

unit through its department chairperson, chairperson of the interdepartmental area, director, or academic Dean, as appropriate.

10.3.2.3 Graduate Committees are responsible for the general supervision of graduate work in their administrative units.

10.3.2.4 The chairperson of the Graduate Committee has administrative duties, which may include the following responsibilities:

10.3.2.4.1 approving applicants to graduate programs,

10.3.2.4.2 coordinating graduate advising, and

10.3.2.4.3 recruitment for graduate teaching assistantships.

10.4 Other administrative entities

10.4.1 Other departmental or school officers

10.4.1.1 The chairperson or director may recommend the appointment of an additional officer or officers to assist in the administration of the department or school, if necessary.

10.4.1.2 A chief adviser may be appointed to coordinate advising of undergraduate majors in the department or school. The prerogatives of such an advisor may include the portioning out of advising assignments.

10.4.2 Other committees

The department or school may establish other committees, standing or ad hoc, for the conduct of department/school affairs.

10.4.2.1 Advisory or Executive Committee (especially recommended)

10.4.2.1.1 Role of an advisory or executive committee

10.4.2.1.1.1 to assist the chairperson or director in the performance of department or school business

10.4.2.1.1.2 to provide the chairperson or director consultation that represents the beliefs and preferences of the unit's faculty

10.4.2.1.2 Governance

10.4.2.1.2.1 The committee would normally be elected by a majority of the unit's faculty.

10.4.2.1.2.1 The committee meets at stated intervals.

- 10.4.2.1.2.1 The duties and responsibilities of the committee are articulated clearly in the bylaws of the academic unit.

10.4.2.2 Additional committees

Additional committees may be elected by the department or school or appointed by the chairperson or director. Some typical department/school standing committees, in addition to an advisory or executive committee, are:

- 10.4.2.2.1 Curriculum Committee

- 10.4.2.2.2 Grading Appeals Committee

- 10.4.2.2.3 Scholarship Committee

- 10.4.2.2.4 Library Committee

10.4.3 Faculty meetings

- 10.4.3.1 A department or school shall have regular faculty meetings scheduled at the convenience of its members.

- 10.4.3.2 The term "faculty," in this context, includes all faculty who hold appointments of 0.5 FTE or greater.

- 10.4.3.3 Representation with voting rights from graduate and undergraduate students is permitted at the discretion of the department or school.

- 10.4.3.4 Matters to be considered at faculty meetings primarily consist of policies concerning the academic program and the general welfare of the department or school and the College.

- 10.4.3.5 A record of the agenda for each meeting should be kept, and minutes of meetings should be distributed.

10.4.4 Actions required by the College of departments and schools

- 10.4.4.1 Provide the College annually a recommendation on reappointment for each tenure-leading faculty member

- 10.4.4.2 Provide the College recommendations for awarding tenure

In order to assure that the important process of consideration for tenure be carried out in a fair and equitable manner, each department or school is to have in place a systematic, well-defined procedure through which all faculty who are untenured and/or who have not reached the full professor rank are evaluated and considered as candidates for promotion and/or tenure.

- 10.4.4.2.1 Publicize the particulars of this procedure to its faculty

10.4.4.2.2 State clearly to faculty members at the time they are under scrutiny for tenure the outcome of the application of these procedures to their cases as part of their annual review with the chair or director

10.4.4.3 Provide the College recommendations based on annual reviews of all tenured faculty

10.4.4.4 Set up an in-house procedure to consider student grading appeals

11. POLICY ON STUDENT CHEATING

11.1 Students are expected to be honest in all aspects of their academic work.

11.2 Academic judgments about a student's work (including questions of cheating) are the responsibility of the instructor. (Normally disagreements are resolved by means of a conference between the student and the instructor.)

11.3 When a student has been judged by the instructor to have cheated the student may be given a grade of an F on that assignment by the instructor and if the work in question is the final examination or some large proportion of the work for the course, the F may be given for the whole course.

11.4 If the student disputes the instructor's finding of academic dishonesty, the matter shall be referred to the UNL Judicial Officer as required by the UNL policy on Academic Dishonesty.

11.5 Appeal rights of the student

11.5.1 The instructor must inform a student of the right of appeal at the time the student is accused of cheating.

11.5.2 If a student feels he or she is treated unjustly, the student may take the case to his or her department or school's Grading Appeals Committee.

11.5.3 The student may appeal the departmental committee's decision to the College Grading Appeals Committee if he or she is not satisfied.

12. INTERDEPARTMENTAL CURRICULUM OPTION

The College permits the development of interdepartmental programs of study impossible within the purview of any one department, school or program or through a regular major or minor. Such programs would be interdisciplinary, interdepartmental inventions that draw upon the resources and strengths of the College's academic units and that are fashioned in combinations not regularly established.

- 12.1 Guidelines for development
 - 12.1.1 Programs of study are to be initiated by groups of interested faculty, and presented as a formal proposal to the Dean
 - 12.1.2 The Dean then appoints an ad hoc planning committee to work out the particulars of a proposal
 - 12.1.3 The proposal must gain approval of the following authorities in the order in which they are listed:
 - 12.1.3.1 chairs of all departments/school involved in the proposal
 - 12.1.3.2 the Dean
 - 12.1.3.3 the College Executive Committee
 - 12.1.3.4 the College Curriculum Committee
 - 12.1.3.5 the College Faculty at an open meeting
- 12.2 Guidelines for program supervision and review
 - 12.2.1 The planning committee is to be appointed as an area study committee, which has responsibility for the following:
 - 12.2.1.1 reviewing the program requirements periodically
 - 12.2.1.2 advising students in the program
 - 12.2.1.3 assisting with scheduling
 - 12.2.1.4 preparing and reviewing material contained in the university catalogue

13. RELATIONSHIP OF THE COLLEGE TO THE GRADUATE COLLEGE

There is an over-arching Graduate College for the entire University of Nebraska. It encompasses graduate studies and research and creative activity in every academic unit of the university and adjudicates graduate issues of system-wide significance. Within the University of Nebraska-Lincoln, in parallel with the University Graduate College, the UNL Graduate College presides over all UNL graduate activities. Both have a Dean and a deliberative and executive faculty body. Both of these bodies bear the name Graduate Council. The greater, system-wide council is the Executive Graduate Council. The lesser of the two is the Graduate Council of the University of Nebraska-Lincoln which, acting as the agent of the graduate faculty on the Lincoln campuses, governs the graduate components of the various academic units of those campuses. The various graduate programs of the Hixson-Lied College of Fine and Performing Arts are subject to the regulations of the UNL Graduate College as articulated by the UNL Graduate Dean and the UNL Graduate Council.

- 13.1 In planning its graduate program each department and school in the Hixson-Lied College of Fine and Performing Arts is obliged to operate within the regulations of the Graduate College.

- 13.2 Graduate curriculum proposals
 - 13.2.1 Courses of the College carrying graduate credit must have the approval of the UNL Graduate Council.
 - 13.2.2 College departments and schools must address directly the UNL Graduate Council for acceptance of new graduate courses and changes in graduate courses.
 - 13.2.3 College departments and schools must notify the College Curriculum Committee of their proposals involving graduate courses.
 - 13.2.4 When graduate courses are approved by the UNL Graduate Council, notification is forwarded to the Executive Graduate Council.

- 13.3 UNL Policy for appointing Graduate Faculty (Effective June 9, 2003)
 - 13.3.1 The “Graduate Member” and “Graduate Fellow” designations are replaced by one designation: “Graduate Faculty.” Graduate Faculty possess all of the potential roles and responsibilities previously associated with Graduate Fellow.
 - 13.3.2 Every current Graduate Member and Graduate Fellow is automatically granted Graduate Faculty status. This includes all current Members and Fellows, regardless of academic rank or appointment.
 - 13.3.3 Every current and future tenure-line faculty member is automatically granted Graduate Faculty status. No application or review process of any kind is required. In the case of future hires, it is assumed that the department faculty are making a conscious decision to grant Graduate Faculty status simultaneous with the hiring decision.
 - 13.3.4 The faculty member must be in a tenured or tenure-leading position, possess a terminal degree and hold a primary appointment in a department that houses a graduate major.
 - 13.3.5 Faculty members who are hired “ABD” will not be granted Graduate Faculty status until the terminal degree has been awarded. When the terminal degree has been completed, the faculty member is automatically granted Graduate Faculty status without an application or review process.
 - 13.3.6 Non-tenure-line faculty (any full- or part-time appointment that does not hold the potential for tenure) who are not automatically granted Graduate Faculty status in 13.3.2 above must apply for Graduate Faculty status.
 - 13.3.7 Masters degree committees are now composed of at least three Graduate Faculty; doctoral committees are now composed of at least four Graduate Faculty. The Office of Graduate Studies will keep an official list of the Graduate Faculty.

14. POLICIES ON HANDLING BYLAWS

- 14.1 The Dean shall ensure that each member of the faculty receives a copy of the College Bylaws as well as copies of subsequent changes adopted by the membership.
- 14.2 Passage of a motion to change the Bylaws requires a favorable vote by two-thirds of the members of the College faculty voting.

THE INDIVIDUAL FACULTY MEMBER

15. RIGHTS AND RESPONSIBILITIES

15.1 Obligations

Faculty members have at least three obligations to the College and University.

15.1.1 Obligation to the faculty/student relationship within and outside of the classroom

Faculty members must:

15.1.1.1 competently present the material of their disciplines.

15.1.1.2 be available to their students for additional direction and counsel.

15.1.1.3 adhere to the pedagogical responsibilities of a faculty member as stated in the Bylaws of the Board of Regents, Chapter IV, 4.1.

15.1.2 Obligation to maintain professional competence by:

15.1.2.1 maintaining command of developments in their fields.

15.1.2.2 developing their capacities for research or creative activity in which they are professionally trained.

15.1.2.3 pursuing that research or creative discipline.

15.1.3 Obligation to render administrative service usually through participation as follows:

15.1.3.1 on committees at departmental, college and university levels.

15.1.3.2 in the Academic Senate.

15.1.3.3 development of new programs

15.1.3.4 professional or scholarly service outside the university, etc.

15.2 Mentors for new faculty

15.2.1 Each faculty member on joining the College shall be assigned a mentor.

15.2.2 The mission of the mentor is to help new faculty adapt to the campus setting by serving as a resource in matters concerning the Research Council and teaching grants, reappointment files, campus traditions, and university policies and politics.

15.2.3 Appointments

15.2.3.1 Mentors shall be appointed by the Dean in consultation with the chairs of the new faculty members.

15.2.3.2 Mentors shall be chosen from the College.

15.2.3.3 Mentor appointments normally shall be for one year, but longer terms are possible.

15.2.4 Meetings

15.2.4.1 The Dean shall arrange one occasion in the fall term for mentors and new faculty to come together.

15.2.4.2 Otherwise, meetings are at the discretion of the newcomer and mentor.

15.3 Procedures in advising

15.3.1 Advisers are assigned by department or school coordinators.

15.3.2 Advisers generally have two responsibilities:

15.3.2.1 Counseling during the early registration period during which the faculty member seeks to help students identify courses that best correspond to their individual interests and satisfy requirements in their major and other fields.

15.3.2.2 A more general advising role in which the faculty member discusses with the student his or her academic interests, talents, and personal goals.

16. FACULTY EVALUATION

16.1 Evaluation Entities and General Procedures

16.1.1 Criteria, policies, and practices with regard to promotion and tenure differ among departments and schools in the College. It is the responsibility of the departments and school to develop specific criteria applicable to the faculty within that unit, and to disseminate those criteria to all faculty in that unit when they are hired or when any changes are made in the criteria. The following outlines the procedures common to all units within the College.

16.1.2 At the department/school level, the staffing evaluations of different classifications of faculty are made by the following entities.

16.1.2.1 Staffing decisions concerning non-tenure-leading faculty are made by the chairs and directors. This authority pertains to routine temporary and part-time appointments but not necessarily to special appointments such as those of visiting experts.

- 16.1.2.2 Recommendations regarding reappointment and/or promotion of tenure-leading faculty are made by the faculty of the reviewed person's department or school, who rank higher than the faculty member under review.
 - 16.1.2.3 Recommendations regarding tenure are voted on only by tenured faculty members in a department or school.
 - 16.1.3 For reappointment decisions of tenure-leading faculty, the following represents the reporting and recommendation process.
 - 16.1.3.1 Eligible voting faculty make a recommendation to the chairperson or director.
 - 16.1.3.2 The chairperson or director makes an independent assessment and recommendation to the Dean.
 - 16.1.3.3 The Dean, upon review of the recommendations in 16.1.2.1 and 16.1.2.2 (above) makes the decision on reappointment.
 - 16.1.4 For tenure and/or promotion decisions of tenure leading faculty, the following represents the reporting and recommendation process.
 - 16.1.4.1 Eligible voting faculty review the materials, make a recommendation, and forward the file to the chairperson or director.
 - 16.1.4.2 The chairperson or director makes an independent assessment and recommendation.
 - 16.1.4.3 The faculty recommendation, the chairperson/director recommendation, and the file are forwarded to the Dean and the College Executive Committee.
 - 16.1.4.4 The College Executive Committee reviews the file and makes a recommendation to the Dean.
 - 16.1.4.5 The Dean makes an independent assessment and recommendation.
 - 16.1.4.6 The faculty member's file, including the recommendation from the eligible voting faculty, the chairperson/director, the College Executive Committee, and the Dean, is forwarded to the Senior Vice Chancellor of Academic Administration (SVCAA).
 - 16.1.4.7 The SVCAA makes a recommendation to the Chancellor.
 - 16.1.5 At every step in the process, the faculty member must be given copies of all recommendations and has the right to read and respond to any recommendation forwarded to the next level.
- 16.2 Guidelines Concerning the Clarity of Recommendations and the Recording of Votes and Recommendations
 - 16.2.1 Clarity of recommendations

Because some reviewers of the material are unlikely to be closely acquainted with the disciplines of the individuals being considered or the particular expertise of the person whose promotion or tenure is being proposed (reviewers such as the College Executive Committee, the Senior Vice

Chancellor for Academic Affairs, and the Chancellor), the department or school must take great care to:

16.2.1.1 accompany all recommendations for promotion and/or tenure with documentary support materials that are presented in a clear and readily understood format.

16.2.1.2 be explicit about the factors upon which recommendations are based.

16.2.2 Vote information

Recommendations submitted to the Dean and the College Executive Committee must include:

16.2.2.1 the vote count of the eligible voting members of the department or school, recording all positive votes, negative votes, and/or abstentions.

16.2.2.2 an indication of the reasons for negative as well as positive votes, if there is a significant number of negative votes.

16.2.3 Minority opinion

Members of the voting faculty body who differ from the majority may submit in writing to the Dean and the College Executive Committee the reasons for their dissent, provided a copy is given to the individual being considered for his/her response.

16.3 Criteria For Evaluation

16.3.1 Introduction

Over the course of their career, faculty will be evaluated for the purposes of annual reappointment, annual performance evaluations, promotion in rank, the granting of tenure, and post-tenure review. The process of evaluation will consider each of the following three areas: teaching, research/creative activity, and service (including community outreach and administration), with consideration given to the specific apportionment of duties.

Assessment is made first at the department level and is determined both as appropriate to the discipline, and appropriate to this point in the faculty member's career. Specific criteria for evaluating faculty performance are determined by the faculty in the individual departments. However, all assessment at the University is part of a process of review at several levels with built in checks and balances, and assessments or recommendations, made at all levels -- from the faculty body or promotion and tenure committee, to the chair or director, to the College Executive Committee, to the Dean, to the Senior Vice-Chancellor for Academic Affairs, and to the Chancellor. The purpose of the review at the college level (and the vice-chancellor level) is especially to insure that proper standards are being applied.

The foundational documents for evaluation procedures of faculty are the Bylaws of the Board of Regents, in particular Chapter IV: Rights and Responsibilities of Professional Staff (http://www.nebraska.edu/board/board_bylaws_full.html) and UNL's Guidelines for the Evaluation of Faculty (<http://www.unl.edu/svcaa/hr/tenure/tenureguide.html>).

16.3.2 Terminology

The following terms are to be used for all stages of the review process. This is not a grading system in the standard sense, since College expectations are high and since the faculty hiring process itself is extremely selective. It is assumed that the College will attract and keep only meritorious, hard-working faculty members, and that new hires will maintain or raise the over-all standards of teaching, research/creative activity, and service of the individual units.

It is important to note that these terms are to be applied to the evaluation procedure for the faculty member as appropriate at that point in his or her academic career, and based on apportionment of duties.

16.3.2.1 Exceptional Performance

Denotes exceptionally high performance or recognition, in one or more areas, at or near the top of his or her field nationally or internationally, that likely would not be duplicated every year.

16.3.2.2 Exceeds Expectations

Denotes superior performance or recognition, in one or more areas, exceeding the high expectations of the department and the college that likely could be repeated in successive years.

16.3.2.3 Meets Expectations

Denotes performance, in all areas, at a level of excellence demonstrating that a faculty member is living up to the promise shown at the time he or she was hired. Thus, “meets expectations” tends to be the normal, typical, most frequent description of faculty performance.

16.3.2.4 Needs Improvement

Denotes performance, in one or more areas, that is questionable and is not consistently meeting the high standards of the college.

16.3.2.5 Unacceptable

Denotes poor performance or neglect, in one or more areas.

16.3.3 Scope of evaluation

It is assumed that faculty will document yearly activity in the areas of teaching, research/creative achievement and service. Some projects take more than a calendar year to complete. In fact, it is expected that post-tenure faculty may engage in more adventurous and expansive projects that may take several years to bear fruit. The annual evaluation, therefore, must look not only at the specific tangible achievements for that calendar year but consider progress on larger projects and the faculty member’s articulated plan for on-going and anticipated future activity in all areas in which duties have been apportioned. Evaluations for promotion and tenure will consider the entire academic career of the candidate to that point.

16.3.4 Criteria for tenure and for promotion to specific ranks

16.3.4.1 Tenure

The College expects faculty members to be productive over their entire careers in the three important areas of teaching, research/creative activity, and service. The College sees the interdependence of these three as fundamental and expects achievement in these three areas to carry national or international significance, as appropriate. A recommendation for tenure should be made only if the faculty member's attainment is not only significant but also has been sustained over a long enough period of time to indicate the likelihood of continuation after an award of tenure.

In order to attain tenure, faculty performance in the areas of teaching, research/creative activity and service must meet the requirements of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. However, achievement in all areas must at least meet expectations at the time of tenure. (see 16.3.2.3)

In all but unusual circumstances, promotion of tenure eligible faculty to the rank of associate professor takes place at the same time as or before the tenure decision. However, since the decision regarding tenure is based upon broader criteria, the two actions take place separately and require separate decisions. While it is assumed that a faculty member who has earned tenure should also have earned promotion to associate professor, promotion in rank carries no guarantee regarding the granting of tenure.

16.3.4.2 Promotion to specific ranks

In order to attain promotion, faculty performance in the areas of teaching, research/creative activity and service must meet the expectations of the department and the college, and must be at a level that is commensurate with the ideals of the university. Specific criteria for describing faculty performance that meets these goals are determined by the faculty in the individual departments. In respect to the terminology for evaluation, at the time of promotion to associate or full professor, achievement in all areas must, at the very least, "meet expectations."

16.3.4.2.1 Assistant Professor

Appointment to the rank of assistant professor signifies that a faculty member is well qualified to launch upon a full-fledged academic career. Qualifications include completion of a terminal degree or equivalent experience in the practice of the discipline. Unless the letter of appointment designates one as holding a Special Appointment pursuant to Regents Bylaws 4.4.1, assistant professors will be on both promotion and tenure tracks. In the period between appointment as an assistant professor and promotion to associate professor, terms expressed in the letter of offer, in the position description, and in the annual evaluations provide guidance regarding professional development to the faculty member and to peers and administrators charged with judging progress toward promotion.

16.3.4.2.2 Associate Professor

To attain the rank of associate professor, the candidate should be an accomplished teacher, where teaching is an assigned responsibility, have a significant record of scholarly/creative work in keeping with the

individual's job responsibilities, and have a significant record of service. Time-in-rank as an assistant professor is ordinarily at least five years, and typically is six years. Earlier promotion is quite unusual and implies that a candidate has accomplished in the shorter time period what normally would be expected in the longer one.

In all but unusual circumstances, promotion of tenure eligible faculty to the rank of associate professor takes place at the same time as or before the tenure decision. However, since the decision regarding tenure is based upon broader criteria (particularly involving the probability of continued achievement and the attainment of national or international recognition), the two actions take place separately and require separate decisions. While it is assumed that a faculty member who has earned tenure should also have earned promotion to associate professor, promotion in rank carries no guarantee regarding granting of tenure.

Although it is the objective of the University to have all faculty sufficiently qualified to eventually gain promotion to professor, no time limitations compel faculty to seek the highest academic rank in the University. Associate professors with tenure may stay in that rank for the duration of their careers.

16.3.4.2.3 Professor

The rank of professor is the highest academic rank in the University. The rank of professor is reserved for those faculty members whose achievements in research/creative activity (including pedagogy) are sufficient to merit recognition as distinguished authorities in their field and who hold the professional respect of their colleagues in their discipline. Usually, the candidates have been awarded tenure. Although it is the objective of the University to have all faculty sufficiently qualified to eventually gain promotion to professor, no time limitations compel faculty to seek the highest academic rank in the University. Associate professors with tenure may stay in that rank for the duration of their careers. Ordinarily, it is highly unusual for faculty to move from associate professor to professor in less than seven years.

To attain the rank of professor, most phases of the candidate's work must evince a level of sustained accomplishment. Such accomplishment is of the sort that would merit national recognition in appropriate arenas. That does not mean that the subject of the work must be of national character or scope. The subject may well be regional or local, but the importance of the work should be sufficient to merit significant recognition.

Peers and administrators evaluating a candidate for professor should review documentation of the entire academic career to date. That record will include outside evaluations. The record of a successful candidate for professor must show evidence of sustained excellence over an extended period of time. A recommendation for promotion should be made only if the faculty member's attainment is not only of sufficient significance, but also indicates the likelihood of continuation after promotion to this rank.

16.3.5 Criteria for triggering post-tenure review

If a tenured faculty member receives an “unacceptable” evaluation for two consecutive years in the category of teaching or the category of research/creative activity, the unit administrator will initiate the post-tenure review process.

16.4 Record Keeping For Faculty Activities and Achievements

- 16.4.1 Records concerning each faculty member are maintained in files kept by the individual faculty member, the faculty member's department or school, and the College.
- 16.4.2 Faculty inform their chairpersons or directors of their activities and achievements in the form of materials that will become the basis for the annual evaluation related to merit salary adjustments, and also for evaluations concerned with reappointment and progress toward tenure, promotion, the awarding of Continuous Appointment, post-tenure review, and honors and awards for which the faculty member may be nominated.
- 16.4.3 Information about individual faculty activities and achievements is conveyed in three bodies of documentation that the faculty member provides. They are:

16.4.3.1 The Cumulative Faculty Record

16.4.3.1.1 This record is initiated by the faculty member upon commencing employment at the university in order to provide a continuous record of the faculty member's activities, accomplishments, and honors.

16.4.3.1.2 This record is updated and submitted yearly as part of the annual review of faculty for determining merit salary adjustments.

16.4.3.1.3 The Cumulative Faculty Record and its updates are kept on file by the College in the Dean's Office. Copies are also to be kept on file by the department or school in the chair or director's office, and by the individual faculty member.

16.4.3.2 The annual faculty evaluation file

16.4.3.2.1 This file, maintained by the individual faculty member, is submitted yearly as part of the annual review of faculty for determining merit salary adjustments, and contains, in addition to a copy of the Cumulative Faculty Record, additional materials deemed relevant by the individual academic unit to its faculty member's remuneration and status.

16.4.3.3 The faculty career achievement file

16.4.3.3.1 The materials assembled in the annual evaluation file, including all student evaluations, shall be preserved by the faculty member and shall cumulatively form the core of the faculty career achievement file, which is the documentation provided by the faculty member for evaluations concerning reappointment, progress toward tenure, promotion, awarding Continuous Appointment, post-tenure review, and honors and awards for which the faculty member may be nominated.

16.4.3.3.2 Faculty members shall have access to all material submitted for their evaluation (except for confidential letters of evaluation when the right to

review has been specifically waived by the faculty member) and the opportunity to respond in writing.

16.4.3.4 The college file and the departmental or school file

16.4.3.4.1 The College file

16.4.3.4.1.1 The College shall maintain a file on each faculty member consisting of the yearly Cumulative Faculty Record and any additional relevant materials.

16.4.3.4.1.2 Faculty members have a right to see and respond to the contents of their College file, except for confidential letters of evaluation when the right to review has been specifically waived by the faculty member.

16.4.3.4.2 The departmental or school file

16.4.3.4.2.1 The department or school shall maintain a file or files on each faculty member consisting of the initial letters of offer and acceptance, memoranda of reappointment, promotion, tenure, copies of the yearly Cumulative Faculty Record and Performance Evaluation Summary, the Personnel Action Form and Personal Data Form, similar personnel documents, and any additional relevant materials.

16.4.3.4.2.2 Faculty members have a right to see and respond to the contents of their department or school file(s), except for confidential letters of evaluation when the right to review has been specifically waived by the faculty member.

16.4.3.4.3 Faculty members may petition their chair, director, or dean to have material removed from their departmental or school or college file.

16.5 Reappointment, Promotion and Tenure Files

16.5.1 Faculty members are required to create a record of accomplishment for the purposes of reappointment, tenure and promotion.

16.5.2 Reappointment files are prepared annually by probationary faculty. They are primarily constituted from the materials that document achievement in the areas of teaching, research/creative activity, service, and outreach. The files are cumulative and must contain the appropriate documentation and executive reviews from all years leading to the tenure and promotion decision. The reappointment process is separate from that of tenure and promotion; however, untenured faculty members should be advised of the University's tenure and promotion documentation requirements when assembling their materials for reappointment each year.

16.5.3 Candidates for tenure and promotion must provide materials in accordance with the Documentation Request form that emanates from the office of the Senior Vice-Chancellor. Although the request includes items within the following general categories, candidates must refer to the current Documentation Request form for the specific requirements and to specific guidelines described in their respective departmental/school governance documents.

- 16.5.3.1 Professional summary and employment history.
- 16.5.3.2 Evidence of and analysis of the quality and significance of quality and effectiveness of teaching.
- 16.5.3.3 Evidence of and analysis of the quality and significance of scholarly, professional, and creative activity, including awards, prizes and other noteworthy recognition.
- 16.5.3.4 Evidence of and analysis of the quality and significance of professional and institutional service, outreach activities, and related recognitions.

16.6 Rights of Access To Materials Used In Personnel Evaluations

16.6.1 Access to promotion and/or tenure files

Other faculty members in the candidate's department may contribute comments and other material to the candidate's file and material may be solicited from a variety of sources. For that reason, the Bylaws of the Board of Regents guarantee the individual being considered for tenure "access to all material submitted for his or her evaluation and the opportunity to respond in writing." The exception is material from external peer reviewers for which the faculty member has waived review rights.

16.6.2 The rights of access and written response is guaranteed by Sections 2.5.8 of the UNL Bylaws and 4.6 of the Bylaws of the University of Nebraska Board of Regents.

16.6.3 Faculty members being evaluated shall have the right of access to all material used to assist in any evaluations of their professional performance, with certain exceptions as noted below.

16.6.3.1 Consequently, all evaluation material must be made available for the inspection of the person being evaluated.

16.6.3.2 The right of access shall embrace not only factual documentation but also interpretive commentary, solicited or unsolicited, coming from any source, unless the faculty member has waived access (see 16.6.12 below).

16.6.3.3 The primary repository of evaluation material and therefore the most notable body of data to which the access right applies is the faculty member's evaluation file. This file is compiled by departments and schools to assist the various evaluating bodies to form annual performance evaluations and recommendations as to promotion, tenure, reappointment, non-reappointment, termination, or merit salary increase.

16.6.3.4 The faculty member under evaluation shall be notified of the identities of contributors of commentary, with certain exceptions as noted below.

16.6.4 The person being evaluated must be notified of the identities of persons or groups to whom material used in evaluation is made available.

16.6.5 If separate evaluative commentary is solicited or received from individuals not through a "regular, normal process," the interpretations of this document do apply.

16.6.6 Anonymity

16.6.6.1 Anonymous contributions shall neither be solicited nor consulted in any evaluation or review.

16.6.6.2 The general prohibition against anonymity in evaluation materials shall not apply to evaluatory compilations that, though possibly including individual statements that are anonymous, emerge from groups known as a whole to the person being evaluated. Such groups include the following two instances:

16.6.6.2.1 student evaluations of faculty teaching performance, when they are collected through a regular, normal process either required or facilitated by a unit of UNL; and

16.6.6.2.2 evaluation of administrative performance, when the materials are collected through a regular, normal process, particularly in meeting the requirements of the UNL Bylaws, Section 2.3.2.1.

16.6.7 Rights to append written responses

16.6.7.1 Opportunity must be provided to allow the person under review to attach written responses to evaluative material not exempted by waiver.

16.6.7.2 Access to material must be granted for an interval of time reasonably sufficient to allow for the composition of written responses, before the file becomes available to persons or groups charged to evaluate and/or recommend.

16.6.8 These rules are not intended to limit oral discussion in a meeting of a group charged to conduct a review and produce a recommendation, provided that:

16.6.8.1 the discussion is based preponderantly upon materials already accumulated in the file.

16.6.8.2 no derogatory material sufficiently substantive to affect the decision is introduced for the first time at the meeting.

16.6.9 It is the responsibility of the individual conducting the meeting to:

16.6.9.1 make necessary judgments concerning the substantives of new material.

16.6.9.2 divulge to the person being evaluated any new material offered to the evaluating group.

16.6.9.3 make sure that the person under scrutiny has opportunity to respond to new material, if necessary, by delaying the vote or decision.

16.6.10 A synopsis of discussion at such a meeting is given to the person being evaluated.

16.6.11 These rules are not intended to restrict the right of any evaluating group to vote its recommendation by secret ballot.

16.6.12 Waiver options

16.6.12.1 A person under evaluation may waive any or all rights of access to:

16.6.12.1.1 any information or materials accumulated for a review file.

16.6.12.1.2 any portions of said information or materials.

16.6.12.1.3 knowledge of the identity of any or all informants.

For example, a person under evaluation may:

16.6.12.1.3.1 waive the right to inspect written comments solicited from outside peer reviewers.

16.6.12.1.3.2 claim the right to inspect the reviews but waive the right to know the identity of the reviewers.

16.6.12.1.3.3 waive the right to know the identity of student evaluators.

16.6.12.2 Waivers shall be:

16.6.12.2.1 attached to the file.

16.6.12.2.2 written specifically, clearly indicating what portion of a document is included in the waiver.

16.6.12.2.3 executed prior to the solicitation or accumulation of material.

16.6.12.2.4 submitted voluntarily.

16.6.12.3 It is forbidden to coerce staff members into executing waivers, either directly or indirectly. Waivers must not be required, neither by request of the person or persons conducting the review nor by the establishment of unit policies or procedures that require or assume the granting of waivers.

16.6.13 Notification to contributors of rights of access

16.6.13.1 Individuals invited or required to contribute to an evaluation file must be notified, prior to handing over their material, of the rights of access and inspection and/or of any waivers of those rights that have been executed.

16.6.13.2 This right to be notified shall be granted all persons contributing material -- students, colleagues, supervisors, and committees within the university as well as peer reviewers solicited from the university.

16.6.14 Exceptions to the rule of rights of access

16.6.14.1 These regulations and the relevant Bylaws sections shall not apply in the case of a current university staff member becoming a candidate for another position within the university. The rights of access to materials accumulated in behalf of candidacy shall

be the same for all a position's candidates and shall be rendered neither more nor less restrictive for university employees than for external candidates.

16.6.14.2 Pledges of confidentiality granted by the university and duly constituted university officials prior to these interpretations of Bylaw provisions shall not be rescinded even if they violate the current interpretations. (Retroactive application of interpretations of Bylaw text would surely compel the university to violate pledges of confidentiality made in good faith. Undoubtedly, university records contain material the collection of which was accompanied by promises of confidentiality sanctioned by Bylaw interpretations previous to those of this document. The old pledges should be honored; recommendations derived according to past procedures should not be rescinded; no effort should be made to "purge" files retroactively.)

16.6.15 Resolutions of disputes about staffing recommendations shall be adjudicated individually by the appropriate supervisor, each on its own merits.

16.6.16 The provisions of Section 2.5.4 of the UNL Bylaws shall not diminish the availability of material to persons or groups legitimately charged with the responsibility to review files and to participate in consultation leading to recommendations for personnel actions.

16.7 Assessment of Teaching

The faculty believe that a variety of techniques and materials are important in the appraisal of teaching effectiveness.

16.7.1 Student evaluations

16.7.1.1 Evaluations by students shall be administered in every course of a faculty member's regular teaching load, every semester, except as indicated in b., below. These will be used to assess the quality of the courses including the quality of a faculty member's teaching.

16.7.1.2 Evaluations of courses that do not contribute to the faculty member's teaching load credit are not required, for example, dissertation hours, continuing education courses, individual research, or individual reading courses.

16.7.1.3 While graduate students are to have the opportunity to evaluate their formal courses, each unit is allowed to modify evaluation mechanisms to take into account differences between undergraduate and graduate instructional procedures.

16.7.1.4 Each department or school shall be free to devise whatever evaluation form it deems appropriate, provided that the form includes questions calling for response to the following topics:

16.7.1.4.1 The instructor's handling of the class, for example:

16.7.1.4.1.1 Were the course requirements made clear?

16.7.1.4.1.2 Was the instructor in the class during the scheduled class times?

16.7.1.4.1.3 Was there an opportunity (keeping in mind class size) for questions?

16.7.1.4.1.4 Were the examinations related to topics covered in the classroom, laboratory, or studio, and in reading assignments?

16.7.1.4.1.5 Were exams, projects, and papers returned in a reasonable time?

16.7.1.4.2 The instructor's skill in communication, for example:

16.7.1.4.2.1 If the class was primarily lecture, were the lectures clear and well-organized?

16.7.1.4.2.2 If the class was primarily discussion, were the discussions focused and well-guided?

16.7.1.4.2.3 Was the instructor enthusiastic about the subject?

16.7.1.4.2.4 Was the instructor helpful in clarifying problems or difficult points?

16.7.1.4.2.5 Were answers to questions to the point and understandable?

16.7.1.4.2.6 Was the use of instructional equipment appropriate for the subject matter?

16.7.1.4.3 the student's perception of the extent of the learning experience

16.7.1.4.4 the degree to which the student feels interest and thinking have been stimulated

16.7.1.4.5 In December, 1993, the UNL Academic Senate passed the following resolution: "In departments where the Teaching & Learning Center evaluation form is not used, the Senate calls for each department to use a summative form that requests the student to indicate if the faculty member has treated students with fairness and respect or has discriminated against a group of students on irrelevant grounds, particularly groups that have traditionally been subject to discrimination and are listed in the Regents Bylaws, section 4.1.b., or in the Professional Ethics Statement adopted by the Academic Senate (adopted April 17, 1990). Language that addresses this resolution must be included in all department/school student evaluations surveys.

16.7.1.5 Procedure for administering pencil-and-paper student evaluations

16.7.1.5.1 The instructor or a designee shall distribute the evaluation forms during a class period.

16.7.1.5.2 The instructor or designee shall be absent from the room while students fill out the evaluations.

16.7.1.5.3 Students shall always have the option to sign or not sign the evaluation forms.

16.7.1.5.4 A volunteer from among the students in the class shall collect the completed evaluation forms and deliver them to the department or school office in a sealed envelope provided by the instructor.

- 16.7.1.5.5 The evaluations shall be provided to the instructor after final course grades have been submitted, and the instructor shall assure the students that this measure protective of their freedom of expression will be implemented.
- 16.7.1.6 Those interpreting the evaluations should give due consideration to the differing circumstances under which signed and unsigned evaluations were written.
- 16.7.1.7 Before student evaluations are given to the chairperson or director or an authorized faculty committee for review, the faculty member being evaluated shall have opportunity to append any explanations or additional information he or she may want to accompany the evaluation packet.
- 16.7.1.8 The faculty member's response should be included with the raw data for any review.
- 16.7.1.9 Once the evaluations have been used for the annual evaluation of the faculty member and/or tenure and promotion procedures, those evaluations become the property of the individual faculty member.
- 16.7.2 External peer review of teaching
 - 16.7.2.1 If external peer review of teaching is required by the department/school (see below), the chairperson or director must submit materials to be evaluated which includes responses from at least three evaluators, external to the campus. This list of respondents may include people suggested by the faculty member, supplemented by other names at the discretion of the chairperson or director.
 - 16.7.2.2 External peer review of research/creative activity is required for all College faculty for tenure and promotion, but not for reappointment evaluations.
 - 16.7.2.3 Departments/school in the College may require external peer review of teaching as part of that unit's criteria for promotion and/or tenure.
- 16.7.3 The following are examples of other categories of information that the Faculty believes to be useful for evaluating teaching:
 - 16.7.3.1 Self-evaluation by the individual faculty member.
 - 16.7.3.2 Evaluations of courses that are linked in discipline-specific sequences: an indication of the quality of student work in courses that follow from the courses under scrutiny.
 - 16.7.3.3 Growth and development of student accomplishment in attaining course objectives as measured by pre- and post-testing.
 - 16.7.3.4 Curriculum development and innovations.
 - 16.7.3.5 Review of teaching materials, examining such issues as their ideological currency, academic soundness, relationship to course objectives, and conceptual sophistication.
 - 16.7.3.6 Interpretation of student complaints, provided that the content and nature of any complaint be made known to the faculty member under review, that the faculty member have opportunity to respond in writing, and that the response be incorporated into his or her permanent file.

16.7.3.7 Classroom visitation

16.7.3.7.1 If a program of classroom visitation is adopted, the following safeguards must be followed:

16.7.3.7.1.1 Choice of visitors shall be from among the faculty responsible for reviewing pedagogical performance and shall not include the chairperson or director.

16.7.3.7.1.2 The individual under review shall be free to invite as observers any additional members of the faculty responsible for his or her review.

16.7.3.7.1.3 The department shall present in writing to the observers and the individual under review a checklist of the attributes to be appraised.

16.7.3.7.1.4 The faculty member shall have the right to see the report(s) of the observer(s) before submission to the chairperson or director and/or authorized faculty committee and to write a response that shall be attached to the report(s).

16.7.3.7.1.5 No anonymous reports will be accepted.

16.7.4 Academic freedom in relation to teaching

The boundaries that academic freedom places upon what is said in and out of the classroom are described in the Bylaws of the Board of Regents, Chapter IV, 4.2.

17. DEPARTMENTAL PROCEDURES FOR EVALUATION OF TENURE-LEADING FACULTY FOR THE PURPOSE OF REAPPOINTMENT

17.1 All tenure-leading faculty who have not been awarded tenure are reviewed annually for the purpose of reappointment decisions. Each probationary appointment, unless specified in his/her contract, is for one year and shall carry no presumption of renewal, and will terminate at the end of the stated term, according to the policies and procedures of the Bylaws of the Board of Regents, section 4.4.2.

17.2 Evaluation for reappointment is based on a reappointment file, assembled by the faculty member, according to the guidelines contained in Section 16.5 - Reappointment, Promotion and Tenure Files. For reappointment decisions of non-tenure faculty, external peer evaluation (16.7.2) is not required.

17.3 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (tenured faculty) in the department or school and two separate and independent letters of evaluation and recommendation, one from the voting faculty summarizing the evaluation meeting,

and one from the chairperson or director, are forwarded to the Dean and copied to the faculty member. The letter from the voting faculty must include the following information:

- 17.3.1 the reappointment year of the faculty member being evaluated.
 - 17.3.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.
 - 17.3.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.
 - 17.3.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 17.3.5 the action recommended by the voting faculty, the options of which are reappointment or non-reappointment.
- 17.4 The letter from the chairperson or director must include the following information:
- 17.4.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 17.4.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are reappointment or non-reappointment.
- 17.5 Rules governing the evaluative comments
- 17.5.1 As required by UNL Bylaws and Board of Regents' Policies, these comments are to make specific recommendations for improvement and professional development in teaching, scholarly and/or creative activity, and service that will enhance the faculty member's chances of eventually achieving tenure at the end of the probationary period.
 - 17.5.2 Care should be taken that a positive annual review is not understood as a promise of eventual tenure. A positive evaluation should be interpreted as a prognosis merely favorable, not binding on the part of the university. It is important to recognize that sustained positive contributions are critical for the awarding of tenure.
 - 17.5.3 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)
- 17.6 Importance of clarity in the evaluative comments

It is vital that the evaluative comments of the eligible voting faculty and the chairperson or director be clear and specific, because, in addition to their decision function, they fill two informational roles. One of those roles is to provide guidance to the faculty member being evaluated of his/her progress toward tenure and/or promotion. The other role is to provide a historical context helpful to those charged with future evaluations of the faculty member's progress from year to year. The more specific and succinct the comments, the more useful they will be both

to the faculty member and to subsequent evaluators. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

17.7 As per UNL bylaws, the chair or director must make every attempt to secure votes from all faculty eligible to vote on reappointment.

17.8 The Dean shall make the final decision on reappointment of tenure-leading faculty.

18. DEPARTMENTAL PROCEDURES FOR EVALUATION OF FACULTY FOR THE PURPOSE OF GRANTING TENURE

18.1 Procedures for creating a tenure application file (See 16.4 and 16.7)

The faculty member under consideration must assemble a tenure file, in accordance with the department/school, College, and university timelines, containing the data on which the evaluation is to be based, so that it may be studied by those charged with making the tenure judgment. Its contents should be as follows:

18.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)

18.1.2 data regarding the three areas by which tenure decisions are made: teaching, research/creative activity, and service

18.2 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.

18.3 Chairpersons and directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the chairperson or director -- or chairperson of a promotion and tenure committee—to provide advice on the assembly of the tenure file to ensure that no important information has been overlooked.)

18.4 A recommendation for tenure should be made only if the faculty member's attainment is not only significant but also has been sustained over a long enough period of time to indicate likelihood of continuation.

18.5 The total period of service prior to a "continuous appointment" for a member of the faculty is described in the Bylaws of the Board of Regents, Chapter IV. 4.10. The "mandatory" evaluation for a tenure decision is the sixth year of total full-time service, as defined in the Bylaws of the

Board of Regents, Section 4.10. It is possible in truly exceptional instances, for a faculty member to request consideration for the granting of tenure before the mandatory year. Through past practice, the University has indicated the granting of early tenure will be awarded only to extraordinary faculty members who have substantially exceeded the criteria for tenure.

18.6 The following policies are procedures to be followed in any tenure evaluation:

18.6.1 Every evaluation and recommendation must be discussed at a meeting of the tenured faculty in the department or school, and two separate and independent letters of evaluation and recommendation, one from the voting faculty summarizing the evaluation meeting, and one from the chairperson or director, are forwarded to the College Executive Committee and the Dean, and copied to the faculty member. The letter from the voting faculty must include the following information:

18.6.1.1 the reappointment year of the faculty member being evaluated.

18.6.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.

18.6.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against," and the number of abstentions.

18.6.1.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

18.6.1.5 the action recommended by the voting faculty, the options of which are "for tenure" or "against tenure" or "abstention."

18.7 The letter from the chairperson or director must include the following information:

18.7.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.

18.7.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for tenure" or "against tenure."

18.8 Rules governing the evaluative comments

18.8.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)

18.8.2 The evaluative comments of the eligible voting faculty and the chairperson or director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include reference to student evaluations used and how they were interpreted.

- 18.9 As per UNL Bylaws, the chair or director must make every attempt to secure votes from all faculty eligible to vote on tenure.
- 18.10 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

19. DEPARTMENTAL PROCEDURES FOR EVALUATION OF FACULTY FOR THE PURPOSE OF PROMOTION

(Refer to 16.3.4.2 for the College criteria for promotion to specific ranks.)

- 19.1 Since an application for promotion may occur without application for tenure, or after tenure is granted, this section of the bylaws is included separately.
- 19.2 As a general guideline, it is expected that faculty will remain in each rank of assistant professor and associate professor for six years while preparing for advancement. It is possible, however, for applications for "early" promotion to be considered in truly exceptional cases. In such instances, all established criteria for promotion must be met or exceeded.
- 19.3 In many instances application for promotion to associate professor and application for tenure occur at the same time. In these cases, the faculty member's file is evaluated for both simultaneously, and the evaluative letters from the eligible voting faculty and the chairperson or director should speak to both issues, tenure and promotion. If it is not the mandatory year for consideration of the faculty member's tenure, it is possible for the voting faculty and/or the chairperson/director to recommend "for promotion" and "against tenure."
- 19.4 Procedures for creating a promotion application file. (see 16.4 and 16.7)
- 19.4.1 The faculty member under consideration must assemble a promotion file containing the data on which the evaluation is to be based, so that it may be studied by the those charged with making the judgment. Its contents should be as follows:
- 19.4.1.1 information contained in the faculty member's departmental personnel file and Cumulative Faculty Record. (see 16.4)
- 19.4.1.2 data regarding the three areas by which promotion decisions are made: teaching, research and/or creative activity and service.
- 19.5 It is the responsibility of the individual being considered to examine these materials and make sure that they are complete.

- 19.6 Chairpersons and directors may ask faculty members to certify that the material being presented is complete. (The faculty member may want to seek the advice of the chairperson or director -- or chairperson of a promotion and tenure committee -- to provide advice on the assembly of the promotion file to ensure that no important information has been overlooked.)
- 19.7 Every evaluation and recommendation must be discussed at a meeting of the eligible voting faculty (those senior in rank to the faculty member being evaluated) in the department or school and two separate and independent letters of evaluation and recommendation, one from the voting faculty summarizing the evaluation meeting, and one from the chairperson or director, are forwarded to the College Executive Committee and the Dean, and copied to the faculty member.
- 19.7.1 The letter from the voting faculty must include the following information:
- 19.7.1.1 the reappointment year of the faculty member being evaluated.
 - 19.7.1.2 the date of the eligible voting faculty's evaluative meeting in which the candidate's file is reviewed.
 - 19.7.1.3 the exact number of eligible voting faculty, the number of votes "for," the number of votes "against" and the number of abstentions.
 - 19.7.1.4 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 19.7.1.5 the action recommended by the voting faculty, the options of which are "for promotion" or "against promotion" or "abstention."
- 19.7.2 The letter from the chairperson or director must include the following information:
- 19.7.2.1 specific evaluative comments on the faculty member's teaching, research/creative activity and service.
 - 19.7.2.2 the action recommended, in concurrence or disagreement with the recommendation by the voting faculty, the options of which are "for promotion" or "against promotion."
- 19.7.3 Rules governing the evaluative comments
- 19.7.3.1 As designated elsewhere in these Bylaws, comments are to be provided using a descriptive system consisting of five modifying words or phrases. (see 16.3.2)
 - 19.7.3.2 The evaluative comments of the eligible voting faculty and the chairperson or director must be clear and specific, citing clear reasons for the recommendations provided. The evaluations should be specific in their discussions of creative activities and publications so that the true quality and quantity are readily understandable. In discussing teaching, it is important to include references to student evaluations used and how they were interpreted.

- 19.7.4 As per UNL Bylaws, the chair or director must make every attempt to secure votes from all faculty eligible to vote on promotion.
- 19.7.5 Both evaluative letters and the faculty member's file are forwarded to the Dean and the College Executive Committee for review and recommendation. (see 16.1.4)

20. COLLEGE AND EXECUTIVE COMMITTEE PROCEDURES FOR EVALUATION OF FACULTY FOR THE PURPOSES OF REAPPOINTMENT, PROMOTION, AND GRANTING TENURE

20.1 Reappointment

After reappointment reviews are completed and recommendations are formulated by both the eligible voting faculty and the chairperson or director, those recommendations are forwarded to the College office. After receiving the recommendations of the voting faculty and the chairperson/director, and a copy of the faculty member's current Curriculum Vitae, the Dean of the College will conduct an independent review of the file and any additional materials that might have been compiled in any review or appeal and will make an independent evaluation of the application. The Dean's recommendation is forwarded to the Senior Vice Chancellor for Academic Affairs. A copy of the recommendation must be provided to the faculty member and the chairperson/director.

20.2 Promotion/Tenure

After promotion and/or tenure reviews are completed and recommendations are formulated by both the eligible voting faculty and the chairperson or director, those recommendations are forwarded, along with the candidate's tenure and/or promotion file, to the College office.

20.3 When the file and the recommendations are received in the Dean's office, both the Dean and the members of the College Executive Committee will be notified and the initial examination of all materials will be completed on an individual basis.

20.4 The College Executive Committee then meets as a whole to discuss the faculty member's application, the supporting materials, and the letters from the department/school faculty and the chairperson or director. Unless additional information is requested, the Committee formulates a letter of recommendation, with detailed reasons for their recommendation, and submits it to the Dean, to be transmitted to the Senior Vice Chancellor for Academic Affairs, with the applicant's file. Except as noted in section 20.5, below, each of the nine members on the College Executive Committee has one vote.

20.5 When a promotion or tenure recommendation is being considered, the College Executive Committee members from the candidate's home department or school shall:

- 20.5.1 not vote.
 - 20.5.2 withdraw from the meeting room so that their presence not be construed as inhibiting free discussion.
- 20.6 The College Executive Committee expects to concur with the school and departmental recommendations unless there are strong reasons not to do so. If the Committee does have questions about a promotion and/or tenure recommendation from a department or school or feels the evidence supporting such a recommendation is inadequate, the following steps are to be taken:
- 20.6.1 the chairperson or director is to be given an opportunity to present additional materials that might help clarify the position taken by his/her department or school, prior to the final vote of the College Executive Committee.
 - 20.6.2 If the recommendation of the College Executive Committee and the department/school and/or the chairperson/director are in opposition:
 - 20.6.2.1 the department/school or chairperson may appeal for reconsideration.
 - 20.6.2.2 the appeal may be made by the department/school, chairperson or director, or by the faculty member under review.
 - 20.6.2.3 The faculty member involved:
 - 20.6.2.3.1 should be consulted by the chairperson or director to seek his or her input in the appeal.
 - 20.6.2.3.2 may join personally in the appeal.
 - 20.6.3 If the College Executive Committee disagreement with the department or school remains after any subsequent review or appeal, the reasons for disagreement must be provided in writing to the chairperson/director and to the individual concerned, and the negative recommendation with all supporting information is forwarded to the Dean for transmittal to the Senior Vice Chancellor for Academic Administration.
 - 20.6.4 After receiving the recommendations of the voting faculty, the chairperson/director, and the College Executive Committee, the Dean of the College will conduct an independent review of the file and any additional materials that might have been compiled in any review or appeal and will make an independent evaluation of the application. The Dean's recommendation and all file materials are forwarded to the Senior Vice Chancellor for Academic Administration, and a copy of the recommendation must be provided to the faculty member, the College Executive Committee, and the chairperson/director.
 - 20.6.5 The faculty member under consideration has the right to withdraw the application for tenure and/or promotion at any step in the process, without prejudice. If it is the candidate's mandatory year for tenure consideration, withdrawal from consideration implies that the candidate will not seek tenure and his/her contract will expire at the end of the probationary period.

21. POST-TENURE REVIEW

(University of Nebraska-Lincoln Guidelines for the Evaluation of Faculty 9/30/97; amended 9/16/98)

Special Peer Review

21.1 Purpose

The special peer review process is intended to assist tenured faculty in achieving their professional goals and maximizing their Contributions to the University throughout their professional careers, to provide assurance to the public that tenured faculty are accountable for their performance, and to provide continued peer involvement in the review of tenured faculty members. (It remains the responsibility of the Senior Vice Chancellor for Academic Affairs and the Vice Chancellor for the Institute of Agriculture and Natural Resources, respectively, to ensure that annual reviews referred to herein are conducted in all departments in a rigorous and equitable manner.)

21.2 Applicability of review process

The special peer review process is applicable to all members of the faculty who have been on a continuous contract pursuant to Board of Regents Bylaws 4.4.3 for a period of three years or more. A faculty member shall not be subject to or eligible for a special peer review more than once every four years. A faculty member shall be reviewed in accordance with the special peer review process in either of the following circumstances:

21.2.1 A faculty member receives (after the third year of being on continuous contract):

21.2.1.1 A written annual evaluation from the unit administrator that identifies a substantial and chronic deficiency in the faculty member's performance and clearly states that if the faculty member does not make substantial, acceptable progress toward remedying the deficiency by the next annual evaluation, a post-tenure review will be initiated; and

21.2.1.2 Notification deriving from the next annual review that the unit administrator has determined that the substantial and chronic deficiency identified in the previous evaluation has not been remedied, that a post-tenure review is appropriate, and that the dean concurs. Ordinarily, the faculty member shall be provided notification by June 30 that a review will be scheduled for the following academic year. Upon recommendation of the unit administrator and approval of the dean, a faculty member subject to post-tenure review under this section may be exempted or deferred for review if there are clearly extenuating circumstances (such as health problems) and an alternate plan for addressing the problems is adopted.

21.2.2 A faculty member requests a review in accordance with the special peer review process. The purpose of such a review would be to provide helpful evaluation and assistance to the faculty member in planning a prospective program by which the faculty member can

maximize his or her contributions to the University and more fully realize his or her professional goals.

21.3 Initiating the review process

- 21.3.1 Whenever a special peer review is initiated, either by the faculty member or the unit administrator, the unit administrator shall first consult with the faculty member and then shall establish a schedule for the conduct of the review. Ordinarily, the review shall be scheduled for the academic year, and preferably the fall term, following notification of, or request by, the faculty member.
- 21.3.2 For a review initiated under 21.2.1 above, the unit administrator shall construct a special peer review file containing a clear identification and description of the deficiency or deficiencies, copies of the faculty member's last three annual reviews, such other materials as are relevant, and a document suggesting ways in which the deficiency could be removed. For a review initiated under 21.2.2 above, the unit administrator shall provide the Review Committee with a file containing copies of the faculty member's previous three annual reviews and such other materials as are relevant.
- 21.3.3 The faculty member shall have the opportunity to supplement the special peer review file throughout the review process by including any information the faculty member believes to be material and helpful to the Review Committee or to administrators involved in the review process. The unit administrator shall cooperate with the faculty member to provide relevant information and shall periodically notify the faculty member of additions to the file. The faculty member shall be given access to all materials in the special peer review file. If the faculty member acknowledges a deficiency in performance, he or she is encouraged to include in the file a plan to remedy the deficiency or to otherwise maximize the faculty member's achievement of professional goals and contribution to the unit's mission, with specific goals and timetables for their achievement.
- 21.3.4 The faculty member and the unit administrator may include in the file a response to material provided by the other.
- 21.3.5 The unit administrator shall provide the Review Committee with a copy of the procedures and schedule for the special peer review.

21.4 Appointing the Review Committee

- 21.4.1 A Review Committee shall be selected to conduct the review of the faculty member's performance. The Committee shall be composed of an appropriate group of tenured faculty from within and outside the unit who hold an academic rank at least equal to that of the faculty member to be reviewed. The Committee shall include some representation of the discipline and mission of the faculty member under review. Ordinarily the Committee should be composed of 3 individuals capable of providing a fair and unbiased assessment of the faculty member's performance.
- 21.4.2 Initially, the unit administrator and the faculty member shall meet and attempt to agree on the composition of the Committee, which must be approved by the dean.

21.4.3 If the unit administrator and the faculty member are unable to agree on the composition of the Committee, the Committee shall be chosen by an appropriate elected faculty committee within the unit, or, for departments with fewer than ten full-time faculty members, within the College; the composition of the Committee is subject to approval by the dean. Each unit, in its by-laws or otherwise, shall have previously designated the appropriate elected faculty committee for this purpose.

21.5 Conducting the review

21.5.1 The Review Committee shall review the file constructed for this purpose and may meet with the unit administrator and the faculty member, either together or separately. The Committee may consult other sources of information not included in the file with the approval of the unit administrator and the faculty member.

21.5.2 Evaluation by peers external to the campus is required when research productivity is an issue: evaluation by peers external to the campus may be used when teaching and/or service/extension productivity is in question. If the Review Committee determines that evaluation by external peers is required or would be useful, the Committee shall notify the unit administrator and the faculty member. Thereafter, such outside reviews shall be obtained in accordance with the same procedure utilized by the unit to obtain outside reviews for purposes of making tenure decisions.

21.5.3 In accordance with the schedule for the review established by the unit administrator, the Review Committee shall make a written report of its findings and recommendations, if any.

21.5.4 If the special peer review is conducted at the request of the unit administrator pursuant to section 21.2.1 of this procedure, the written report of the Review Committee shall be provided to the unit administrator, the faculty member's dean, and the faculty member.

21.5.5 If the special peer review is conducted at the request of the faculty member pursuant to section 21.2.2 of this procedure, the written report of the Review Committee shall be provided solely to the faculty member. The faculty member, at his or her discretion, may keep the Report confidential, share it with the unit administrator, or share it with the unit administrator and dean. If requested by the faculty member, the unit administrator and dean shall provide a written response to the Report, indicating the extent to which he or she agrees or disagrees with the findings and recommendations of the Report and why. At the request of the faculty member, the Report and any response from administrators shall be made part of the faculty member's permanent personnel record. The faculty member, the unit administrator, and the dean shall work together to implement those recommendations on which they mutually agree. Nothing in the Report shall be used in any university evaluation without the consent of the faculty member. However, the faculty member may not attempt to utilize only a portion of the Report or any edited version of the Report in other university evaluations.

21.6 Preparing the Review Committee report

21.6.1 The purpose of the Review Committee Report is to provide an assessment of the performance of the faculty member subject to review and, where appropriate or necessary, to provide recommendations to maximize the faculty member's contributions to the unit and the University. The Review Committee Report is advisory. The Report shall include part (1) below and, as appropriate, parts (2) through (5):

- (1) An assessment of the strengths and weaknesses of the faculty member's performance;
- (2) Recommendations for ways, if any, in which the faculty member could enhance achievement of his or her professional goals and his or her contributions to the mission of the unit, including suggestions, where appropriate, for adjustment in the faculty member's responsibilities, goals and timetables for meeting the goals, and criteria for assessing the faculty member's achievement of enhanced performance.
- (3) An evaluation of any proposed plan submitted by the unit administrator or the faculty member to remedy any deficiency in the faculty member's performance and any recommended modification to such a plan.
- (4) Recommendations for ways, if any, in which the unit administrator could provide professional development support to assist the faculty member in enhancing achievement of his or her professional goals and his or her contribution to the mission of the unit.
- (5) For a review initiated under 21.2.1 above, any recommendations for sanctions to be imposed upon the faculty member for performance characterized by substantial and chronic deficiency.

21.6.2 The Review Committee, if it believes that inappropriate criteria have been used to evaluate the faculty member, shall also indicate that fact in its Report.

21.6.3 For a review initiated under 21.2.1 above, the Review committee shall make one of the following findings, to be clearly stated in its Report:

21.6.3.1 The faculty member has not identified substantial and chronic deficiencies. If the Review Committee finds that the faculty member's performance does not reflect any substantial and chronic deficiency or deficiencies for the period under review, the faculty member and the unit administrator will be so informed in writing and the review is thereby completed.

21.6.3.2 The faculty member has substantial and chronic deficiencies. The Review Committee shall state and describe the deficiency or deficiencies in its Report, which shall include all the elements listed under 21.6, items (1) through (5). The Committee shall provide a copy to the faculty member and the unit administrator.

21.6.4 The unit administrator shall allow the faculty member being reviewed an opportunity to provide a written response to the Review Committee Report. Except when the review was conducted at the faculty member's request, the Report and any response from the faculty member shall be made a part of the faculty member's permanent personnel record.

- 21.7 Completing the review process under a finding of substantial and chronic deficiency
- 21.7.1 Upon receipt of a Review Committee report and the faculty member's response, if any, the unit administrator shall meet with the faculty member reviewed to consider the report and any recommendations therein. The unit administrator shall then provide the faculty member and the dean with a written appraisal of the faculty member's performance, together with all documentation pertaining to the faculty member's review, including the file constructed for the review, the Review Committee's Report, and the faculty member's written response to the review, if any. The appraisal shall include, where appropriate:
- 21.7.1.1 the extent to which the unit administrator accepts or rejects the findings and recommendations of the Review Committee Report and the reasons for doing so; the unit administrator may reject the Review Committee's findings only for compelling reasons, communicated in writing to the faculty member and the dean.
 - 21.7.1.2 a plan outlining the expectations of the unit administrator as to how the faculty member can remedy any deficiency in performance or enhance the faculty member's professional goals and contribution to the unit, including specific goals and time tables for achieving such goals and the criteria to be applied in making such a determination;
 - 21.7.1.3 the resources the unit administrator is willing and able to provide the faculty member to assist in implementing the plan;
 - 21.7.1.4 any adjustment in assignment or responsibilities of the faculty member; and
 - 21.7.1.5 any sanction to be imposed on the faculty member related to his or her performance. Sanctions governed by Regents Bylaws shall only be imposed following the procedure prescribed in the by-laws.
- 21.7.2 The dean, after review and consultation, may accept, modify, or reject the unit administrator's written appraisal and recommendations, but where the dean's appraisal differs from that provided by the Review Committee or where the dean accepts recommendations that differ from those provided by Review Committee, the dean may modify or reject only for compelling reasons, communicated in writing. The dean's response shall be provided to the faculty member and to the unit administrator.
- 21.7.3 A faculty member dissatisfied with the results of the special peer review and the unit administrator's subsequent appraisal, or the dean's acceptance, modification or rejection of it, may pursue any appeal or remedy otherwise available to faculty members relating to matters that affect their employment status (21.2).
- 21.7.4 Progress towards achieving the goals and timetables set out in the unit administrator's plan, as approved by the dean, will be reviewed in subsequent annual reviews. If the faculty member fails to achieve the goals and timetables defined in that plan, those administrative processes defined by the Regent's Bylaws (and different from special peer review) may be initiated as appropriate. Special peer review is not a prerequisite for initiation of those other administrative processes.

21.8 Review of the special peer review

In the academic year following its fifth full year of operation, the Special Peer Review system shall be reviewed by a joint taskforce of administrators and faculty members. The taskforce shall assess the system's efficacy, fairness, and overall contribution to institutional betterment. (21.1). The standards for substantial and chronic deficiency shall be determined by the faculty in each unit and, when approved by the appropriate unit administrator, dean and vice chancellor, shall become part of its evaluation procedures.

Adopted August, 1993

Amended at College Faculty meeting on 12/3/93 (Changes approved by vote at meeting)

Amended at College Faculty meeting on 4/23/97 (Changes approved by mail ballot)

Amended at College Faculty meeting on 10/8/97 (Changes approved by mail ballot)

Amended at College Faculty meeting on 4/5/00 (Changes approved by vote at meeting)

Revised, 2002-2004 (Changes approved by vote at College Faculty meeting on 3/31/04)

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Bequest from the Estate of Doris K. Kellegher

RECOMMENDED ACTION: Accept a bequest from the Estate of Doris K. Kellegher in the amount of \$491,089 to the University of Nebraska-Lincoln College of Law.

PREVIOUS ACTION: None

EXPLANATION: The Doris K. Kellegher Trust included a bequest to the University of Nebraska-Lincoln College of Law to establish a permanent endowment to be named the Frank J. Kellegher Foundation. The income from the endowment is to be used exclusively for the study and instruction of estate planning and Federal and local tax law. The purpose of this agenda item is to accept the bequest and establish the Frank J. Kellegher Foundation.

With acceptance of this gift, the Regents express on behalf of the University of Nebraska-Lincoln their deepest gratitude and appreciation for the generosity of Doris K. Kellegher, which will greatly benefit the College of Law.

SPONSOR: David E. Lechner
Vice President for Business & Finance

APPROVAL: _____
L. Dennis Smith
President

DATE: July 15, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Ak-Sar-Ben Future Trust Membership

RECOMMENDED ACTION: Approve the appointment of Howard L. Hawks to serve on the Ak-Sar-Ben Future Trust Board of Directors as the University of Nebraska appointee for a term of two years.

PREVIOUS ACTION: July 13, 2002 – Nancy L. O'Brien was reappointed as the University member of this board for a term of two years.

February 22, 1997 – Pursuant to the Amended and Restated Articles of Incorporation of the Ak-Sar-Ben Future Trust, President L. Dennis Smith appointed and the Board of Regents approved Nancy L. O'Brien to serve on the Future Trust Board of Directors.

EXPLANATION: Nancy L. O'Brien's appointment to the Ak-Sar-Ben Future Trust Board of Directors expires on August 16, 2004. It is recommended that the Board of Regents approve the appointment of Howard L. Hawks as the University member of this board for a term of two years.

APPROVAL: _____
L. Dennis Smith
President

DATE: July 21, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: University of Nebraska-Lincoln (UNL) Othmer Hall – Finishing of
Basement for Shell Space project Architect Selection

RECOMMENDED ACTION: Approve Davis Design for the UNL Othmer Hall – Finishing of
Basement for Shell Space project Architect Selection

PREVIOUS ACTION: December 13, 2003 – Approved the program statement and budget for
the UNL Othmer Hall – Finishing of Basement for Shell Space project

EXPLANATION: A committee consisting of the Associate Vice Chancellor for Facilities
Management and Planning, one member of the UNL Biological Process
Development Facility, and two representatives from UNL Business and
Finance has selected Davis Design to provide design services for the
current Good Manufacturing Practices (cGMP) processing facility. This
firm was selected from a field of five firms submitting proposals for the
project. All firms on the University of Nebraska list of certified
architectural and engineering firms were initially contacted. A contract
for design services will be negotiated within the amount shown in the
approved project budget.

Proposed start of construction: May 2004
Proposed completion of construction: February 2005

PROJECT COST: \$4,670,000

ON-GOING FISCAL
IMPACT: Annual Operating Costs (Included in 2003 request) \$56,000
2% Assessment \$93,400

SOURCE OF FUNDS: Federal Funds (USAMRMC Grant)

SPONSOR: Christine A. Jackson
Vice Chancellor of Business & Finance

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 9, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: University of Nebraska-Lincoln (UNL) Nebraska Redox Biology Center-Veterinary Basic Science Laboratory Renovation

RECOMMENDED ACTION: Approve an increased project budget for the UNL Nebraska Redox Biology Center-Veterinary Basic Science Laboratory Renovation

PREVIOUS ACTION: December 13, 2003 - Approved the Program Statement and Budget for the UNL Nebraska Redox Biology Center-Veterinary Basic Science Laboratory Renovation.

EXPLANATION: This project involves the renovation of an existing laboratory and a storage room into a state-of-the-art laboratory to support a new researcher in the area of microbial pathogenesis. As previously approved, the project was to be funded entirely by a grant from the National Institutes of Health (NIH). Construction bids exceeded the original budget by \$110,000. Additional sources of funds have been identified to supplement the NIH grant funding. The proposed laboratory suite will be part of the Nebraska Redox Biology Center, a collaborative effort between UNL and the University of Nebraska Medical Center.

Proposed start of construction	July 2004
Proposed completion of construction	January 2005

PROJECT COST: \$607,596

ON-GOING FISCAL IMPACT:	Annual Operating Costs	No Increase
	2% Assessment	None

SOURCE OF FUNDS:	Prior Approved Budget (Federal Funds)	\$497,596
	Additional Funding:	
	Cash Funds	<u>110,000</u>
	Total Amended Budget	<u>\$607,596</u>

SPONSORS: Prem S. Paul
Vice Chancellor for Research

Christine A. Jackson
Vice Chancellor for Business & Finance

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 21, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Facilities space lease at the West Central Research and Extension Center to the Nebraska State Patrol in North Platte, Nebraska.

RECOMMENDED ACTION: Approve the facilities space lease at the West Central Research and Extension Center to the Nebraska State Patrol in North Platte, Nebraska.

PREVIOUS ACTION: None

EXPLANATION: The West Central Research and Extension Center is leasing 2,000 square feet of office/laboratory space to the Nebraska State Patrol at 4915 South Snyder Drive, North Platte NE.

The Facilities Space Lease is for a period of five years with option to renew for an additional five years upon approval granted by the University. Revenue for the five-year lease term is \$170,000.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSORS: John C. Owens
Vice Chancellor for Agriculture & Natural Resources

Christine A. Jackson
Vice Chancellor for Business & Finance

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 21, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Facilities space lease on the roof of Nebraska Hall on the University of Nebraska-Lincoln campus to U. S. Cellular.

RECOMMENDED ACTION: Approve the facilities space lease on the roof of Nebraska Hall on the University of Nebraska-Lincoln campus to U. S. Cellular.

PREVIOUS ACTION: None

EXPLANATION: A 12' by 20' rooftop space at 900 N 16th Street (Nebraska Hall) is being leased to U. S. Cellular for the placement of equipment and sufficient space on the roof for affixing antennas.

The Facilities Space Lease is for a period of three years with option to renew for an additional three years upon approval granted by the University. Revenue for the three-year lease term is \$54,000.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSOR: Christine A. Jackson
Vice Chancellor for Business & Finance

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 21, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Electrical Upgrades for Wittson Hall at the University of Nebraska Medical Center (UNMC).

RECOMMENDED ACTION: Approve upgrading electrical systems in Wittson Hall on the UNMC Campus.

PREVIOUS ACTION: None

EXPLANATION: Wittson Hall, completed in 1972, contains approximately 175,000 net square feet of floor space and houses classrooms for the UNMC College of Medicine, campus administrative offices, research labs, the McGoogan Library of Medicine, and facilities for Comparative Medicine operations.

The building's normal and emergency electrical systems were installed at the time of original construction and over the years have become insufficient to meet the dramatically increased demand from critical HVAC and technical equipment serving the research and academic programs housed in the building. The existing normal electrical system is at capacity and lacks any spare circuits for load growth. Emergency power is only available to meet the needs of the building's life-safety loads required by code. As a consequence, laboratory freezers and other critical research equipment are required to be installed without the emergency power backup necessary to protect valuable scientific specimens. Without increased electrical capacity, the building's mechanical systems, which are approaching obsolescence, cannot be updated.

The proposed project will improve the capacity and reliability of both normal and emergency electrical power systems serving Wittson Hall. The LB309 Building Renewal Task Force has approved funding for the project.

PROJECT COST: \$950,000

SOURCE OF FUNDS: LB309 Building Renewal Task Force 50%
Cash Funds 50%

SPONSOR: Donald S. Leuenberger
Vice Chancellor for Business & Finance

APPROVAL: _____
Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: July 21, 2004

X. UNIVERSITY ADMINISTRATIVE AGENDA

A. ACADEMIC AFFAIRS

1. Approve the proposed new M.S. and Ph.D. program in Cancer Research at the University of Nebraska Medical Center. Addendum X-A-1
2. Approve the proposed revised NCTA Role and Mission Statement. Addendum X-A-2

Revised Item

3. Following the review of data from the UNO Pilot Project, (1) authorize the President to extend the UNO PreK-16 Initiative Dual Enrollment Pilot to other MOEC School Districts electing to participate; details of the data from the Pilot Project and the rationale for continuation and expansion of the project will be presented at the September or October meeting of the Board of Regents and (2) approve expansion of the pilot to UNL and UNK. Addendum X-A-3

B. BUSINESS AFFAIRS

University of Nebraska-Lincoln

1. Approve amendment of the contract with the Nebraska Department of Health and Human Services. Addendum X-B-1
2. Authorize the University of Nebraska-Lincoln Vice Chancellor for Business & Finance to execute on behalf of the Board of Regents a sub-award in conjunction with the U.S. Department of Agriculture agreement for "Validating and Implementing Listeria Monocytogenes Controls in Ready to Eat Meat Products Produced by Rural Meat and Poultry Operations." Addendum X-B-2

University of Nebraska at Kearney

3. Approve conveyance of real property to The Buckle and authorize the University of Nebraska at Kearney Vice Chancellor for Business & Finance to execute the necessary documents for sale of the property. Addendum X-B-3

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Proposal for a new Master of Science (M.S.) and Doctor of Philosophy (Ph.D.) degree program in Cancer Research at the University of Nebraska Medical Center (UNMC)

RECOMMENDED ACTION: Approve the proposed new M.S. and Ph.D. program in Cancer Research at UNMC.

PREVIOUS ACTION: None.

EXPLANATION: The proposed UNMC program will award new M.S. and Ph.D. degrees in Cancer Research. This program takes maximum advantage of an exceptionally strong research and clinical care area at UNMC and will prepare students for a variety of careers in academia, government or the private sector. The goal of the Cancer Research Graduate Program (CRGP) is to provide each student with the knowledge base, laboratory skills, and problem solving abilities to become independent, innovative professionals in the area of Cancer Research. For many years UNMC has had a cooperative, multi-department training program, the Cancer Research Training Program (CRTP), that has been supported by an NIH training grant. It is a non-degree granting, training program leading to a Ph.D. in one of the traditional disciplinary areas such as Pharmacology, Biochemistry and Molecular Biology or Pathology and Microbiology. That program has attracted an increasing number of students over recent years and thus placed additional burdens on the participating traditional degree granting program areas by requiring a duplication of administrative effort. The proposed CRGP will replace the current CRTP and will streamline and clarify our graduate program offerings. The Graduate Council of the University of Nebraska Medical Center, the Executive Graduate Council of the University of Nebraska, an external peer review committee and the Council of Academic Officers have completed their review of the proposal and recommend it for approval.

PROJECT COST: The Eppley Institute will finance the new program through reallocation of funds within the Institute. These resources currently support the existing Cancer Research Training Program that will be phased out with the approval of the free-standing Cancer Research Graduate Program. The Cancer Research Graduate Program will have a 0.5 FTE Administrator and will support six graduate research assistants (0.5 FTE each). Other necessary operational budget items as detailed in the budget pages will bring the total budget to \$169,588 for the first year.

SOURCE OF FUNDS: Internal reallocation.

SPONSOR: Rubens J. Pamies, MD
Vice Chancellor for Academic Affairs

APPROVAL: _____
Jay Noren
Executive Vice President and Provost

DATE: July 15, 2004

University of Nebraska Medical Center

Cancer Research Graduate Program (M.S. and Ph.D.)

Brief description and purpose of the proposed program

The proposed Cancer Research Graduate Program (CRGP) will replace the current Cancer Research Training Program (CRTP) and allow direct granting of Ph.D. and M.S. degrees. The goal of the CRGP is to provide each student with the knowledge base, laboratory skills, and problem solving abilities to become independent, innovative cancer investigators. The specific aims of the CRGP are to provide predoctoral trainees with: (1) knowledge of the mechanisms of carcinogenesis, the epidemiology of human cancer, and the potential for cancer prevention; (2) an in depth background in the areas of basic science (biochemistry and molecular biology, genetics, immunology, pathology, pharmaceutical sciences, pharmacology) that is necessary to study and understand the conversion of normal cells to cancer cells and to design methods of diagnosis and treatment; (3) the ability to apply this information to plan and conduct innovative research on the causes, prevention, diagnosis and treatment of cancer, and to impart this information to others; and (4) an appreciation of the power of interdisciplinary research. To achieve these objectives, the Program will attract highly qualified and motivated graduate students and provide them with high quality didactic and laboratory experiences. Both U. S. and international students will be recruited. Class size is projected to be 6-10 students per year. Extramural support is currently available through training grants from the National Cancer Institute and from the Department of Defense Breast Cancer Program. The cancer focus of the CRGP is clearly different from the major goals of the other degree-granting programs at UNMC, so that focus will complement, but not duplicate, existing programs.

Ph.D. requirements include satisfactory completion of required and elective courses, completion of the comprehensive exam, submission of at least one first author article for publication, and completion of a dissertation with oral defense. Training in the ethical conduct of research is also required. Core courses and most electives are already established and available to students. M.D./Ph.D. students can also complete the Ph.D. portion of their training through the CRGP. An M.S. degree will be offered for students who leave the Program early, following completion of course requirements, a comprehensive exam, and acceptance of a thesis.

Abstract of the proposal

Nature of the existing program. The Cancer Research Training Program (CRTP) is administered through the Eppley Institute for Research in Cancer and Allied Diseases (hereafter referred to as Eppley Institute). The CRTP has been functioning as an "umbrella" graduate education program at the University of Nebraska Medical Center for over 15 years. The CRTP recruits Ph.D. students, provides them with laboratory training in cancer research, and coordinates with certain basic science departments in the College of Medicine (COM) and the College of Pharmacy in providing classwork and other educational experiences. The CRTP has been continuously funded by a training grant from the National Cancer Institute since 1988, with current funding until 2007. The NCI training grant is one of only five such NIH training grants in the State of Nebraska. Within the CRTP, there is also an affiliated Breast Cancer Training Program funded by a grant from the Department of Defense. The CRTP has approximately 75 alumni working in research, academia, government, and corporations to perform research and educational duties. There are currently 26 students enrolled in the CRTP. Faculty membership in the CRTP has grown to 30, including faculty from the Eppley Institute, three COM departments, the Department of Oral Biology in the College of Dentistry, and the Department of Pharmaceutical Sciences in the College of Pharmacy. More faculty members are expected as the Eppley Institute and UNMC continue to grow. Clearly there is a track record of success in training the cancer researchers of today and tomorrow.

Issues. These strengths are partially offset by certain limitations in student recruitment. Recruiting limitations have negatively impacted the ability to enlist sufficient numbers of students to match the growth in cancer research labs at UNMC. For example, there is currently an average of less than one CRTP student per faculty member (26 students, 30 faculty). Also, since the CRTP cannot grant the Ph.D. degree, CRTP students must also join the Ph.D. program in one of four basic science departments: Biochemistry and Molecular Biology, Pathology and Microbiology, Pharmaceutical Sciences, and Pharmacology. The lack of degree-granting status reduces the ability of the CRTP to recruit students, both domestically and internationally. Recruitment of U.S. students is hindered by the difficulty in conveying the current system of "dual citizenship" between the CRTP and the degree-granting programs. Potential applicants are sometimes deterred from applying, because they believe that there are excess and unnecessary requirements imposed by the current system. Regarding international recruitment, the CRTP was restricted by BCIS (formerly known as the INS) regulations until very recently to admitting only U.S. citizens or permanent residents. The BCIS regulations have been modified recently, but there are still substantial issues that limit the ability to recruit internationally. The proposed CRGP will make it easier to recruit students both in the U.S. and internationally, and therefore help alleviate the current shortfall in student numbers.

A second issue is the current disadvantage of having educational responsibilities scattered among different programs and departments. The proposed CRGP will consolidate the responsibilities for cancer research education within the Eppley Institute. This transfer of functions makes good sense because of the historic role of the Eppley Institute in graduate cancer education, and also because the majority of the faculty mentors hold primary appointments in the Eppley Institute. Consolidation will also reduce the administrative burdens currently carried by the other degree-granting programs. (In the current system, CRTP students must also join the Ph.D. program in one of the four basic science departments mentioned above. This leads to some duplication of effort, for example requiring student attendance at seminars and other activities by both the CRTP and the degree-granting programs.) The consolidated approach will also streamline necessary educational and administrative functions such as gathering grades, scheduling comprehensive exams and seminars, communication with students, and tracking of graduates. The empowerment of the CRGP to grant the Ph.D. and M.S. degrees would thereby address issues 1 and 2, and thereby help stimulate growth of cancer research at UNMC and in the State of Nebraska.

Value. The added value to the *students* includes the (1) opportunity for more students to be accepted into the program; and (2) the CRGP will offer a greater emphasis on cancer research training, through appropriate coursework and the elimination of dual departmental/program requirements that currently exist. For example, a portion of the CRGP journal club will be directly linked to the topic of that year's Short Course in Cancer Biology. The added value to the *program* includes (3) the ability to more easily recruit talented international students to supplement the current pool of domestic applicants; (4) general improvement of the cancer biology graduate program with greater emphasis on cancer research; and (5) increased administrative flexibility. Added value to the *University* includes (6) the offering of new courses that are currently unavailable to Medical Center students, such as Advanced Topics in Structural Molecular Biology; (7) reduced administrative loads on the current partner basic science departments; and (8) greater cooperation with the Biomedical Research Training Program (BRTP), another "umbrella" graduate program at UNMC. Added value to the *region, state, and nation* will be (9) increased numbers of well-trained cancer researchers to serve in academia, industry, and government; and (10) increased visibility of the University, the Medical Center, and the State of Nebraska.

Program. The goal of the CRGP is to provide each student with the knowledge base, laboratory skills, and problem solving abilities to become independent, innovative cancer investigators. The specific aims of the CRGP are to provide predoctoral trainees with: (1) knowledge of the mechanisms of carcinogenesis, the epidemiology of human cancer, and the potential for cancer prevention; (2) an in depth background in the areas of basic science (biochemistry and molecular biology, genetics, immunology, pathology, pharmaceutical sciences, pharmacology) that is necessary to study and understand the conversion of

normal cells to cancer cells and to design methods of diagnosis and treatment; (3) the ability to apply this information to plan and conduct innovative research on the causes, prevention, diagnosis and treatment of cancer, and to impart this information to others; and (4) an appreciation of the power of interdisciplinary research. To achieve these objectives, the Program will attract highly qualified and motivated graduate students and provide them with high quality didactic and laboratory experiences. Both U. S. and international students will be recruited. Class size is projected to be 6-10 students per year. Ph.D. requirements include satisfactory completion of required and elective courses (most of which are already established), completion of a grant proposal with oral defense, submission of at least one first author article for publication, and completion of a dissertation with oral defense. Training in the ethical conduct of research will also be included. M.D./Ph.D. students can also complete the Ph.D. portion of their training through the CRGP. An M.S. degree will be offered for students who leave the Program early, but following completion of their course requirements, passing the comprehensive exam, and acceptance of a thesis.

Structure. The CRGP will be led by a Graduate Committee Chair appointed by the UNMC Dean for Graduate Studies. A graduate committee composed of representative CRGP faculty members, an administrator, and a student member (elected by the students) will advise the Graduate Committee Chair. The CRGP will be administered through the Eppley Institute, however CRGP faculty can be either primary or courtesy members of the Eppley Institute. Faculty will be identified based on their desire to join the program, their suitability as mentors, and evidence that their research has cancer relatedness. This inclusion of faculty from different departments and programs is important in continuing the multidisciplinary course of study. Currently 26 faculty have been identified from the Eppley Institute and three basic science departments at UNMC.

Need and demand.

Need: Both nationwide and in the State of Nebraska, there remains a strong need for pre- and post-doctoral researchers in the field of cancer, particularly for those who are broadly trained and who understand the need for research to develop better methods for cancer prevention, diagnosis, and treatment. Evidence for a national need for cancer researchers comes from the NCI website (<http://plan.cancer.gov/budget/2004.htm>), which shows that grants specifically for education and training of new cancer researchers grew 12.8% from FY 2002 to FY 2003. This brings the annual NCI investment in cancer training and education to \$ 184 M. At UNMC, there is also strong need for post-doctoral researchers. From 1994 through 2003, the total number of post-doctoral researchers increased nearly 10-fold from 14 to 137 (Source: UNMC Office for Academic Affairs). This rapid growth supports the need for more research personnel. The job data are also in accordance: in 2003 alone, 28 post-doctoral positions were unfilled at UNMC. While not all of these research positions are in cancer labs, many of them are. These national and local data clearly indicate an ongoing need for more research staff. Establishment of the CRGP will help meet that need.

Since cancer research in the CRGP is multidisciplinary, graduates will have key skills that will enable them to enter the workforce and to make an impact on the cancer research of tomorrow. Using the current CRTP as an example of success in placement of graduates, a survey of 26 of the most recent alumni showed that six have jobs in pharmaceutical or biotech companies, located in CA (2), TX, WI, and NE (2); four hold faculty positions, at Creighton Univ. (2), U. Missouri-St. Louis, and Dana College (NE); 13 are post-doctoral fellows at Duke(2), U. California-San Francisco, U. Virginia, Cornell, St. Jude's, Baylor, U. Nebraska-Lincoln, U. Chicago, U. Colorado, UNMC, U. Iowa and U. Texas-Southwestern Medical Center; one M.D./Ph.D. graduate is doing his residency at U. Washington and another at Medical College of Wisconsin; and one has a research job at the San Diego Zoo.

Demand: Three lines of evidence best indicate the demand for the proposed CRGP. One is the continued funding of cancer research at UNMC by extramural training grants from the National Cancer Institute and the Department of Defense. These grants indicate that the Eppley Institute program has substantial national presence. The second line of evidence is the dearth of similar cancer biology training programs in the

Midwest. A detailed assessment indicates that no other program in the region matches what is proposed for the CRGP. The third point is that a very high percentage of student applicants (89% from 1997 to 2002) graduate from Midwestern colleges and universities, in part because the current CRTP is one of the few broad-based cancer research programs in the region

Budget. The CRGP will be entirely financed by reallocated funds from within the Eppley Institute. These funds will be shifted from financing of the existing CRTP. No additional faculty support is requested. Instead, these funds will support six students annually in their first year of study. Should more than six students enter the program in a given year, additional reallocations of Eppley Institute resources will be utilized to cover the balance. Support after the first year of the student's enrollment becomes the mentor's responsibility, as is currently the case. Students are also eligible for support from their mentors' research grants, and by individual intramural and extramural fellowships. Current training grants include support from the National Cancer Institute (through 2007) and the Department of Defense (through 2004). These funds are typically used to support select students, on a competitive basis, in their fourth or fifth year. Administrative support (0.5 FTE) is included for a program administrator/recruiter. An incremental budget over a five-year period is presented in Tables 1 and 2.

Support from faculty, the Director of the Eppley Institute, and students. There is strong support for the proposed CRGP from all who are involved. The faculty were provided with a copy of this proposal, which was then discussed at a faculty meeting and approved by a strong majority. Dr. Ken Cowan, Director of the Eppley Institute and of the UNMC/Eppley Cancer Center, has provided a letter of support. The students and faculty of the current CRTP have written letters of support for the proposal. Thus all the parties who will be most directly affected by this proposal have signed on in support of it.

Abbreviations: CRTP, Cancer Research Training Program; COM, College of Medicine; UNMC, University of Nebraska Medical Center; BCIS, Bureau of Citizenship and Immigration Services; CRGP, Cancer Research Graduate Program; BRTP, Biomedical Research Training Program; MSEP, Midwest Student Exchange Program

TABLE 1: PROJECTED INCREMENTAL PROGRAM EXPENSES

STAFF	(FY 2004/2005) Year 1		(FY 2005/2006) Year 2		(FY 2006/2007) Year 3		(FY 2007/2008) Year 4		(FY 2008/2009) Year 5	
	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost	FTE	Cost
Staffing:										
Additional Faculty ¹	0	0								
Additional non-teaching staff ²										
Administrative										
Professional										
Support	1	\$23,184	1	\$811	1	\$840	1	\$869	1	\$900
Sub-Total of personal Expenses		\$23,184		\$811		\$840		\$869		\$900
Incremental Program Budget:										
General Operating Expenses ³		\$143,904		\$5,037		\$5,213		\$5,395		\$5,584
Equipment ⁴		\$2,500								
Facilities ⁵										
Additional Library Resources ⁶										
Additional Other Expenses ⁷										
Sub-Total of Program Budget		\$169,588		\$6,660		\$6,893		\$7,134		\$7,384
Total Proposed Program Expenses		\$169,588		\$6,660		\$6,893		\$7,134		\$7,384

1. Additional Faculty: No additional faculty required. CRGP Faculty will hold primary appointments in the Epley Institute, College of Medicine, or other department/college at UNMC.
2. Additional Non-Teaching Staff: Non-teaching staff supporting the program will consist of .5 FTE for a program coordinator (Administrative Technician). Years 2-5 assume a 3.5% annual inflation factor.
3. General Operating Expenses: Program expenses Include: 12 regional recruiting trips per year @ \$500 each (\$6,000); one trip to national conference for Program Director (\$1000); Printing of program-related promotional materials (\$750); office and miscellaneous consumable supplies and mailing (\$500). Student related expenses (6 ea. per year) include: Fees and Misc (\$500 x 6 = \$3000); Stipends and Insurance (\$21,609 x 6 = \$129,654); Student Travel Awards to present research (\$500 x 6 = 3000). (3.5% annual inflator)
4. Equipment: Personal computer, printer and file cabinets.
5. Facilities: N/A
6. Additional Library Resources: N/A
7. Additional Other Expenses: N/A

TABLE 2: REVENUE SOURCES FOR PROJECTED INCREMENTAL PROGRAM EXPENSES

REVENUE	(FY 2004/2005) Year 1	(FY 2005/2006) Year 2	(FY 2006/2007) Year 3	(FY 2007/2008) Year 4	(FY 2008/2009) Year 5
REALLOCATION OF EXISTING FUNDS ¹	\$169,588	\$6,660	\$6,893	\$7,134	\$7,384
REQUIRED NEW PUBLIC FUNDS ²	\$0				
1. STATE FUNDS					
2. LOCAL FUNDS					
TUITION AND FEES REVENUES ³					
OTHER FUNDING					
1.					
2.					
3.					
4.					
5.					
TOTAL REVENUE	\$169,588	\$6,660	\$6,893	\$7,134	\$7,384

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Nebraska College of Technical Agriculture (NCTA) Role and Mission Statement.

RECOMMENDED ACTION: Approve the proposed revised NCTA Role and Mission Statement.

PREVIOUS ACTION: None.

EXPLANATION: The Role and Mission of the Nebraska College of Technical Agriculture has been rewritten to better reflect the role of the College within the University of Nebraska system and the State of Nebraska. The Higher Learning Commission, a Commission of the North Central Association of Colleges and Schools, in its Report of the Evaluation visit, recommended the College develop a shorter and more succinct mission statement as follows:

“As an institution of higher learning, the mission of the Nebraska College of Technical Agriculture is to serve the people of Nebraska by providing outstanding associate-level undergraduate experience in agriculture and related fields, as provided in *Neb. Rev. Stat.* § 85-121, as amended.”

The new campus statement submitted to the Commission, pending approval by the Board of Regents, was developed following extensive input from NCTA campus faculty and administration, as well as the University of Nebraska Vice President and IANR Harlan Vice Chancellor. After Board approval, a report will be sent to the Commission documenting the action.

PROJECT COST: None.

SOURCE OF FUNDS: None.

SPONSORS: Gerald M. Sundquist, Interim Dean
Nebraska College of Technical Agriculture

Alan R. Moeller, Assistant Vice Chancellor
Institute of Agriculture and Natural Resources

APPROVAL: _____
John C. Owens
NU Vice President for Agriculture and Natural Resources
IANR Harlan Vice Chancellor

DATE: July 23, 2004

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Extension of UNO PreK-16 Initiative Dual-Enrollment Pilot to other MOEC (Metropolitan Omaha Educational Consortium) School Districts, Initiation of Pilot at UNL and UNK

RECOMMENDED ACTION: Following the review of data from the UNO Pilot Project, authorize the President to extend the UNO PreK-16 Initiative Dual Enrollment Pilot to other MOEC School Districts electing to participate; details of the data from the Pilot Project and the rationale for continuation and expansion of the project will be presented at the September or October meeting of the Board of Regents. Approve expansion of the pilot to UNL and UNK.

PREVIOUS ACTION: August 9, 2003 – The Board approved a one-year pilot involving UNO and the Millard Public Schools.

EXPLANATION: UNO and the Millard Public Schools collaborated on a dual-enrollment pilot during the 2003-2004 academic year in which students successfully completing selected Advanced Placement (AP) courses in Millard high schools also were awarded academic credit at UNO. The principal goal of the dual-enrollment pilot was to engage talented high school students with more challenging college-level learning opportunities and to begin to erase the barriers between PreK-12 and the university. A total of 380 students enrolled in 10 courses, earning 1,264 semester hours of academic credit through this pilot. AP courses included in the pilot included Calculus I and II, English Literature, European History I and II, and Psychology.

AP courses by definition are taught at a higher level of academic rigor than regular high school courses; the ones involved in the pilot received additional content and enhancements such as extensive collaboration between UNO and high school faculty to include team teaching and guest lectures, use of the UNO Blackboard system, and AP teacher training at UNO. Courses included in the pilot were taught by AP-certified Millard teachers with master's degrees who met the same academic requirements as UNO adjunct faculty. UNO faculty reviewed and approved the designated AP courses to ensure appropriate academic quality. Students selected by the Millard Public Schools to participate in the pilot were concurrently enrolled in the high school AP course and a corresponding UNO course. Students were charged a fee of \$200 per course.

As indicated when UNO requested approval to engage in the pilot, dual-enrollment at secondary and postsecondary institutions has become a well-accepted practice in recent years. UNO records indicated that of 1,836 first-time freshmen students in the fall of 2002, 246 of them transferred a total of 1,826 semester hours of college credits taken while still in high school. In fall 2003, of 1,749 first-time freshmen, 329 transferred a total of 2,358 credits earned while they were in high school. The Nebraska State Board of Education "Essential Education" document recommends that in the areas of language arts, mathematics, science, and history, high school students have the opportunity to participate in enriched coursework, including dual-credit between secondary and postsecondary schools.

Data associated with individual student's performance in the AP examination is not yet available from Millard. Approval of this agenda item will authorize the President to review the data when available and pursue a continuation or expansion of the present pilot program. In particular, the UNO pilot may be expanded to include other school districts within the (MOEC) that wish to participate. Strong interest already has been expressed by the Omaha Public Schools.

At the September or October meeting of the Board of Regents, following receipt of AP information from the Millard school district, the results of the UNO pilot project will be presented in detail, together with the rationale for continuation and expansion to other school districts.

It is also proposed to expand the pilot to UNL and UNK. It is anticipated that the proposed extension of the pilot to other school districts and campuses of the University of Nebraska will be conducted essentially along the lines of the initial UNO-Millard pilot.

PROJECT COSTS:

The program will continue to be self-supporting, with the cost of teacher salaries borne by the participating school districts.

SPONSORS:

John Christensen
Vice Chancellor for Academic and Student Affairs
University of Nebraska at Omaha

David Brinkerhoff
Interim Senior Vice Chancellor for Academic Affairs
University of Nebraska-Lincoln

Finnie Murray
Senior Vice Chancellor for Academic Affairs and Student Life
University of Nebraska at Kearney

APPROVALS:

Nancy Belck, Chancellor
University of Nebraska at Omaha

James B. Milliken
President

DATE:

August 5, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Amendment of a contract with the Nebraska Department of Health and Human Services (HHSS)

RECOMMENDED ACTION: Approve amendment of the contract with the Nebraska Department of Health and Human Services (HHSS)

PREVIOUS ACTION: None

EXPLANATION: The University of Nebraska Cooperative Extension proposes to continue to deliver the Building Nebraska Families (BNF) program for the Nebraska Department of HHSS through September 30, 2007. BNF is an educational, developmental program focused on teaching family life and resource management skills to rural, harder to serve participants of Nebraska Health and Human Services Employment First Program.

Members of the public and news media may obtain a copy of the proposed agreement in the Office of the University Corporation Secretary, 3835 Holdrege Street, Lincoln, Nebraska 68583, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except University holidays.

PROJECT COST: \$2,226,983

SOURCE OF FUNDS: State of Nebraska Department of Health and Human Services.

SPONSORS: Prem S. Paul
Vice Chancellor for Research

Christine A. Jackson
Vice Chancellor for Business & Finance

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 12, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: U.S. Department of Agriculture (USDA) agreement for “Validating and Implementing Listeria Monocytogenes Controls in Ready to Eat Meat Products Produced by Rural Meat and Poultry Operations.”

RECOMMENDED ACTION: Authorize the University of Nebraska-Lincoln (UNL) Vice Chancellor for Business & Finance to execute on behalf of the Board of Regents a sub-award in conjunction with the U.S. Department of Agriculture (USDA) agreement for “Validating and Implementing Listeria Monocytogenes Controls in Ready to Eat Meat Products Produced by Rural Meat and Poultry Operations.”

PREVIOUS ACTION: None

EXPLANATION: The UNL Animal Science Department (Principal Investigator Dennis Burson) applied for and received a grant from USDA that will award UNL \$599,732 over a 3-year period. The award entitled “Validating and Implementing Listeria Monocytogenes Controls in Ready to Eat Meat Products Produced by Rural Meat and Poultry Operations” involves investigators at UNL, Kansas State University, University of Missouri and South Dakota State University.

Under current Board of Regents policies, sub-awards in excess of \$200,000 require approval of the Board of Regents. Under the terms of the agreement with USDA, UNL will be required to make a sub-award to Kansas State University that will exceed \$200,000.

Approval of this item will authorize the UNL Vice Chancellor for Business & Finance to execute on behalf of the Board of Regents a sub-award in conjunction with this USDA agreement during its term.

PROJECT COST: \$599,732

SOURCE OF FUNDS: U.S. Department of Agriculture

SPONSORS: Prem S. Paul
Vice Chancellor for Research

Christine A. Jackson
Vice Chancellor for Business & Finance

APPROVAL: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

DATE: July 23, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Conveyance of real property to The Buckle, Inc.

RECOMMENDED ACTION: Approve conveyance of real property to The Buckle and authorize the University of Nebraska at Kearney Vice Chancellor for Business & Finance to execute the necessary documents for sale of the property.

PREVIOUS ACTION: None

EXPLANATION: University of Nebraska at Kearney's property extends west of University Drive and is bounded on the North by the Kearney Canal. A narrow strip of land located between University Drive and property owned by The Buckle, Inc. is recommended for sale to The Buckle at its appraised value of \$2,700. This is a triangle-shaped area of land approximately 0.24 acres and is described as "part of the southwest one-quarter of the southwest one quarter of Section 34, Township 9 North, Range 16 West of the 6th P.M., Buffalo County, Nebraska" and is zoned as R-3 for multiple Family Residential Development.

The Buckle plans to expand their headquarters building to the east which requires an additional entrance/exit to accommodate fire and life safety concerns of the State Fire Marshal. The subject property is the minimum area of land The Buckle needs in order to create this access.

The University of Nebraska at Kearney has no plans to use the land and the conveyance does not impact the campus master plan. In addition, the University values the positive relationship that exists with The Buckle.

Both parties agreed that The Buckle would pay for an independent appraisal which would be furnished to both parties. The appraisal was done by Investment Properties Exchange, Inc. and supports the proposed sale price.

Approval of this item will authorize the UNK Vice Chancellor for Business & Finance to execute sale documents on behalf of the Board of Regents.

A map showing the proposed conveyance is attached.

PROJECT COST: None

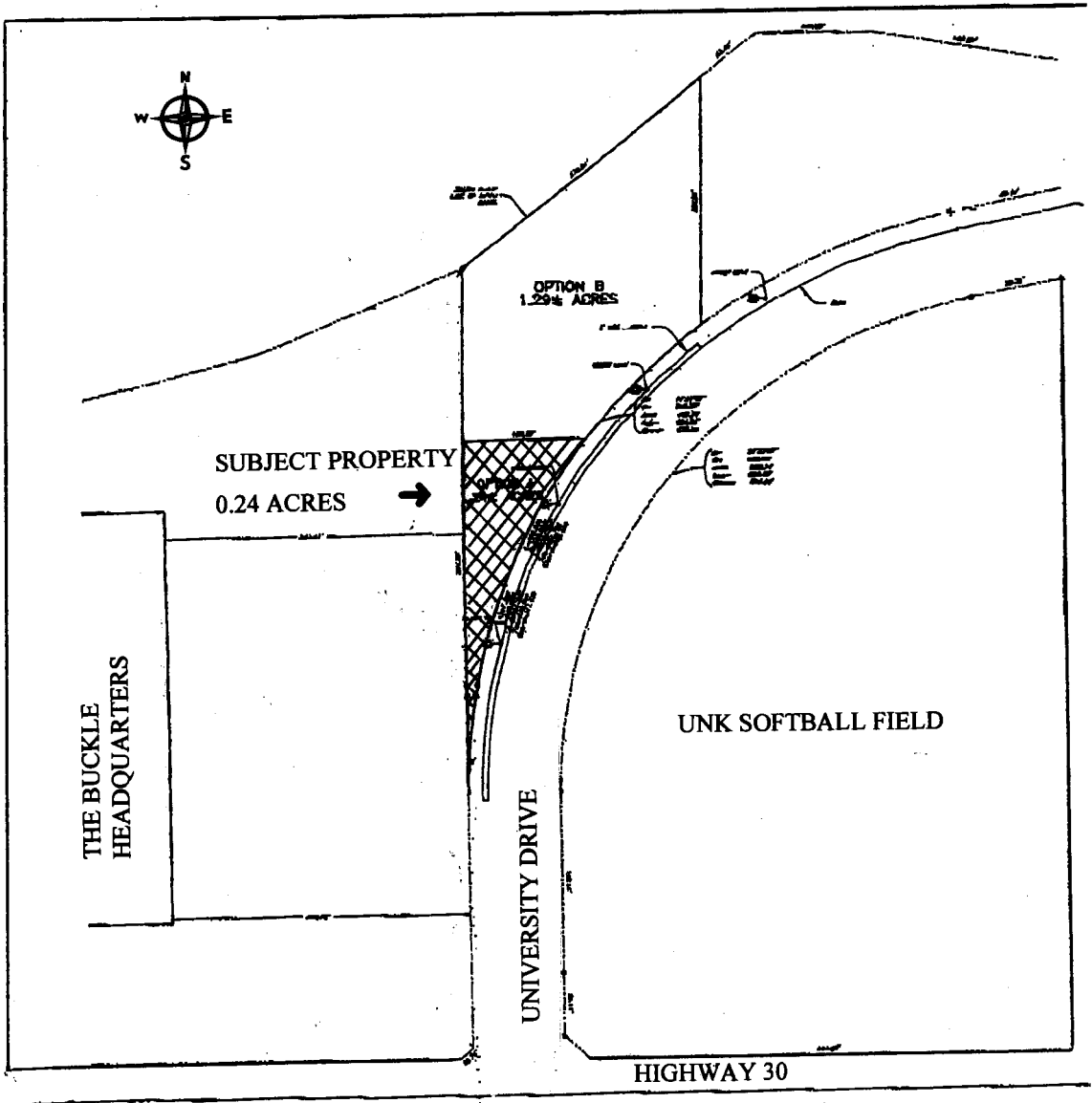
SOURCE OF FUNDS: None

SPONSOR: Randal L. Haack
Vice Chancellor for Business & Finance

APPROVAL: _____
Douglas A. Kristensen, Chancellor
University of Nebraska at Kearney

DATE: July 23, 2004

UNIVERSITY OF NEBRASKA AT KEARNEY



INVESTMENT PROPERTY EXCHANGE INC.

KEARNEY, NEBRASKA

C. FOR INFORMATION ONLY

None.

D. REPORTS

1. Personnel reports for 2004-2005. Addendum X-D-1
2. Annual audit of UneMed Corporation for the fiscal years ended December 31, 2003 and 2002. Addendum X-D-2
3. Graduate Degree Program name change in the College of Medicine at the University of Nebraska Medical Center. Addendum X-D-3
4. Naming the exhibition hall in the Research Education Building at the University of Nebraska Agricultural Research and Development Center the “Warren Sahs Exhibition Hall.” Addendum X-D-4
5. Bids and Contracts for the period ended July 15, 2004. Addendum X-D-5
6. Status of Construction Projects exceeding \$2 million as of June 30, 2004. Addendum X-D-6
7. Semi-annual report of licenses for the period ended June 30, 2004. Addendum X-D-7
8. Changes in construction projects by budget categories. Addendum X-D-8
9. Transfer of the UNMC Center for Neurovirology and Neurodegenerative Disorders to the Department of Pharmacology. Addendum X-D-9
10. Estate of Harold Lieding. Addendum X-D-10

TO: The Board of Regents

Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Personnel Reports for 2004-2005

RECOMMENDED ACTION: Report

PREVIOUS ACTION: On December 10, 1994, the Board of Regents amended Section 3.2 of the *Bylaws of the Board of Regents* to delegate to the President, or administrative officers designated by the President, authority to make appointments in the Academic-Administrative staff to faculty positions and to administrative positions below the rank of Dean and equivalent ranks. Executive Memorandum No. 13 subsequently delegated authority to the Chancellors to make Academic-Administrative appointments below the level of Dean. Such appointments at the rank of assistant professor or above are required by the *Bylaws of the Board of Regents* to be reported to the Board after each quarter and maintained on file as public record in the Office of the Corporation Secretary.

EXPLANATION: This report contains a listing of new Continuous and Promotion appointments which have been made for the academic and fiscal year 2004-2005. In addition, a listing of salaries for academic and administrative personnel with the rank of Assistant Professor or equivalent and above for the academic and fiscal year 2004-2005 is provided. The campus personnel action quarterly report will be provided at the September 10, 2004 Board of Regents meeting.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVAL:

L. Dennis Smith
President

DATE: July 15, 2004

**Continuous Appointment
University of Nebraska at Kearney**

Name	Department	Present Rank	Effective Date
<i>College of Business & Technology</i>			
Burkink, Timothy	Marketing/MIS	Associate Professor	August 16, 2004
Hall, Steven	Accounting/Finance	Associate Professor	August 16, 2004
Seaton, Lloyd	Accounting/Finance	Associate Professor	August 16, 2004
<i>College of Education</i>			
Batenhorst, Elaine	Teacher Education	Associate Professor	August 16, 2004
Hoehner, Patricia	Education Administration	Associate Professor	August 16, 2004
Lewis, Joan	Teacher Education	Associate Professor	August 16, 2004
Montgomery, Donna	Teacher Education	Assistant Professor	August 16, 2004
<i>College of Fine Arts & Humanities</i>			
Damon, John	English	Assistant Professor	August 16, 2004
Schnoor, Neal	Art & Art History	Assistant Professor	August 16, 2004
<i>College of Natural & Social Sciences</i>			
Borchard, Kurt	Sociology, Geography & Earth Science	Associate Professor	August 16, 2004
Duffin, Diane	Political Science	Associate Professor	August 16, 2004
Forrest, Krista	Psychology	Associate Professor	August 16, 2004
Hoback, Wyatt	Biology	Associate Professor	August 16, 2004

**Continuous Appointment
University of Nebraska-Lincoln**

Name	Department	Present Rank	Effective Date
<i>College of Architecture</i>			
Hinchman, Mark	Architecture	Assistant Professor	August 16, 2004
<i>College of Arts & Sciences</i>			
Asato, Noriko	Modern Languages & Literatures	Assistant Professor	August 16, 2004
Bachman, Gwendolyn	Biological Sciences	Assistant Professor	August 16, 2004
Gonzalez, Jose	Modern Languages & Literatures	Assistant Professor	August 16, 2004
Hines, Gwendolen	Mathematics	Assistant Professor	August 16, 2004
Knops, Jean	Biological Sciences	Assistant Professor	August 16, 2004
Tyler, Kimberly	Sociology	Assistant Professor	August 16, 2004
<i>College of Business Administration</i>			
Nah, Fui Hoon	Management	Assistant Professor	August 16, 2004
<i>College of Education & Human Sciences</i>			
Buck, Gayle	Teaching, Learning, & Teacher Education	Assistant Professor	August 16, 2004
⁽¹⁾ Bischoff, Richard	Family & Consumer Sciences	Associate Professor	July 1, 2004
Isernhagen, Jody	Educational Administration	Associate Professor	August 16, 2004
Swearer, Susan	Educational Psychology	Assistant Professor	August 16, 2004
Swidler, Stephen	Teaching, Learning, & Teacher Education	Assistant Professor	August 16, 2004
Wunder, Susan	Teaching, Learning, & Teacher Education	Assistant Professor	August 16, 2004

⁽¹⁾ Joint appointment between Programs 711 and 715.

**Continuous Appointment
University of Nebraska-Lincoln**

Name	Department	Present Rank	Effective Date
<i>College of Engineering & Technology</i>			
Adams, Stephanie	Industrial & Management Systems	Assistant Professor	August 16, 2004
Baesu, Eveline	Engineering Mechanics	Assistant Professor	August 16, 2004
Farritor, Shane	Mechanical Engineering	Assistant Professor	August 16, 2004
Henze, Gregor	Architectural Engineering	Assistant Professor	August 16, 2004
Goddard, Stephen	Computer Science & Engineering	Assistant Professor	August 16, 2004
Jones, Elizabeth	Civil Engineering	Assistant Professor	August 16, 2004
Liu, Mingshen	Architectural Engineering	Associate Professor	August 16, 2004
Noureddini, Hossein	Chemical Engineering	Assistant Professor	August 16, 2004
Shield, Jeffrey	Mechanical Engineering	Associate Professor	August 16, 2004
Stentz, Terry	Construction Management	Assistant Professor	August 16, 2004
<i>College of Fine & Performing Arts</i>			
Eklund, Peter	School of Music	Assistant Professor	August 16, 2004
Fritz, Dana	Art & Art History	Assistant Professor	August 16, 2004
Ingraham, Elizabeth	Art & Art History	Assistant Professor	August 16, 2004
Smith, Virginia	Theatre Arts	Assistant Professor	August 16, 2004
<i>College of Law</i>			
Placzek, Sandra	Law	Assistant Professor	July 1, 2004
Poser, Susan	Law	Assistant Professor	August 16, 2004
<i>Libraries</i>			
Baldwin, Virginia	Libraries	Associate Professor	July 1, 2004

**Continuous Appointment
University of Nebraska-Lincoln**

Name	Department	Present Rank	Effective Date
<i>Institute of Agriculture and Natural Resources</i>			
⁽¹⁾ Bischoff, Richard	Family & Consumer Sciences	Associate Professor	July 1, 2004
Hunt, Thomas	Entomology (Northeast Research & Ext Ctr)	Assistant Professor	July 1, 2004
Josiah, Scott	School of Natural Resources	Assistant Professor	July 1, 2004
Knezevic, Stevan	Agronomy & Horticulture	Assistant Professor	July 1, 2004
Nold, Rosemarie	Animal Science	Assistant Professor	July 1, 2004

⁽¹⁾ Joint appointment between Programs 711 and 715.

**Continuous Appointment
University of Nebraska Medical Center**

Name	Department	Present Rank	Effective Date
<i>College of Medicine</i>			
Davis, John S.	Obstetrics/Gynecology	Professor	July 1, 2004
Hemstreet III, George P.	Surgery (Urology)	Professor	July 1, 2004
Mehta, Parmender P.	Biochemistry/Molecular Biology	Associate Professor	July 1, 2004
<i>College of Pharmacy</i>			
Kompella, Udaya B.	Pharmaceutical Sciences	Associate Professor	July 1, 2004
Olsen, Keith M.	Pharmacy Practice	Associate Professor	July 1, 2004
<i>School of Allied Health Professions</i>			
Stuberg, Wayne A.	Division of Physical Therapy	Associate Professor	July 1, 2004

**Continuous Appointment
University of Nebraska at Omaha**

Name	Department	Present Rank	Effective Date
<i>College of Arts & Sciences</i>			
Johanningsmeier, Charles	English	Associate Professor	August 16, 2004
Neathery-Castro, Jody	Political Science	Assistant Professor	August 16, 2004
Price, John T.	English	Associate Professor	August 16, 2004
Ryan, Carey	Psychology	Associate Professor	August 16, 2004
<i>College of Business Administration</i>			
Jones, James	Marketing/Management	Assistant Professor	August 16, 2004
<i>College of Education</i>			
Chen, Dora	Teacher Education	Assistant Professor	August 16, 2004
Danielson, Lana	Teacher Education	Associate Professor	August 16, 2004
Friehe, Mary	Special Education & Communication Disorders	Associate Professor	August 16, 2004
<i>College of Fine Arts</i>			
Simcoe, Barbara	Art & Art History	Assistant Professor	August 16, 2004

**Promotion
University of Nebraska at Kearney**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Business & Technology</i>				
Asay, Sylvia	Family Studies & Interior Design	Assistant Professor	Associate Professor	August 16, 2004
Lightner, Stan	Industrial Technology	Assistant Professor	Associate Professor	August 16, 2004
Moore, Tami	Family Studies & Interior Design	Assistant Professor	Associate Professor	August 16, 2004
Seshadri, Srivatsa	Management/Marketing	Associate Professor	Professor	August 16, 2004
<i>College of Education</i>				
Montgomery, Donna	Teacher Education	Assistant Professor	Associate Professor	August 16, 2004
Taylor, Kenya	Communication Disorders	Associate Professor	Professor	August 16, 2004
Tracy, Glenn	Teacher Education	Assistant Professor	Associate Professor	August 16, 2004
Unruh, Nita	Health, PE and Recreation	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Fine Arts & Humanities</i>				
Cisler, Valerie	Music & Performing Arts	Associate Professor	Professor	August 16, 2004
Damon, John	English	Assistant Professor	Associate Professor	August 16, 2004
Gonzalez, Eduardo	Modern Languages	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Natural & Social Sciences</i>				
Kelley, Daryl	Sociology, Geography & Earth Science	Associate Professor	Professor	August 16, 2004
Lilly, Carol	History	Associate Professor	Professor	August 16, 2004
Markes, Mark	Physics & Physical Science	Assistant Professor	Associate Professor	August 16, 2004
Mena-Werth, Jose	Physics & Physical Science	Associate Professor	Professor	August 16, 2004
Mosher, Michael	Chemistry	Associate Professor	Professor	August 16, 2004
Shaffer, Julie	Biology	Assistant Professor	Associate Professor	August 16, 2004
Wiersma, Beth	Criminal Justice	Assistant Professor	Associate Professor	August 16, 2004

**Promotion
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Architecture</i>				
Hinchman, Mark	Architecture	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Arts & Sciences</i>				
Asato, Noriko	Modern Languages & Literatures	Assistant Professor	Associate Professor	August 16, 2004
Bachman, Gwendolyn	Biological Sciences	Assistant Professor	Associate Professor	August 16, 2004
Basolo, Alexandra	Biological Sciences	Associate Professor	Professor	August 16, 2004
Bornstein, Brian	Psychology	Associate Professor	Professor	August 16, 2004
Carlo, Gustavo	Psychology	Associate Professor	Professor	August 16, 2004
Gonzalez, Jose	Modern Languages & Literatures	Assistant Professor	Associate Professor	August 16, 2004
Hines, Gwendolen	Mathematics	Assistant Professor	Associate Professor	August 16, 2004
Knops, Jean	Biological Sciences	Assistant Professor	Associate Professor	August 16, 2004
Raffaelli, Marcela	Psychology/Ethnic Studies	Associate Professor	Professor	August 16, 2004
Tyler, Kimberly	Sociology	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Business Administration</i>				
Nah, Fui Hoon	Management	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Education & Human Sciences</i>				
Buck, Gayle	Teaching, Learning, & Teacher Education	Assistant Professor	Associate Professor	August 16, 2004
Reid, Robert	Special Education & Communication Disorders	Associate Professor	Professor	August 16, 2004
Swearer, Susan	Educational Psychology	Assistant Professor	Associate Professor	August 16, 2004
Swidler, Stephen	Teaching, Learning, & Teacher Education	Assistant Professor	Associate Professor	August 16, 2004
Weiss, Wendy	Textiles, Clothing, & Design	Associate Professor	Professor	August 16, 2004
Wunder, Susan	Teaching, Learning, & Teacher Education	Assistant Professor	Associate Professor	August 16, 2004

**Promotion
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Engineering & Technology</i>				
Adams, Stephanie	Industrial & Management Systems	Assistant Professor	Associate Professor	August 16, 2004
Baesu, Eveline	Engineering Mechanics	Assistant Professor	Associate Professor	August 16, 2004
Farritor, Shane	Mechanical Engineering	Assistant Professor	Associate Professor	August 16, 2004
Henze, Gregor	Architectural Engineering	Assistant Professor	Associate Professor	August 16, 2004
Goddard, Stephen	Computer Science & Engineering	Assistant Professor	Associate Professor	August 16, 2004
Jones, Elizabeth	Civil Engineering	Assistant Professor	Associate Professor	August 16, 2004
Liu, Mingshen	Architectural Engineering	Associate Professor	Professor	August 16, 2004
Noureddini, Hossein	Chemical Engineering	Assistant Professor	Associate Professor	August 16, 2004
Reid, John	Mechanical Engineering	Associate Professor	Professor	August 16, 2004
Stentz, Terry	Construction Management	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Fine & Performing Arts</i>				
Eklund, Peter	School of Music	Assistant Professor	Associate Professor	August 16, 2004
Fritz, Dana	Art & Art History	Assistant Professor	Associate Professor	August 16, 2004
Ingraham, Elizabeth	Art & Art History	Assistant Professor	Associate Professor	August 16, 2004
McMullen, William	School of Music	Associate Professor	Professor	August 16, 2004
Smith, Virginia	Theatre Arts	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Law</i>				
Lepard, Brian	Law	Associate Professor	Professor	August 16, 2004
Placzek, Sandra	Law	Assistant Professor	Associate Professor	July 1, 2004
Poser, Susan	Law	Assistant Professor	Associate Professor	August 16, 2004
Schaefer, Matthew	Law	Associate Professor	Professor	August 16, 2004
Shavers, Anna	Law	Associate Professor	Professor	August 16, 2004

**Promotion
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<i>Libraries</i>				
Baldwin, Virginia	Libraries	Associate Professor	Professor	July 1, 2004
Mering, Margaret	Libraries	Associate Professor	Professor	July 1, 2004
<i>Institute of Agriculture and Natural Resources</i>				
Arkebauer, Timothy	Agronomy & Horticulture	Associate Professor	Professor	July 1, 2004
Aufdenkamp, Brenda	West Central Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2004
Barletta, Raul	Veterinary & Biomedical Sciences	Associate Professor	Professor	July 1, 2004
Bodersen, Bruce	Veterinary & Biomedical Sciences	Research Asst Professor	Research Assoc Professor	July 1, 2004
Comfort, Steven	School of Natural Resources	Associate Professor	Professor	July 1, 2004
Dill, Tom	West Central Research & Extension Center	Assoc Extension Educator	Extension Educator	July 1, 2004
Dobermann, Achim	Agronomy & Horticulture	Associate Professor	Professor	July 1, 2004
Fenton, Ann	Northeast Research & Extension Center	Assoc Extension Educator	Extension Educator	July 1, 2004
Feuz, Dillon	Agricultural Economics (Panhandle Research & Extension Center)	Associate Professor	Professor	July 1, 2004
Fritz, Susan	Ag Leadership, Education and Communication	Associate Professor	Professor	July 1, 2004
Gladyshev, Vadim	Biochemistry	Associate Professor	Professor	July 1, 2004
Goffena, Jamie	Panhandle Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2004
Hunt, Thomas	Entomology (Northeast Research & Extension Center)	Assistant Professor	Associate Professor	July 1, 2004
Jones, David	Biological Systems Engineering	Associate Professor	Professor	July 1, 2004
Josiah, Scott	School of Natural Resources	Assistant Professor	Associate Professor	July 1, 2004
Knezevic, Stevan	Agronomy & Horticulture	Assistant Professor	Associate Professor	July 1, 2004
Lienemann, Duane	Southeast Research & Extension Center	Assoc Extension Educator	Extension Educator	July 1, 2004
Lodes, Richard	Nebraska Forest Service	Associate Forester	Forester	July 1, 2004
Murray, Jeanne	Panhandle Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2004

**Promotion
University of Nebraska-Lincoln**

Name	Department	Present Rank	New Rank	Effective Date
<i>Institute of Agriculture and Natural Resources (continued)</i>				
Nold, Rosemarie	Animal Science	Assistant Professor	Associate Professor	July 1, 2004
Peterson, Deanna	West Central Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2004
Reinhard, Karl	School of Natural Resources	Associate Professor	Professor	August 16, 2004
Sibray, Steve	School of Natural Resources	Associate Geoscientist	Geoscientist	July 1, 2004
Topp, Amy	Northeast Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2004
Walz, Troy	West Central Research & Extension Center	Asst Extension Educator	Assoc Extension Educator	July 1, 2004
Welte, Carroll	Northeast Research & Extension Center	Assoc Extension Educator	Extension Educator	July 1, 2004

Promotion
University of Nebraska Medical Center

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Medicine</i>				
Ahmad, Iqbal	Ophthalmology	Associate Professor	Professor	July 1, 2004
Aita, Virginia A.	Preventive & Societal Medicine	Assistant Professor	Associate Professor	July 1, 2004
Baker, Natalie J.	Psychiatry	Instructor	Assistant Professor	July 1, 2004
Bernal, Kerry L.	Pathology & Microbiology	Instructor	Assistant Professor	July 1, 2004
Casey, Carol A.	Internal Medicine (GI)	Associate Professor	Professor	July 1, 2004
Clemens, Dahn	Internal Medicine (GI)	Assistant Professor	Associate Professor	July 1, 2004
Dave, Bhavana	Pediatrics & Pathology/Microbiology	Assistant Professor	Associate Professor	July 1, 2004
Deupree, Jean D.	Pharmacology	Associate Professor	Professor	July 1, 2004
Donohue, Jr. Terrence M.	Internal Medicine (GI)	Associate Professor	Professor	July 1, 2004
Freeman, Thomas L.	Internal Medicine	Instructor	Assistant Professor	July 1, 2004
Gigantelli, James W.	Ophthalmology	Assistant Professor	Associate Professor	July 1, 2004
Heywood, Barbara M.	Otolaryngology - Head & Neck Surgery	Assistant Professor	Associate Professor	July 1, 2004
Ikezu, Tsuneya	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2004
Khankirawatana, Banthit	Internal Medicine (Cardiology)	Assistant Professor	Associate Professor	July 1, 2004
Lane, James T.	Internal Medicine (DEM)	Assistant Professor	Associate Professor	July 1, 2004
Lane, Pascale H.	Pediatrics	Associate Professor	Professor	July 1, 2004
Mathews, Judith R.	Pediatrics	Assistant Professor	Associate Professor	July 1, 2004
Mormino, Matthew A.	Orthopedic Surgery	Assistant Professor	Associate Professor	July 1, 2004
Radio, Stanley J.	Pathology & Microbiology	Associate Professor	Professor	July 1, 2004
Romero, Jose R.	Pediatrics	Associate Professor	Professor	July 1, 2004
Rupp, Mark E.	Internal Medicine (ID)	Associate Professor	Professor	July 1, 2004

**Promotion
University of Nebraska Medical Center**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Medicine (continued)</i>				
Schafer, Daniel F.	Internal Medicine (GI)	Associate Professor	Professor	July 1, 2004
Shambaugh-Miller, Michael D.	Preventive & Societal Medicine	Instructor	Assistant Professor	July 1, 2004
Stickle, Douglas F.	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2004
Sudan, Debra L.	Surgery (Transplant)	Associate Professor	Professor	July 1, 2004
Tran, T. Paul	Surgery (Emergency)	Assistant Professor	Associate Professor	July 1, 2004
Wadman, Michael C.	Surgery (Emergency)	Assistant Professor	Associate Professor	July 1, 2004
Warzak, William J.	Pediatrics	Associate Professor	Professor	July 1, 2004
West, Madeline J.	Psychiatry	Instructor	Assistant Professor	July 1, 2004
Xiong, Huangui	Pathology & Microbiology	Assistant Professor	Associate Professor	July 1, 2004
Xiong, Wanfen	Surgery (General)	Instructor	Assistant Professor	July 1, 2004
<i>College of Nursing</i>				
Black, Joyce M.	Adult Health & Illness	Assistant Professor	Associate Professor	July 1, 2004
Hulme, Polly A.	Gerontological, Psychosocial & Community Health Nursing	Assistant Professor	Associate Professor	July 1, 2004
<i>College of Pharmacy</i>				
Olsen, Keith M.	Pharmacy Practice	Associate Professor	Professor	July 1, 2004
<i>Eppley Research Institute</i>				
Wagner, Kay-Uwe	Eppley Institute	Assistant Professor	Associate Professor	July 1, 2004
<i>School of Allied Health Professions</i>				
Stuberg, Wayne A.	Division of Physical Therapy	Associate Professor	Professor	July 1, 2004
Willett, Sandra L.	Division of Physical Therapy	Instructor	Assistant Professor	July 1, 2004

**Promotion
University of Nebraska at Omaha**

Name	Department	Present Rank	New Rank	Effective Date
<i>College of Arts & Sciences</i>				
Benjamin-Alvarado, Jonathan	Political Science	Assistant Professor	Associate Professor	August 16, 2004
Geluso, Kenneth	Biology	Associate Professor	Professor	August 16, 2004
From, Steven G.	Mathematics	Associate Professor	Professor	August 16, 2004
Neathery-Castro, Jody	Political Science	Assistant Professor	Associate Professor	August 16, 2004
Tapprich, William	Biology	Associate Professor	Professor	August 16, 2004
<i>College of Business Administration</i>				
Jones, James	Marketing/Management	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Education</i>				
Chen, Dora	Teacher Education	Assistant Professor	Associate Professor	August 16, 2004
Christensen, John	Special Education & Communication Disorders	Associate Professor	Professor	July 1, 2004
Pasco, Rebecca	Teacher Education	Assistant Professor	Associate Professor	August 16, 2004
Rogers, Sheri	Teacher Education	Associate Professor	Professor	July 1, 2004
Schulte, Laura	Educational Administration & Supervision	Associate Professor	Professor	August 16, 2004
<i>College of Fine Arts</i>				
Simcoe, Barbara	Art & Art History	Assistant Professor	Associate Professor	August 16, 2004
<i>College of Public Affairs & Community Service</i>				
Bartle, John	Public Administration	Associate Professor	Professor	August 16, 2004

**Emeritus Status
University of Nebraska at Kearney**

Name	Department	Present Rank	Effective Date
Hadley, Galen	Accounting/Finance	Professor and Dean, College of Business & Technology	July 1, 2004
Hildebrand, Thelma	Teacher Education	Associate Professor	May 15, 2004
Koepke, Gene	Management/Marketing	Professor	May 15, 2004
Moorehouse, Mary Jane	Health, Physical Ed, Recreation & Leisure	Instructor	May 15, 2004
Schmitz, Ruth	Management/Marketing	Associate Professor	May 15, 2004

**Emeritus Status
University of Nebraska-Lincoln**

Name	Department	Present Rank	Effective Date
Smith, Jean	Chemistry	Research Professor	May 15, 2004
Stara, Nancy	School of Accountancy	Professor	May 15, 2004
Wright, Delivee	Education Administration	Senior Lecturer	May 15, 2004

Emeritus Status
University of Nebraska Medical Center

Name	Department	Present Rank	Effective Date
Bradley, Richard E.	COD - Surgical Specialties	Professor	May 1, 2004

**Emeritus Status
University of Nebraska at Omaha**

Name	Department	Present Rank	Effective Date
Dendinger, Donald	Social Work	Professor	May 15, 2004
Guenther, Raymond A.	Physics	Professor	May 15, 2004
Hagen, Beverly H.	Social Work	Professor	May 15, 2004
McKay, Jack A.	Educational Administration & Supervision	Professor	May 15, 2004
Mathis, Robert	Marketing	Professor	May 15, 2004
Sutherland, David M.	Biology	Professor	May 15, 2004
Thompson, Tommy R.	History	Professor	May 15, 2004

**Listing of Assistant Professors and Above
July 1, 2004**

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University of Nebraska Medical Center	Page 52
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University of Nebraska - IANR
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Abbott, Douglas A	Family & Consumer Science	Professor	0.25	\$445	\$22,710	FY
* <i>See also: UNL</i>						
Adamchuk, Viacheslav I	Biological Systems Engineering	Asst Professor	1.00	\$1,302	\$66,688	FY
Adams, Dennis M	Nebraska Forest Service	Forester	1.00	\$1,982	\$74,638	FY
Adams, Don C	West Central Rsch & Ext Center	Director	0.60	\$2,054	\$75,095	FY
	West Central Rsch & Ext Center	Professor	0.40	\$1,246	\$45,511	FY
			1.00	\$3,300	\$120,606	
Aiken, J David	Agricultural Economics	Professor	1.00	\$2,140	\$95,337	FY
Albrecht, Julie A	Nutrition & Health Sciences	Assoc Professor	1.00	\$2,020	\$79,508	FY
Alfano, James R	Plant Pathology	Assoc Professor	1.00	\$2,496	\$96,352	FY
Anderson, Bruce E	Agronomy & Horticulture	Professor	1.00	\$0	\$92,272	FY
Anderson, Douglas L	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$649	\$47,032	FY
Anderson, Kathleen P	Animal Science	Assoc Professor	1.00	\$1,570	\$80,054	FY
Anderson, Verne A	West Central Rsch & Ext Center	Extension Educator	1.00	\$795	\$52,254	FY
Arkebauer, Timothy J	Agronomy & Horticulture	Assoc Professor	1.00	\$9,731	\$78,976	FY
Armstrong, Jane L	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,008	\$49,008	FY
Asard, Han H	Biochemistry	Assoc Professor	1.00	\$1,421	\$69,276	FY
Aufdenkamp, Brenda K	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$5,282	\$43,935	FY
Awada, Tala N	School of Natural Resources	Asst Professor	1.00	\$1,115	\$50,687	AY
Ayers, Jerry F	Survey Division	Assoc Professor	0.60	\$1,121	\$47,816	FY
	School of Natural Resources	Assoc Professor	0.15	\$280	\$11,946	FY
* <i>See also: UNL</i>			0.75	\$1,401	\$59,762	
Azzam, Azzeddine M	Agricultural Economics	Professor	1.00	\$3,660	\$122,405	FY
Baenziger, P Stephen	Agronomy & Horticulture	Professor	1.00	\$5,376	\$134,065	FY
	Agronomy & Horticulture	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$5,376	\$149,065	
Baltensperger, David D	Panhandle Rsch & Ext Center	Professor	1.00	\$3,146	\$103,225	FY
Banerjee, Ruma V	Biochemistry	Professor	1.00	\$3,550	\$108,696	FY
	Biochemistry	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$3,550	\$123,696	
Baquet, Alan E	Office of Vice Pres/Vice Chancellor	Assoc Vice Chancellor	1.00	\$4,123	\$159,723	FY
Barbuto Jr, John E	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$2,280	\$85,220	FY
Barletta, Raul G	Vet & Biomedical Sciences	Assoc Professor	1.00	\$10,359	\$88,986	FY
Barrett, Leverne A	Ag Leadership Educ & Comm	Professor	1.00	\$1,887	\$96,259	FY
* <i>See also: UNL</i>						
Bartos, Lorene	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$0	\$48,117	FY
Barycki, Joseph J	Biochemistry	Asst Professor	1.00	\$1,346	\$64,446	FY
Bashford, Gregory R	Biological Systems Engineering	Asst Professor	1.00	\$2,372	\$87,372	AY
Bashford, Leonard L	Biological Systems Engineering	Professor	0.75	\$2,284	\$80,887	FY
Bateman, Arnold J	Office of Vice Pres/Vice Chancellor	Director	0.50	\$1,398	\$54,161	FY
* <i>See also: UNL</i>						
Bauer, Dennis E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,411	\$89,037	FY
Baxendale, Frederick P	Entomology	Professor	1.00	\$2,261	\$101,410	FY
Bearnes, Kim J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,020	\$41,807	FY
Beck, Mary M	Animal Science	Professor	1.00	\$2,400	\$96,619	FY
Becker, Donald F	Biochemistry	Asst Professor	1.00	\$1,702	\$73,702	FY
Beecher, Brian S	Agronomy & Horticulture	Asst Professor	1.00	\$2,128	\$63,381	FY
Been, Kent D	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$1,024	\$48,662	FY

University of Nebraska - IANR
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Beermann, Donald H	Animal Science	Department Head	0.60	\$2,303	\$89,220	FY
	Animal Science	Professor	0.40	\$1,297	\$50,220	FY
			1.00	\$3,600	\$139,440	
Behnken, Tracy J	Southeast Rsch & Ext Center	Asst Exten Educator	0.50	\$480	\$21,803	FY
Bell, Lloyd C	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$1,883	\$77,215	FY
Belohlavy, Francis V	Survey Division	Asst Geoscientist	1.00	\$1,002	\$56,642	FY
Benson, Andrew K	Food Science & Technology	Assoc Professor	1.00	\$2,530	\$72,515	AY
Bergman, Gary C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,613	\$73,316	FY
Betts, Nancy M	Nutrition & Health Sciences	Professor	0.50	\$813	\$38,388	FY
* <i>See also: UNL</i>						
Bilder, Christopher R	Statistics	Asst Professor	0.45	\$678	\$28,353	AY
* <i>See also: UNL</i>						
Billesbach, David	Biological Systems Engineering	Research Assistant Professor	1.00	\$1,604	\$55,786	FY
Birnstihl, Elizabeth A	Cooperative Ext Division	Associate Dean	0.95	\$3,194	\$123,736	FY
* <i>See also: UNL</i>						
Bischoff, Richard J	Family & Consumer Science	Assoc Professor	0.25	\$523	\$18,707	FY
* <i>See also: UNL</i>						
Blankenship, Erin E	Statistics	Asst Professor	1.00	\$3,493	\$61,710	FY
Blezek, Allen G	Nebraska Lead Program	Director	1.00	\$2,900	\$133,625	FY
Boeckner, Linda S	Panhandle Rsch & Ext Center	Professor	1.00	\$3,173	\$104,175	FY
Bosch, Kathy R	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$1,615	\$62,864	FY
Bosshamer, Brian K	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$1,228	\$45,097	FY
Brady, Scott E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,427	\$69,377	FY
Brand, Gail L	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,871	\$50,831	FY
Brandle, James R	School of Natural Resources	Professor	1.00	\$2,100	\$89,596	FY
Brink, Dennis R	Animal Science	Professor	1.00	\$2,540	\$112,975	FY
Brison, Cindy M	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,146	\$44,373	FY
Brodersen, Bruce W	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$7,119	\$79,882	FY
Brown, Susan E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,355	\$86,470	FY
Browning, Sarah J	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$718	\$32,646	FY
Brumm, Michael C	Northeast Rsch & Ext Center	Professor	1.00	\$2,974	\$109,202	FY
Bullerman, Lloyd B	Food Science & Technology	Professor	1.00	\$2,715	\$118,248	FY
Burbach, Mark E	Survey Division	Asst Geoscientist	1.00	\$875	\$49,475	FY
Burkhart-Kriesel, Cheryl A	Panhandle Rsch & Ext Center	Ext Asst Professor	1.00	\$1,661	\$68,539	FY
Burr, Charles A	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,937	\$71,127	FY
Burson, Dennis E	Animal Science	Professor	1.00	\$2,680	\$90,960	FY
Burson, Maureen H	Southeast Rsch & Ext Center	Extension Educator	0.60	\$1,095	\$41,691	FY
Caldwell, Robert M	School of Natural Resources	Research Associate Professor	1.00	\$0	\$65,600	FY
Calkins, Chris R	Animal Science	Professor	1.00	\$2,950	\$90,616	AY
	Animal Science	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,950	\$100,616	
Campbell, John B	West Central Rsch & Ext Center	Professor	0.50	\$1,274	\$59,165	FY
Campbell, William P	Biological Systems Engineering	Assoc Professor	1.00	\$563	\$71,163	FY
Cantrell, Randolph L	Center for Applied Rural Innovation	Professor	1.00	\$0	\$103,139	FY
Carlson, Marvin P	Survey Division	Professor	1.00	\$0	\$103,818	FY
Carr, Timothy P	Nutrition & Health Sciences	Assoc Professor	0.50	\$966	\$36,182	FY
* <i>See also: UNL</i>						
Carson, James D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,714	\$66,388	FY
Carson, Sheryl M	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,327	\$54,360	FY

University of Nebraska - IANR
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Cassman, Kenneth G	Agronomy & Horticulture	Department Head	0.60	\$2,543	\$92,450	FY
	Agronomy & Horticulture	Professor	0.40	\$1,457	\$52,920	FY
			1.00	\$4,000	\$145,370	
Chaky, Jennifer L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$982	\$38,804	FY
Chen, Shaorong	Plant Pathology	Research Assistant Professor	1.00	\$805	\$33,029	FY
Chen, Xun-Hong	Survey Division	Assoc Professor	0.67	\$1,142	\$48,691	FY
	School of Natural Resources	Assoc Professor	0.33	\$562	\$23,979	FY
			1.00	\$1,704	\$72,670	
Chollet, Raymond	Biochemistry	Professor	1.00	\$3,017	\$143,363	FY
	Biochemistry	University Professor	0.00	\$0	\$10,000	FY
* <i>See also: UNL</i>			1.00	\$3,017	\$153,363	
Christiansen, Andrew P	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,583	\$76,978	FY
Cirillo, Jeffrey D	Vet & Biomedical Sciences	Assoc Professor	1.00	\$4,778	\$97,392	FY
Clark, Janet D	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$595	\$34,595	FY
Clark, Richard T	Agricultural Economics	Department Head	0.70	\$2,398	\$92,911	FY
	Agricultural Economics	Professor	0.30	\$874	\$33,849	FY
			1.00	\$3,272	\$126,760	
Clemente, Thomas E	Agronomy & Horticulture	Assoc Professor	0.40	\$829	\$32,086	FY
* <i>See also: UNL</i>						
Comfort, Steven	School of Natural Resources	Assoc Professor	1.00	\$16,319	\$89,029	FY
Conley, Dennis M	Agricultural Economics	Professor	1.00	\$2,182	\$97,242	FY
Corr, Alan J	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,453	\$67,477	FY
Cotton, Dan C	Comm Information Technology	Director	1.00	\$3,100	\$124,800	FY
Crandall, Leslie	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,669	\$70,398	FY
Crawford Jr, Thomas W	INTSORMIL - Sorghum/Millet CRSP	Associate Director	1.00	\$2,761	\$94,803	FY
Crews, Patricia C	Textiles Clothing & Design	Professor	0.25	\$1,040	\$31,493	FY
* <i>See also: UNL</i>						
Cummins-Brown, Lance L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$673	\$34,345	FY
Cupp, Andrea S	Animal Science	Asst Professor	1.00	\$2,200	\$72,608	FY
Cuppett, Susan L	Food Science & Technology	Professor	1.00	\$2,203	\$95,973	FY
Dalla, Rochelle L	Family & Consumer Science	Assoc Professor	0.25	\$490	\$14,753	AY
* <i>See also: UNL</i>						
Danielson, Stephen D	Entomology	Assoc Professor	1.00	\$1,360	\$69,965	FY
DeBoer, Karen L	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$1,674	\$68,590	FY
DeFrain, John D	Family & Consumer Science	Professor	1.00	\$2,733	\$90,751	FY
Delhon, Gustavo A	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$1,390	\$56,990	FY
DeWald, Scott J	Nebraska Forest Service	Associate Forester	1.00	\$1,140	\$54,208	FY
Dickey, Elbert C	Cooperative Ext Division	Dean	1.00	\$4,422	\$171,272	FY
Dickman, Martin B	Plant Pathology	Professor	1.00	\$3,863	\$108,233	FY
Diestler, Dennis J	Agronomy & Horticulture	Research Professor	0.25	\$0	\$11,448	FY
Dill, Thomas O	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$7,491	\$52,040	FY
Dobermann, Achim R	Agronomy & Horticulture	Assoc Professor	1.00	\$11,816	\$94,621	FY
Dorn, Thomas W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,887	\$73,100	FY
Doster, Alan R	Vet & Biomedical Sciences	Professor	1.00	\$3,105	\$127,314	FY
Drijber, Rhae A	Agronomy & Horticulture	Assoc Professor	1.00	\$1,383	\$78,176	FY
Driskell, Judy A	Nutrition & Health Sciences	Professor	0.50	\$788	\$43,835	AY
* <i>See also: UNL</i>						
Drudik, Thomas J	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,578	\$71,698	FY
Dubois, Myrna M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,278	\$62,158	FY
Duhamel, Gerald E	Vet & Biomedical Sciences	Professor	1.00	\$2,219	\$107,804	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Dunigan, David D	Plant Pathology	Research Assistant Professor	1.00	\$1,150	\$51,181	FY
Dweikat, Ismail M	Agronomy & Horticulture	Asst Professor	1.00	\$1,400	\$63,638	FY
Eastin, Jerry D	Agronomy & Horticulture	Professor	1.00	\$0	\$63,517	FY
Edwards, Carolyn Pope	Psychology	Professor	0.25	\$764	\$28,990	FY
* <i>See also: UNL</i>						
Eisenhauer, Dean E	Biological Systems Engineering	Professor	1.00	\$2,538	\$108,651	FY
Ellis, Marion D	Entomology	Assoc Professor	1.00	\$2,508	\$74,851	FY
Elmore, Roger W	Agronomy & Horticulture	Professor	1.00	\$1,617	\$91,452	FY
Emal, James G	Comm Information Technology	Professor	0.30	\$721	\$27,729	FY
	Information Services	Professor	0.20	\$480	\$18,486	FY
* <i>See also: UNCA</i>			0.50	\$1,201	\$46,215	
Erickson, Galen E	Animal Science	Asst Professor	1.00	\$1,576	\$62,856	FY
Eskridge, Kent M	Statistics	Professor	1.00	\$2,553	\$91,290	FY
Etling, Arlen W	College of Ag Sci & Nat Res	Professor	1.00	\$2,513	\$97,489	FY
Fairchild, Patricia J	4-H Youth Development	Assoc Professor	1.00	\$1,660	\$84,680	FY
Fech, John C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,827	\$62,731	FY
Feehan, Kelly A	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,067	\$48,495	FY
Fenton, Ann M	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$7,486	\$55,765	FY
Ferguson, Richard B	Agronomy & Horticulture	Professor	1.00	\$1,947	\$88,467	FY
Fernando, M Rohan	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$1,000	\$41,000	FY
Ferraro, Dennis M	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,293	\$50,075	FY
Feuz, Dillon M	Panhandle Rsch & Ext Center	Assoc Professor	1.00	\$11,212	\$94,677	FY
Fisher, Cheryl J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$861	\$39,132	FY
Fitzgerald, Jay B	Agronomy & Horticulture	Professor	1.00	\$0	\$86,872	FY
Foster, John E	Entomology	Professor	1.00	\$2,786	\$123,366	FY
Fox, Marilyn S	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,815	\$85,494	FY
Francis, Charles A	Agronomy & Horticulture	Professor	1.00	\$3,297	\$113,201	FY
Francis, Connie M	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,355	\$75,964	FY
Franti, Thomas G	Biological Systems Engineering	Assoc Professor	1.00	\$1,586	\$81,144	FY
Frecks, Nancy G	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$963	\$35,992	FY
Freeman, Patricia W	School of Natural Resources	Professor	1.00	\$1,784	\$76,182	FY
Friesen, Jeanette L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,872	\$68,723	FY
Fritz, Susan M	Ag Leadership Educ & Comm	Department Head	0.60	\$7,026	\$65,176	FY
	Ag Leadership Educ & Comm	Assoc Professor	0.40	\$4,474	\$37,741	FY
			1.00	\$11,500	\$102,917	
Fromm, Michael E	Agronomy & Horticulture	Professor	0.62	\$2,964	\$114,786	AY
* <i>See also: UNL</i>						
Fulginiti, Lilyan E	Agricultural Economics	Professor	1.00	\$2,246	\$100,071	AY
Funston, Richard N	West Central Rsch & Ext Center	Asst Professor	1.00	\$1,944	\$72,544	FY
Garcia, Ricardo L	Cooperative Ext Division	Professor	0.25	\$189	\$24,146	FY
* <i>See also: UNL</i>						
Gaussoin, Roch E	Agronomy & Horticulture	Professor	1.00	\$2,924	\$100,394	FY
Genoways, Hugh Howard	School of Natural Resources	Professor	0.30	\$636	\$29,559	FY
Germer, Larry E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,448	\$65,798	FY
Germer, Sondra S	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,077	\$48,938	FY
Giannakas, Konstantinos	Agricultural Economics	Assoc Professor	1.00	\$3,856	\$81,860	AY
Giesler, Loren J	Plant Pathology	Asst Professor	1.00	\$1,737	\$67,256	FY
Ginting, Daniel	Agronomy & Horticulture	Research Assistant Professor	1.00	\$1,068	\$48,511	FY
Gitelson, Anatoly A	School of Natural Resources	Professor	0.75	\$1,790	\$76,373	FY
* <i>See also: UNL</i>						
Gladyshev, Vadim N	Biochemistry	Assoc Professor	1.00	\$10,499	\$96,950	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Glewen, Keith L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,401	\$86,277	FY
Goeke, James W	Survey Division	Professor	1.00	\$2,220	\$90,996	FY
Goertz, Jessye A	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,370	\$50,286	FY
Goffena, Jamie M	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$5,378	\$44,466	FY
Gompert, Terry L	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,020	\$91,851	FY
Gosey, James A	Animal Science	Professor	1.00	\$2,000	\$102,705	FY
Gosselin, David C	School of Natural Resources	Professor	0.75	\$1,621	\$66,482	FY
	Survey Division	Professor	0.25	\$541	\$22,163	FY
			1.00	\$2,162	\$88,645	
Graef, George L	Agronomy & Horticulture	Professor	1.00	\$1,615	\$91,400	FY
Gramlich, Steven M	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$1,032	\$49,054	FY
Greve, Vickie L	Northeast Rsch & Ext Center	Ext Assoc Professor	1.00	\$1,828	\$67,129	FY
Griffin, Dicky Dee	Vet & Biomedical Sciences	Professor	1.00	\$2,647	\$108,522	FY
Gustafson, William A	Agronomy & Horticulture	Professor	0.50	\$929	\$42,224	AY
Hall, Anita M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,298	\$58,996	FY
Hamouz, Fayrene L	Nutrition & Health Sciences	Assoc Professor	0.25	\$405	\$21,767	FY
* <i>See also: UNL</i>						
Hancock, Connie K	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$2,056	\$70,805	FY
Hanna, Janet S	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,535	\$62,943	FY
Hanna, Milford A	Biological Systems Engineering	Professor	0.75	\$2,558	\$99,001	FY
	Industrial Ag Products Center	Director/Chair	0.25	\$942	\$36,550	FY
	Biological Systems Engineering	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$3,500	\$145,551	
Hansen, Susan A	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,020	\$49,554	FY
Hanson, Ronald J	Agricultural Economics	Professor	1.00	\$3,502	\$112,756	FY
	Agricultural Economics	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$3,502	\$122,756	
Harrell, Mark O	Nebraska Forest Service	Forester	1.00	\$2,247	\$85,035	FY
Harris, Steven D	Plant Pathology	Asst Professor	1.00	\$2,027	\$83,467	FY
Hart, Jeffrey G	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,678	\$43,738	FY
Hartung, Stephen L	Survey Division	Asst Geoscientist	1.00	\$890	\$50,326	FY
Harveson, Robert M	Panhandle Rsch & Ext Center	Asst Professor	1.00	\$1,990	\$65,518	FY
Harvey, F Edwin	School of Natural Resources	Assoc Professor	0.75	\$3,507	\$56,534	FY
	Survey Division	Assoc Professor	0.25	\$1,169	\$18,845	FY
			1.00	\$4,676	\$75,379	
Hay, DeLynn	Cooperative Ext Division	Program Leader	1.00	\$2,780	\$107,680	FY
Hay, Francis J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$492	\$33,492	FY
Hay, Paul C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,278	\$82,648	FY
Hayes, Michael J	School of Natural Resources	Research Associate Professor	1.00	\$1,454	\$62,054	FY
Heemstra, Jill M	Northeast Rsch & Ext Center	Extension Educator	0.50	\$382	\$19,492	FY
Hefle, Susan L	Food Science & Technology	Assoc Professor	1.00	\$3,447	\$87,822	FY
Hein, Gary L	Panhandle Rsch & Ext Center	Professor	1.00	\$2,762	\$90,520	FY
Hejny, Terence A	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,702	\$62,470	FY
Helmers, Glenn A	Agricultural Economics	Professor	1.00	\$2,515	\$112,083	FY
Hemsath, Delroy L	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$916	\$44,516	FY
Henebry, Geoffrey M	Survey Division	Geoscientist	1.00	\$4,162	\$73,524	FY
Heng-Moss, Tiffany M	Entomology	Asst Professor	1.00	\$2,615	\$67,215	FY
Henneman, Alice C	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,032	\$74,592	FY
Hergenrader, Gary L	Nebraska Forest Service	Director	0.70	\$2,640	\$102,290	FY
	School of Natural Resources	Professor	0.30	\$1,093	\$42,328	FY
			1.00	\$3,733	\$144,618	

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Hergert, Gary W	Panhandle Rsch & Ext Center	Professor	1.00	\$1,062	\$107,266	FY
Hibberd, Charles A	Panhandle Rsch & Ext Center	Director/Chair	0.60	\$2,143	\$75,800	FY
	Panhandle Rsch & Ext Center	Professor	0.40	\$1,207	\$42,681	FY
			1.00	\$3,350	\$118,481	
Higley, Leon G	Entomology	Professor	1.00	\$3,360	\$107,723	FY
Hinkley, Susanne	Vet & Biomedical Sciences	Asst Professor	1.00	\$1,060	\$71,660	FY
Hinrichs, Kayla M	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$731	\$35,531	FY
Hoagland, Kyle D	Water Center	Director/Chair	0.50	\$1,835	\$63,027	FY
	School of Natural Resources	Professor	0.50	\$1,530	\$52,572	FY
			1.00	\$3,365	\$115,599	
Hodges, Laurie	Agronomy & Horticulture	Assoc Professor	1.00	\$0	\$75,440	FY
Holland, Mary Ann	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$735	\$37,509	FY
Holman, Thomas L	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$1,914	\$78,408	FY
Holz, John C	School of Natural Resources	Research Assistant Professor	1.00	\$1,474	\$62,847	FY
Hopp, Gerald W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,356	\$69,163	FY
Horst, Garald L	Agronomy & Horticulture	Professor	1.00	\$2,366	\$107,547	FY
Howard, Larry F	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,095	\$69,671	FY
Hruskoci, James D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,252	\$63,840	FY
Hu, Qi S	School of Natural Resources	Assoc Professor	1.00	\$1,707	\$72,833	FY
Hubbard, Kenneth G	School of Natural Resources	Professor	1.00	\$2,376	\$101,361	FY
Huddleston-Casas, Catherine A	Family & Consumer Science	Asst Professor	0.25	\$200	\$11,938	AY
* <i>See also: UNL</i>						
Huls, Donald C	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$2,434	\$99,718	FY
Hunt, Thomas E	Northeast Rsch & Ext Center	Asst Professor	1.00	\$7,000	\$67,716	FY
Husmann, Dann E	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$1,951	\$79,986	FY
Hutkins, Robert W	Food Science & Technology	Professor	1.00	\$2,757	\$97,816	FY
Hygnstrom, Scott E	School of Natural Resources	Professor	1.00	\$2,594	\$89,053	FY
Ingram, Tonya S	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$581	\$34,181	FY
Irmak, Ayse	Biological Systems Engineering	Research Assistant Professor	1.00	\$598	\$50,598	FY
Irmak, Suat	Biological Systems Engineering	Asst Professor	1.00	\$837	\$70,837	FY
Jackson, David S	Food Science & Technology	Professor	1.00	\$2,500	\$87,586	FY
Janssen, Donald E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$0	\$68,631	FY
Joeckel, Robert M	Survey Division	Asst Professor	1.00	\$1,470	\$62,702	FY
Johnson, Bruce B	Agricultural Economics	Professor	1.00	\$2,084	\$92,844	FY
Johnson, Julie M	Family & Consumer Science	Chairperson	0.23	\$711	\$27,533	FY
* <i>See also: UNL</i>						
Johnson, Rodger K	Animal Science	Professor	1.00	\$4,200	\$130,755	FY
	Animal Science	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,200	\$140,755	
Johnson, Ron J	School of Natural Resources	Professor	1.00	\$2,186	\$89,616	FY
Johnston, Catherine E	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$2,342	\$68,585	FY
Jones, Clinton J	Vet & Biomedical Sciences	Professor	1.00	\$3,599	\$116,281	AY
* <i>See also: UNL</i>						
Jones, David D	Biological Systems Engineering	Assoc Professor	1.00	\$10,352	\$94,621	FY
Jones, Georgia	Nutrition & Health Sciences	Asst Professor	0.50	\$1,214	\$31,147	FY
* <i>See also: UNL</i>						
Jones, Steven J	Animal Science	Professor	1.00	\$2,280	\$91,352	FY
Jose, H Douglas	Agricultural Economics	Professor	1.00	\$1,938	\$86,360	FY
Josiah, Scott J	School of Natural Resources	Asst Professor	1.00	\$7,607	\$73,507	FY
Kachman, Stephen D	Statistics	Assoc Professor	1.00	\$2,933	\$76,590	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Kahl, Dennis L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$2,363	\$86,770	FY
Kamble, Shripat T	Entomology	Ext Professor	1.00	\$1,552	\$73,812	AY
Kang, Ming	Plant Pathology	Research Assistant Professor	1.00	\$918	\$31,518	FY
Kappler, Brady F	Agronomy & Horticulture	Assoc Exten Educator	1.00	\$1,481	\$50,856	FY
Karloff, Steve L	Nebraska Forest Service	Associate Forester	1.00	\$742	\$45,671	FY
Kaslon, Lisa C	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$544	\$37,044	FY
Keith, David L	Entomology	Professor	1.00	\$2,226	\$98,363	FY
Kelling, Clayton L	Vet & Biomedical Sciences	Professor	1.00	\$2,451	\$109,004	FY
Keown, Jeffrey F	Animal Science	Professor	1.00	\$2,740	\$104,129	FY
King, James W	Ag Leadership Educ & Comm	Assoc Professor	1.00	\$1,303	\$66,421	FY
Kittok, Roger J	Animal Science	Assoc Professor	1.00	\$0	\$53,135	FY
Klein, Robert N	West Central Rsch & Ext Center	Ext Professor	1.00	\$3,493	\$97,623	FY
Klopfenstein, Terry J	Animal Science	Professor	1.00	\$4,800	\$148,503	FY
	Animal Science	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,800	\$158,503	
Knezevic, Stevan	Northeast Rsch & Ext Center	Asst Professor	1.00	\$7,030	\$68,814	FY
Kocher, Michael F	Biological Systems Engineering	Assoc Professor	1.00	\$950	\$80,361	FY
Koelsch, Richard K	Biological Systems Engineering	Assoc Professor	0.70	\$3,262	\$67,527	FY
	Animal Science	Assoc Professor	0.30	\$1,402	\$28,945	FY
			1.00	\$4,664	\$96,472	
Kostelnik, Marjorie J	College of Education & Human Sci	Dean	0.25	\$1,574	\$40,933	FY
* <i>See also: UNL</i>						
Koszewski, Wanda M	Nutrition & Health Sciences	Ext Asst Professor	0.59	\$1,199	\$42,289	AY
* <i>See also: UNL</i>						
Kranz, William L	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$0	\$63,634	FY
Krumbach, Eileen M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,289	\$58,589	FY
Kulm, Ralph D	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,899	\$70,947	FY
Kuzila, Mark S	School of Natural Resources	Director	0.80	\$2,770	\$107,267	FY
	School of Natural Resources	Professor	0.20	\$543	\$21,046	FY
			1.00	\$3,313	\$128,313	
Lackey, Susan O	Survey Division	Geoscientist	1.00	\$1,501	\$64,054	FY
Lagarry, Hannan E	Survey Division	Geoscientist	1.00	\$830	\$46,954	FY
Lane, Leslie C	Plant Pathology	Assoc Professor	1.00	\$0	\$47,796	FY
Larson, Larry L	Animal Science	Assoc Professor	1.00	\$1,492	\$75,988	FY
Larvick, Carol J	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,107	\$53,798	FY
Lee, Donald J	Agronomy & Horticulture	Professor	1.00	\$2,721	\$93,419	FY
Lee, Jaekwon	Biochemistry	Asst Professor	1.00	\$1,543	\$66,543	FY
Levey, Brooke	4-H Youth Development	Asst Exten Educator	0.50	\$375	\$17,894	FY
Lewis, Nancy M	Nutrition & Health Sciences	Assoc Professor	0.44	\$584	\$31,339	FY
* <i>See also: UNL</i>						
Lienemann, Duane A	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$7,940	\$62,930	FY
Lin, Xiaomao	School of Natural Resources	Research Assistant Professor	1.00	\$1,452	\$61,937	FY
Lindgren, Dale T	West Central Rsch & Ext Center	Professor	1.00	\$2,318	\$86,509	FY
Lindquist, John L	Agronomy & Horticulture	Assoc Professor	1.00	\$1,731	\$70,995	FY
Locklear, James H	Nebraska Statewide Arboretum	Director	1.00	\$2,088	\$80,876	FY
Lodes, Richard J	Nebraska Forest Service	Associate Forester	1.00	\$7,485	\$57,963	FY
Lodl, Kathleen A	4-H Youth Development	Assoc Professor	1.00	\$2,936	\$89,727	FY
Lopez, Osvaldo J	Vet & Biomedical Sciences	Research Associate Professor	0.50	\$966	\$39,586	FY
Lorenzen, Judy K	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$776	\$35,283	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Lou, Marjorie F	Vet & Biomedical Sciences	Professor	1.00	\$3,838	\$131,782	FY
* <i>See also: UNL</i>						
Lovett, William R	Nebraska Forest Service	Forester	1.00	\$1,032	\$63,561	FY
Lutgen, Lynn H	Agricultural Economics	Assoc Professor	1.00	\$1,601	\$71,343	FY
Lynne, Gary D	Agricultural Economics	Professor	1.00	\$3,213	\$120,225	FY
Lyon, Drew J	Panhandle Rsch & Ext Center	Professor	1.00	\$2,696	\$88,198	FY
Mackenzie, Sally	NRI Center of Biotechnology	Professor	0.60	\$1,630	\$63,156	AY
	Agronomy & Horticulture	Distinguished Professor	0.00	\$0	\$10,000	AY
* <i>See also: UNL</i>			0.60	\$1,630	\$73,156	
Mader, Terry L	Northeast Rsch & Ext Center	Professor	1.00	\$4,230	\$96,505	FY
Mahar, Carla J	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,223	\$54,317	FY
Mamo, Martha	Agronomy & Horticulture	Asst Professor	1.00	\$1,929	\$66,218	FY
Mandigo, Roger W	Animal Science	Professor	1.00	\$3,440	\$138,679	FY
Manning, Leanne M	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,049	\$47,681	FY
Mark, Darrell R	Agricultural Economics	Asst Professor	1.00	\$1,667	\$68,433	FY
Markwell, John P	Biochemistry	Professor	0.80	\$2,760	\$81,415	FY
	Agronomy & Horticulture	Professor	0.20	\$690	\$20,340	FY
			1.00	\$3,450	\$101,755	
Martin, Alexander R	Agronomy & Horticulture	Professor	1.00	\$5,509	\$135,144	FY
Martin, Derrel L	Biological Systems Engineering	Professor	1.00	\$2,900	\$111,961	FY
Marx, David B	Statistics	Professor	1.00	\$2,338	\$125,315	FY
Mason, Stephen C	Agronomy & Horticulture	Professor	1.00	\$2,958	\$101,566	FY
Massengale, Martin A	Agronomy & Horticulture	Professor	0.75	\$3,050	\$110,678	FY
	Grassland Studies Center	Director	0.25	\$1,016	\$36,882	FY
	Agronomy & Horticulture	Un Foundation Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,066	\$157,560	
Mayo, Z B	Entomology	Department Head	0.60	\$2,623	\$84,957	FY
	Entomology	Professor	0.40	\$1,480	\$47,921	FY
			1.00	\$4,103	\$132,878	
McCallister, Dennis L	Agronomy & Horticulture	Professor	1.00	\$1,529	\$86,505	FY
McNulty, Carol J	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$864	\$44,054	FY
Meduna, Robert J	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,809	\$66,409	FY
Meinke, Lance J	Entomology	Professor	1.00	\$2,023	\$91,082	FY
Melvin, Steven R	West Central Rsch & Ext Center	Assoc Exten Educator	1.00	\$789	\$50,089	FY
Merchant, James W	Survey Division	Professor	0.60	\$1,494	\$63,778	FY
	School of Natural Resources	Professor	0.40	\$997	\$42,524	FY
			1.00	\$2,491	\$106,302	
Meyer, George E	Biological Systems Engineering	Professor	1.00	\$2,796	\$102,980	FY
Miller, Phillip S	Animal Science	Professor	1.00	\$2,380	\$81,084	FY
Miner, Jess L	Animal Science	Assoc Professor	1.00	\$1,233	\$73,770	FY
Mitra, Amitava	Plant Pathology	Assoc Professor	1.00	\$1,597	\$65,335	AY
Moeller, Alan R	IANR Finance & Personnel Office	Asst Vice Chancellor	1.00	\$3,429	\$132,829	FY
Mooter, David P	Nebraska Forest Service	Forester	1.00	\$2,061	\$77,021	FY
Moser, Lowell E	Agronomy & Horticulture	Professor	1.00	\$4,062	\$139,457	FY
	Agronomy & Horticulture	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,062	\$149,457	
Moxley, Rodney A	Vet & Biomedical Sciences	Professor	1.00	\$3,240	\$121,043	FY
Mues, Noel L	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,330	\$63,181	FY
Murray, Jeanne C	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$5,064	\$42,561	FY

University of Nebraska - IANR
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Mutunayagam, N Brito	Cooperative Ext Division	Professor	0.25	\$717	\$29,393	FY
* <i>See also: UNL</i>						
Narumalani, Sunil G	School of Natural Resources	Assoc Professor	0.40	\$457	\$23,286	AY
* <i>See also: UNL</i>						
Nelson, Darrell W	Agricultural Rsch Division	Dean	1.00	\$4,594	\$177,954	FY
Nelson, Lenis A	Agronomy & Horticulture	Professor	1.00	\$1,982	\$90,072	FY
Nelson, Mary E	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$721	\$52,187	FY
Nickerson, H Doak	Nebraska Forest Service	Associate Forester	1.00	\$1,508	\$56,380	FY
Nielsen, Merlyn K	Animal Science	Professor	1.00	\$2,825	\$107,303	FY
Nielsen, Sharon R	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,316	\$66,174	FY
Niemann, Keith F	Cooperative Ext Division	Director	1.00	\$2,377	\$92,077	FY
Niemeyer, Shirley M	Textile Clothing & Design	Professor	1.00	\$2,192	\$84,457	FY
Niemeyer, Steven W	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$926	\$45,033	FY
Nisley, Andrea S	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,758	\$73,517	FY
Nixon, Jennifer S	Panhandle Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,202	\$49,241	FY
Nold, Rosemarie A	Animal Science	Asst Professor	1.00	\$7,700	\$77,771	FY
Novoselov, Sergey V	Biochemistry	Research Assistant Professor	1.00	\$1,050	\$36,650	FY
Ogg, Barbara P	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,798	\$48,150	FY
Ogg, Clyde L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$1,140	\$46,740	FY
O'Neill, Edward E	Food Processing Center	Associate Director	1.00	\$2,217	\$96,558	FY
Osborn, Lynne M	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,197	\$56,864	FY
Osorio, Fernando A	Vet & Biomedical Sciences	Professor	1.00	\$2,807	\$117,521	FY
Owens, John C	Office of Vice Pres/Vice Chancellor	Vice Chancellor	1.00	\$3,758	\$208,486	FY
	Office of Vice Pres/Vice Chancellor	Distinguished Professor	0.00	\$0	\$10,000	FY
			1.00	\$3,758	\$218,486	
Paparozi, Ellen T	Agronomy & Horticulture	Professor	1.00	\$2,108	\$95,754	FY
Parkhurst, Anne M	Statistics	Professor	1.00	\$1,750	\$95,186	FY
Parson, Lynda J	4-H Youth Development	Extension Educator	0.50	\$614	\$31,359	FY
Parsons, Gerald M	Ag Leadership Educ & Comm	Assoc Professor	0.50	\$1,006	\$32,130	AY
Partridge, James E	Plant Pathology	Assoc Professor	1.00	\$2,076	\$80,272	FY
Pavlista, Alexander D	Panhandle Rsch & Ext Center	Professor	1.00	\$1,875	\$77,384	FY
Payero, Jose O	West Central Rsch & Ext Center	Asst Professor	1.00	\$1,454	\$67,254	FY
Perk, Richard L	Survey Division	Asst Geoscientist	1.00	\$1,188	\$50,707	FY
Perrin, Richard K	Agricultural Economics	Professor	1.00	\$2,584	\$115,138	AY
	Agricultural Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,584	\$125,138	
Peters, Albert	Survey Division	Geoscientist	0.80	\$952	\$52,389	FY
Peters, Edward J	School of Natural Resources	Professor	1.00	\$2,092	\$89,247	FY
Peterson, Amy L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,501	\$55,124	FY
Peterson, Deanna L	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$5,474	\$43,217	FY
Peterson, E Wesley	Agricultural Economics	Professor	1.00	\$1,887	\$84,040	FY
Peterson, James M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,050	\$75,902	FY
Pfeiffer, George H	Agricultural Economics	Assoc Professor	1.00	\$1,609	\$66,063	AY
Plate, Carol J	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,467	\$71,343	FY
Plugge, Brent L	West Central Rsch & Ext Center	Extension Educator	1.00	\$0	\$55,947	FY
Pohlman, H Darlene	Northeast Rsch & Ext Center	Assoc Professor	1.00	\$1,847	\$70,270	FY
Poley, Janet K	ADEC	President/Ceo Ag*sat Corp	1.00	\$0	\$145,626	FY
Pomp, Daniel	Animal Science	Professor	1.00	\$4,280	\$133,611	FY
Powell, Larkin A	School of Natural Resources	Asst Professor	1.00	\$1,475	\$62,903	FY
Powers, Thomas O	Plant Pathology	Assoc Professor	1.00	\$2,060	\$84,806	FY
Preston, Sandra D	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,549	\$70,397	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Pritchard, Steven M	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,840	\$68,748	FY
Prochaska-Cue, M Kathleen	Family & Consumer Science	Assoc Professor	1.00	\$1,528	\$86,698	FY
Prosch, Allen L	Agricultural Economics	Asst Exten Educator	1.00	\$1,025	\$42,030	FY
Pryor, Randy W	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,707	\$62,687	FY
Purcell, Sarah E	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,828	\$67,118	FY
Ragsdale, Stephen W	Biochemistry	Professor	1.00	\$3,700	\$114,019	FY
Randall, James K	Comm Information Technology	Professor	1.00	\$2,322	\$93,502	FY
Rasby, Richard J	Animal Science	Professor	1.00	\$3,091	\$92,663	FY
Rasmussen, Eric J	Nebraska Forest Service	Associate Forester	1.00	\$786	\$48,441	FY
Rasmussen, Steven D	Nebraska Forest Service	Forester	1.00	\$1,794	\$67,057	FY
Ratcliffe, Brett C	Entomology	Professor	1.00	\$2,551	\$103,535	FY
Raza, Ashraf	Biochemistry	Research Assistant Professor	1.00	\$0	\$70,000	FY
Read, Paul E	Agronomy & Horticulture	Professor	1.00	\$2,999	\$136,289	FY
Reece, Patrick E	Panhandle Rsch & Ext Center	Professor	1.00	\$0	\$84,763	FY
Reese, Duane E	Animal Science	Assoc Professor	1.00	\$1,620	\$82,559	FY
Reiling, Bryan A	Animal Science	Asst Professor	1.00	\$1,976	\$78,371	FY
Ringenberg, Carol R	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,305	\$59,314	FY
Riordan, Terrance P	Agronomy & Horticulture	Professor	1.00	\$4,929	\$120,923	FY
Rodie, Steven N	Agronomy & Horticulture	Assoc Professor	1.00	\$1,712	\$77,821	FY
Roeber, Ronald L	Comm Information Technology	Professor	1.00	\$1,912	\$80,054	FY
Roeth, Fred W	Agronomy & Horticulture	Professor	1.00	\$1,937	\$109,556	FY
Rogers, Douglas G	Vet & Biomedical Sciences	Professor	1.00	\$2,427	\$99,494	FY
Roller, Maurine E	Panhandle Rsch & Ext Center	Asst Exten Educator	1.00	\$861	\$35,286	FY
Royer, Jeffrey S	Agricultural Economics	Professor	1.00	\$3,138	\$117,407	FY
Rundquist, Donald C	School of Natural Resources	Professor	0.60	\$1,565	\$66,774	FY
	Survey Division	Professor	0.40	\$1,000	\$42,670	FY
			1.00	\$2,565	\$109,444	
Rupnow, John H	Food Science & Technology	Professor	1.00	\$2,573	\$91,321	AY
Rupp, Gary P	Vet & Biomedical Sciences	Director	0.60	\$1,438	\$73,607	FY
	Vet & Biomedical Sciences	Professor	0.40	\$920	\$47,128	FY
			1.00	\$2,358	\$120,735	
Rush, Ivan G	Panhandle Rsch & Ext Center	Professor	1.00	\$2,568	\$89,813	FY
Russell, William K	Agronomy & Horticulture	Asst Professor	1.00	\$1,401	\$63,672	FY
Ryu, Dojin	Food Science & Technology	Research Assistant Professor	1.00	\$909	\$42,589	FY
Schacht, Walter H	Agronomy & Horticulture	Assoc Professor	1.00	\$2,745	\$83,462	FY
Scharf, Barbara J	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,890	\$79,039	FY
Scheideler, Sheila E	Animal Science	Professor	1.00	\$2,536	\$96,414	FY
Schild, James A	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$1,982	\$69,190	FY
Schinstock, Jack L	Biological Systems Engineering	Professor	0.50	\$1,405	\$54,426	FY
	College of Ag Sci & Nat Res	Associate Dean	0.50	\$1,545	\$59,842	FY
			1.00	\$2,950	\$114,268	
Schlegel, Vicki L	Food Science & Technology	Asst Professor	1.00	\$1,572	\$73,682	FY
Schmidt, Barbara L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$794	\$57,523	FY
Schmitz, John A	Vet & Biomedical Sciences	Professor	1.00	\$3,808	\$156,126	FY
Schneider-Miller, Carrie L	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$3,382	\$35,007	FY
Schnepf, Marilyn	Nutrition & Health Sciences	Professor	0.25	\$642	\$24,854	FY
	Nutrition & Health Sciences	Chairperson	0.25	\$750	\$29,048	FY
			0.50	\$1,392	\$53,902	
* <i>See also: UNL</i>						
Schoenholz, Phyllis I	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,704	\$62,538	FY
Schroeder, Debra E	Northeast Rsch & Ext Center	Extension Educator	1.00	\$3,107	\$76,836	FY
Schulte, Dennis D	Biological Systems Engineering	Professor	1.00	\$5,660	\$135,061	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Schulze, Larry	Agronomy & Horticulture	Professor	1.00	\$2,539	\$87,181	FY
Schwarz, Carol J	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,404	\$63,815	FY
Scofield, Sandra K	Nebraska Rural Initiative	Director	1.00	\$2,592	\$100,402	FY
Seravalli, Javier	Biochemistry	Research Assistant Professor	1.00	\$1,190	\$42,790	FY
Seymour, Ronald C	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,483	\$54,441	FY
Shapiro, Charles A	Northeast Rsch & Ext Center	Professor	1.00	\$2,092	\$85,806	FY
Shea, Patrick J	School of Natural Resources	Professor	1.00	\$2,483	\$105,974	FY
Shearman, Robert C	Agronomy & Horticulture	Professor	1.00	\$2,663	\$121,001	FY
Shelton, David P	Northeast Rsch & Ext Center	Professor	1.00	\$1,826	\$97,884	FY
Sherry, Hallie P	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,401	\$52,349	FY
Sibray, Steven S	Survey Division	Assoc Geoscientist	1.00	\$9,465	\$75,758	FY
Siegfried, Blair D	Entomology	Professor	1.00	\$3,224	\$96,230	FY
Siekman, Darrel D	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,621	\$82,651	FY
Simmons, Mark E	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$852	\$43,452	FY
Simpson, Melanie A	Biochemistry	Asst Professor	1.00	\$1,546	\$64,646	FY
Skipton, Sharon O	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,534	\$75,941	FY
Skopp, Joseph M	School of Natural Resources	Assoc Professor	1.00	\$0	\$70,490	FY
Smith, David R	Vet & Biomedical Sciences	Assoc Professor	1.00	\$3,652	\$100,085	FY
Smith, Durward A	Food Science & Technology	Assoc Professor	1.00	\$1,849	\$80,621	FY
Smith, John A	Panhandle Rsch & Ext Center	Professor	1.00	\$3,092	\$102,020	FY
Snow, Daniel Davidson	Water Center	Research Assistant Professor	0.10	\$144	\$6,144	FY
* See also: UNL						
Spalding, Mary E	School of Natural Resources	Professor	1.00	\$1,235	\$69,836	FY
Spalding, Roy F	Agronomy & Horticulture	Professor	1.00	\$2,539	\$115,364	FY
Specht, James E	Agronomy & Horticulture	Professor	1.00	\$2,745	\$112,522	FY
Spreitzer, Robert J	Biochemistry	Professor	1.00	\$2,572	\$109,027	FY
Sridhar, Venkataramana R	School of Natural Resources	Research Assistant Professor	1.00	\$972	\$54,972	FY
Srikumaran, Subramaniam	Vet & Biomedical Sciences	Professor	1.00	\$2,942	\$120,604	FY
Stanek Krogstrand, Kaye L	Nutrition & Health Sciences	Assoc Professor	0.25	\$410	\$18,673	FY
* See also: UNL						
Stanley, David W	Entomology	Professor	1.00	\$2,163	\$93,115	FY
Staswick, Paul E	Agronomy & Horticulture	Professor	1.00	\$5,138	\$97,428	FY
Stauffer, Gary D	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,290	\$48,206	FY
Stauffer, Monte A	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$941	\$47,969	FY
Steadman, James R	Plant Pathology	Professor	1.00	\$2,535	\$98,666	FY
Steffen, David J	Vet & Biomedical Sciences	Assoc Professor	1.00	\$2,242	\$91,935	FY
Stenberg, David E	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,026	\$84,704	FY
Stevens, Georgia L	Family & Consumer Science	Professor	1.00	\$1,836	\$88,618	FY
Stockall, Sandra	West Central Rsch & Ext Center	Professor	1.00	\$1,913	\$88,878	FY
Stolzenburg, Byron A	Panhandle Rsch & Ext Center	Extension Educator	1.00	\$1,722	\$70,558	FY
Stone, Julie M	Biochemistry	Asst Professor	1.00	\$1,420	\$72,355	FY
Stowell, Richard R	Biological Systems Engineering	Asst Professor	1.00	\$938	\$73,773	FY
Strasheim, Cynthia R	Southeast Rsch & Ext Center	Extension Educator	0.60	\$806	\$41,088	FY
Streich, Anne M	Agronomy & Horticulture	Asst Exten Educator	1.00	\$936	\$42,536	FY
Stroup, Walter W	Statistics	Professor	0.50	\$1,354	\$52,468	FY
	Statistics	Department Head	0.50	\$1,624	\$62,902	FY
			1.00	\$2,978	\$115,370	
Stubbenieck, James L	Agronomy & Horticulture	Professor	0.50	\$1,919	\$60,100	FY
* See also: UNL						
Summerside, Scott E	Survey Division	Assoc Geoscientist	1.00	\$845	\$47,790	FY
Supalla, Raymond J	Agricultural Economics	Professor	1.00	\$2,214	\$98,605	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Sutton, Richard K	Agronomy & Horticulture	Assoc Professor	1.00	\$1,563	\$71,011	AY
Suyker, Andrew E	School of Natural Resources	Research Assistant Professor	1.00	\$1,200	\$51,200	FY
Svoboda, Mark D	School of Natural Resources	Asst Geoscientist	1.00	\$1,590	\$54,590	FY
Swanson, Dianne M	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,797	\$65,979	FY
Swinehart, James B	Survey Division	Professor	0.85	\$1,246	\$68,632	FY
* <i>See also: UNL</i>						
Szilagyi, Jozsef	Survey Division	Assoc Professor	1.00	\$1,627	\$69,387	FY
Tarkalson, David D	West Central Rsch & Ext Center	Asst Professor	1.00	\$2,164	\$62,617	FY
Taylor, Stephen L	Food Science & Technology	Department Head	0.60	\$3,101	\$98,733	FY
	Food Science & Technology	Professor	0.40	\$1,994	\$63,427	FY
	Food Science & Technology	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$5,095	\$172,160	
Teel, Dewey W	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,504	\$82,648	FY
Thippareddi, Harshavardhan	Food Science & Technology	Asst Professor	1.00	\$1,994	\$65,594	FY
Tickner, Cheryl A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$1,286	\$62,545	FY
Todd, Kim A	Agronomy & Horticulture	Asst Professor	1.00	\$2,845	\$64,445	FY
Tonn, Steven R	Southeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$978	\$49,865	FY
Topp, Amy J	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$5,102	\$45,199	FY
Treffer, Bruce A	West Central Rsch & Ext Center	Extension Educator	1.00	\$2,712	\$71,826	FY
Tyre, Richard Aj	School of Natural Resources	Asst Professor	1.00	\$1,375	\$62,475	FY
Van Etten, James L	Plant Pathology	Professor	1.00	\$4,307	\$140,864	FY
	Plant Pathology	University Professor	0.00	\$0	\$15,000	FY
			1.00	\$4,307	\$155,864	
Van Vleck, L Dale	Animal Science	Professor	0.20	\$585	\$20,144	FY
Varner, David L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,083	\$77,748	FY
Verma, Shashi B	School of Natural Resources	Professor	1.00	\$3,533	\$126,361	FY
* <i>See also: UNL</i>						
Versch, Rebecca L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,636	\$56,165	FY
Vidaver, Anne M	Plant Pathology	Department Head	0.60	\$2,545	\$104,723	FY
	Plant Pathology	Professor	0.40	\$1,455	\$59,876	FY
			1.00	\$4,000	\$164,599	
Vigna, Diane C	Textile Clothing & Design	Asst Professor	1.00	\$1,094	\$60,456	FY
Volesky, Jerry D	West Central Rsch & Ext Center	Assoc Professor	1.00	\$1,666	\$77,365	FY
Vonderohe, Ruth E	Northeast Rsch & Ext Center	Asst Exten Educator	1.00	\$909	\$41,309	FY
Vyhnalek, Allan R	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,312	\$59,604	FY
Waldren, Richard P	Agronomy & Horticulture	Professor	1.00	\$2,755	\$94,577	FY
Waldren, Vernon L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$1,993	\$77,212	FY
Waller, Steven S	College of Ag Sci & Nat Res	Dean	1.00	\$4,269	\$165,369	FY
Walters, Daniel T	Agronomy & Horticulture	Professor	1.00	\$1,962	\$89,143	FY
Walter-Shea, Elizabeth A	School of Natural Resources	Professor	1.00	\$2,577	\$88,494	FY
Walz, Troy M	West Central Rsch & Ext Center	Asst Exten Educator	1.00	\$5,942	\$44,764	FY
Warner, Mary K	West Central Rsch & Ext Center	Extension Educator	1.00	\$1,589	\$72,210	FY
Watkins, John E	Plant Pathology	Professor	1.00	\$2,882	\$112,328	FY
Weber, John S	Animal Science	Asst Professor	1.00	\$1,075	\$72,587	FY
Wedin, David A	School of Natural Resources	Assoc Professor	1.00	\$2,408	\$81,465	FY
Weeks, Donald P	Biochemistry	Department Head	0.60	\$1,980	\$100,945	FY
	Biochemistry	Professor	0.05	\$0	\$7,074	FY
* <i>See also: UNL</i>			0.65	\$1,980	\$108,019	
Wehling, Randy L	Food Science & Technology	Professor	1.00	\$2,114	\$92,074	FY
Weiss, Albert	School of Natural Resources	Professor	1.00	\$1,362	\$77,037	FY
Weller, Curtis L	Biological Systems Engineering	Professor	1.00	\$2,511	\$95,426	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Wells, Cami	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$939	\$36,371	FY
Welte, Carroll S	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$7,586	\$55,048	FY
Werth, Ladonna A	Northeast Rsch & Ext Center	Assoc Exten Educator	1.00	\$1,168	\$47,903	FY
Westover, Donald E	Nebraska Forest Service	Forester	1.00	\$1,964	\$73,970	FY
Wheeler, Daniel	Ag Leadership Educ & Comm	Professor	1.00	\$2,805	\$96,320	FY
White, Brett R	Animal Science	Asst Professor	1.00	\$1,712	\$67,518	FY
Wicks, Gail A	West Central Rsch & Ext Center	Professor	1.00	\$2,396	\$111,295	FY
Wilhite, Donald A	School of Natural Resources	Professor	1.00	\$3,165	\$113,197	FY
Williams, Susan N	Southeast Rsch & Ext Center	Director/Chair	0.64	\$2,048	\$56,577	FY
	Southeast Rsch & Ext Center	Ext Professor	0.36	\$1,152	\$31,823	FY
			1.00	\$3,200	\$88,400	
Wilson Jr, Robert G	Panhandle Rsch & Ext Center	Professor	1.00	\$4,262	\$127,400	FY
Wilson, John A	Northeast Rsch & Ext Center	Extension Educator	1.00	\$2,108	\$70,098	FY
Witkowski, John F	Northeast Rsch & Ext Center	Director/Chair	0.60	\$2,163	\$82,420	FY
	Northeast Rsch & Ext Center	Professor	0.40	\$1,237	\$47,130	FY
			1.00	\$3,400	\$129,550	
Wohlers, Arden R	Panhandle Rsch & Ext Center	Ext Asst Professor	0.50	\$684	\$55,327	FY
Woldt, Wayne	Biological Systems Engineering	Assoc Professor	0.75	\$1,441	\$61,684	FY
* <i>See also: UNL</i>						
Wood, Charles	Biochemistry	Professor	0.25	\$1,355	\$33,032	AY
* <i>See also: UNL</i>						
Wortmann, Charles S	Agronomy & Horticulture	Asst Professor	1.00	\$2,280	\$69,335	FY
Wright, Robert J	Entomology	Professor	1.00	\$2,181	\$93,331	FY
Xia, Yan	Family & Consumer Science	Asst Professor	0.11	\$102	\$5,267	AY
* <i>See also: UNL</i>						
Yang, Haishun	Agronomy & Horticulture	Research Assistant Professor	1.00	\$3,045	\$43,645	FY
Yang, Yiqi	Textiles Clothing & Design	Professor	0.50	\$1,814	\$40,777	AY
* <i>See also: UNL</i>						
Yiannaka, Amalia	Agricultural Economics	Asst Professor	1.00	\$1,812	\$62,412	AY
Yohe, John M	INTSORMIL - Sorghum/Millet CRSP	Director	1.00	\$3,328	\$136,476	FY
Yonts, C Dean	Panhandle Rsch & Ext Center	Assoc Professor	1.00	\$1,826	\$71,090	FY
Young, Phillip D	Survey Division	Asst Geoscientist	1.00	\$776	\$43,906	FY
Yuen, Gary Y	Plant Pathology	Assoc Professor	1.00	\$1,944	\$79,423	FY
Zanner, C W	School of Natural Resources	Asst Professor	1.00	\$1,384	\$63,732	FY
Zeece, Michael G	Food Science & Technology	Professor	1.00	\$2,116	\$92,165	FY
Zempleni, Janos	Nutrition & Health Sciences	Asst Professor	0.50	\$1,881	\$31,269	AY
* <i>See also: UNL</i>						
Zhang, Chao Mei	Food Science & Technology	Research Assistant Professor	1.00	\$1,142	\$49,742	FY
Zhang, Yuanzheng	Plant Pathology	Research Assistant Professor	1.00	\$717	\$31,917	FY
Zhou, Xinhua	School of Natural Resources	Research Assistant Professor	1.00	\$825	\$45,425	AY
Zimmers, Stephen G	Southeast Rsch & Ext Center	Asst Exten Educator	1.00	\$774	\$39,455	FY
Zoubek, Gary L	Southeast Rsch & Ext Center	Extension Educator	1.00	\$3,466	\$89,429	FY

University of Nebraska - NCTA
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Bek, Terri Jo	NE College of Technical Agriculture	Professor	1.00	\$806	\$45,575	AY
Berg, Barbara A	NE College of Technical Agriculture	Asst Professor	1.00	\$617	\$34,891	AY
Bowmaster, Judy M	NE College of Technical Agriculture	Asst Professor	1.00	\$595	\$30,357	AY
Cranwell, Clyde D	NE College of Technical Agriculture	Assoc Professor	1.00	\$834	\$47,135	AY
Hodges, Allen D	NE College of Technical Agriculture	Asst Professor	0.50	\$314	\$18,263	AY
Jakubowski, Bradley R	NE College of Technical Agriculture	Asst Professor	1.00	\$614	\$34,748	AY
Jibben, David H	NE College of Technical Agriculture	Dir/Bus Operations	0.90	\$956	\$57,971	FY
	NE College of Technical Agriculture	Asst Professor	0.10	\$96	\$6,432	FY
	NE College of Technical Agriculture	Assistant Dean	0.00	\$160	\$9,908	FY
			1.00	\$1,212	\$74,311	
Jones, Stanley M	NE College of Technical Agriculture	Assoc Professor	1.00	\$732	\$42,532	AY
Krull, Kimberly W	NE College of Technical Agriculture	Assoc Professor	1.00	\$1,047	\$53,401	FY
Nutt, Cathy L	NE College of Technical Agriculture	Asst Professor	1.00	\$632	\$36,695	AY
Smith, David P	NE College of Technical Agriculture	Assoc Professor	1.00	\$769	\$43,466	AY
Sundquist, Gerald M	NE College of Technical Agriculture	Professor	1.00	\$1,127	\$63,742	FY
	NE College of Technical Agriculture	Dean	0.00	\$113	\$6,375	FY
	NE College of Technical Agriculture	Assistant Dean	0.00	\$150	\$8,470	FY
			1.00	\$1,390	\$78,587	
Talkington, Dallas C	NE College of Technical Agriculture	Asst Professor	1.00	\$571	\$32,317	AY
Van der Werff, Delmar D	NE College of Technical Agriculture	Professor	1.00	\$695	\$50,356	AY
Wach, Ricky S	NE College of Technical Agriculture	Asst Professor	1.00	\$643	\$46,553	AY

University of Nebraska - UNCA
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Agneta, Leonard D	VP and General Counsel	Assoc Gen Counsel	0.10	\$152	\$8,852	FY
* <i>See also: UNMC</i>						
Burns, Donal J	Executive VP and Provost	Assoc Exec Vp And Provost	1.00	\$2,412	\$140,232	FY
Choobineh, F Fred	EPSCOR	Director	0.50	\$1,228	\$71,371	FY
* <i>See also: UNL</i>						
Crump, Arthel Eugene	VP and General Counsel	Assoc Gen Counsel	0.50	\$738	\$42,920	FY
* <i>See also: UNL</i>						
Emal, James G	Directorate Team	Professor	0.50	\$802	\$46,604	FY
* <i>See also: IANR</i>						
Horn, Christy A	VP for Business and Finance	Compliance Officer	0.70	\$1,051	\$61,166	FY
* <i>See also: UNL</i>						
Justus, Michael D	Finance	Asst Vpbf/Dir Of Finance	1.00	\$1,783	\$103,683	FY
Koller, Rebecca H	VP for Business and Finance	Asst Vp/Dir Fac Plan Mgmt	1.00	\$2,023	\$117,638	FY
Lechner, David E	VP for Business and Finance	Vice President	1.00	\$2,767	\$160,867	FY
Levitov, Peter S	Office of the President	Associate Dean	0.09	\$117	\$6,805	FY
* <i>See also: UNL</i>						
Maurer, Carmen K	VP and General Counsel	Assoc Gen Counsel	1.00	\$1,780	\$103,530	FY
Maybank, Denise B	Office of the President	Assoc To The President	1.00	\$4,000	\$90,000	FY
Milliken, James B	Office of the President	President	1.00	\$0	\$270,000	FY
Noren, Jay	Executive VP and Provost	Exec Vp/Provost	1.00	\$10,000	\$210,000	FY
Odabasi, Turan Paul	VP and General Counsel	Spcl Asst Gen Counsel	0.11	\$166	\$9,652	FY
* <i>See also: UNL</i>						
Robak, Kim M	Office of the President	Corporation Secretary	0.50	\$1,300	\$75,370	FY
	VP for External Affairs	Vice Pres External Affair	0.50	\$1,300	\$75,370	FY
			1.00	\$2,600	\$150,740	
Rogers, Gregory A	Executive VP and Provost	Assist VP/Dir of Institutional Research	1.00	\$1,636	\$95,136	FY
Roots, Judy M	VP and General Counsel	Assoc Gen Counsel	0.50	\$1,052	\$61,166	FY
Rowson, Joseph P	VP for External Affairs	Asst Vp Ext Aff/Dir Comm	1.00	\$1,738	\$101,035	FY
Smith, L Dennis	Office of the President	President Emeritus	1.00	\$4,459	\$259,259	FY
Spellman, Richard A	VP and General Counsel	Spcl Asst Gen Counsel	0.49	\$820	\$47,670	FY
Stephan, Sharon R	VP for External Affairs	Director	1.00	\$2,490	\$90,000	FY
Thomas, Deborah L	VP for External Affairs	Director	1.00	\$3,435	\$87,000	FY
Weir, Walter G	VP for External Affairs	Asst Vp/Dir Of Info Svcs	1.00	\$2,562	\$148,972	FY
Wiltse, John C	VP and General Counsel	Sr Assoc Gen Counsel	1.00	\$1,852	\$107,672	FY
Wimes, Edward D	VP for Business and Finance	Asst VPBF / Dir Human Resources	1.00	\$1,783	\$103,683	FY
Withem, Ronald E	VP for External Affairs	Assoc Vp Ext Afr/Dir Gr	1.00	\$1,944	\$113,019	FY
Wood, Richard R	VP and General Counsel	Vice Pres/General Counsel	1.00	\$2,800	\$158,800	FY

University of Nebraska - UNK
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Agard, Julia Ann	Teacher Education	Asst Professor	1.00	\$607	\$55,421	AY
Agrawal, Vijay K	Marketing & MIS	Asst Professor	1.00	\$774	\$83,742	AY
Ailes, Mary Elizabeth	History	Assoc Professor	1.00	\$636	\$50,115	AY
Alavi-Behbahani, Abdoulelahe	Computer Science & Information Syst	Asst Professor	1.00	\$647	\$62,144	AY
Albrecht, Marc C	Biology	Assoc Professor	1.00	\$636	\$50,006	AY
Amstutz, David L	Physics & Physical Science	Assoc Professor	1.00	\$728	\$65,547	AY
Anderson, Gregory L	Library	Reference Librarian/Assoc Prof	1.00	\$657	\$53,608	FY
Anderson, John L	Political Science	Professor	1.00	\$754	\$59,536	AY
Anderson, Kari K	Economics	Asst Professor	1.00	\$581	\$51,046	AY
Arbuckle, Gregory K	Industrial Technology	Asst Professor	1.00	\$2,069	\$50,469	AY
Archwamety, Teara	Counseling & School Psychology	Professor	1.00	\$822	\$71,162	AY
Arellano-Unruh, Juanita C	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$5,565	\$49,915	AY
Asay, Sylvia	Family Studies and Interior Design	Assoc Professor	1.00	\$5,034	\$49,918	AY
Ashman, Richard Douglas	Industrial Technology	Assoc Professor	1.00	\$719	\$64,146	AY
Aviles, William	Political Science	Asst Professor	1.00	\$554	\$46,454	AY
Barlow, Richard Lee	Mathematics & Statistics	Professor	1.00	\$858	\$77,218	AY
Barton Zimmerman, Jan	Economics	Assoc Professor	0.50	\$549	\$31,932	AY
Barton, Mary Ann	Library	Head Reference/Assoc Prof	1.00	\$693	\$59,744	FY
Barua, Pradeep	History	Assoc Professor	1.00	\$639	\$50,601	AY
Batenhorst, Elaine	Teacher Education	Assoc Professor	1.00	\$636	\$50,006	AY
Bauer, David A	Music & Performing Arts	Professor	1.00	\$788	\$65,326	AY
Bauer, Marc D	Intercollegiate Athletics	Head Coach - Wrestling	1.00	\$577	\$33,559	FY
Becker, A Steele	Sociology Geography & Earth Science	Assoc Professor	1.00	\$730	\$65,942	AY
Beechner, Richard A	Intercollegiate Athletics	Head Coach - Mens Golf	0.00	\$61	\$3,530	AY
Bennett, Gordon E	Sociology Geography & Earth Science	Asst Professor	1.00	\$614	\$56,655	AY
Benz, Joseph J	Psychology	Professor	1.00	\$776	\$63,303	AY
Benzel, Kathryn N	English	Professor	1.00	\$786	\$64,949	AY
Benzel, Michael A	English	Professor	1.00	\$804	\$68,107	AY
Bicak, Charles	Biology	Professor	1.00	\$805	\$68,161	AY
Bishop, Paul L	Health, Physical Ed & Recreation	Professor	1.00	\$819	\$70,607	AY
Blauwkamp, Joan M	Political Science	Assoc Professor	1.00	\$636	\$50,115	AY
Bloomfield, Susanne Kathryn	English	Professor	1.00	\$781	\$64,104	AY
Bohnhoff, Michael	Academic Affairs	Director Operations Analysis	1.00	\$979	\$56,935	FY
Borchard, Kurt	Sociology Geography & Earth Science	Assoc Professor	1.00	\$636	\$50,006	AY
Borden, Karl J	Accounting/Finance	Professor	1.00	\$832	\$72,843	AY
Bressington, Cheryl	EO/Affirmative Action	Director Affirm Action/Equal Opp/Ada	0.60	\$494	\$28,694	FY
	Human Resources	Asst Director - Human Resources	0.40	\$329	\$19,129	FY
			1.00	\$823	\$47,823	
Bridges, Deborah E	Economics	Assoc Professor	1.00	\$674	\$56,448	AY
Briner, Wayne	Psychology	Professor	1.00	\$754	\$59,536	AY
Broekemier, Gregory M	Marketing & MIS	Professor	0.60	\$499	\$43,608	AY
	Marketing & MIS	Chairperson	0.40	\$393	\$32,590	AY
			1.00	\$892	\$76,198	
Brown, Dennis	Criminal Justice & Social Work	Assoc Professor	1.00	\$740	\$67,695	AY
Brown, Ruth E	Communication	Assoc Professor	1.00	\$636	\$50,006	AY
Buckner, Nathan A	Music & Performing Arts	Assoc Professor	1.00	\$636	\$50,006	AY
Burger, Paul R	Sociology Geography & Earth Science	Asst Professor	1.00	\$549	\$45,549	AY
Burkink, Timothy J	Marketing & MIS	Assoc Professor	1.00	\$755	\$70,247	AY
Butler, Jeanne M	Center for Teaching Excellence	Director Center Teaching Excellence	1.00	\$0	\$55,000	AY
Camp, Margaret	Accounting/Finance	Assoc Professor	1.00	\$709	\$62,426	AY

University of Nebraska - UNK
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Carlson Jr, Joseph R	Criminal Justice & Social Work	Professor	0.60	\$452	\$35,721	AY
	Criminal Justice & Social Work	Chairperson	0.40	\$363	\$27,333	AY
			1.00	\$815	\$63,054	
Carlson, Donn A	Physics & Physical Science	Professor	1.00	\$860	\$77,525	AY
Carlson, Kimberly Ann	Biology	Asst Professor	1.00	\$521	\$40,921	AY
Carnes, Holly A	Intercollegiate Athletics	Head Coach - Softball	1.00	\$463	\$26,924	FY
Carstenson, Larry G	Accounting/Finance	Assoc Professor	1.00	\$745	\$68,436	AY
Choonhasakulchoke, Wuthichai	Art & Art History	Asst Professor	1.00	\$535	\$43,229	AY
Christensen, Faline B	Family Studies and Interior Design	Asst Professor	1.00	\$525	\$41,525	AY
Christensen, Jane Ellen	Honors Program	Coordinator Honors Pgm	0.50	\$181	\$14,788	AY
Cisler, Valerie C	Music & Performing Arts	Professor	0.60	\$4,405	\$35,660	AY
	Music & Performing Arts	Chairperson	0.40	\$2,998	\$27,292	AY
			1.00	\$7,403	\$62,952	
Clark, Barbara I	Teacher Education	Assoc Professor	1.00	\$637	\$50,153	AY
Cocetti, Robert	Communication	Professor	1.00	\$819	\$70,585	AY
Colsden, Lyle	Family Studies and Interior Design	Assoc Professor	1.00	\$747	\$68,777	AY
Cook, James M	Music & Performing Arts	Professor	1.00	\$804	\$68,107	AY
Cook-Fong, Sandra K	Criminal Justice & Social Work	Assoc Professor	1.00	\$640	\$50,757	AY
Craig, Herbert E	Modern Languages	Professor	0.60	\$452	\$35,721	AY
	Modern Languages	Chairperson	0.40	\$363	\$27,333	AY
			1.00	\$815	\$63,054	
Crocker, Ronald J	Music & Performing Arts	Professor	0.50	\$413	\$35,904	AY
	Fine Arts & Humanities	Assoc Dean Fine Arts/Humanities	0.50	\$474	\$39,421	AY
			1.00	\$887	\$75,325	
Daake, Mary K	Academic Advising	Director Academic Advising	1.00	\$809	\$47,021	FY
Damon, John	English	Assoc Professor	1.00	\$8,911	\$49,895	AY
Dart, M Stanley	Sociology Geography & Earth Science	Assoc Professor	0.60	\$419	\$36,352	AY
	Sociology Geography & Earth Science	Chairperson	0.40	\$340	\$27,752	AY
			1.00	\$759	\$64,104	
Darveau, Scott A	Chemistry	Assoc Professor	1.00	\$636	\$50,006	AY
Davis, Gary L	Music & Performing Arts	Professor	0.60	\$459	\$36,905	AY
	Honors Program	Director Honors Pgm	0.40	\$306	\$27,433	AY
			1.00	\$765	\$64,338	
Davis, Roger P	History	Professor	1.00	\$781	\$64,248	AY
Day, Damon D	Intercollegiate Athletics	Head Coach - Baseball	0.68	\$359	\$20,859	FY
	Health, Physical Ed & Recreation	Lecturer	0.32	\$166	\$9,666	FY
			1.00	\$525	\$30,525	
De Goede, Geertruida C	Library	Reference Librarian/Asst Prof	1.00	\$603	\$54,671	FY
Dennis, Thomas L	Art & Art History	Assoc Professor	1.00	\$668	\$55,477	AY
Dillon, Jeremy S	Sociology Geography & Earth Science	Asst Professor	1.00	\$524	\$41,424	AY
Dinsmore, John Norman	Art & Art History	Professor	0.50	\$656	\$38,199	AY
Dinsmore, Julie Ann	Counseling & School Psychology	Professor	1.00	\$754	\$59,536	AY
Duffin, Diane L	Political Science	Assoc Professor	1.00	\$636	\$50,115	AY
Eckloff, Maurine C	Communication	Professor	0.50	\$681	\$39,627	AY
Eichhorst, Bruce	Biology	Asst Professor	1.00	\$548	\$45,432	AY
Elder, Bruce Robert	Accounting/Finance	Professor	0.60	\$485	\$41,199	AY
	Accounting/Finance	Chairperson	0.40	\$384	\$30,984	AY
			1.00	\$869	\$72,183	
Ellis, Mark R	History	Asst Professor	1.00	\$533	\$42,917	AY
Emal, Kent Clayton	Communication Disorders	Assoc Professor	1.00	\$714	\$63,270	AY

University of Nebraska - UNK
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Emrys, Barbara	English	Assoc Professor	0.60	\$391	\$31,646	AY
	English	Chairperson	0.40	\$322	\$24,616	AY
			1.00	\$713	\$56,262	
Enns, Jess G	Sociology Geography & Earth Science	Assoc Professor	1.00	\$728	\$65,678	AY
Envick, Donald D	Industrial Technology	Professor	1.00	\$859	\$77,396	AY
Ericson, Bradley L	Biology	Assoc Professor	1.00	\$702	\$61,264	AY
Eshleman, Thomas	Economics	Assoc Professor	1.00	\$665	\$54,997	AY
Estes, Kent	Counseling & School Psychology	Professor	0.60	\$478	\$40,125	AY
	Counseling & School Psychology	Chairperson	0.40	\$380	\$30,268	AY
			1.00	\$858	\$70,393	
Exstrom, Christopher	Chemistry	Assoc Professor	0.60	\$386	\$30,731	AY
	Chemistry	Chairperson	0.40	\$318	\$24,005	AY
			1.00	\$704	\$54,736	
Fendt, Eugene J	Philosophy	Professor	1.00	\$780	\$64,075	AY
Flagstad, Lois	Student Life Division	Director Res-Greek Life/Dean of Student	1.00	\$1,470	\$85,470	FY
Fleming, James Slate	Counseling & School Psychology	Assoc Professor	1.00	\$652	\$52,744	AY
Foradori, Anne	Music & Performing Arts	Assoc Professor	1.00	\$643	\$51,218	AY
Forrest, Krista D	Psychology	Assoc Professor	1.00	\$636	\$50,006	AY
Fort, Charles	English	Research Professor	0.50	\$409	\$35,223	AY
	English	Professor	0.50	\$409	\$35,223	AY
	English	Distinguished Professor	0.00	\$0	\$15,000	AY
			1.00	\$818	\$85,446	
Fox, Jerald Lee	International Education	Director Int'l Educ	1.00	\$1,457	\$84,727	FY
Fredrickson, Scott	Teacher Education	Professor	1.00	\$765	\$61,508	AY
Freeman Gregory, Lucille M	Teacher Education	Professor	1.00	\$804	\$68,080	AY
Frickel, Beverly J	Accounting/Finance	Assoc Professor	1.00	\$819	\$81,062	AY
Fronczak, Janice	Theatre	Asst Professor	1.00	\$510	\$39,069	AY
Garrison, Jack	Theatre	Assoc Professor	1.00	\$707	\$62,146	AY
Gilbert, James N	Criminal Justice & Social Work	Professor	1.00	\$848	\$75,462	AY
Glazier, Stephen D	Sociology Geography & Earth Science	Professor	1.00	\$804	\$68,034	AY
Gonzalez, Eduardo	Modern Languages	Assoc Professor	1.00	\$3,103	\$57,171	AY
Grandone, Marion L	English	Asst Professor	0.50	\$495	\$28,818	AY
Greni, Nadene P	Industrial Technology	Asst Professor	1.00	\$564	\$48,064	AY
Haack, Randal L	Business and Finance	Vice Chancellor Business/Finance	1.00	\$1,823	\$105,993	FY
Hadley, Marilyn	Education	Dean Education	1.00	\$5,451	\$106,377	FY
Hall, Steven C	Accounting/Finance	Assoc Professor	1.00	\$850	\$86,262	AY
Hamaker, Michelle L	University Public Safety	Director Univ Public Safety	1.00	\$819	\$47,624	FY
Hansen, Tommy L	Teacher Education	Assoc Professor	1.00	\$660	\$54,143	AY
Harms, Sherri K	Computer Science & Information Syst	Asst Professor	1.00	\$673	\$66,573	AY
Harriott, Janette	Music & Performing Arts	Asst Professor	1.00	\$512	\$39,412	AY
Harris, Phyllis G	Multi-Cultural	Director of Multicultural Affairs	1.00	\$801	\$46,589	FY
Harrold, Francis B	Natural & Social Sciences	Dean Natural/Social Sciences	1.00	\$1,795	\$104,351	FY
Hart, Anita	Modern Languages	Professor	1.00	\$776	\$63,303	AY
Hartman, Mark D	Art & Art History	Assoc Professor	0.60	\$382	\$30,004	AY
	Art & Art History	Chairperson	0.40	\$315	\$23,520	AY
			1.00	\$697	\$53,524	
Hastings, John D	Computer Science & Information Syst	Asst Professor	1.00	\$695	\$70,272	AY
Heckman, Randall	Mathematics & Statistics	Professor	1.00	\$860	\$77,525	AY
Heelan, Catherine A	Health, Physical Ed & Recreation	Asst Professor	1.00	\$538	\$43,698	AY
Heidenreich, Sheryl	Library	Coor Ref Lib/Loan/Doc Del/Asst Prof	1.00	\$535	\$43,279	FY

University of Nebraska - UNK
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Hertner, John	Biology	Professor	1.00	\$821	\$70,921	AY
Hilton, Laurence M	Communication Disorders	Professor	1.00	\$852	\$76,120	AY
Hoback, William W	Biology	Assoc Professor	1.00	\$636	\$50,006	AY
Hodge, Kay A	Management	Assoc Professor	1.00	\$688	\$58,871	AY
Hoehner, Patricia	Educational Administration	Assoc Professor	0.60	\$407	\$34,413	AY
	Educational Administration	Chairperson	0.40	\$333	\$26,460	AY
			1.00	\$740	\$60,873	
Hof, David D	Counseling & School Psychology	Asst Professor	1.00	\$540	\$44,112	AY
Hogg, Nanette M	Communication	Asst Professor	1.00	\$2,084	\$52,984	AY
Honeyman, Susan E	English	Asst Professor	1.00	\$500	\$37,400	AY
Hossain, Syed A	Mathematics & Statistics	Assoc Professor	1.00	\$686	\$58,564	AY
Hueser, Gerald A	Health, Physical Ed & Recreation	Asst Professor	0.50	\$508	\$29,559	AY
Jacobson, Howard J	Art & Art History	Professor	1.00	\$776	\$63,303	AY
Jacobson, Thomas P	Educational Administration	Assoc Professor	1.00	\$685	\$58,436	AY
Javidi, Akbar	Communication	Assoc Professor	1.00	\$672	\$56,201	AY
Jenkins, L Allan	Economics	Professor	0.60	\$483	\$40,950	AY
	Economics	Chairperson	0.40	\$383	\$30,818	AY
			1.00	\$866	\$71,768	
Jensen, Darrel V	Nebraska Safety Center	Assoc Professor	0.75	\$547	\$49,449	AY
	Nebraska Safety Center	Director Safety Center	0.25	\$183	\$16,483	AY
			1.00	\$730	\$65,932	
Jensen, Susan M	Management	Asst Professor	1.00	\$668	\$65,668	AY
Jurma, William	Fine Arts & Humanities	Dean Fine Arts/Humanities	1.00	\$0	\$93,485	FY
Karraker, Jack A	Art & Art History	Professor	0.50	\$685	\$39,824	AY
Kauders, Audrey S	Museum of Nebraska Art	Director/Curator of Mona	1.00	\$1,246	\$72,471	FY
Kaufman, Don A	Chemistry	Professor	1.00	\$867	\$78,789	AY
Keith, Diana J	Library	Head Gov Documents/Assoc Professor	1.00	\$687	\$58,759	FY
Kelley, Daryl G	Sociology Geography & Earth Science	Professor	1.00	\$4,612	\$59,450	AY
Kime, Katherine A	Mathematics & Statistics	Assoc Professor	1.00	\$639	\$50,601	AY
Kimmons, Janice K	Family Studies and Interior Design	Asst Professor	1.00	\$525	\$41,525	AY
Kneen, Nancy J	Career Services	Director Career Services	1.00	\$831	\$48,323	FY
Konecny, Ron	Management	Professor	1.00	\$804	\$67,995	AY
Korb, Leslie A	Management	Asst Professor	1.00	\$666	\$65,459	AY
Kotcherlakota, Vani V	Economics	Professor	1.00	\$801	\$67,537	AY
Kovacs, Frank A	Chemistry	Asst Professor	1.00	\$518	\$40,418	AY
Kristensen, Douglas A	Office of the Chancellor	Chancellor	1.00	\$9,520	\$178,000	FY
Kronfield, Elizabeth	Art & Art History	Asst Professor	1.00	\$510	\$39,069	AY
Kropp, Sonja Dams	Modern Languages	Assoc Professor	1.00	\$643	\$51,218	AY
Kropp, Tom	Health, Physical Ed & Recreation	Asst Professor	0.50	\$293	\$25,836	AY
	Intercollegiate Athletics	Head Coach - Mens Basketball	0.50	\$292	\$25,835	AY
	Intercollegiate Athletics	Head Coach-Mens Basketball	0.00	\$227	\$13,186	AY
			1.00	\$812	\$64,857	
Kruse, Martha J	English	Assoc Professor	1.00	\$636	\$50,023	AY
Kuskie, Larry Dale	Industrial Technology	Professor	1.00	\$812	\$69,329	AY
Kuskie, Marlene M	Counseling & School Psychology	Professor	0.50	\$383	\$30,755	AY
	Education	Assoc Dean Education	0.50	\$443	\$34,272	AY
			1.00	\$826	\$65,027	
Lakey, John L	Human Resources	Asst VCBF/Dir Human Resources	1.00	\$1,139	\$66,208	FY
Lang, Michelle A	Art & Art History	Asst Professor	1.00	\$513	\$39,513	AY

University of Nebraska - UNK
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Larson, Kennard G	Industrial Technology	Professor	0.60	\$488	\$41,788	AY
	Industrial Technology	Chairperson	0.40	\$386	\$31,377	AY
			1.00	\$874	\$73,165	
Larson, Lillian C	Communication Disorders	Assoc Professor	1.00	\$676	\$56,896	AY
Lawson, George M	Communication	Assoc Professor	1.00	\$697	\$60,430	AY
Lebsack, Richard R	Management	Professor	1.00	\$849	\$75,731	AY
Lebsack, Sandra Ann	Management	Assoc Professor	0.60	\$439	\$39,706	AY
	Management	Chairperson	0.40	\$353	\$29,988	AY
			1.00	\$792	\$69,694	
Lewis, Joan D	Teacher Education	Assoc Professor	1.00	\$639	\$50,601	AY
Lewis, William R	University Relations	Vice Chancellor Univ Relations	1.00	\$126	\$93,033	FY
Lightner, Stanley L	Industrial Technology	Assoc Professor	1.00	\$3,109	\$58,211	AY
Lillis, John G	Library	Reference Librarian/Assoc Prof	1.00	\$679	\$57,380	FY
Lilly, Carol S	History	Professor	0.60	\$3,661	\$35,664	AY
	History	Chairperson	0.40	\$2,503	\$27,295	AY
			1.00	\$6,164	\$62,959	
Livingston, Kathy E	Institutional Research	Director Institutional Research	1.00	\$927	\$53,920	FY
Lomicky, Carol S	Communication	Assoc Professor	1.00	\$646	\$51,705	AY
Longo, Peter J	Political Science	Professor	0.60	\$472	\$38,970	AY
	Political Science	Chairperson	0.40	\$375	\$29,497	AY
			1.00	\$847	\$68,467	
Lopez, Samuel T	Health, Physical Ed & Recreation	Asst Professor	1.00	\$541	\$44,269	AY
Louishomme, Claude A	Political Science	Asst Professor	1.00	\$556	\$46,716	AY
Luscher, Robert M	English	Professor	1.00	\$803	\$67,900	AY
Lutfiyya, Lutfi A	Mathematics & Statistics	Professor	0.60	\$476	\$39,859	AY
	Mathematics & Statistics	Chairperson	0.40	\$379	\$30,091	AY
			1.00	\$855	\$69,950	
Luthans, Kyle W	Management	Assoc Professor	1.00	\$751	\$69,542	AY
Markes, C Trecia	Physics & Physical Science	Asst Professor	1.00	\$597	\$53,779	AY
Markes, Mark E	Physics & Physical Science	Assoc Professor	1.00	\$5,034	\$49,918	AY
Markussen, Phyllis Ann	Family Studies and Interior Design	Professor	0.60	\$466	\$37,982	AY
	Family Studies and Interior Design	Chairperson	0.40	\$371	\$28,839	AY
			1.00	\$837	\$66,821	
Martin, Thomas Scott	Philosophy	Professor	1.00	\$780	\$64,075	AY
Marxsen, Craig S	Economics	Assoc Professor	1.00	\$721	\$64,411	AY
Mason, Sharon	Library	Head Catalog Dept/Professor	1.00	\$808	\$68,762	FY
Mattson, Jean L	Budget Office	Budget Officer	1.00	\$912	\$53,033	FY
May, James Michael	Art & Art History	Asst Professor	0.50	\$307	\$28,253	AY
McBride, Jon L	Intercollegiate Athletics	Athletic Director	1.00	\$2,641	\$90,681	FY
McFarland, Max A	Counseling & School Psychology	Professor	1.00	\$776	\$63,303	AY
	Physics & Physical Science	Professor	0.60	\$2,635	\$35,671	AY
	Physics & Physical Science	Chairperson	0.40	\$1,818	\$27,298	AY
			1.00	\$4,453	\$62,969	
Messersmith, Kenneth G	Teacher Education	Asst Professor	1.00	\$596	\$53,628	AY
Meyer, Andrew	Intercollegiate Athletics	Head Coach - Mens Track	0.50	\$325	\$18,907	FY
	Intercollegiate Athletics	Head Coach - Womens Track	0.50	\$325	\$18,907	FY
			1.00	\$650	\$37,814	
Miller, Josephine	Music & Performing Arts	Asst Professor	1.00	\$540	\$44,086	AY
Miller, Michael Arthur	Facilities Mgt & Planning	Director of Facilities	1.00	\$1,460	\$84,914	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Miller, Richard L	Psychology	Professor	0.60	\$500	\$43,795	AY
	Psychology	Chairperson	0.40	\$394	\$32,714	AY
			1.00	\$894	\$76,509	
Mitchell, Darleen L	Music & Performing Arts	Asst Professor	1.00	\$525	\$41,509	AY
Mollenkopf, Dawn L	Teacher Education	Asst Professor	1.00	\$549	\$45,549	AY
Montgomery, Donna J	Teacher Education	Assoc Professor	1.00	\$3,066	\$50,931	AY
Moore, Tami J	Family Studies and Interior Design	Assoc Professor	1.00	\$6,338	\$49,910	AY
Moorman, Marta K	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$636	\$50,133	AY
Morgan, Donald Ace	Accounting/Finance	Professor	0.75	\$661	\$60,842	AY
	MBA Program	Director MBA Pgm	0.25	\$220	\$20,280	AY
			1.00	\$881	\$81,122	
Morris, Darrell Wayne	Intercollegiate Athletics	Head Coach - Football	0.90	\$954	\$55,447	FY
	Health, Physical Ed & Recreation	Lecturer	0.10	\$106	\$6,160	FY
			1.00	\$1,060	\$61,607	
Morrow, Sherry	Nebraska Safety Center	Asst Professor	1.00	\$591	\$52,682	AY
Mosher, Michael D	Chemistry	Professor	1.00	\$7,342	\$59,434	AY
Mosig, Yozan Dirk	Psychology	Professor	1.00	\$827	\$71,986	AY
Murray Jr, Finnie A	Academic Affairs	Senior VC Academic Affairs/Student Life	1.00	\$0	\$135,000	FY
Nabb, David B	Music & Performing Arts	Assoc Professor	1.00	\$652	\$52,744	AY
Nagel, Harold George	Biology	Professor	0.50	\$440	\$40,255	AY
Nelson, Kenneth D	Educational Administration	Assoc Professor	1.00	\$678	\$57,139	AY
Niemann, Donald F	Mathematics & Statistics	Assoc Professor	1.00	\$735	\$66,774	AY
Nikels, Kenneth	Graduate Studies & Research	Dean Grad Studies/Research	0.90	\$1,643	\$95,547	FY
	Academic Affairs	Asst VC Academic Affairs	0.10	\$183	\$10,633	FY
			1.00	\$1,826	\$106,180	
Obermier, Timothy	Industrial Technology	Assoc Professor	1.00	\$679	\$57,322	AY
Oseth, John M	Office of the Chancellor	Exec Asst to the Chanc	1.00	\$3,109	\$95,071	FY
Osmanski, Teresa L	Intercollegiate Athletics	Head Coach - Swimming	0.50	\$315	\$18,328	AY
Palmer, David K	Management	Assoc Professor	1.00	\$745	\$68,507	AY
Payne, James F	Music & Performing Arts	Professor	1.00	\$821	\$70,921	AY
Payne, Kay	Center for Rural Rsch Development	Director Ctr Rural Research/Development	1.00	\$1,006	\$58,486	FY
Pearson, Lon	Modern Languages	Professor	1.00	\$847	\$75,310	AY
Peck, Elizabeth G	English	Assoc Professor	1.00	\$676	\$56,833	AY
Peek, Charles A	English	Professor	1.00	\$776	\$63,303	AY
	English	Distinguished Professor	0.00	\$0	\$3,500	AY
			1.00	\$776	\$66,803	
Pelc, Sharon	Student Center/Union	Director Student Union/Asst VCSA	1.00	\$972	\$56,522	FY
Plote, Jesse O	Intercollegiate Athletics	Head Coach - Tennis	0.50	\$0	\$12,000	FY
Potthoff, Dennis E	Teacher Education	Professor	0.60	\$455	\$36,267	AY
	Teacher Education	Chairperson	0.40	\$365	\$27,696	AY
			1.00	\$820	\$63,963	
Powell, Glen Huel	Teacher Education	Professor	1.00	\$816	\$70,115	AY
Price, Robert I	Physics & Physical Science	Assoc Professor	1.00	\$705	\$61,687	AY
Rieder, Paula M	History	Asst Professor	1.00	\$537	\$43,591	AY
Riessland, Larry	Finance Office	Director of Finance	1.00	\$990	\$57,507	FY
Roark, James	Chemistry	Asst Professor	1.00	\$896	\$83,602	AY
Rothenberger, Steven J	Biology	Professor	1.00	\$786	\$64,949	AY
Rowling, James C	Library	Hd Acquisition & Ser/Assoc Prof	1.00	\$707	\$62,120	FY
Rozema, David	Philosophy	Professor	1.00	\$754	\$59,536	AY
Rundstrom, James	Alumni Association	Director Alumni Services	1.00	\$1,118	\$65,041	FY

* Refer also to funding at other campus

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Russell, Carol J	Intercollegiate Athletics	Head Coach - Womens Basketball	1.00	\$890	\$51,765	FY
Rycek, Robert F	Psychology	Professor	0.50	\$388	\$31,677	AY
	Natural & Social Sciences	Assoc Dean Natural/Social Sci	0.50	\$449	\$35,196	AY
			1.00	\$837	\$66,873	
Sasse, Scott W	Criminal Justice & Social Work	Asst Professor	1.00	\$547	\$45,309	AY
Scantling III, Edgar L	Health, Physical Ed & Recreation	Professor	0.60	\$466	\$37,982	AY
	Health, Physical Ed & Recreation	Chairperson	0.40	\$371	\$28,839	AY
			1.00	\$837	\$66,821	
Schaaf, Gary D	Music & Performing Arts	Professor	1.00	\$786	\$64,949	AY
Schipporeit, Kimra F	Student Records	Director Student Records/Registration	1.00	\$1,401	\$81,434	FY
Schnieder, Jeremy L	English	Lecturer	0.75	\$255	\$19,380	AY
	Writing Center	Coordinator Writing Center	0.25	\$85	\$6,460	AY
			1.00	\$340	\$25,840	
Schnoor, Neal H	Teacher Education	Assoc Professor	0.50	\$318	\$25,003	AY
	Music & Performing Arts	Assoc Professor	0.50	\$318	\$25,003	AY
			1.00	\$636	\$50,006	
Schroeder, Deborah K	Information Technology Services	Asst Vice Chan Info Tech	1.00	\$1,690	\$98,280	FY
Schuessler, Richard	Art & Art History	Assoc Professor	1.00	\$652	\$52,744	AY
Scofield, Thomas R	Counseling & School Psychology	Assoc Professor	1.00	\$655	\$53,198	AY
Seaton, Lloyd	Accounting/Finance	Assoc Professor	1.00	\$850	\$86,262	AY
Seshadri, Srivatsa	Marketing & MIS	Professor	1.00	\$4,245	\$72,013	AY
Shaffer, Julie J	Biology	Assoc Professor	1.00	\$6,098	\$49,912	AY
Sheldon, Jane	Business Services	Director Business Services	1.00	\$797	\$46,357	FY
Sherwood, Laura F	Communication	Asst Professor	1.00	\$524	\$41,424	AY
Siedschlaw, Kurt D	Criminal Justice & Social Work	Assoc Professor	1.00	\$669	\$55,632	AY
Sinclair, Bedford David	English	Asst Professor	1.00	\$616	\$56,930	AY
Skinner, Kerri M	Teacher Education	Asst Professor	0.50	\$271	\$22,135	AY
	Biology	Asst Professor	0.50	\$270	\$22,134	AY
			1.00	\$541	\$44,269	
Sluti, Donald G	Management	Assoc Professor	1.00	\$749	\$69,164	AY
Smith, Kathleen J	Business & Technology	Dean Business/Technology	1.00	\$1,910	\$111,068	FY
Snider, Daren P	Modern Languages	Asst Professor	1.00	\$537	\$43,591	AY
Snyder, Lewis Leroy	Communication	Professor	1.00	\$765	\$61,508	AY
Spessard-Schueth, Linda L	Biology	Professor	1.00	\$824	\$71,448	AY
Springer, Joseph T	Biology	Professor	1.00	\$814	\$69,695	AY
Squiers, Richard D	Intercollegiate Athletics	Head Coach - Volleyball	0.90	\$719	\$41,797	FY
Steele, Janet E	Biology	Assoc Professor	1.00	\$652	\$52,744	AY
Stolzer, Jeanne M	Family Studies and Interior Design	Asst Professor	1.00	\$515	\$39,915	AY
Strawhecker, Jane E	Teacher Education	Asst Professor	1.00	\$2,040	\$45,540	AY
Swinney, Laurie S	Accounting/Finance	Professor	1.00	\$936	\$90,336	AY
Switky, Robert B	Political Science	Asst Professor	1.00	\$543	\$44,543	AY
Tassi, Marguerite A	English	Assoc Professor	1.00	\$636	\$50,079	AY
Taylor, Kenya	Communication Disorders	Professor	0.60	\$4,281	\$35,662	AY
	Communication Disorders	Chairperson	0.40	\$2,914	\$27,291	AY
			1.00	\$7,195	\$62,953	
Terry, Keith E	Communication	Professor	0.60	\$459	\$36,905	AY
	Communication	Chairperson	0.40	\$367	\$28,121	AY
			1.00	\$826	\$65,026	
Tidwell, David O	Theatre	Asst Professor	1.00	\$525	\$41,509	AY
Tillery, Ann B	Office of Communication	Director of Univ Communications	1.00	\$838	\$48,736	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Tracy, Glenn E	Teacher Education	Assoc Professor	1.00	\$3,438	\$49,927	AY
Tuttle, Ronald H	Industrial Technology	Professor	1.00	\$836	\$73,419	AY
Twigg, Paul	Biology	Assoc Professor	1.00	\$652	\$52,744	AY
Umland, Rebecca A	English	Professor	1.00	\$776	\$63,303	AY
Umland, Samuel J	English	Professor	1.00	\$781	\$64,131	AY
Unruh, Scott A	Health, Physical Ed & Recreation	Assoc Professor	1.00	\$638	\$50,377	AY
Valluru, Sivarama K	Economics	Asst Professor	1.00	\$578	\$50,578	AY
Van Ingen, Linda	History	Asst Professor	1.00	\$533	\$42,917	AY
Volpe, Vernon L	History	Professor	1.00	\$786	\$64,949	AY
Wadkins, Theresa A	Psychology	Asst Professor	1.00	\$549	\$45,675	AY
Walden, Robert J	Teacher Education	Asst Professor	1.00	\$554	\$46,454	AY
Walker, Robert Edwin	Teacher Education	Professor	0.60	\$493	\$42,591	AY
	Teacher Education	Asst Chair Teacher Education	0.40	\$389	\$31,911	AY
			1.00	\$882	\$74,502	
Wiersma, Beth A	Criminal Justice & Social Work	Assoc Professor	1.00	\$5,155	\$49,917	AY
Wilke, Janet Stoeger	Library	Reference Librarian/Assoc Prof	1.00	\$712	\$62,953	FY
Willis, Barton	Mathematics & Statistics	Professor	1.00	\$754	\$59,536	AY
Wozniak, William J	Psychology	Professor	1.00	\$813	\$69,562	AY
Wubbels, Gene G	Chemistry	Professor	1.00	\$896	\$83,602	AY
Wysocki, Diane Kholos	Sociology Geography & Earth Science	Assoc Professor	1.00	\$639	\$50,601	AY
Younes, Maha N	Criminal Justice & Social Work	Assoc Professor	0.75	\$489	\$39,558	AY
	Criminal Justice & Social Work	Director Social Work	0.25	\$224	\$16,704	AY
			1.00	\$713	\$56,262	
Young, Robert W	Business & Technology	Assoc Dean Business & Technology	0.50	\$426	\$36,561	AY
	Accounting/Finance	Assoc Professor	0.50	\$366	\$33,044	AY
			1.00	\$792	\$69,605	
Zaruba, Gary	Art & Art History	Professor	0.50	\$684	\$39,745	AY
Zeller, Gail	Center for Academic Success	Director Student Support Serv	0.80	\$748	\$43,483	FY
	Learning Strategies	Lecturer	0.10	\$93	\$5,435	FY
	Center for Academic Success	Learning Center Director	0.10	\$93	\$5,435	FY
			1.00	\$934	\$54,353	
Ziebarth-Bovill, Jane	Teacher Education	Asst Professor	1.00	\$533	\$42,905	AY

University of Nebraska - UNL
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Abbott, Douglas A	Family & Consumer Science	Professor	0.75	\$1,336	\$68,111	FY
* <i>See also: IANR</i>						
Abdelrahman, Magdy A	Civil Engineering	Research Assistant Professor	1.00	\$750	\$61,850	FY
Adams, Agnes	University Libraries	Professor	1.00	\$1,595	\$72,371	FY
Adams, Kate E	University Libraries	Professor	1.00	\$1,545	\$65,669	FY
	University Libraries	Coordinator	0.00	\$0	\$1,200	FY
			1.00	\$1,545	\$66,869	
Adams, Stephanie G	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$7,137	\$70,499	AY
Aden-Fox, Nancy M	EE&O Distance Education Svcs	Director	1.00	\$1,634	\$63,300	FY
Adenwalla, Shireen	Physics & Astronomy	Assoc Professor	1.00	\$1,445	\$67,045	AY
Adkin, Neil	Classics & Religious Studies	Assoc Professor	1.00	\$1,128	\$52,550	AY
Admiraal, David M	Civil Engineering	Asst Professor	1.00	\$1,557	\$65,288	AY
Agee, Jonis	English	Professor	1.00	\$5,582	\$91,632	AY
Albers, Lonnie S	Athletics	Director	1.00	\$3,376	\$130,754	FY
Alexander, Dennis R	Electrical Engineering	Professor	1.00	\$5,803	\$136,776	AY
	Electrical Engineering	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$5,803	\$141,776	
Allen III, John C	Sociology	Professor	0.07	\$0	\$5,613	FY
Allen, Arthur C	School of Accountancy	Assoc Professor	1.00	\$3,760	\$109,569	AY
Allen, David H	College of Engineering & Technology	Dean	1.00	\$2,106	\$212,706	FY
Allen, Francis	Athletics	Director	1.00	\$2,317	\$89,760	FY
Allgood, Sam Anthony	Economics	Assoc Professor	1.00	\$2,875	\$75,818	AY
Allison, Deeann K	University Libraries	Professor	1.00	\$2,150	\$79,301	FY
	University Libraries	Director	0.00	\$0	\$1,200	FY
			1.00	\$2,150	\$80,501	
Alloway, Richard K	Broadcasting	Asst Professor	1.00	\$1,700	\$65,962	FY
Ambrosius, Lloyd	History	Professor	1.00	\$1,906	\$88,551	AY
Amedeo, Douglas M	Anthropology and Geography	Professor	1.00	\$1,200	\$67,967	AY
Anderson, Christine F	Athletics	Associate Director	1.00	\$2,551	\$98,834	FY
Anderson, John E	Economics	Chairperson	0.60	\$1,980	\$73,535	AY
	Economics	Professor	0.40	\$1,320	\$44,357	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,300	\$127,892	
Anderson, Mark Robert	Geosciences	Assoc Professor	1.00	\$2,473	\$74,522	AY
Anderson, Michael	Athletics	Head Coach	1.00	\$2,931	\$113,531	FY
Anderson, Scott L	School of Music	Assoc Professor	1.00	\$1,975	\$58,494	AY
Andrews, Larry K	Teaching, Learning & Teacher Ed	Professor	1.00	\$588	\$100,021	AY
Angeletti, Anisa K	School of Biological Sciences	Research Assistant Professor	1.00	\$1,055	\$41,055	FY
Angeletti, Peter C	School of Biological Sciences	Asst Professor	1.00	\$1,089	\$50,589	AY
Ankerson, Katherine S	Architecture	Assoc Professor	1.00	\$2,200	\$60,193	AY
Ansorge, Charles J	Educational Psychology	Professor	1.00	\$1,745	\$86,991	AY
Archer, John Clark	Anthropology and Geography	Professor	1.00	\$1,532	\$67,810	AY
Arnould, Eric J	Marketing	Professor	0.75	\$2,888	\$95,192	AY
	Agribusiness	Director	0.25	\$962	\$31,730	AY
	Marketing	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,850	\$136,922	
Arth, Alfred Arthur	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,177	\$80,212	AY
Asato, Noriko	Modern Language & Literature	Asst Professor	1.00	\$5,500	\$49,475	AY
Asgarpoor, Sohrab	Electrical Engineering	Assoc Professor	1.00	\$600	\$78,126	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Athanassopoulos, Effie F	Anthropology and Geography	Asst Professor	0.60	\$464	\$26,889	AY
	Classics & Religious Studies	Asst Professor	0.40	\$310	\$17,926	AY
			1.00	\$774	\$44,815	
Atkin, Audrey L	School of Biological Sciences	Asst Professor	1.00	\$973	\$53,804	AY
Avalos, George	Mathematics	Assoc Professor	1.00	\$1,450	\$66,350	AY
Avery, William P	Political Science	Professor	1.00	\$2,300	\$63,635	AY
Avolio, Bruce J	Management	Professor	1.00	\$5,900	\$135,430	AY
	Management	College Professor	0.00	\$0	\$40,650	AY
			1.00	\$5,900	\$176,080	
Avramov, Luchezar L	Mathematics	Professor	1.00	\$4,025	\$141,350	AY
	Mathematics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,025	\$151,350	
Avramova, Zoya V	School of Biological Sciences	Assoc Professor	1.00	\$1,296	\$66,619	AY
Awakuni-Swetland, Mark J	Anthropology and Geography	Asst Professor	1.00	\$1,809	\$43,809	AY
Ayers, Jerry F	School of Natural Resources	Assoc Professor	0.25	\$467	\$19,916	FY
* <i>See also: IANR</i>						
Aziznamini, Atorod	Civil Engineering	Professor	1.00	\$3,940	\$102,980	AY
Baack, Kristie L	Student Involvement	Assistant Director	1.00	\$1,166	\$54,168	FY
Bachman, Gwendolyn C	School of Biological Sciences	Asst Professor	1.00	\$5,015	\$56,163	AY
Baesu, Eveline	Engineering Mechanics	Asst Professor	1.00	\$6,932	\$73,226	AY
Bahar, Ezekiel	Electrical Engineering	Professor	1.00	\$600	\$155,312	AY
	Electrical Engineering	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$600	\$170,312	
Bailey, John Robert	School of Music	Professor	1.00	\$1,382	\$72,177	AY
	School of Music	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$1,382	\$77,177	
Balasubramanian, Radha	Modern Language & Literature	Assoc Professor	1.00	\$1,400	\$52,613	AY
	Modern Language & Literature	Vice Chairperson	0.00	\$0	\$900	AY
			1.00	\$1,400	\$53,513	
Baldwin, Virginia A	University Libraries	Assoc Professor	1.00	\$9,000	\$60,109	FY
Balke, Thomas E	School of Accountancy	College Professor	0.00	\$0	\$5,000	AY
Balkir, Sina	Electrical Engineering	Assoc Professor	1.00	\$5,090	\$82,559	AY
Ball, Allen Dwayne	Marketing	Assoc Professor	1.00	\$1,200	\$81,205	AY
Ballard, John L	College of Engineering & Technology	Associate Dean	1.00	\$4,800	\$163,568	FY
Barber, Carolyn A	School of Music	Assoc Professor	1.00	\$1,385	\$59,685	AY
Barber, Marie A	EE&O Instructional Design & Dev	Director	1.00	\$1,429	\$62,496	FY
Barger, Diane C	School of Music	Assoc Professor	1.00	\$1,342	\$58,974	AY
Barnes, Joan M	University Libraries	Asst Professor	1.00	\$750	\$42,452	FY
Barnes, Kira B	University Libraries	Asst Professor	1.00	\$0	\$37,034	FY
Barnes, Paul E	School of Music	Assoc Professor	1.00	\$1,978	\$63,084	AY
Barrett, Laverne A	Ag Leadership Educ & Comm	Professor	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						
Bartels, Ronald H	Art & Art History	Assoc Professor	1.00	\$857	\$62,080	AY
Barthuli, Ardis R	Chemical Engineering	Coordinator	1.00	\$3,228	\$72,328	FY
Barton, John Paul	Mechanical Engineering	Professor	1.00	\$2,000	\$89,834	AY
Basolo, Alexandra L	School of Biological Sciences	Assoc Professor	1.00	\$7,641	\$72,778	AY
Batelaan, Herman	Physics & Astronomy	Assoc Professor	1.00	\$2,750	\$67,928	AY
Bateman, Arnold J	Extended Education & Outreach	Assoc Vice Chancellor	0.50	\$1,584	\$61,347	FY
* <i>See also: IANR</i>						
Bates, Rodney L	University Television	Director	1.00	\$2,848	\$145,252	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Bauer, Lois Grace	English	Assoc Professor	1.00	\$872	\$59,001	AY
Becker, Edward F	Philosophy	Assoc Professor	1.00	\$500	\$41,773	AY
Becker, Karen A	School of Music	Assoc Professor	1.00	\$1,231	\$50,221	AY
Behrendt, Patricia Flanagan	Theatre Arts	Assoc Professor	1.00	\$540	\$44,976	AY
Behrendt, Stephen C	English	Professor	1.00	\$1,799	\$83,584	AY
	English	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$1,799	\$98,584	
Belasco, Susan M	English	Professor	1.00	\$1,867	\$86,737	AY
Belli, Robert F	Psychology	Assoc Professor	1.00	\$1,553	\$72,153	AY
	NRI Gallup Research Center	Associate Director	0.00	\$0	\$2,400	AY
			1.00	\$1,553	\$74,553	
Belot Jr, John A	Chemistry	Asst Professor	1.00	\$1,100	\$58,328	AY
Benak, Joseph V	Civil Engineering @ UNO	Professor	1.00	\$1,500	\$94,618	AY
Bender, John	News - Editorial	Assoc Professor	1.00	\$1,625	\$66,108	AY
Berens, Charlyne R	News - Editorial	Assoc Professor	1.00	\$2,200	\$65,952	AY
Berger, Patrice M	University Honors Program UNL	Director/Chair	1.00	\$2,833	\$105,729	FY
	History	Professor	0.00	\$0	\$2,500	FY
			1.00	\$2,833	\$108,229	
Bergstrom, Robert F	English	Professor	1.00	\$1,964	\$69,922	AY
Berkowitz, David B	Chemistry	Assoc Professor	1.00	\$1,935	\$73,401	AY
Bernholz, Charles D	University Libraries	Asst Professor	1.00	\$850	\$42,450	FY
Bernstein, Stuart P	Construction Systems	Asst Professor	1.00	\$2,100	\$62,700	AY
Bernthal, John E	Special Ed & Communic Disorders	Director/Chair	0.60	\$1,944	\$78,912	FY
	Special Ed & Communic Disorders	Professor	0.40	\$1,309	\$50,688	FY
			1.00	\$3,253	\$129,600	
Bernthal, Rebecca Ann	University Libraries	Assoc Professor	1.00	\$1,345	\$58,386	FY
Berryman, Charles W	Construction Management	Assoc Professor	1.00	\$1,365	\$69,618	AY
Bethea, Charles Henry	Lied Center for Performing Arts	Director	0.85	\$2,098	\$89,052	FY
	Theatre Arts	Asst Professor	0.15	\$395	\$15,741	FY
			1.00	\$2,493	\$104,793	
Bettis, Clifford L	Physics & Astronomy	Research Associate Professor	1.00	\$1,095	\$50,782	AY
Betts, Nancy M	Nutrition & Health Sciences	Professor	0.50	\$1,163	\$38,738	FY
* <i>See also: IANR</i>						
Beukelman, David R	Special Ed & Communic Disorders	University Professor	0.83	\$2,880	\$111,141	FY
* <i>See also: UNMC</i>						
Bevins, Rick A	Psychology	Assoc Professor	1.00	\$3,600	\$70,271	AY
Bicknell-Holmes, Tracy	University Libraries	Chairperson	0.60	\$1,226	\$44,530	FY
	University Libraries	Professor	0.40	\$817	\$28,886	FY
			1.00	\$2,043	\$73,416	
Bilder, Christopher R	Statistics	Asst Professor	0.55	\$829	\$34,654	AY
* <i>See also: IANR</i>						
Binek, Christian	Physics & Astronomy	Asst Professor	1.00	\$1,322	\$61,322	AY
Birnstihl, Elizabeth A	Cooperative Ext Division	Associate Dean	0.05	\$166	\$6,479	FY
* <i>See also: IANR</i>						
Bischoff, Richard J	Family & Consumer Science	Assoc Professor	0.75	\$1,608	\$56,260	FY
* <i>See also: IANR</i>						
Bishu, Ramaratnam Ram	Industrial & Mgmt Syst Engineering	Professor	1.00	\$2,070	\$91,787	AY
Blaha, Franz G	English	Assoc Professor	1.00	\$246	\$49,414	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Bleed, Peter A	College of Arts & Sciences	Associate Dean	0.75	\$2,293	\$63,106	AY
	Anthropology and Geography	Professor	0.25	\$764	\$19,867	AY
			1.00	\$3,057	\$82,973	
Blum, Paul H	School of Biological Sciences	Assoc Professor	1.00	\$1,635	\$68,096	AY
Bobaru, Florin	Engineering Mechanics	Asst Professor	1.00	\$1,432	\$66,512	AY
Boden, Dana W	University Libraries	Assoc Professor	1.00	\$700	\$51,197	FY
Boehm, Marcus L	Athletics	Associate Director	1.00	\$3,975	\$153,975	FY
Bogardi, Istvan	Civil Engineering	Professor	1.00	\$1,550	\$104,248	AY
Bolin, Mary K	University Libraries	Chairperson	0.60	\$1,350	\$46,790	FY
	University Libraries	Professor	0.40	\$900	\$26,460	FY
			1.00	\$2,250	\$73,250	
Bolin, Robert L	University Libraries	Assoc Professor	1.00	\$1,150	\$45,650	FY
Bolland, Andrea Lee	Art & Art History	Assoc Professor	1.00	\$1,156	\$50,588	AY
Bond, Alan B	School of Biological Sciences	Research Associate Professor	1.00	\$3,360	\$70,562	FY
Bonnstetter, Ronald J	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,471	\$72,597	AY
Bonsell, John M	Construction Systems	Assoc Professor	1.00	\$1,540	\$1,540	AY
Bormann, Dennis R	Communication Studies	Professor	1.00	\$0	\$72,998	AY
Borner, William L	Architecture	Professor	1.00	\$982	\$82,263	AY
Bornstein, Brian H.	Psychology	Assoc Professor	1.00	\$8,629	\$71,179	AY
Borstelmann, Thomas	History	Professor	1.00	\$2,530	\$117,530	AY
	History	Distinguished Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,530	\$127,530	
Boudreau, Signe O	University Libraries	Assoc Professor	1.00	\$1,250	\$47,993	FY
Bourlier, Lisa M	EE&O Independent Study HS	Coordinator	1.00	\$1,082	\$54,135	FY
Boye, Arthur John	Electrical Engineering	Professor	1.00	\$600	\$103,819	AY
Bradford, Charles Steven	College of Law	Professor	1.00	\$3,928	\$111,073	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,928	\$121,073	
Braithwaite, Dawn O	Communication Studies	Professor	1.00	\$3,181	\$82,823	AY
Brand, Jennifer I	Chemical Engineering	Assoc Professor	1.00	\$2,241	\$83,234	AY
Brantner, Christina Elisabeth	Modern Language & Literature	Assoc Professor	1.00	\$900	\$48,698	AY
Breckbill, Anita S	University Libraries	Professor	1.00	\$2,150	\$60,341	FY
Brittenham, Mark W	Mathematics	Assoc Professor	1.00	\$1,350	\$64,060	AY
Brooke, Robert E	English	Professor	1.00	\$2,068	\$70,988	AY
Brooks, David W	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,878	\$104,207	AY
Brown Jr, James F	School of Accountancy	Professor	1.00	\$1,663	\$112,518	AY
	School of Accountancy	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,663	\$122,518	
Brown Parker, Matthew D	Geosciences	Asst Professor	1.00	\$2,345	\$53,945	AY
Brown, Stan A	Theatre Arts	Assoc Professor	1.00	\$1,071	\$56,209	AY
Bruning, Roger H	Educational Psychology	Professor	1.00	\$1,670	\$100,577	AY
	College of Education & Human Sci	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,670	\$110,577	
Bryant, Miles Taft	Educational Administration	Professor	1.00	\$2,889	\$75,459	AY
Buck, Gayle A	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$6,265	\$62,379	AY
Buckendahl, Chad W	Buros Institute	Director	1.00	\$4,236	\$74,836	FY
Buhler, Stephen Michael	English	Professor	1.00	\$2,594	\$68,228	AY
Buhs, Eric S	Educational Psychology	Asst Professor	1.00	\$1,550	\$53,150	AY
Burnett, Amy Nelson	History	Assoc Professor	1.00	\$1,281	\$59,491	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Burnett, Stephen G	Classics & Religious Studies	Assoc Professor	0.60	\$650	\$31,352	AY
	History	Assoc Professor	0.40	\$433	\$20,902	AY
			1.00	\$1,083	\$52,254	
Burton, Robert A	Athletics	Associate Director	1.00	\$3,463	\$134,138	FY
Busch, Nancy J	University Libraries	Associate Dean	1.00	\$2,000	\$89,500	FY
Buss, Paulette D'Vee	College of Business Administration	Assistant Dean	1.00	\$2,000	\$67,757	FY
Butler, Kevin S	College of Engineering & Technology	Assistant Dean	1.00	\$4,305	\$104,905	FY
Bybee, Ariel	School of Music	Assoc Professor	1.00	\$1,412	\$82,314	AY
Cacioppo, Benjamin F	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$1,786	\$69,169	FY
Cahan, David L	History	Professor	1.00	\$2,369	\$73,760	AY
Cal, Santiago J	Art & Art History	Asst Professor	1.00	\$2,221	\$42,646	AY
Caldwell, Celika M	Technology Development	Coordinator	1.00	\$851	\$86,451	FY
Caldwell, Leon D	Educational Psychology	Asst Professor	1.00	\$1,570	\$56,082	AY
Callahan, Jan	Nutrition & Health Sciences	Asst Professor	1.00	\$0	\$600	AY
Callahan, William E	Athletics	Head Coach	1.00	\$0	\$325,000	FY
	Athletics	Cook Endowment	0.00	\$0	\$26,250	FY
			1.00	\$0	\$351,250	
Callejo, David M	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$2,515	\$53,760	AY
Campbell, Stan R	Campus Recreation	Director	1.00	\$2,812	\$89,046	FY
Cantarero, Rodrigo	Community & Regional Planning	Assoc Professor	1.00	\$2,100	\$56,654	AY
Caramagno, Thomas C	English	Assoc Professor	1.00	\$600	\$45,803	AY
Carlo, Gustavo	Psychology	Assoc Professor	1.00	\$8,738	\$70,923	AY
Carr Jr, Thomas M	Modern Language & Literature	Professor	1.00	\$2,100	\$72,701	AY
Carr, James D	Chemistry	Professor	1.00	\$1,711	\$74,754	AY
Carr, Timothy P	Nutrition & Health Sciences	Assoc Professor	0.50	\$802	\$36,019	FY
* <i>See also: IANR</i>						
Carranza, Michael A	Sociology	Assoc Professor	0.60	\$1,428	\$44,270	AY
	Ethnic Studies	Assoc Professor	0.40	\$952	\$29,514	AY
	Latin American & Latino Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$2,380	\$76,184	
Carrell, Thomas D	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,326	\$61,619	AY
Case, Frank Duncan	Architecture	Assoc Professor	1.00	\$799	\$52,835	AY
Cassidy, Timothy P	Athletics	Associate Director	1.00	\$0	\$115,000	FY
Cassner, Mary E	University Libraries	Assoc Professor	1.00	\$1,450	\$45,560	FY
Casullo, Albert	Philosophy	Professor	1.00	\$3,493	\$88,094	AY
Cerny, Ronald	Chemistry	Research Associate Professor	1.00	\$2,027	\$77,848	AY
Cerutti, Heriberto D	School of Biological Sciences	Assoc Professor	0.60	\$833	\$38,312	AY
	NRI Center of Biotechnology	Assoc Professor	0.40	\$555	\$25,539	AY
			1.00	\$1,388	\$63,851	
Cervený, Alan L	Admissions	Dean	1.00	\$3,020	\$116,970	FY
Chapple, Constance L	Sociology	Asst Professor	1.00	\$1,100	\$52,232	AY
Chen, Bing	Computer & Electronics Engineering	Professor	1.00	\$1,485	\$100,473	FY
Chen, Kung H	School of Accountancy	Professor	1.00	\$1,735	\$117,590	AY
	School of Accountancy	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,735	\$127,590	
Chen, Muh-Lin	Electrical Engineering	Research Assistant Professor	1.00	\$810	\$31,385	FY
Cheney, Veva L	Students w/ Disabilities Services	Director	1.00	\$1,839	\$59,539	FY
Chia, Catherine P	School of Biological Sciences	Assoc Professor	1.00	\$721	\$57,270	AY
Childers, Scott M	University Libraries	Asst Professor	1.00	\$1,400	\$42,600	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Chollet, Raymond	Biochemistry	University Professor	0.00	\$0	\$5,000	FY
* See also: IANR						
Choobineh, F Fred	Industrial & Mgmt Syst Engineering	Professor	0.50	\$1,333	\$54,240	AY
* See also: UNCA						
Choueiry, Berthe Y	Computer Science & Engineering	Assoc Professor	1.00	\$1,666	\$81,007	AY
Chouinard, Leo G	Mathematics	Assoc Professor	1.00	\$1,000	\$50,100	AY
Christensen, Alan Carl	School of Biological Sciences	Assoc Professor	1.00	\$796	\$58,392	AY
Churchill, Susan Lynn	Family & Consumer Science	Asst Professor	1.00	\$1,434	\$48,670	AY
Claes, Daniel R	Physics & Astronomy	Assoc Professor	1.00	\$3,198	\$70,643	AY
Clare, Patrick E	Athletics	Physician	0.07	\$119	\$4,593	FY
Clemente, Thomas E	Agronomy & Horticulture	Assoc Professor	0.60	\$1,243	\$48,130	FY
* See also: IANR						
Clinton, Mark K	School of Music	Assoc Professor	1.00	\$1,324	\$59,179	AY
Coble, Parks M	History	Professor	1.00	\$4,433	\$74,636	AY
Cochran, David J	Industrial & Mgmt Syst Engineering	Professor	1.00	\$1,345	\$90,972	AY
Cochran, Michael J	School of Music	Asst Professor	1.00	\$603	\$42,170	AY
Cohn, Steven David	Mathematics	Assoc Professor	1.00	\$1,000	\$55,500	AY
Cole, Kevin David	Mechanical Engineering	Assoc Professor	1.00	\$1,671	\$77,645	AY
Collier, Barry S	Athletics	Head Coach	1.00	\$5,807	\$224,933	FY
Combs, Gwendolyn M	Management	Asst Professor	1.00	\$2,050	\$72,466	AY
Combs, Michael Warren	Political Science	Professor	1.00	\$1,000	\$65,267	AY
Comer, John C	Political Science	Chairperson	0.60	\$1,208	\$41,317	AY
	Political Science	Professor	0.40	\$805	\$25,210	AY
			1.00	\$2,013	\$66,527	
Cook, John G	Athletics	Head Coach	1.00	\$10,000	\$136,348	FY
Coope, Jessica Ann	History	Assoc Professor	1.00	\$630	\$57,853	AY
Cramer, Sheran L	Family & Consumer Science	Assoc Professor	1.00	\$2,334	\$68,978	AY
Crawford, Sidnie White	Classics & Religious Studies	Chairperson	0.60	\$1,819	\$50,794	AY
	Classics & Religious Studies	Professor	0.40	\$1,213	\$31,527	AY
			1.00	\$3,032	\$82,321	
Cress, Cynthia J	Special Ed & Communic Disorders	Asst Professor	1.00	\$1,133	\$52,655	AY
Creswell, John W	Educational Psychology	Professor	1.00	\$1,640	\$85,136	AY
Crews, Patricia C	Textiles Clothing & Design	Professor	0.75	\$3,126	\$94,855	FY
* See also: IANR						
Crockett, Elizabeth J	Research	Assoc Vice Chancellor	0.75	\$1,909	\$83,328	FY
	Psychology	Professor	0.25	\$436	\$18,988	FY
			1.00	\$2,345	\$102,316	
Cross, Jeanne G	University Libraries	Asst Professor	1.00	\$0	\$40,000	FY
Crump, Arthel Eugene	Business and Finance	Assoc Gen Counsel	0.50	\$1,050	\$42,507	FY
* See also: UNCA						
Crump, Linda	Equity, Access & Diversity Programs	Asst To Chancellor	1.00	\$3,125	\$106,666	FY
Currin, Bruce Alan	Human Resources	Asst Vice Chancellor	1.00	\$2,858	\$114,554	FY
Cushing, Matthew J	Economics	Assoc Professor	1.00	\$1,700	\$70,268	AY
Dahab, Mohamed F	Civil Engineering	Chairperson	0.60	\$2,101	\$87,991	FY
	Civil Engineering	Professor	0.40	\$1,399	\$55,270	FY
			1.00	\$3,500	\$143,261	
Dalla, Rochelle L	Family & Consumer Science	Assoc Professor	0.75	\$1,623	\$44,509	AY
* See also: IANR						
Daly III, Edward J	Educational Psychology	Assoc Professor	1.00	\$1,520	\$77,120	AY
Day, Jeffrey L	Architecture	Asst Professor	1.00	\$4,413	\$52,763	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Day, Victor W	Chemistry	Professor	1.00	\$620	\$51,013	AY
De Ayala, Rafael J	Educational Psychology	Chairperson	0.60	\$1,791	\$69,354	FY
	Educational Psychology	Professor	0.40	\$1,151	\$44,594	FY
			1.00	\$2,942	\$113,948	
Decker, T Newell	Special Ed & Communic Disorders	Professor	1.00	\$2,138	\$76,614	AY
Deegan, Mary Jo	Sociology	Professor	1.00	\$978	\$59,323	AY
DeFusco, Richard A	Finance	Assoc Professor	1.00	\$1,624	\$94,432	AY
Deng, Bo	Mathematics	Professor	1.00	\$1,300	\$65,900	AY
Denicola, Robert C	College of Law	Professor	1.00	\$5,866	\$158,601	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,866	\$168,601	
Deogun, Jitender S	Computer Science & Engineering	Professor	1.00	\$2,097	\$111,518	AY
Develder, Carla J	College of Law	Assistant Dean	1.00	\$1,432	\$58,699	FY
Dewey, Kenneth F	School of Natural Resources	Professor	0.60	\$886	\$43,471	AY
	Geosciences	Professor	0.40	\$590	\$28,976	AY
			1.00	\$1,476	\$72,447	
Diamond, Judy	University Museum	Professor	1.00	\$2,532	\$98,082	FY
DiBernard, Barbara J	English	Professor	1.00	\$1,986	\$70,678	AY
Dienstbier, Richard A	Psychology	Professor	1.00	\$1,300	\$88,470	AY
Digman, Lester A	Management	Professor	1.00	\$2,100	\$112,367	AY
	Management	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,100	\$122,367	
Dilillo, David K	Psychology	Asst Professor	1.00	\$2,143	\$53,143	AY
DiMagno, Stephen	Chemistry	Assoc Professor	1.00	\$2,089	\$68,749	AY
Dixon, Wheeler W	English	Professor	1.00	\$6,268	\$81,868	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$6,268	\$91,868	
Dlugosh, Larry L	Educational Administration	Chairperson	0.60	\$1,852	\$71,712	FY
	Educational Administration	Professor	0.40	\$1,192	\$46,163	FY
			1.00	\$3,044	\$117,875	
Doll, Elizabeth J	Educational Psychology	Professor	1.00	\$1,720	\$89,765	AY
Dominguez, Eddie R	Art & Art History	Assoc Professor	0.65	\$1,055	\$61,476	AY
Donsig, Allan P	Mathematics	Assoc Professor	1.00	\$1,300	\$60,300	AY
Dorsey, Learthen	History	Assoc Professor	0.60	\$610	\$30,227	AY
	Ethnic Studies	Assoc Professor	0.40	\$407	\$20,150	AY
	African American & African Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$1,017	\$52,777	
Doudin, Bernard	Physics & Astronomy	Assoc Professor	1.00	\$2,010	\$67,197	AY
Dowben, Peter	Physics & Astronomy	Professor	1.00	\$2,929	\$100,244	AY
	Physics & Astronomy	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,929	\$102,744	
Draper, Patricia C	Anthropology and Geography	Professor	1.00	\$2,250	\$99,887	AY
Dreher, Kwakiutl L	English	Asst Professor	0.60	\$944	\$29,625	AY
	Ethnic Studies	Asst Professor	0.40	\$630	\$19,751	AY
			1.00	\$1,574	\$49,376	
Driesbach, Janice T	Sheldon Art Gallery	Director	1.00	\$939	\$94,859	FY
Driskell, Judy A	Nutrition & Health Sciences	Professor	0.50	\$788	\$43,946	AY
* <i>See also: IANR</i>						
Drueke, Mary Jeanetta	University Libraries	Assoc Professor	1.00	\$1,600	\$55,484	FY
Drummond, R Wayne	College of Architecture	Dean	1.00	\$3,350	\$170,870	FY

* Refer also to funding at other campus

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Du, Liangcheng	Chemistry	Asst Professor	1.00	\$3,557	\$55,027	AY
Ducey, Mary Ellen	University Libraries	Asst Professor	1.00	\$1,350	\$41,950	FY
Ducharme, Stephen	Physics & Astronomy	Professor	1.00	\$2,777	\$82,519	AY
Dudney, Donna Marie	Finance	Asst Professor	1.00	\$3,079	\$85,935	AY
Dugas, Robert Wayne	Athletics	Physician	0.07	\$119	\$4,593	FY
Dunbar, Steven R	Mathematics	Professor	1.00	\$2,247	\$83,547	AY
Duncan, Richard F	College of Law	Professor	1.00	\$4,644	\$128,633	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,644	\$138,633	
Duncan, Robert I	Architecture	Professor	0.80	\$609	\$63,762	AY
	Architecture	Director	0.20	\$153	\$17,941	AY
			1.00	\$762	\$81,703	
Dussault, Patrick H	Chemistry	Chairperson	0.60	\$2,773	\$77,088	FY
	Chemistry	Professor	0.40	\$1,849	\$48,059	FY
			1.00	\$4,622	\$125,147	
Dvorak, Bruce I	Civil Engineering	Assoc Professor	1.00	\$1,800	\$72,814	AY
Dzenis, Yuris	Engineering Mechanics	Professor	1.00	\$3,018	\$103,619	AY
Eckhardt, Craig J	Chemistry	Professor	1.00	\$1,155	\$111,875	AY
Eckhout, Teresa J	Buros Institute	Coordinator	1.00	\$0	\$50,000	FY
Edwards, Carolyn Pope	Psychology	Professor	0.75	\$2,230	\$85,702	FY
* See also: IANR						
Eklund, Peter A	School of Music	Asst Professor	1.00	\$5,318	\$61,029	AY
Elbaum, Sebastian G	Computer Science & Engineering	Asst Professor	1.00	\$4,109	\$84,419	AY
Elias, Samy E	Engineering Research Center	Associate Dean	1.00	\$3,000	\$147,170	FY
Ells, Mark L	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$1,989	\$77,065	FY
Elthon, Thomas E	School of Biological Sciences	Assoc Professor	1.00	\$1,000	\$63,003	AY
Elwell, Jeffery S	Theatre Arts	Chairperson	0.60	\$1,290	\$64,565	FY
	Theatre Arts	Professor	0.40	\$1,210	\$39,035	FY
			1.00	\$2,500	\$103,600	
Endacott, Richard D	Theatre Arts	Asst Professor	1.00	\$1,521	\$43,231	AY
Enders, Craig	Educational Psychology	Asst Professor	1.00	\$1,270	\$63,270	AY
Epley, Boyd D	Athletics	Associate Director	1.00	\$2,581	\$99,976	FY
Epstein, Michael H	Special Ed & Communic Disorders	Professor	1.00	\$3,082	\$118,955	AY
Erbe, Lynn H	Mathematics	Research Professor	0.67	\$1,947	\$58,349	AY
Erickson, Joan L	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,819	\$61,769	AY
Ertl, Ted A	Architecture	Assoc Professor	1.00	\$738	\$61,326	AY
Evans, Lucinda Rae	Research Compliance Services	Associate Director	1.00	\$1,602	\$82,202	FY
Evans, Sharon A	Educational Psychology	Assoc Professor	1.00	\$590	\$57,826	AY
Eversoll, Deanna Baxter	College of Education & Human Sci	Coordinator	0.50	\$764	\$35,489	FY
Fabrikant, Ilya I	Physics & Astronomy	Professor	1.00	\$1,975	\$88,810	AY
Faller, Ronald Keith	Midwest Roadside Safety Facility	Research Assistant Professor	1.00	\$1,872	\$72,497	FY
Farrell, Kathleen Anne	Finance	Assoc Professor	1.00	\$5,076	\$118,687	AY
Farritor, Shane M	Mechanical Engineering	Asst Professor	1.00	\$7,877	\$76,904	AY
Faulkner, Quentin J	School of Music	Professor	1.00	\$1,370	\$72,978	AY
	School of Music	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$1,370	\$77,978	
Feng, Ruqiang	Engineering Mechanics	Assoc Professor	1.00	\$4,100	\$80,513	AY
Fielding, Christopher R	Geosciences	Professor	1.00	\$2,696	\$83,296	AY
	Geosciences	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,696	\$93,296	

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Fischer, Bruce A	Construction Management	Asst Professor	1.00	\$1,632	\$61,512	AY
Fischer, Tammie J	Economic Education	Director	1.00	\$1,000	\$46,841	FY
Flowers, John H	Psychology	Professor	1.00	\$1,415	\$73,987	AY
Foley, Gretchen C	School of Music	Asst Professor	1.00	\$2,409	\$42,645	AY
Ford, James E	English	Assoc Professor	1.00	\$260	\$52,208	AY
Forsythe, David P	Political Science	Professor	1.00	\$1,969	\$98,894	AY
	Political Science	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$1,969	\$113,894	
Foster II, Jesse James	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$1,177	\$51,981	AY
Foster, Edward Terence	Construction Systems	Professor	1.00	\$2,218	\$82,166	AY
Foster, Gwendolyn Audrey	English	Assoc Professor	1.00	\$1,725	\$59,216	AY
Fought, Robert A	Hixon-Lied Fine & Performing Arts	Associate Dean	1.00	\$2,600	\$107,200	AY
Fowler, David	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$882	\$58,832	AY
Frank, Alan H	College of Law	Professor	1.00	\$1,813	\$98,947	AY
French, K Allen	School of Music	Assoc Professor	1.00	\$1,032	\$51,696	AY
Fritz, Dana B	Art & Art History	Asst Professor	1.00	\$5,190	\$49,549	AY
Fritz, Sherilyn Clair	Geosciences	Professor	0.85	\$2,780	\$78,116	AY
	School of Biological Sciences	Professor	0.15	\$490	\$13,784	AY
			1.00	\$3,270	\$91,900	
Fromm, Michael E	Agronomy & Horticulture	Professor	0.38	\$1,762	\$68,275	AY
* See also: IANR						
Fuelberth, Rhonda J	School of Music	Asst Professor	1.00	\$2,255	\$42,376	AY
Fuess, Scott Macneill	Economics	Professor	1.00	\$3,185	\$87,530	AY
Fuller, Robert G	Physics & Astronomy	Professor	0.00	\$0	\$2,500	AY
Fuller, Shelley T	Art & Art History	Assoc Professor	1.00	\$1,189	\$47,370	AY
Fusillo, Lisa A	School of Music	Professor	1.00	\$1,427	\$67,579	AY
Gabb, Betsy Shofstall	Architecture	Professor	0.95	\$1,459	\$67,103	AY
	Architecture	Chairperson	0.05	\$77	\$3,532	AY
			1.00	\$1,536	\$70,635	
Gallagher, Chris W	English	Assoc Professor	1.00	\$1,355	\$62,955	AY
Ganim, Russell Joseph	Modern Language & Literature	Chairperson	0.60	\$1,179	\$41,908	AY
	Modern Language & Literature	Assoc Professor	0.40	\$786	\$24,605	AY
			1.00	\$1,965	\$66,513	
Gannon, Thomas C	English	Asst Professor	0.60	\$935	\$28,835	AY
	Ethnic Studies	Asst Professor	0.40	\$623	\$19,223	AY
			1.00	\$1,558	\$48,058	
Garbin, Calvin Peter	Psychology	Professor	1.00	\$1,455	\$65,893	AY
Garcia, Ricardo L	Teaching, Learning & Teacher Ed	Professor	0.75	\$588	\$74,681	FY
* See also: IANR						
Gardner, Martin R	College of Law	Professor	1.00	\$5,432	\$147,950	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$5,432	\$157,950	
Gardner, Scott L	School of Biological Sciences	Professor	1.00	\$1,754	\$77,629	AY
Gardner, Sue Ann	University Libraries	Assoc Professor	0.50	\$650	\$23,068	FY
Gardner, William L	Management	Professor	1.00	\$4,040	\$103,056	AY
	Management	College Professor	0.00	\$0	\$40,984	AY
			1.00	\$4,040	\$144,040	
Garza, James A	History	Asst Professor	0.60	\$359	\$28,823	AY
	Ethnic Studies	Asst Professor	0.40	\$239	\$19,215	AY
			1.00	\$598	\$48,038	

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Gay, Timothy	Physics & Astronomy	Professor	1.00	\$2,688	\$103,265	AY
Gentry, James William	Marketing	Professor	1.00	\$3,292	\$113,899	AY
	College of Business Administration	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,292	\$123,899	
George, Thomas A	Chemistry	Professor	1.00	\$2,381	\$94,399	AY
Geppert, John M	Finance	Assoc Professor	1.00	\$1,709	\$99,409	AY
Gibbons, John S	Philosophy	Asst Professor	1.00	\$1,250	\$47,334	AY
Gibson, Robert M	School of Biological Sciences	Professor	1.00	\$1,250	\$68,852	AY
Giesecke, Joan Ruth	University Libraries	Dean	1.00	\$4,184	\$143,642	FY
Gitelson, Anatoly A	School of Natural Resources	Professor	0.25	\$597	\$25,461	FY
* See also: IANR						
Goble, Ronald J	Geosciences	Assoc Professor	1.00	\$1,206	\$56,040	AY
Goddard, Stephen M	Computer Science & Engineering	Asst Professor	1.00	\$8,200	\$91,403	AY
Goebes, Carole A	University Libraries	Assoc Professor	1.00	\$450	\$37,187	AY
Goedert, James D	Construction Systems	Assoc Professor	1.00	\$2,150	\$91,128	AY
Goff, Michael J	Advertising	Asst Professor	1.00	\$2,422	\$50,724	AY
Gogos, George	Mechanical Engineering	Assoc Professor	1.00	\$3,740	\$98,468	AY
Gonzalez, Jose E	Modern Language & Literature	Asst Professor	0.60	\$3,686	\$32,210	AY
	Ethnic Studies	Asst Professor	0.40	\$2,457	\$21,476	AY
			1.00	\$6,143	\$53,686	
Gonzalez-Kruger, Gloria E	Family & Consumer Science	Asst Professor	1.00	\$0	\$61,021	FY
Goodburn, Amy M	English	Assoc Professor	1.00	\$2,737	\$60,637	AY
Gorman, Vanessa B	College of Arts & Sciences	Associate Dean	0.75	\$1,760	\$46,183	AY
	History	Assoc Professor	0.25	\$586	\$14,228	AY
			1.00	\$2,346	\$60,411	
Gradwohl, John M	College of Law	Professor	0.67	\$2,801	\$100,574	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			0.67	\$2,801	\$110,574	
Grady, Marilyn L	Educational Administration	Professor	1.00	\$3,350	\$83,951	AY
Graef, Michelle I	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$1,666	\$64,537	FY
Grange, William M	Theatre Arts	Professor	1.00	\$1,501	\$62,809	AY
Grant, Kannan S	Technology Development	Assoc Vice Chancellor	1.00	\$3,594	\$123,594	FY
Gregory, Donald L	Division of General Studies	Director	1.00	\$2,288	\$87,022	FY
	Housing Residence Life	Coordinator	0.00	\$2,000	\$8,040	FY
			1.00	\$4,288	\$95,062	
Grew, Priscilla C	University Museum	Director	0.75	\$2,197	\$100,220	FY
	Geosciences	Professor	0.25	\$743	\$28,798	FY
			1.00	\$2,940	\$129,018	
Griep, Mark A	Chemistry	Assoc Professor	1.00	\$948	\$58,207	AY
Griesen, James V	Student Affairs	Vice Chancellor	1.00	\$900	\$160,636	FY
Grossbart, Sanford L	Marketing	Professor	1.00	\$1,830	\$123,830	AY
	Marketing	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,830	\$133,830	
Gruhl, John R	Political Science	Professor	1.00	\$1,200	\$69,361	AY
Guest, James R	University Health Center	Director	1.00	\$3,850	\$140,000	FY
Guevara, Jose' R	Modern Language & Literature	Asst Professor	1.00	\$1,000	\$43,600	AY
Hachtmann, Frauke	Advertising	Asst Professor	1.00	\$1,700	\$47,300	AY
Hage, David S	Chemistry	Professor	1.00	\$2,766	\$83,391	AY
Haggin, Ronald K	Construction Systems	Assoc Professor	1.00	\$2,000	\$82,452	AY
Hall, James	Research Compliance Services	Director	1.00	\$0	\$130,000	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Hallbeck, M Susan	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$1,731	\$76,761	AY
Haller, Robert S	English	Professor	1.00	\$313	\$62,913	AY
Hames, Raymond	Anthropology and Geography	Professor	1.00	\$2,620	\$80,227	AY
Hamouz, Fayrene L	College of Education & Human Sci	Associate Dean	0.75	\$1,867	\$72,317	FY
* See also: IANR						
Hampton, Ronald D	Marketing	Assoc Professor	1.00	\$1,396	\$94,478	AY
Handa, Rumiko	Architecture	Assoc Professor	1.00	\$2,506	\$67,723	AY
Haneda, Mariko	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$1,177	\$54,677	AY
Hannappel, Pamela P	Psychology	Research Assistant Professor	0.70	\$0	\$39,810	FY
Hansen, David J	Psychology	Chairperson	0.60	\$3,087	\$79,880	FY
	Psychology	Professor	0.40	\$2,058	\$49,920	FY
			1.00	\$5,145	\$129,800	
Hanson, William E	Educational Psychology	Asst Professor	1.00	\$1,355	\$53,649	AY
Harbison, Gerard	Chemistry	Professor	1.00	\$2,576	\$94,012	AY
Harbourne, Brian Lee	Mathematics	Professor	1.00	\$2,147	\$75,847	AY
Hardy, Robert J	Physics & Astronomy	Professor	0.50	\$646	\$39,000	AY
Harler, Donna D	School of Music	Professor	1.00	\$1,358	\$62,804	AY
Harmon, Paul E	Construction Management	Assoc Professor	1.00	\$1,967	\$100,304	AY
Harnisch, Delwyn L	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,177	\$92,520	AY
Harpending, Michael A	English	Coordinator	1.00	\$837	\$56,663	FY
Harshman, Lawrence C	School of Biological Sciences	Assoc Professor	1.00	\$3,028	\$67,154	AY
Harwood, David	Geosciences	Professor	1.00	\$2,647	\$77,517	AY
	Geosciences	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$2,647	\$85,017	
Hawkey, Earl W	Registration & Records	Director	1.00	\$2,650	\$100,000	FY
Hayden, F Gregory	Economics	Professor	1.00	\$2,000	\$102,602	AY
Hayden-Roy, Priscilla A	Modern Language & Literature	Assoc Professor	1.00	\$1,200	\$56,439	AY
Healey, E Charles	Special Ed & Communic Disorders	Professor	1.00	\$1,649	\$76,626	AY
Heaton, Ruth M	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$2,265	\$71,385	AY
Hecker, Matthew J	Student Judicial Affairs	Director	1.00	\$1,600	\$66,600	FY
Henderson, Alicia B	College of Law	Clinical Assoc Prof	1.00	\$2,235	\$83,840	FY
Hendrickson, Kent H	Information Services	Assoc Vice Chancellor	1.00	\$3,854	\$149,288	FY
Hendrix, James L	Chemical Engineering	Professor	1.00	\$1,000	\$135,402	AY
Henninger, Scott R	Computer Science & Engineering	Assoc Professor	1.00	\$600	\$83,600	AY
Henze, Gregor P	Architectural Engineering	Asst Professor	1.00	\$8,595	\$84,974	AY
Hermiller, Susan M	Mathematics	Assoc Professor	1.00	\$1,927	\$65,942	AY
Hermesen, Joseph M	University Health Center	Physician	1.00	\$3,019	\$116,916	FY
Hibbing, John R	Political Science	Professor	1.00	\$11,212	\$113,188	AY
	Political Science	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$11,212	\$128,188	
Hibner, Barbara A	Athletics	Associate Director	1.00	\$2,220	\$85,986	FY
Hilliard, Stephen S	English	Professor	1.00	\$1,057	\$106,806	AY
Hinchman, Mark A	Architecture	Asst Professor	1.00	\$4,997	\$56,678	AY
Hines, Gwendolen	Mathematics	Asst Professor	1.00	\$5,800	\$56,610	AY
Hitchcock, Robert K	Anthropology and Geography	Professor	1.00	\$2,530	\$67,449	AY
Hoff, Michael C	Art & Art History	Assoc Professor	1.00	\$1,065	\$52,922	AY
Hoffman, Michael W	Electrical Engineering	Assoc Professor	1.00	\$2,500	\$87,566	AY
Hoffman, Richard O	Industrial & Mgmt Syst Engineering	Professor	1.00	\$752	\$76,002	AY
Hoffmann, Richard J	College of Arts & Sciences	Dean	1.00	\$9,353	\$195,000	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Hoistad, Mark A	Architecture	Director	0.50	\$1,302	\$62,164	FY
	Architecture	Professor	0.40	\$1,042	\$43,212	FY
	College of Architecture	Associate Dean	0.10	\$260	\$10,803	FY
			1.00	\$2,604	\$116,179	
Holdegraver, Donald W	Operations Analysis	Director	1.00	\$2,500	\$90,600	FY
Holmes, Mary Anne	Geosciences	Research Associate Professor	0.60	\$672	\$34,599	AY
Holmes, William W	Construction Systems	Assoc Professor	1.00	\$2,000	\$87,516	AY
Honey, Maureen E	English	Professor	1.00	\$1,894	\$87,994	AY
Hope, Debra Anne	Psychology	Professor	1.00	\$1,946	\$84,881	AY
Horn, Christy A	Center for Instructional Innovation	Director	0.30	\$563	\$26,151	FY
* <i>See also: UNCA</i>						
Hostetler, Karl David	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,177	\$71,726	AY
Houser, Kevin W	Architectural Engineering	Asst Professor	1.00	\$1,643	\$85,111	AY
Housh, Terry J	Nutrition & Health Sciences	Assoc Professor	1.00	\$1,521	\$77,551	AY
Howe, David L	College of Arts & Sciences	Assistant Dean	1.00	\$3,135	\$81,506	FY
Howe, Herbert	Office of the Chancellor	Assoc To The Chancellor	1.00	\$4,100	\$140,491	FY
Howe, Nathan J	Architecture	Asst Professor	1.00	\$1,140	\$46,740	AY
Hoyt, Danny R	Sociology	Professor	1.00	\$3,468	\$94,118	AY
Huddleston-Casas, Catherine A	Family & Consumer Science	Asst Professor	0.75	\$599	\$35,812	AY
* <i>See also: IANR</i>						
Hudgins, Jerry L	Electrical Engineering	Professor	0.65	\$1,950	\$79,950	FY
	Electrical Engineering	Chairperson	0.35	\$1,050	\$43,050	FY
			1.00	\$3,000	\$123,000	
Hull, Ronald E	University Television	Associate Director	0.50	\$124	\$12,424	FY
Hulvershorn, John K	Community & Regional Planning	Assoc Professor	1.00	\$1,586	\$73,698	AY
Humes, Brian Douglas	Political Science	Assoc Professor	1.00	\$308	\$57,755	AY
Hunt Jr, Robert M	Geosciences	Professor	1.00	\$1,597	\$74,197	AY
Hunt, Jennifer S	Psychology	Asst Professor	1.00	\$1,005	\$47,755	AY
Hux, Karen A	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,414	\$65,705	AY
Ianno, Natale Joseph	Electrical Engineering	Professor	1.00	\$3,150	\$106,290	AY
Ide, Harry Albert	Philosophy	Assoc Professor	1.00	\$1,124	\$53,590	AY
Impara, James C	Buros Institute	Professor	1.00	\$2,512	\$84,204	AY
Inan, Mehmet	Chemical Engineering	Research Assistant Professor	1.00	\$5,895	\$73,445	FY
Inderbitzen Nolan, Heidi M	Psychology	Assoc Professor	1.00	\$1,238	\$64,868	AY
Ingraham, Elizabeth	Art & Art History	Asst Professor	1.00	\$5,189	\$50,128	AY
Isernhagen, Jody C	Educational Administration	Assoc Professor	1.00	\$1,975	\$84,904	AY
Jackson, Christine A	Business and Finance	Vice Chancellor	1.00	\$4,074	\$182,884	FY
Jacobshagen II, N Keith	Art & Art History	Professor	1.00	\$1,091	\$73,653	AY
	Art & Art History	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$1,091	\$76,153	
Jacobson, Evelyn M	Academic Affairs	Assoc Vice Chancellor	1.00	\$3,120	\$120,843	FY
Jacobson, Manfred R	Modern Language & Literature	Professor	1.00	\$800	\$59,700	AY
Jacobson, Scott D	Athletics	Head Coach	1.00	\$1,257	\$48,684	FY
James, Michael F	Textiles Clothing & Design	Professor	1.00	\$3,057	\$73,657	AY
Jang, Won Mee	Computer & Electronics Engineering	Asst Professor	1.00	\$1,693	\$73,540	AY
Janovy, John	School of Biological Sciences	Professor	1.00	\$3,574	\$97,075	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,574	\$112,075	
Japp, Phyllis	Communication Studies	Assoc Professor	1.00	\$1,200	\$58,294	AY
Jensen, Wayne G	Construction Management	Asst Professor	1.00	\$1,576	\$64,576	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Jiang, Hong	Computer Science & Engineering	Assoc Professor	1.00	\$2,838	\$89,426	AY
	Computer Science & Engineering	Vice Chairperson	0.00	\$0	\$2,400	AY
			1.00	\$2,838	\$91,826	
Johnson, Gerald W	Mathematics	Professor	0.65	\$1,400	\$62,916	AY
Johnson, Glen O	Nutrition & Health Sciences	Professor	1.00	\$0	\$600	AY
Johnson, Judy L	University Libraries	Professor	1.00	\$1,645	\$74,010	FY
	University Libraries	Coordinator	0.00	\$0	\$1,200	FY
			1.00	\$1,645	\$75,210	
Johnson, Julie M	Family & Consumer Science	Professor	0.40	\$1,076	\$41,666	FY
	Family & Consumer Science	Chairperson	0.37	\$1,149	\$44,515	FY
* <i>See also: IANR</i>			0.77	\$2,225	\$86,181	
Johnson, Kathleen A	University Libraries	Assoc Professor	1.00	\$1,950	\$65,018	FY
Johnson, Scott K	Chemical Engineering	Coordinator	1.00	\$1,813	\$70,063	FY
Jones, C Edward	Physics & Astronomy	Professor	1.00	\$1,553	\$94,558	AY
Jones, Clinton J	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
* <i>See also: IANR</i>						
Jones, Elizabeth G	Civil Engineering @ UNO	Asst Professor	1.00	\$7,090	\$71,077	AY
Jones, Georgia	Nutrition & Health Sciences	Asst Professor	0.50	\$1,314	\$31,247	FY
* <i>See also: IANR</i>						
Jones, M Colleen	Management	Asst Professor	0.50	\$1,756	\$81,556	AY
	Office of the Chancellor	Asst To Chancellor	0.50	\$1,167	\$45,192	AY
			1.00	\$2,923	\$126,748	
Jonson, Jessica L	Dean of Undergraduate Studies	Coordinator	0.75	\$1,134	\$41,870	FY
Kalisa, Marie-Chantal	Modern Language & Literature	Asst Professor	1.00	\$1,000	\$46,100	AY
Kalish, Stephen E	College of Law	Professor	1.00	\$2,335	\$120,321	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,335	\$130,321	
Kamil, Alan C	School of Biological Sciences	Professor	1.00	\$4,959	\$125,230	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$4,959	\$140,230	
Karch, Dieter	Modern Language & Literature	Professor	1.00	\$300	\$79,868	AY
Karels, Gordon V	College of Business Administration	Associate Dean	1.00	\$5,080	\$192,191	FY
	Finance	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$5,080	\$202,191	
Katz, Wendy J	Art & Art History	Asst Professor	1.00	\$1,084	\$46,118	AY
Kaye, Frances W	English	Professor	1.00	\$1,458	\$67,726	AY
Kean, Rita C	Dean of Undergraduate Studies	Dean	1.00	\$2,828	\$144,228	FY
Keck, David W	JD Edwards Program	Director	1.00	\$4,865	\$188,445	FY
Keeler, Kathleen H	School of Biological Sciences	Professor	1.00	\$950	\$69,041	AY
Kendall, Gail Marie	Art & Art History	Professor	1.00	\$957	\$66,864	AY
Kendig, Daniel J	Athletics	Head Coach	1.00	\$2,681	\$73,077	FY
Kennedy, Patricia	Marketing	Assoc Professor	1.00	\$1,353	\$91,570	AY
Kenny, Nancy E	Athletics	Associate Director	1.00	\$2,551	\$98,834	FY
Kenyon, William C	Theatre Arts	Asst Professor	1.00	\$1,264	\$46,240	AY
Kettler, Richard Mark	Geosciences	Assoc Professor	1.00	\$1,211	\$61,739	AY
Kezer, Zeynep	Architecture	Asst Professor	1.00	\$738	\$47,338	AY
Khattak, Aemal J	Civil Engineering	Asst Professor	1.00	\$1,500	\$64,130	AY
Kiewra, Kenneth Anthony	Educational Psychology	Professor	1.00	\$1,570	\$70,950	AY
Kim, Benjamin J	Economics	Assoc Professor	1.00	\$647	\$66,744	AY
Kingsbury, Charles A	Chemistry	Professor	0.50	\$587	\$32,896	AY

University of Nebraska - UNL
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Kirby, Roger D	Physics & Astronomy	Chairperson	0.60	\$3,225	\$83,214	FY
	Physics & Astronomy	Professor	0.40	\$2,150	\$52,145	FY
			1.00	\$5,375	\$135,359	
Kirst, Roger W	College of Law	Professor	1.00	\$4,783	\$132,048	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,783	\$142,048	
Kiviniemi, Marc T	Psychology	Asst Professor	1.00	\$981	\$46,581	FY
Kleimola, Ann M	History	Professor	1.00	\$697	\$64,074	AY
Knoche, Lisa L	Educational Psychology	Coordinator	1.00	\$743	\$34,493	FY
Knops, Johannes M	School of Biological Sciences	Asst Professor	0.80	\$5,166	\$51,424	AY
	School of Natural Resources	Asst Professor	0.20	\$1,291	\$12,854	AY
			1.00	\$6,457	\$64,278	
Konecky, Joan Latta	University Libraries	Assoc Professor	1.00	\$1,350	\$51,511	FY
Kostelnik, Marjorie J	College of Education & Human Sci	Dean	0.75	\$4,723	\$129,067	FY
* See also: IANR						
Koszewski, Wanda M	Nutrition & Health Sciences	Ext Asst Professor	0.25	\$413	\$18,117	AY
* See also: IANR						
Krahmer, Debralee A	University Libraries	Asst Professor	1.00	\$1,500	\$39,000	FY
Krapfl, Robin	Athletics	Head Coach	1.00	\$1,174	\$45,479	FY
Kraus, Joseph C	School of Music	Professor	1.00	\$1,400	\$66,911	AY
Krause, Gary L	Civil Engineering @ UNO	Assoc Professor	1.00	\$1,413	\$64,429	AY
Krone, Kathleen	Communication Studies	Assoc Professor	1.00	\$2,126	\$70,671	AY
Krug, Nathan S	Architecture	Assoc Professor	1.00	\$1,476	\$56,191	AY
Kunc, Karen S	Art & Art History	Professor	0.70	\$2,178	\$62,239	AY
Kuska, Sharon Suzanne	Architecture	Professor	1.00	\$3,561	\$69,688	AY
Kuzma, Gregory S	English	Professor	1.00	\$325	\$65,412	AY
Labode, Evelyn E	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$1,367	\$52,935	FY
Lacost, Barbara A	Educational Administration	Assoc Professor	1.00	\$1,150	\$62,775	AY
Laging, Thomas S	Architecture	Professor	1.00	\$2,207	\$82,390	AY
Langell, Marjorie A	Chemistry	Professor	1.00	\$2,479	\$84,915	AY
Larsen, Gustavo	Chemical Engineering	Assoc Professor	1.00	\$3,411	\$88,677	AY
Larsen, Phyllis Vance	Advertising	Asst Professor	1.00	\$800	\$56,208	AY
Latta, Gail Frances	University Libraries	Professor	1.00	\$1,929	\$64,164	FY
Latta, Margaret A	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$2,515	\$55,871	AY
Lauderback, Lee L	Chemical Engineering	Assoc Professor	1.00	\$605	\$69,284	AY
Lauerman, Margaret A	Office of University Communications	Director	1.00	\$3,359	\$97,914	FY
Lavin, Stephen J	Anthropology and Geography	Assoc Professor	1.00	\$1,522	\$65,107	AY
Lawrence, Janice E	School of Accountancy	Assoc Professor	1.00	\$2,147	\$109,500	AY
Lawson, Craig M	College of Law	Professor	1.00	\$1,842	\$105,107	AY
Lawson, Merlin P	Geosciences	Professor	1.00	\$2,375	\$121,133	AY
Leblanc, Dennis	Athletics	Associate Director	1.00	\$2,551	\$98,829	FY
Ledder, Glenn W	Mathematics	Assoc Professor	1.00	\$1,000	\$55,650	AY
Lee, Kevin M	Physics & Astronomy	Research Assistant Professor	0.55	\$690	\$26,760	AY
	Ctr for Science Math & Computer Ed	Research Assistant Professor	0.45	\$565	\$21,895	AY
			1.00	\$1,255	\$48,655	
Lee, Laurie Thomas	Broadcasting	Assoc Professor	1.00	\$1,600	\$64,983	AY
Lee, Ronald	Communication Studies	Professor	1.00	\$2,540	\$77,775	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Lee, Sang M	Management	Chairperson	0.60	\$3,180	\$118,246	AY
	Management	Professor	0.40	\$2,120	\$76,965	AY
	Management	University Professor	0.00	\$0	\$25,000	AY
	Management	Distinguished Professor	0.00	\$0	\$5,000	AY
			1.00	\$5,300	\$225,211	
Lee, Zoonky	Management	Asst Professor	1.00	\$0	\$95,005	AY
Lefferts, Peter Martin	School of Music	Professor	1.00	\$1,355	\$60,325	AY
Leger, Daniel W	Psychology	Professor	1.00	\$1,515	\$71,974	AY
Lehmann, Jennifer M	Sociology	Assoc Professor	1.00	\$0	\$48,188	AY
Leinieks, Valdis	Classics & Religious Studies	Professor	0.50	\$552	\$40,189	AY
Leiter, Richard A	College of Law	Professor	1.00	\$3,438	\$119,417	FY
Lenich, John P	College of Law	Professor	1.00	\$1,793	\$99,323	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,793	\$109,323	
Lepard, Brian David	College of Law	Assoc Professor	1.00	\$8,147	\$96,908	AY
Leslie-Pelecky, Diandra L	Physics & Astronomy	Assoc Professor	1.00	\$2,418	\$70,443	AY
Lesueur, James D	History	Assoc Professor	1.00	\$1,245	\$57,845	AY
Leung, Kam-Ching	Physics & Astronomy	Professor	1.00	\$446	\$71,725	AY
Levin, Carole	History	Professor	1.00	\$1,884	\$87,498	AY
	History	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$1,884	\$89,998	
Leviticus, Louis I	University Museum	Curator	0.00	\$0	\$1,206	FY
Levitov, Peter S	International Affairs	Associate Dean	0.91	\$2,045	\$82,221	FY
* <i>See also: UNCA</i>						
Levy, Richard H	Geosciences	Research Assistant Professor	1.00	\$2,430	\$51,030	FY
Lewis, Nancy M	Nutrition & Health Sciences	Assoc Professor	0.56	\$746	\$39,999	FY
* <i>See also: IANR</i>						
Lewis, William J	Mathematics	Professor	0.67	\$3,287	\$82,237	AY
	Ctr for Science Math & Computer Ed	Director	0.33	\$1,642	\$39,840	AY
			1.00	\$4,929	\$122,077	
Li, Jiangyu	Engineering Mechanics	Asst Professor	1.00	\$3,915	\$68,995	AY
Lin, Li-Wen	Family & Consumer Science	Asst Professor	0.75	\$0	\$40,233	AY
Lindsley-Griffin, Nancy	Geosciences	Professor	1.00	\$986	\$66,754	AY
Liou, Sy-Hwang	Physics & Astronomy	Professor	1.00	\$1,805	\$83,529	AY
Liu, Chunsheng	Computer & Electronics Engineering	Asst Professor	1.00	\$1,260	\$64,260	AY
Liu, Mingsheng	Architectural Engineering	Assoc Professor	1.00	\$7,752	\$96,721	AY
Logan, John David	Mathematics	Professor	1.00	\$3,200	\$102,500	AY
Logan-Peters, Kay	University Libraries	Chairperson	0.60	\$1,350	\$45,062	FY
	University Libraries	Professor	0.40	\$900	\$28,708	FY
			1.00	\$2,250	\$73,770	
Loladze, Irakli	Mathematics	Asst Professor	1.00	\$1,225	\$56,225	FY
Loope, David B	Geosciences	Professor	1.00	\$2,937	\$88,973	AY
	Geosciences	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$2,937	\$93,973	
Lou, David Y	Mechanical Engineering	Chairperson	0.60	\$2,100	\$97,126	FY
	Mechanical Engineering	Professor	0.40	\$1,400	\$63,151	FY
	Mechanical Engineering	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$3,500	\$170,277	
Lou, Marjorie F	Vet & Biomedical Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* <i>See also: IANR</i>						

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Louda, Svata M	School of Biological Sciences	Professor	1.00	\$3,960	\$105,183	AY
	School of Biological Sciences	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,960	\$107,683	
Lu, Guoqing	NRI Center of Biotechnology	Research Assistant Professor	1.00	\$1,350	\$51,950	FY
Lu, Suping	University Libraries	Assoc Professor	1.00	\$1,250	\$46,862	FY
Lu, Yongfeng	Electrical Engineering	Assoc Professor	1.00	\$5,208	\$84,808	AY
Luckner, Warren R	Finance	Director	1.00	\$0	\$75,000	AY
Luthans, Fred	Management	Professor	1.00	\$6,050	\$183,668	AY
	Management	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$6,050	\$198,668	
Lutz, Mary C	University Health Center	Physician	0.73	\$2,199	\$85,187	AY
Lyons, Karen V	University Honors Program UNL	Associate Director	1.00	\$1,249	\$50,717	FY
Lyons, William H	College of Law	Professor	1.00	\$4,223	\$118,298	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,223	\$128,298	
Maag, John W	Special Ed & Communic Disorders	Professor	1.00	\$2,042	\$72,155	AY
Mackenzie, Sally	School of Biological Sciences	Professor	0.40	\$1,086	\$42,083	AY
* <i>See also: IANR</i>						
MacPhee, Craig	Economics	Professor	1.00	\$1,000	\$89,638	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,000	\$99,638	
Madsen, Roland C	Academic Affairs	Director	1.00	\$0	\$90,000	FY
Mahoney, Timothy Raymond	History	Professor	1.00	\$4,335	\$71,106	AY
Main, James E	Fiscal Affairs	Asst Vice Chancellor	1.00	\$2,800	\$114,027	FY
Mamiya, Christin Joy	Art & Art History	Professor	1.00	\$2,081	\$70,600	AY
Manning, Mark M	Athletics	Head Coach	1.00	\$2,187	\$84,734	FY
Marley, Thomas John	Mathematics	Assoc Professor	1.00	\$2,300	\$57,550	AY
Martin, Charity K	University Libraries	Assoc Professor	1.00	\$1,150	\$46,653	FY
Martin, Eugene L	School of Biological Sciences	Assoc Professor	1.00	\$759	\$54,896	AY
Martin, Gary L	Nutrition & Health Sciences	Assoc Professor	1.00	\$0	\$600	AY
Martinez, Adelaida L	Modern Language & Literature	Professor	1.00	\$2,800	\$85,487	AY
Martinez, Antonio H	Modern Language & Literature	Assoc Professor	1.00	\$1,200	\$51,373	AY
Marvin, Christine Ann	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,424	\$66,132	AY
Mashayekhi, Mostafa	Finance	Assoc Professor	1.00	\$2,683	\$63,630	AY
Maslowski, Linda A	Educational Psychology	Coordinator	0.50	\$550	\$25,550	FY
Maslowski, Peter	History	Professor	1.00	\$3,631	\$76,733	AY
Mason, Shirley Carr	Theatre Arts	Assoc Professor	1.00	\$0	\$41,018	AY
May, Ann Mari	Economics	Assoc Professor	1.00	\$1,200	\$77,488	AY
May, Douglas R	Management	Assoc Professor	1.00	\$3,800	\$101,412	AY
Mayeux, Peter E	Broadcasting	Professor	1.00	\$1,200	\$78,908	AY
	Broadcasting	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,200	\$88,908	
McBride, Patrick J	Admissions	Associate Dean	1.00	\$2,077	\$72,019	FY
McCabe, George M	Finance	Professor	1.00	\$915	\$90,757	AY
McCollough, Martha L	Anthropology and Geography	Asst Professor	0.60	\$588	\$26,625	AY
	Ethnic Studies	Asst Professor	0.40	\$392	\$17,749	AY
			1.00	\$980	\$44,374	
McConnell, Raymond A	Architecture	Asst Professor	1.00	\$6,023	\$52,523	AY
McCurdy, Merilee	Educational Psychology	Asst Professor	1.00	\$5,477	\$53,733	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
McCutcheon, Allan L	NRI Gallup Research Center	Director	0.75	\$1,725	\$69,234	AY
	Statistics	Professor	0.25	\$576	\$22,278	AY
	Sociology	College Professor	0.00	\$0	\$25,000	AY
			1.00	\$2,301	\$116,512	
McDermott, Kerry F	Athletics	Head Coach	1.00	\$1,173	\$45,428	FY
McDermott, Richard L	FM&P Administration	Asst Vice Chancellor	1.00	\$0	\$118,546	FY
McGarvey, Mary G	Economics	Assoc Professor	1.00	\$1,900	\$69,598	AY
McGowan, Thomas M	Teaching, Learning & Teacher Ed	Chairperson	0.60	\$1,784	\$69,104	FY
	Teaching, Learning & Teacher Ed	Professor	0.40	\$1,147	\$44,427	FY
			1.00	\$2,931	\$113,531	
McLeod, Harriet J	Textiles Clothing & Design	Asst Professor	1.00	\$879	\$52,479	AY
McMahon, Patrice C	Political Science	Asst Professor	1.00	\$1,100	\$50,720	AY
McMullen, William Wallace	School of Music	Assoc Professor	1.00	\$7,342	\$58,137	AY
McNeil, Mary E	University Libraries	Associate Dean	1.00	\$4,400	\$75,000	FY
McQuillan, Julia	Sociology	Asst Professor	1.00	\$1,997	\$57,281	AY
McShane, James A	English	Assoc Professor	1.00	\$288	\$57,910	AY
	University Foundations Program	Director/Chair	0.00	\$0	\$4,000	AY
			1.00	\$288	\$61,910	
Meagher, Michael M	Chemical Engineering	Professor	1.00	\$2,980	\$135,439	AY
Meakin, John C	Mathematics	Chairperson	0.60	\$2,687	\$74,853	AY
	Mathematics	Professor	0.40	\$1,791	\$46,568	AY
	Mathematics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,478	\$131,421	
Meers, Gary D	Special Ed & Communic Disorders	Professor	1.00	\$1,942	\$90,193	FY
Meili, Launi K	Athletics	Head Coach	1.00	\$1,208	\$46,808	FY
Mejias-Vicandi, Errapel	Modern Language & Literature	Assoc Professor	1.00	\$1,710	\$56,077	AY
Mendola, Joseph Robert	Philosophy	Chairperson	0.60	\$1,722	\$48,267	AY
	Philosophy	Professor	0.40	\$1,148	\$29,848	AY
			1.00	\$2,870	\$78,115	
Mering, Margaret V	University Libraries	Assoc Professor	1.00	\$8,950	\$59,222	FY
Merkel, Kenneth G	Architectural Engineering	Professor	1.00	\$1,836	\$1,836	AY
Micklich, Albie J	School of Music	Asst Professor	1.00	\$1,234	\$43,406	AY
Miles, Paul B	Athletics	Associate Director	1.00	\$0	\$125,000	FY
Miller, Nancy J	Textiles Clothing & Design	Assoc Professor	1.00	\$1,400	\$67,000	AY
Miller, Tice L	Theatre Arts	Professor	1.00	\$1,224	\$75,679	FY
Milligan, Cynthia Hardin	College of Business Administration	Dean	1.00	\$6,138	\$210,738	FY
Minter, Deborah W	English	Assoc Professor	1.00	\$1,627	\$52,844	AY
Mitchell, Nancy D	Advertising	Assoc Professor	1.00	\$1,900	\$74,402	AY
Moeller, Aleidine	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,878	\$79,646	AY
	Teaching, Learning & Teacher Ed	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,878	\$89,646	
Mohebbi, Esmail	Industrial & Mgmt Syst Engineering	Asst Professor	1.00	\$1,415	\$62,755	AY
Montes, Amelia M	English	Asst Professor	0.60	\$1,046	\$30,794	AY
	Ethnic Studies	Asst Professor	0.40	\$698	\$20,531	AY
			1.00	\$1,744	\$51,325	
Moore, Brian Robert	School of Music	Assoc Professor	1.00	\$1,237	\$54,178	AY
Moore, Helen A	Sociology	Professor	1.00	\$3,365	\$93,581	AY
Moore, Raymond	Engineering @ UNO	Associate Dean	1.00	\$3,500	\$151,084	FY
Morales, Pedro P	Athletics	Head Coach	1.00	\$2,680	\$50,107	FY
Morgado, Patricia E	Architecture	Asst Professor	1.00	\$738	\$45,338	AY
Morgan, Thomas A	Physics & Astronomy	Assoc Professor	1.00	\$262	\$45,430	AY

* Refer also to funding at other campus

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Moriyama, Etsuko	School of Biological Sciences	Asst Professor	0.60	\$930	\$43,206	AY
	NRI Center of Biotechnology	Asst Professor	0.40	\$620	\$28,805	AY
			1.00	\$1,550	\$72,011	
Moriyama, Hideaki	Chemistry	Research Associate Professor	1.00	\$1,818	\$70,418	AY
Morley, Matthew C	Civil Engineering	Asst Professor	1.00	\$1,310	\$60,556	AY
Morris, Thomas Jack	School of Biological Sciences	Director/Chair	0.60	\$2,609	\$106,083	FY
	School of Biological Sciences	Professor	0.40	\$1,739	\$67,389	FY
			1.00	\$4,348	\$173,472	
Moshman, David	Educational Psychology	Professor	1.00	\$1,430	\$75,533	AY
Moussavi, Massoum	Civil Engineering @ UNO	Assoc Professor	1.00	\$1,600	\$71,960	AY
Munier, Craig D	Scholarship & Financial Aid	Director	1.00	\$2,650	\$100,000	FY
Mutunayagam, N Brito	Community & Regional Planning	Professor	0.75	\$2,222	\$91,081	FY
* <i>See also: IANR</i>						
Nadkarni, Sucheta S	Management	Asst Professor	1.00	\$2,600	\$89,009	AY
Nag, Dipanjan	Technology Development	Coordinator	1.00	\$1,391	\$71,391	FY
Nah, Fui Hoon	Management	Asst Professor	1.00	\$7,100	\$109,555	AY
Narumalani, Sunil G	School of Natural Resources	Assoc Professor	0.60	\$685	\$34,928	AY
* <i>See also: IANR</i>						
Neal, P Maureen	Art & Art History	Assoc Professor	1.00	\$1,007	\$50,094	AY
Neely, David	School of Music	Assoc Professor	1.00	\$1,047	\$53,052	AY
Negahban, Mehrdad	Engineering Mechanics	Assoc Professor	1.00	\$479	\$80,559	AY
Nelson, Don J	Electrical Engineering	Professor	1.00	\$600	\$83,228	AY
Nelson, Donna Kay	University Health Center	Physician	1.00	\$3,032	\$117,340	FY
Nemeth, Edward J	Teaching, Learning & Teacher Ed	Assoc Professor	1.00	\$588	\$54,759	AY
Newman, Ian M	Educational Psychology	Professor	1.00	\$1,520	\$122,267	FY
	Health & Human Performance	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$1,520	\$132,267	
Nguyen, Lim	Computer & Electronics Engineering	Assoc Professor	1.00	\$1,260	\$82,973	AY
Nickel, Catherine A	Modern Language & Literature	Assoc Professor	1.00	\$550	\$54,258	AY
Nickerson, Kenneth	School of Biological Sciences	Professor	1.00	\$1,691	\$77,543	AY
Nickol, Brent B	School of Biological Sciences	Professor	1.00	\$2,596	\$87,320	AY
Nierman, Glenn E	School of Music	Professor	1.00	\$1,972	\$81,034	AY
	School of Music	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$1,972	\$86,034	
Nisse, Ruth S	English	Assoc Professor	1.00	\$552	\$55,776	AY
Norby, Monica M	Research	Asst Vice Chancellor	1.00	\$7,400	\$98,000	FY
Norton Jr, H Wilbert	College of Journalism & Mass Comm	Dean	1.00	\$32,379	\$180,000	FY
Noureddini, Hossein	Chemical Engineering	Asst Professor	1.00	\$9,060	\$88,160	AY
Nowick, Elaine A	University Libraries	Assoc Professor	1.00	\$1,150	\$46,750	FY
Nugent, Gwen C	Natl Ctr for Info Technology in Edu	Research Associate Professor	0.88	\$1,100	\$51,899	FY
	Natl Ctr for Info Technology in Edu		0.12	\$165	\$7,772	FY
			1.00	\$1,265	\$59,671	
Nunez, William J	Institutional Research & Planning	Director	1.00	\$3,050	\$104,550	FY
O'Connor, Thomas Joseph	College of Business Administration	Coordinator	1.00	\$1,266	\$48,391	AY
Odabasi, Turan Paul	Technology Development	Special Associate General Counsel	0.89	\$1,517	\$77,850	FY
* <i>See also: UNCA</i>						
O'Hanlon, James P	College of Education & Human Sci	Professor	1.00	\$3,168	\$132,231	AY
Olds, Marshall Curtis	Modern Language & Literature	Professor	1.00	\$2,900	\$89,572	AY
Oliva, Giacomo M	Hixon-Lied Fine & Performing Arts	Dean	1.00	\$4,586	\$157,436	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Olson, David L	Management	Professor	1.00	\$4,600	\$113,100	AY
	Management	College Professor	0.00	\$0	\$38,000	AY
			1.00	\$4,600	\$151,100	
Olson, Kathryn A	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$2,186	\$84,682	FY
Olson, Paul A	English	Professor	1.00	\$2,444	\$113,547	AY
	English	Regents Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,444	\$128,547	
Orey, Byron D	Political Science	Asst Professor	1.00	\$826	\$53,621	AY
Orr, John	Mathematics	Professor	1.00	\$1,625	\$75,525	AY
Orti, Guillermo	School of Biological Sciences	Assoc Professor	1.00	\$1,711	\$67,058	AY
Osborn, Alan J	University Museum	Research Assistant Professor	1.00	\$1,671	\$64,271	FY
Osterman, John	School of Biological Sciences	Assoc Professor	1.00	\$1,918	\$58,961	AY
Owomoyela, Oyekan	English	Professor	1.00	\$1,096	\$74,164	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,096	\$84,164	
Palmer, Robert D	Electrical Engineering	Professor	1.00	\$0	\$102,050	AY
Paquette, Edward J	Alumni Association	Executive Director	1.00	\$0	\$62,286	FY
Pardy, Rosevelt L	School of Biological Sciences	Professor	1.00	\$1,294	\$84,871	AY
Park, Mingue	Statistics	Asst Professor	1.00	\$1,275	\$56,875	AY
Parkhurst, Lawrence J	Chemistry	Professor	1.00	\$2,063	\$104,067	AY
	Chemistry	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,063	\$119,067	
Pasten, Jose Agustin	Modern Language & Literature	Assoc Professor	1.00	\$1,800	\$49,474	AY
Pattnaik, Asit K	Vet & Biomedical Sciences	Assoc Professor	1.00	\$3,000	\$88,600	AY
Paul, Prem S	Research	Vice Chancellor	1.00	\$4,167	\$187,970	FY
Paz, Gustavo L	History	Asst Professor	0.60	\$122	\$30,635	AY
	Ethnic Studies	Asst Professor	0.40	\$81	\$20,423	AY
			1.00	\$203	\$51,058	
Pearlman, Stefanie S	College of Law	Asst Professor	1.00	\$874	\$43,574	FY
Pearson, Debra Jean	University Libraries	Assoc Professor	1.00	\$1,750	\$59,650	FY
Pedersen, Keith E	Construction Systems	Asst Professor	1.00	\$650	\$62,569	AY
Pederson, Darryll T	Geosciences	Professor	1.00	\$1,135	\$76,814	AY
Pederson, Steven C	Athletics	Director	1.00	\$24,400	\$290,000	FY
	Athletics	Athletic Dir Endowment	0.00	\$0	\$60,000	FY
			1.00	\$24,400	\$350,000	
Peng, Dongming	Computer & Electronics Engineering	Asst Professor	1.00	\$1,693	\$67,293	AY
Pepin, Gary D	Athletics	Head Coach	1.00	\$2,680	\$103,799	FY
Pereira, Oscar	Modern Language & Literature	Assoc Professor	1.00	\$1,800	\$49,141	AY
Perez, Lance C	Electrical Engineering	Assoc Professor	1.00	\$5,190	\$93,888	AY
Perlman, Harvey S	Office of the Chancellor	Chancellor	1.00	\$5,200	\$234,000	FY
Person, Suzette J	Computer Science & Engineering	Director	1.00	\$4,000	\$79,600	FY
Peterson, Allan C	Mathematics	Professor	1.00	\$3,150	\$100,635	AY
Peterson, Manfred O	Finance	Chairperson	0.60	\$1,320	\$77,085	AY
	Finance	Professor	0.40	\$880	\$49,524	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,200	\$136,609	
Peterson, Reece L	Special Ed & Communic Disorders	Professor	1.00	\$1,562	\$72,579	AY
Phelps, Kim A	University Services	Asst Vice Chancellor	1.00	\$3,256	\$128,531	FY
Pierce, Glenda Jean	College of Law	Associate Dean	1.00	\$2,115	\$86,730	FY
Pilson, Diana J	School of Biological Sciences	Assoc Professor	1.00	\$1,289	\$59,242	AY
Piltner, Reinhard Erwin	Engineering Mechanics	Asst Professor	1.00	\$0	\$52,110	AY

* Refer also to funding at other campus

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Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Pinnell, Peter J	Art & Art History	Assoc Professor	1.00	\$1,804	\$54,179	AY
Pitts, David Ryder	Mathematics	Professor	1.00	\$1,526	\$70,614	AY
Placzek, Sandra B	College of Law	Asst Professor	1.00	\$5,609	\$59,823	FY
Plake, Barbara	Educational Psychology	Professor	1.00	\$1,945	\$97,435	AY
	Educational Psychology	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$1,945	\$112,435	
Poppler, Gretchen Holten	University Libraries	Assoc Professor	1.00	\$0	\$45,653	FY
Poser, Susan	College of Law	Asst Professor	0.75	\$6,899	\$89,840	AY
Potter, Clark E	School of Music	Assoc Professor	1.00	\$1,276	\$50,687	AY
Potter, James J	Architecture	Professor	1.00	\$1,038	\$78,782	AY
Potter, Megan	Ctr Children Family & the Law	Research Assistant Professor	1.00	\$1,208	\$46,808	FY
Potter, Nelson Thomas	Philosophy	Professor	1.00	\$1,196	\$62,197	AY
Potuto, Josephine R	College of Law	Professor	1.00	\$4,029	\$136,874	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,029	\$146,874	
Powers, Robert	Chemistry	Asst Professor	1.00	\$2,102	\$62,102	AY
Pratt, Linda Ray	English	Chairperson	0.60	\$2,704	\$70,634	AY
	English	Professor	0.40	\$1,804	\$43,761	AY
			1.00	\$4,508	\$114,395	
Price, Kenneth M	English	Professor	1.00	\$13,538	\$100,000	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$13,538	\$110,000	
Price, Linda	Marketing	Chairperson	0.60	\$2,540	\$89,004	AY
	Marketing	Professor	0.40	\$1,693	\$55,336	AY
	Marketing	University Professor	0.00	\$0	\$10,000	AY
			1.00	\$4,233	\$154,340	
Price, Renee A	School of Accountancy	Asst Professor	1.00	\$2,781	\$106,175	AY
Pytlik Zillig, Brian L	University Libraries	Asst Professor	1.00	\$1,050	\$41,376	FY
Pytlik Zillig, Lisa Marie	Center for Instructional Innovation	Research Assistant Professor	0.50	\$583	\$22,583	FY
Quiring, Roger S	University Health Center	Physician	1.00	\$2,932	\$114,100	FY
Radcliffe, Andrew John	Mathematics	Assoc Professor	1.00	\$1,200	\$57,300	AY
Rader, Benjamin G	History	Professor	1.00	\$2,038	\$94,656	AY
	History	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,038	\$104,656	
Raffaelli, Marcela	Psychology	Assoc Professor	0.60	\$5,293	\$44,653	AY
	Ethnic Studies	Assoc Professor	0.40	\$3,528	\$29,768	AY
	Ethnic Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$8,821	\$76,821	
Rajca, Andrzej	Chemistry	Professor	1.00	\$2,436	\$81,063	AY
Rajurkar, Kamlakar P	Industrial & Mgmt Syst Engineering	Professor	1.00	\$3,637	\$137,358	AY
	Industrial & Mgmt Syst Engineering	College Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,637	\$152,358	
Ramamurthy, Byravamurthy	Computer Science & Engineering	Assoc Professor	1.00	\$3,573	\$90,997	AY
Rammaha, Mohammad A	Mathematics	Professor	1.00	\$1,270	\$64,270	AY
Ramsay, Colin Mark	Finance	Professor	1.00	\$1,660	\$96,554	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,660	\$106,554	
Rapkin, David P	Political Science	Assoc Professor	1.00	\$630	\$59,198	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Raz, Hilda	English	Professor	1.00	\$2,624	\$90,086	AY
	English	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,624	\$100,086	
Rebarber, Richard L	Mathematics	Professor	1.00	\$2,197	\$78,497	AY
Redepenning, Jody	Chemistry	Assoc Professor	1.00	\$1,426	\$58,934	AY
Reichenbach, Stephen E	Computer Science & Engineering	Professor	1.00	\$2,736	\$100,914	AY
Reid, John D	Mechanical Engineering	Assoc Professor	1.00	\$9,540	\$95,712	AY
Reid, Robert C	Special Ed & Communic Disorders	Assoc Professor	1.00	\$7,410	\$71,495	AY
Reinhard, Karl J	School of Natural Resources	Assoc Professor	1.00	\$1,780	\$51,426	AY
Rejda, George E	Finance	Professor	1.00	\$2,368	\$120,759	AY
	Finance	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,368	\$135,759	
Renaud, Jerry	Broadcasting	Assoc Professor	1.00	\$1,685	\$69,091	AY
Revelle, Rhonda	Athletics	Head Coach	1.00	\$2,622	\$101,559	FY
Revesz, Peter Z	Computer Science & Engineering	Professor	1.00	\$1,942	\$90,211	AY
Reynolds, Guy J	English	Professor	1.00	\$1,600	\$81,600	AY
Richmond, John W	School of Music	Director/Chair	1.00	\$3,000	\$123,000	FY
Riefler, Roger	Economics	Professor	1.00	\$1,300	\$97,019	AY
Riley, Michael W	Industrial & Mgmt Syst Engineering	Chairperson	0.60	\$1,200	\$89,605	FY
	Industrial & Mgmt Syst Engineering	Professor	0.40	\$800	\$58,135	FY
			1.00	\$2,000	\$147,740	
Rinkevich, Thomas E	Classics & Religious Studies	Assoc Professor	1.00	\$1,036	\$48,258	AY
Ritchie, George H	School of Music	Professor	1.00	\$1,415	\$77,838	AY
	School of Music	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,415	\$87,838	
Ritchie, Joy S	English	Professor	1.00	\$2,977	\$74,724	AY
	Women's Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$2,977	\$77,124	
Robertson, Brian W	Mechanical Engineering	Assoc Professor	1.00	\$4,125	\$83,922	AY
Rohde, John R	Civil Engineering	Assoc Professor	1.00	\$3,065	\$85,358	AY
Rohde, Suzanne Louise	Mechanical Engineering	Professor	1.00	\$1,945	\$97,022	AY
Rometo, Albert A	School of Music	Professor	1.00	\$0	\$65,738	AY
Roschewski, Patty K	College of Education & Human Sci	Coordinator	1.00	\$1,930	\$74,776	FY
Rosenbaum, David I	Economics	Professor	1.00	\$2,450	\$91,951	AY
Rosowski, Jim R	School of Biological Sciences	Professor	1.00	\$919	\$65,076	AY
Rosowski, Susan J	English	Professor	1.00	\$2,003	\$93,052	AY
	English	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$2,003	\$108,052	
Rosson, Barry Thomas	Civil Engineering	Professor	1.00	\$2,110	\$83,349	AY
	Civil Engineering	Associate Chairman	0.00	\$0	\$4,480	AY
			1.00	\$2,110	\$87,829	
Roth, Leeann C	Educational Psychology	Director	1.00	\$1,455	\$56,363	FY
Routh, Larry R	Career Services	Director	1.00	\$2,516	\$106,616	FY
Rowe, Clinton M	Geosciences	Assoc Professor	1.00	\$1,986	\$57,437	AY
Royster, Paul B	University Press	Director	1.00	\$1,884	\$127,484	FY
Ruchala, Linda V	School of Accountancy	Assoc Professor	1.00	\$2,129	\$108,586	AY
Ruser, Kevin L	College of Law	Clinical Professor	1.00	\$2,573	\$93,836	FY
Sahin, Gokhan	Computer Science & Engineering	Research Assistant Professor	1.00	\$0	\$60,000	FY
Saini, Amit	Marketing	Asst Professor	1.00	\$2,900	\$102,900	AY
Samal, Ashok Kumar	Computer Science & Engineering	Assoc Professor	1.00	\$1,070	\$83,371	AY
Sanger, Dixie D	Special Ed & Communic Disorders	Professor	1.00	\$2,038	\$71,927	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Sarroub, Loukia K	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$1,177	\$55,901	AY
Sash, Roger D	Computer & Electronics Engineering	Assoc Professor	1.00	\$1,693	\$79,505	AY
Saskova-Pierce, Miluse	Modern Language & Literature	Assoc Professor	1.00	\$1,300	\$49,371	AY
Sass, Gerald M	News - Editorial	Assoc Professor	1.00	\$1,200	\$71,189	FY
	News - Editorial	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$1,200	\$81,189	
Savory, Paul A	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$1,655	\$73,365	AY
Sawyer, Robert McLaran	Teaching, Learning & Teacher Ed	Professor	0.50	\$588	\$32,712	AY
Sayood, Khalid	Electrical Engineering	Professor	1.00	\$3,450	\$116,078	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,450	\$126,078	
Sayward Jr, Charles W	Philosophy	Professor	1.00	\$1,612	\$82,187	AY
Scalora, Mario Joseph	Psychology	Assoc Professor	1.00	\$1,087	\$55,426	AY
Schade, George R	Mechanical Engineering	Assoc Professor	1.00	\$800	\$63,954	AY
Schaefer, Matthew Paul	College of Law	Assoc Professor	1.00	\$8,172	\$97,532	AY
Schartz, Michalla R	Special Ed & Communic Disorders	Coordinator	0.60	\$612	\$30,612	FY
Scheel, Michael J	Educational Psychology	Assoc Professor	1.00	\$1,520	\$71,951	AY
Scheer, John K	Nutrition & Health Sciences	Assoc Professor	1.00	\$1,336	\$68,148	AY
Scheffler, Marilyn Olds	Special Ed & Communic Disorders	Research Assistant Professor	0.85	\$1,407	\$54,283	FY
	Special Ed & Communic Disorders	Coordinator	0.15	\$248	\$9,578	FY
			1.00	\$1,655	\$63,861	
Schmechel, Linda Lou	Ctr Children Family & the Law	Research Assistant Professor	0.50	\$992	\$38,414	FY
Schmidt, Edward G	College of Arts & Sciences	Associate Dean	0.67	\$3,400	\$91,889	FY
	Physics & Astronomy	Professor	0.33	\$1,674	\$43,533	FY
			1.00	\$5,074	\$135,422	
Schmidt, James R	Economics	Professor	1.00	\$2,600	\$96,412	AY
	Economics	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,600	\$106,412	
Schmidt, Richard J	Nutrition & Health Sciences	Assoc Professor	1.00	\$1,298	\$66,212	AY
Schnepf, Marilyn	Nutrition & Health Sciences	Chairperson	0.35	\$1,051	\$40,719	FY
	Nutrition & Health Sciences	Professor	0.15	\$388	\$15,021	FY
* See also: IANR			0.50	\$1,439	\$55,740	
Schniederjans, Marc J	Management	Professor	1.00	\$3,450	\$122,520	AY
	Management	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,450	\$132,520	
Scholz, Gordon P	Community & Regional Planning	Professor	1.00	\$1,738	\$80,731	AY
Schopp, Robert F	College of Law	Professor	1.00	\$3,688	\$105,188	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,688	\$115,188	
Schwartzkopf, Linda	Greek Affairs	Director	1.00	\$2,000	\$64,850	FY
Schwer, Avery Don	Construction Systems	Assoc Professor	1.00	\$1,585	\$1,585	AY
Scott, Stephen D	Computer Science & Engineering	Assoc Professor	1.00	\$3,293	\$90,077	AY
Seagren, Alan T	Educational Administration	Professor	0.50	\$1,100	\$53,049	AY
Sehora, Terrence C	Ctr for Entrepreneurship	Director	1.00	\$2,350	\$96,648	AY
Sedlacek, Charles L	Computer & Electronics Engineering	Professor	1.00	\$865	\$84,866	AY
Seiler, William J	Communication Studies	Chairperson	0.60	\$1,574	\$64,497	AY
	Communication Studies	Professor	0.40	\$1,050	\$40,667	AY
			1.00	\$2,624	\$105,164	

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Sellmyer, David J	Physics & Astronomy	Professor	1.00	\$4,112	\$152,742	AY
	Physics & Astronomy	Director	0.00	\$0	\$1,800	AY
	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$4,112	\$169,542	
Seth, Sharad C	Computer Science & Engineering	Professor	1.00	\$3,543	\$121,539	AY
Shank, Nancy C	Public Policy Center	Associate Director	1.00	\$1,742	\$67,475	FY
Shapiro, Gerald David	English	Professor	1.00	\$2,410	\$69,414	AY
	Judaic Studies	Director/Chair	0.00	\$0	\$2,400	AY
			1.00	\$2,410	\$71,814	
Sharif-Kashani, Hamid Reza	Computer & Electronics Engineering	Professor	1.00	\$2,539	\$106,964	AY
	Computer & Electronics Engineering	College Professor	0.00	\$0	\$3,000	AY
			1.00	\$2,539	\$109,964	
Shavers, Anna Williams	College of Law	Assoc Professor	1.00	\$7,642	\$100,873	AY
Shell, Duane F	Educational Psychology	Research Associate Professor	0.50	\$722	\$27,964	FY
Sheridan, Susan M	Educational Psychology	Professor	1.00	\$2,470	\$105,201	AY
Sherrard, Joseph H	Civil Engineering @ UNO	Professor	1.00	\$2,000	\$112,620	AY
	Civil Engineering @ UNO	Associate Chairman	0.00	\$0	\$12,224	AY
			1.00	\$2,000	\$124,844	
Shield, Jeffrey E	Mechanical Engineering	Assoc Professor	1.00	\$3,490	\$85,790	AY
Shipley, Linda J	College of Journalism & Mass Comm	Associate Dean	0.60	\$1,749	\$71,721	FY
	Advertising	Professor	0.40	\$1,092	\$44,787	FY
	Advertising	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$2,841	\$126,508	
Shirer, Robert Kent	Modern Language & Literature	Assoc Professor	1.00	\$1,700	\$50,549	AY
Shoemaker, Paul A	School of Accountancy	Assoc Professor	1.00	\$3,663	\$106,268	AY
	School of Accountancy	College Professor	0.00	\$0	\$4,000	AY
			1.00	\$3,663	\$110,268	
Shomos, William	School of Music	Assoc Professor	1.00	\$1,445	\$63,879	AY
Shores, Thomas S	Mathematics	Professor	1.00	\$1,250	\$79,050	AY
Siau, Keng Leng	Management	Assoc Professor	1.00	\$4,500	\$114,389	AY
Sicking, Dean L	Civil Engineering	Professor	1.00	\$2,000	\$92,178	AY
	Midwest Roadside Safety Facility	Director	0.00	\$0	\$1,800	AY
			1.00	\$2,000	\$93,978	
Siegel, Ellin B	Special Ed & Communic Disorders	Assoc Professor	1.00	\$1,350	\$62,709	AY
Signal, Sloane M	Advertising	Asst Professor	1.00	\$1,500	\$49,427	AY
Sime, Wesley E	Nutrition & Health Sciences	Professor	1.00	\$0	\$600	AY
Simon, Norman	Physics & Astronomy	Professor	1.00	\$803	\$83,887	AY
Sincovec, Richard F	Computer Science & Engineering	Chairperson	0.60	\$3,915	\$105,299	FY
	Computer Science & Engineering	Professor	0.40	\$2,611	\$67,868	FY
			1.00	\$6,526	\$173,167	
Sinha, Jayanta	Chemical Engineering	Research Assistant Professor	1.00	\$1,000	\$56,000	FY
Sires, Thomas H	Construction Systems	Professor	1.00	\$1,000	\$86,375	AY
	Construction Systems	Director	0.00	\$0	\$1,200	AY
			1.00	\$1,000	\$87,575	
Skoug, David L	Mathematics	Professor	1.00	\$1,700	\$97,500	AY
Slater, Judith Carol	English	Professor	1.00	\$2,052	\$68,038	AY
Smith, Craig W	Family & Consumer Science	Assoc Professor	1.00	\$999	\$60,093	AY
Smith, Harris D	Theatre Arts	Assoc Professor	1.00	\$1,232	\$59,998	AY
Smith, Kevin Brian	Political Science	Assoc Professor	1.00	\$3,445	\$62,321	AY
Smith, Nicole	Modern Language & Literature	Professor	1.00	\$1,193	\$57,331	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Smith, Norman D	Geosciences	Chairperson	0.60	\$2,871	\$93,356	FY
	Geosciences	Professor	0.40	\$1,914	\$59,903	FY
			1.00	\$4,785	\$153,259	
Smith, Victoria A O	History	Asst Professor	0.60	\$353	\$28,313	AY
	Ethnic Studies	Asst Professor	0.40	\$235	\$18,875	AY
			1.00	\$588	\$47,188	
Smith, Virginia L	Theatre Arts	Asst Professor	1.00	\$6,469	\$53,342	AY
Snow, Daniel Davidson	Water Center	Research Assistant Professor	0.90	\$1,309	\$55,849	FY
* <i>See also: IANR</i>						
Snow, Gregory R	Physics & Astronomy	Assoc Professor	1.00	\$2,352	\$89,953	AY
Snowden, John R	College of Law	Professor	1.00	\$1,400	\$81,990	AY
Snyder, Paul G	Electrical Engineering	Assoc Professor	1.00	\$600	\$78,318	AY
Snyder, Randall L	School of Music	Professor	1.00	\$1,110	\$56,836	AY
Soh, Leen-Kiat	Computer Science & Engineering	Asst Professor	1.00	\$2,015	\$77,495	AY
Sohi, Ravipreet S	Marketing	Assoc Professor	1.00	\$6,366	\$103,050	AY
Soukup, Rodney J	Electrical Engineering	Professor	1.00	\$2,730	\$126,169	AY
	Electrical Engineering	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,730	\$136,169	
Spalding, Jody Lou	Special Ed & Communic Disorders	Coordinator	0.60	\$915	\$35,315	FY
Spangler, William	Athletics	Head Coach	1.00	\$1,009	\$39,071	FY
Spann, Arthur T	Broadcasting	Assoc Professor	1.00	\$1,500	\$70,056	AY
Spaulding, William D	Psychology	Professor	1.00	\$1,611	\$76,596	AY
Spencer, Nicholas P	English	Assoc Professor	1.00	\$1,100	\$56,120	AY
Spiegel, Amy N	University Museum	Research Assistant Professor	0.25	\$401	\$15,551	FY
Spies, Robert A	Buros Institute	Associate Director	1.00	\$2,718	\$63,110	FY
Spinner-Halev, Jeffrey A	Political Science	Professor	1.00	\$2,722	\$67,039	AY
	Political Science	College Professor	0.00	\$0	\$7,500	AY
			1.00	\$2,722	\$74,539	
Splinter, William E	University Museum	Director	0.00	\$0	\$1,206	FY
Srisa-An, Witawas	Computer Science & Engineering	Asst Professor	1.00	\$2,142	\$79,742	AY
Stanek Krogstrand, Kaye L	Nutrition & Health Sciences	Assoc Professor	0.75	\$1,186	\$56,394	FY
* <i>See also: IANR</i>						
Stansbury, John S	Civil Engineering @ UNO	Assoc Professor	1.00	\$1,600	\$68,623	AY
Starace, Anthony F	Physics & Astronomy	Professor	1.00	\$3,567	\$133,676	AY
	Physics & Astronomy	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,567	\$148,676	
Starita, Joseph M	News - Editorial	Assoc Professor	1.00	\$2,100	\$68,805	FY
	News - Editorial	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$2,100	\$78,805	
Starr, Pamela F	School of Music	Professor	1.00	\$1,315	\$63,063	AY
Stauffer, Edward J	Theatre Arts	Assoc Professor	1.00	\$1,018	\$55,659	AY
Stauffer, Janice E	Theatre Arts	Assoc Professor	1.00	\$1,082	\$57,169	AY
Steckelberg, Allen L	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$2,515	\$55,700	AY
Steinweis, Alan E	History	Assoc Professor	1.00	\$1,290	\$59,913	AY
	History	College Professor	0.00	\$0	\$5,000	AY
			1.00	\$1,290	\$64,913	
Stentz, Terry L	Construction Management	Asst Professor	1.00	\$6,774	\$68,454	AY
Sterns, Elizabeth A	Ctr Children Family & the Law	Coordinator	0.75	\$933	\$36,137	FY
Stevens, Lora Rachele	Geosciences	Research Assistant Professor	0.50	\$0	\$18,840	FY
Stewart, Alison G	Art & Art History	Assoc Professor	1.00	\$1,115	\$52,407	AY

University of Nebraska - UNL
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Stezowski, John J	Chemistry	Professor	1.00	\$1,442	\$84,346	AY
Stick, Sheldon L	Educational Administration	Professor	1.00	\$1,900	\$90,533	FY
Stock, Robert D	English	Professor	1.00	\$762	\$76,946	AY
Strasburger Dr, Scott E	Athletics	Physician	0.07	\$119	\$4,593	FY
Straub, William P.v.	Athletics	Head Coach	1.00	\$4,291	\$51,718	FY
Striman, Brian D	College of Law	Professor	1.00	\$1,557	\$63,796	FY
Stubbendieck, James L	Center of Great Plains Studies	Director/Chair	0.50	\$1,917	\$62,388	FY
* See also: IANR						
Stump, Jordan Matthew	Modern Language & Literature	Assoc Professor	1.00	\$2,600	\$66,247	AY
Subramanian, Anuradha	Chemical Engineering	Asst Professor	1.00	\$3,549	\$92,271	AY
Surkan, Alvin J	Computer Science & Engineering	Professor	1.00	\$0	\$74,178	AY
Swanson, Daryl P	Nebraska Union	Director	1.00	\$2,000	\$94,100	FY
Swanson, Stephen T	Chemical Engineering	Research Assistant Professor	1.00	\$1,400	\$69,325	FY
Swearer Napolitano, Susan M	Educational Psychology	Asst Professor	1.00	\$8,707	\$63,939	AY
Sweet, Annette D	JD Edwards Program	Director	1.00	\$0	\$83,800	FY
Swenseth, Scott Richard	Management	Assoc Professor	1.00	\$1,120	\$75,816	AY
Swidler, Stephen A	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$5,177	\$54,288	AY
Swinehart, James B	Geosciences	Professor	0.15	\$209	\$11,534	FY
* See also: IANR						
Synhorst, Lori L	Special Ed & Communic Disorders	Research Assistant Professor	1.00	\$1,186	\$45,786	FY
Szydlowski, Wieslaw M	Mechanical Engineering	Assoc Professor	1.00	\$1,705	\$79,193	AY
Tadros, Maher K	Civil Engineering @ UNO	Professor	1.00	\$4,640	\$130,351	AY
Takacs, James M	Chemistry	Professor	1.00	\$3,337	\$99,130	AY
Teo, Sharon M	Theatre Arts	Asst Professor	1.00	\$1,540	\$43,213	AY
Theiss-Morse, Elizabeth A	Political Science	Professor	1.00	\$2,970	\$75,124	AY
Thornton-Jaridge, Judith E	University Libraries	Asst Professor	1.00	\$700	\$50,402	FY
Thorp, John S	Computer & Electronics Engineering	Assoc Professor	1.00	\$3,782	\$3,782	AY
Thorson, James A	Educational Administration	Professor	0.10	\$316	\$10,820	FY
* See also: UNO						
Tiller, Dale K	Architectural Engineering	Assoc Professor	1.00	\$1,584	\$82,105	AY
Timm, Delmar C	Chemical Engineering	Professor	1.00	\$1,000	\$116,937	AY
To, Cho Wing	Mechanical Engineering	Professor	1.00	\$1,650	\$80,950	AY
Tomkins, Alan Jeffrey	Public Policy Center	Director	1.00	\$2,830	\$109,625	FY
Torquati, Julia	Family & Consumer Science	Assoc Professor	1.00	\$1,721	\$56,363	AY
Torraco, Richard	Educational Administration	Assoc Professor	1.00	\$2,925	\$63,865	AY
Torres Stone, Rosalie A	Sociology	Asst Professor	1.00	\$844	\$49,540	AY
Trainin, Guy	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$1,721	\$52,321	AY
Trimi, Silvana	Management	Asst Professor	1.00	\$2,484	\$93,084	AY
Trout, Barbara L	Textiles Clothing & Design	Assoc Professor	1.00	\$1,188	\$59,490	AY
Tsymbal, Evgeny Y	Physics & Astronomy	Assoc Professor	1.00	\$3,168	\$69,925	AY
Tuan, Christopher Y	Civil Engineering @ UNO	Assoc Professor	1.00	\$3,340	\$78,184	AY
Turner, Harriet S	International Affairs	Director	0.75	\$2,269	\$87,892	AY
	Modern Language & Literature	Professor	0.25	\$832	\$26,373	AY
			1.00	\$3,101	\$114,265	
Turner, John D	Classics & Religious Studies	Professor	1.00	\$3,174	\$88,912	AY
	Classics & Religious Studies	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,174	\$103,912	
Turner, Joseph A	Engineering Mechanics	Assoc Professor	1.00	\$3,250	\$85,747	AY
Tyler, David C	University Libraries	Asst Professor	1.00	\$1,350	\$41,105	FY
Tyler, Kimberly A	Sociology	Asst Professor	1.00	\$6,019	\$61,830	AY
Uerling, Donald F	Educational Administration	Assoc Professor	1.00	\$1,766	\$75,198	AY

* Refer also to funding at other campus

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Uiterwaal, Cornelis J	Physics & Astronomy	Asst Professor	1.00	\$2,495	\$57,615	AY
Vakilzadian, Hamid	Electrical Engineering	Assoc Professor	1.00	\$1,670	\$77,722	AY
Van Den Berg, Hendrik F	Economics	Assoc Professor	1.00	\$1,900	\$71,726	AY
van Roojen, Mark S	Philosophy	Assoc Professor	1.00	\$2,680	\$57,600	AY
Variyam, Vinodchandran N	Computer Science & Engineering	Asst Professor	1.00	\$1,912	\$76,115	AY
Varner, Jerald L	Electrical Engineering	Assoc Professor	1.00	\$2,000	\$80,599	AY
Vasa, Stanley F	Special Ed & Communic Disorders	Professor	1.00	\$1,859	\$86,373	AY
Velander, William H	Chemical Engineering	Professor	0.65	\$2,925	\$95,745	AY
	Chemical Engineering	Chairperson	0.35	\$1,575	\$51,555	AY
			1.00	\$4,500	\$147,300	
Veomett, George E	School of Biological Sciences	Assoc Professor	1.00	\$1,270	\$64,564	AY
Verma, Shashi B	School of Natural Resources	Cather/Bessey Professorship	0.00	\$0	\$2,500	FY
* See also: IANR						
Viljoen, Hendrik J	Chemical Engineering	Professor	1.00	\$5,045	\$100,696	AY
Voeltz, Richard E	University Libraries	Assoc Professor	1.00	\$900	\$61,984	FY
Voorhies, Michael R	Geosciences	Professor	1.00	\$756	\$76,356	AY
Wagner, William E	School of Biological Sciences	Assoc Professor	1.00	\$1,007	\$57,527	AY
Waite, Michelle R	Office of the Chancellor	Asst To Chn Com Relations	1.00	\$2,600	\$76,859	FY
Walker, John V	Athletics	Head Coach	1.00	\$2,622	\$101,559	FY
Walker, Judy L	Mathematics	Assoc Professor	1.00	\$3,350	\$71,000	AY
Walker, Mark E	Mathematics	Assoc Professor	1.00	\$3,450	\$70,686	AY
Walklin, Larry J	Broadcasting	Professor	1.00	\$1,700	\$92,897	AY
	Broadcasting	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$1,700	\$102,897	
Walstad, William B	Economic Education	Director	1.00	\$4,750	\$153,159	FY
	Economic Education	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$4,750	\$163,159	
Walter, Katherine L	University Libraries	Chairperson	0.60	\$1,170	\$45,101	FY
	University Libraries	Professor	0.40	\$780	\$29,768	FY
			1.00	\$1,950	\$74,869	
Walter, Larry J	College of Education & Human Sci	Associate Dean	1.00	\$3,012	\$116,649	FY
Walters, Janet Lynn	Ctr Children Family & the Law	Coordinator	0.75	\$764	\$29,608	FY
Wandsnider, LuAnn	Anthropology and Geography	Assoc Professor	1.00	\$1,170	\$54,632	AY
Wandzilak, Thomas	College of Education & Human Sci	Director	1.00	\$2,749	\$106,485	FY
Wang, Jun	Computer Science & Engineering	Asst Professor	1.00	\$1,436	\$77,036	AY
Wang, Lily M	Architectural Engineering	Asst Professor	1.00	\$1,516	\$78,632	AY
Wang, Xinwei	Mechanical Engineering	Asst Professor	1.00	\$1,550	\$67,470	AY
Waters, Clarence E	Architectural Engineering	Assoc Professor	1.00	\$1,737	\$90,012	AY
Watkins, David K	Geosciences	Professor	1.00	\$2,257	\$75,474	AY
Wedeman, Andrew H	Political Science	Assoc Professor	1.00	\$1,400	\$58,680	AY
	A&S General	Director/Chair	0.00	\$0	\$1,200	AY
			1.00	\$1,400	\$59,880	
Weeks, Donald P	Biochemistry	Professor	0.35	\$990	\$50,495	FY
* See also: IANR						
Weiss, Wendy Ruth	Textiles Clothing & Design	Assoc Professor	1.00	\$7,234	\$67,304	AY
Weissinger, Ellen Marie	Graduate Studies	Associate Dean	1.00	\$14,399	\$130,000	FY
Weisz, Victoria P	Ctr Children Family & the Law	Research Associate Professor	1.00	\$1,828	\$70,817	FY
Weldon Jr, Robert A	School of Biological Sciences	Asst Professor	1.00	\$690	\$52,059	AY
Wentz, Timothy G	Construction Management	Assoc Professor	1.00	\$3,750	\$75,459	AY
Whitbeck, Leslie B	Sociology	Professor	1.00	\$3,647	\$109,940	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
White, Darryl A	School of Music	Assoc Professor	1.00	\$1,231	\$55,832	AY
White, Laura M	English	Assoc Professor	1.00	\$1,562	\$55,722	AY
White, Lynn K	Sociology	Professor	1.00	\$0	\$89,863	AY
White, Russell C	School of Music	Assoc Professor	1.00	\$1,137	\$61,248	AY
White, Tyler G	School of Music	Assoc Professor	1.00	\$1,273	\$57,140	AY
Whitt, Hugh P	Sociology	Professor	1.00	\$933	\$58,300	AY
Wiegand, Roger	Mathematics	Professor	1.00	\$3,450	\$114,800	AY
	Mathematics	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$3,450	\$117,300	
Wiegand, Sylvia	Mathematics	Professor	1.00	\$1,750	\$90,671	AY
Wiener, Richard L	Psychology	Professor	1.00	\$2,539	\$113,139	AY
Wilcox, Brian L	Psychology	Professor	1.00	\$4,002	\$125,306	FY
	Ctr Children Family & the Law	Director	0.00	\$0	\$2,400	FY
			1.00	\$4,002	\$127,706	
Wilhelmsen, Elizabeth C	Modern Language & Literature	Assoc Professor	1.00	\$900	\$51,469	AY
Wilkins, Gerald William	University Health Center	Physician	1.00	\$3,083	\$118,981	FY
Willborn, Steven L	College of Law	Dean	1.00	\$6,288	\$205,888	FY
	College of Law	College Professor	0.00	\$0	\$10,000	FY
			1.00	\$6,288	\$215,888	
Williams Jr, James A	Sociology	Chairperson	0.60	\$1,482	\$49,883	AY
	Sociology	Professor	0.40	\$988	\$30,920	AY
			1.00	\$2,470	\$80,803	
Williams, Paul F	Electrical Engineering	Professor	1.00	\$4,340	\$104,560	AY
	Electrical Engineering	College Professor	0.00	\$0	\$11,906	AY
			1.00	\$4,340	\$116,466	
Williams, Robert E	Industrial & Mgmt Syst Engineering	Assoc Professor	1.00	\$1,760	\$78,054	AY
Williams, Sandra M	Art & Art History	Asst Professor	1.00	\$2,164	\$42,631	AY
Willis, Mary S	Anthropology and Geography	Asst Professor	1.00	\$1,050	\$48,529	AY
Willis-Esqueda, Cynthia	Psychology	Assoc Professor	0.60	\$1,221	\$33,795	AY
	Ethnic Studies	Assoc Professor	0.40	\$814	\$22,528	AY
	Native American Studies	Coordinator	0.00	\$0	\$2,400	AY
			1.00	\$2,035	\$58,723	
Wilson, Catherine Lee	College of Law	Assoc Professor	1.00	\$2,179	\$82,169	AY
Wilson, David E	Teaching, Learning & Teacher Ed	Professor	1.00	\$1,965	\$73,115	AY
Wilson, Kathleen M	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$2,265	\$59,815	AY
Winkle, Kenneth John	History	Chairperson	0.60	\$1,674	\$47,027	AY
	History	Professor	0.40	\$1,116	\$29,018	AY
			1.00	\$2,790	\$76,045	
Winter, Thomas N	Classics & Religious Studies	Assoc Professor	1.00	\$655	\$47,626	AY
Wishart, David J	Anthropology and Geography	Chairperson	0.60	\$1,547	\$47,438	AY
	Anthropology and Geography	Professor	0.40	\$1,032	\$29,293	AY
			1.00	\$2,579	\$76,731	
Woldt, Wayne	Biological Systems Engineering	Assoc Professor	0.25	\$539	\$20,641	FY
* <i>See also: IANR</i>						
Wood, Charles	School of Biological Sciences	Professor	0.75	\$4,102	\$100,047	AY
	School of Biological Sciences	University Professor	0.00	\$0	\$15,000	AY
* <i>See also: IANR</i>			0.75	\$4,102	\$115,047	
Woodward, Gordon S	Mathematics	Professor	1.00	\$2,117	\$71,798	AY
Woody, Robert H	School of Music	Asst Professor	1.00	\$2,415	\$44,715	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Wollam, John A	Electrical Engineering	Professor	1.00	\$3,220	\$149,901	AY
	Electrical Engineering	University Professor	0.00	\$0	\$15,000	AY
			1.00	\$3,220	\$164,901	
Works, Robert G	College of Law	Professor	1.00	\$3,922	\$133,708	AY
	College of Law	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$3,922	\$143,708	
Wright, Gregg F	Ctr Children Family & the Law	Research Associate Professor	1.00	\$2,859	\$110,758	FY
Wright-Chollet, Barbara J	Student Affairs	Asst Vice Chancellor	0.67	\$2,503	\$47,239	AY
Wristen, Brenda G	School of Music	Asst Professor	1.00	\$2,297	\$42,469	AY
Wu, Lin	Mechanical Engineering	Asst Professor	0.00	\$1,496	\$1,496	AY
Wunder, John R	History	Professor	1.00	\$2,456	\$114,075	AY
Wunder, Susan K	Teaching, Learning & Teacher Ed	Asst Professor	1.00	\$6,265	\$60,344	AY
Wylie, Dwane E	School of Biological Sciences	Professor	0.45	\$397	\$31,731	AY
Xia, Yan	Family & Consumer Science	Asst Professor	0.89	\$1,024	\$43,274	AY
* <i>See also: IANR</i>						
Xia, Yuannan	NRI Center of Biotechnology	Research Assistant Professor	1.00	\$1,871	\$72,471	FY
Yamamoto, Catherine A	TRIO Programs	Director	1.00	\$1,341	\$52,040	FY
Yang, Jiashi	Engineering Mechanics	Assoc Professor	1.00	\$1,326	\$67,650	AY
Yang, Min	Statistics	Asst Professor	1.00	\$1,575	\$57,175	AY
Yang, Yiqi	Textiles Clothing & Design	Professor	0.50	\$1,514	\$40,477	AY
* <i>See also: IANR</i>						
Yardley, Owen K	University Police	Chief Police Srvc	1.00	\$2,600	\$93,300	FY
Yenen, Orhan	Physics & Astronomy	Research Assistant Professor	1.00	\$0	\$42,878	FY
Yori, Connie S	Athletics	Head Coach	1.00	\$4,426	\$171,426	FY
Yu, Zuyuan	Industrial & Mgmt Syst Engineering	Research Assistant Professor	1.00	\$790	\$36,708	FY
Yuill, Grenville K	Architectural Engineering	Director	1.00	\$3,086	\$160,030	FY
Zatechka, Douglas S	Housing Administration	Director	1.00	\$3,000	\$113,600	FY
Zeece, Pauline D	Family & Consumer Science	Professor	1.00	\$2,515	\$76,596	AY
Zeleny, Michael J	Research	Asst Vice Chancellor	1.00	\$7,100	\$98,000	FY
Zempleni, Janos	Nutrition & Health Sciences	Asst Professor	0.50	\$1,881	\$31,269	AY
* <i>See also: IANR</i>						
Zeng, Xiao Cheng	Chemistry	Professor	1.00	\$2,644	\$79,285	AY
	Chemistry	Cather/Bessey Professorship	0.00	\$0	\$2,500	AY
			1.00	\$2,644	\$81,785	
Zera, Anthony James	School of Biological Sciences	Professor	1.00	\$1,848	\$74,942	AY
Zhang, Luwen	School of Biological Sciences	Asst Professor	1.00	\$1,053	\$50,966	AY
Zhang, Tian C	Civil Engineering @ UNO	Assoc Professor	1.00	\$3,290	\$76,103	AY
Zhang, Yange	Vet & Biomedical Sciences	Research Assistant Professor	1.00	\$700	\$33,436	FY
Zhang, Zhaoyan	Mechanical Engineering	Asst Professor	1.00	\$1,475	\$65,075	AY
Zhou, You	Vet & Biomedical Sciences	Research Associate Professor	1.00	\$1,793	\$69,450	FY
Zlotnik, Vitaly A	Geosciences	Professor	1.00	\$2,347	\$79,326	AY
Zorn, Thomas S	Finance	Professor	1.00	\$2,593	\$132,239	AY
	Finance	College Professor	0.00	\$0	\$10,000	AY
			1.00	\$2,593	\$142,239	
Zygielbaum, Arthur I	College of Education & Human Sci	Director	1.00	\$2,600	\$120,800	FY

University of Nebraska - UNMC
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Abdouch, Ivan G	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$1,461	\$118,304	FY
Abrahams, Neil A	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$750	\$60,750	FY
Abromowitch, Minnie	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$1,321	\$107,012	FY
Adams, John C	Budget Analysis & Financial Cmpl	Asst Vice Chancellor Budget & Planning	1.00	\$5,602	\$117,632	FY
Adelson, Anthony B	Radiology	Asst Professor/Hlth Prof	1.00	\$1,266	\$102,516	FY
Agarwala, Neena	Obstetric/Gynecology	Asst Professor/Hlth Prof	1.00	\$1,202	\$97,390	FY
Agneta, Leonard D	Intellectual Property Office	Director, Intellectual Property Office	0.90	\$1,347	\$109,129	FY
* <i>See also: UNCA</i>						
Agrawal, Sandeep Kumar	Surgery-Neurosurgery	Asst Professor	1.00	\$675	\$54,668	FY
Ahmad, Iqbal	Ophthalmology	Professor/Cont	0.69	\$9,580	\$105,370	FY
Aita, Virginia	Preventive and Societal Medicine	Assoc Professor/Hlth Prof	1.00	\$1,905	\$61,895	FY
Alajjlouni, Khaldoun F M	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$844	\$68,344	FY
Allen, Keith D	MMI Psychology	Psychologist	1.00	\$960	\$77,811	FY
Alter, Roxanne	Medical Technology	Asst Professor	1.00	\$704	\$57,031	FY
Amin, Zahid	Pediatrics Cardiology	Assoc Professor/Hlth Prof	1.00	\$963	\$77,987	FY
Amoura, Nahia J	Obstetric/Gynecology	Asst Professor	1.00	\$938	\$75,938	FY
Anderson, James R	Preventive and Societal Medicine	Chairperson	0.60	\$1,076	\$87,024	FY
	Preventive and Societal Medicine	Professor	0.34	\$742	\$60,158	FY
	Preventive and Societal Medicine	Stokes-Shackelford Prof/Biostatistics	0.06	\$99	\$8,000	FY
			1.00	\$1,917	\$155,182	
Anderson, Joseph C	Radiology	Professor	1.00	\$1,721	\$139,449	FY
Anderson, Rebecca	Preventive and Societal Medicine	Asst Professor	0.50	\$316	\$25,562	FY
	MMI Genetic Medicine	Coord/Counseling	0.05	\$32	\$2,557	FY
			0.55	\$348	\$28,119	
Antonson, Dean L	Pediatrics Gastroenterology	Assoc Professor	1.00	\$1,231	\$99,689	FY
Aoun, Patricia	Pathology/Microbiology	Asst Professor	1.00	\$903	\$73,112	FY
Armitage, James O	Int Med Oncology/Hematology	Professor/Cont	1.00	\$2,875	\$232,875	FY
Asojo, Oluwatoyin	Eppley Institute	Research Asst Prof	1.00	\$625	\$50,625	FY
Assad, Daniel A	COD-Surgical Specialties	Assoc Professor/Cont	1.00	\$9,113	\$100,238	FY
Attanasio, Ronald	COD-Dental Practice Management	Professor/Cont.	1.00	\$1,406	\$113,847	FY
Attard, Thomas M	Pediatrics Gastroenterology	Asst Professor/Hlth Prof	1.00	\$852	\$68,968	FY
Atwood, Jan R	CON-Gerontolog, Psycosoc & Com Hlth	Professor	1.00	\$766	\$102,957	FY
Augustine, Samuel C	COP Pharmacy Practice	Assoc Professor/Hlth Prof	1.00	\$465	\$75,068	FY
Babbe, Gregory J	Family Medicine	Asst Professor	1.00	\$1,139	\$92,264	FY
Backer, Elisabeth L	Family Medicine	Clinical Asst Prof	1.00	\$1,442	\$116,785	FY
Baker, John J	Pathology/Microbiology	Asst Professor	1.00	\$1,038	\$84,063	FY
Baker, Natalie J	UPS Psychiatry-Academic	Asst Professor	0.45	\$526	\$21,567	FY
Balaji, Kethandapatti C	Surgery-Urologic Surgery	Assoc Professor	0.90	\$1,249	\$101,198	FY
Baldwin, Jeffrey N	COP Pharmacy Practice	Assoc Professor	1.00	\$1,094	\$88,639	FY
Ball, Laura J	MMI Speech Pathology	Speech Pathologist	0.69	\$505	\$40,860	FY
Baranowska-Kortylewicz, Janina	Radiation Oncology	Assoc Professor	1.00	\$2,303	\$84,054	FY
Barkoukis, Teri J	Int Med Pulmonary	Asst Professor/Hlth Prof	1.00	\$1,144	\$92,681	FY
Barnason, Susan A	CON-Lincoln AHI	Assoc Professor	1.00	\$985	\$79,805	FY
Barnes, Caren M	COD-Dental Administration	Coordinator	1.00	\$1,141	\$92,421	FY
Barnes-Josiah, Debora	Pediatrics Child Health	Asst Professor	1.00	\$818	\$66,269	FY
Barr, Kathleen L	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$1,128	\$76,294	FY
Barron, Cecilia Rose	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor	1.00	\$1,095	\$88,694	FY
Batra, Surinder Kumar	Biochem and Molecular Biology	Professor/Cont	1.00	\$6,280	\$125,001	FY
Batrakova, Elena V	COP Pharmaceutical Science	Research Asst Prof	1.00	\$578	\$46,828	FY
Batterman, Terri R	Int Med General Medicine	Asst Professor	0.75	\$750	\$60,750	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Bavitz, J Bruce	COD-Surgical Specialties	Professor/Cont	1.00	\$5,425	\$113,934	FY
Baxter, Bernard Timothy	Surgery-General Surgery	Professor	0.45	\$684	\$55,359	FY
Beatty, Mark W	COD-Adult Restorative	Assoc Professor	1.00	\$711	\$57,556	FY
Bedows, Elliott	Obstetric/Gynecology	Assoc Professor	1.00	\$836	\$67,662	FY
Bennett, Gregory D	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$660	\$88,782	FY
Bennett, Robert G	Int Med DEM	Asst Professor	0.01	\$67	\$627	FY
Benson Jr, John A	Int Med GI	Professor	1.00	\$1,500	\$121,500	FY
Berg, Teresa Grace	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$1,202	\$97,390	FY
Berger, Ann Malone	CON-Adult Health & Illness Dpt	Assoc Professor/Cont	1.00	\$1,962	\$78,926	FY
Bernal, Kerry	Pathology/Microbiology	Asst Professor	1.00	\$15,750	\$60,750	FY
Berndt, William O	Pharmacology	Chairperson	0.75	\$1,713	\$138,759	FY
Bessho, Tadayoshi	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$2,250	\$77,250	FY
Bessmer, Joel	Int Med General Medicine	Asst Professor	1.00	\$972	\$78,736	FY
	Int Med Education	Associate Director	0.00	\$296	\$24,000	FY
			1.00	\$1,268	\$102,736	
Betterman, Mary Jane	Radiology	Asst Professor	1.00	\$0	\$84,240	FY
Beukelman, David R	MMI Speech Pathology	Director	0.17	\$580	\$22,369	FY
* <i>See also: UNL</i>						
Bevil, Catherine A	CON-Omaha	Professor	0.85	\$1,005	\$81,467	FY
	CON-Omaha	Director	0.00	\$0	\$1,800	FY
			0.85	\$1,005	\$83,267	
Bidasee, Keshore R	Pharmacology	Assoc Professor/Hlth Prof	1.00	\$1,013	\$82,013	FY
Bierman, Philip J	Int Med Oncology/Hematology	Assoc Professor	1.00	\$1,223	\$99,114	FY
Bilek, Laura D	Physical Therapy Education	Asst Professor	0.70	\$566	\$45,913	FY
Billings, Judith Sims	CON-Kearney	Professor	1.00	\$916	\$92,525	FY
	CON-Kearney	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$916	\$97,525	
Binhammer, Robert T	Genetics Cell Biology & Anatomy	Professor	1.00	\$1,426	\$96,469	FY
Black, Joyce M	CON-Adult Health & Illness Dpt	Assoc Professor/Hlth Prof	1.00	\$3,015	\$71,531	FY
Bobal, Alison M	Library of Medicine	Asst Professor	1.00	\$432	\$35,021	FY
Bociek, Robert G	Int Med Oncology/Hematology	Asst Professor	1.00	\$1,040	\$84,204	FY
Boedeker, Ben H	Anesthesiology	Assoc Professor	0.30	\$380	\$30,755	FY
Bolam, David L	Pediatrics Newborn Medicine	Assoc Professor	1.00	\$1,257	\$101,812	FY
Booth, S James	Pathology/Microbiology	Assoc Professor	1.00	\$1,197	\$96,971	FY
Borgstahl-Kramer, Gloria E	Eppley Institute	Assoc Professor/Cont	1.00	\$1,114	\$90,214	FY
Boska, Michael D	Radiology	Assoc Professor/Hlth Prof	1.00	\$1,350	\$109,339	FY
Botha, Jean Frederick	Surgery-Transplant	Asst Professor	1.00	\$759	\$61,510	FY
Bott, Kristine L	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$1,000	\$81,000	FY
Bottjen, Peggy L	Medical Technology	Asst Professor	0.50	\$365	\$29,607	FY
	Allied Health-Hlth Serv Admin Div	Clinical Education Coordinator	0.50	\$366	\$29,608	FY
			1.00	\$731	\$59,215	
Boust, Susan J	UPS Psychiatry-Academic	Assoc Professor/Hlth Prof	1.00	\$1,289	\$104,375	FY
Bowman, Robert C	Family Medicine	Assoc Professor	1.00	\$1,342	\$108,663	FY
Bridge, Julia Ann	Pathology/Microbiology	Professor	0.60	\$710	\$57,454	FY
	Pediatrics Administration	Professor	0.40	\$472	\$38,302	FY
			1.00	\$1,182	\$95,756	
Bronich, Tatiana K	COP Pharmaceutical Science	Research Assoc Prof	1.00	\$714	\$57,856	FY
Brown, David G	COD-Dental Administration	Executive Associate Dean	0.90	\$1,552	\$132,730	FY
	COD-Oral Biology	Professor	0.10	\$172	\$13,969	FY
			1.00	\$1,724	\$146,699	

University of Nebraska - UNMC
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Brown, Heather L	Library of Medicine	Asst Professor	1.00	\$413	\$33,413	FY
Bruch, Leslie A	Pathology/Microbiology	Asst Professor	1.00	\$3,333	\$69,988	FY
Brunmeier, Richard	COD-Adult Restorative	Clinical Asst Prof	0.20	\$0	\$4,160	AY
Buchanan, Lynne M	CON-Adult Health & Illness Dpt	Asst Professor/Hlth Prof	1.00	\$811	\$65,660	FY
Buehler, Bruce A	MMI Administration	Hattie B Munroe Endowed Professorship	0.40	\$813	\$62,232	FY
	MMI Administration	Director	0.30	\$629	\$46,553	FY
	Pediatrics Administration	Chairperson	0.30	\$590	\$55,794	FY
			1.00	\$2,032	\$164,579	
Burke, William J	UPS Psychiatry-Academic	Professor	1.00	\$1,788	\$144,852	FY
Bylund, David B	Pharmacology	Professor	1.00	\$2,120	\$171,738	FY
Campbell, James R	Int Med General Medicine	Professor/Cont	1.00	\$1,323	\$107,148	FY
Campbell, William H	COD-Surgical Specialties	Clinical Asst Prof	0.20	\$0	\$4,160	AY
Campbell-Grossman, Christie K	CON-Lincoln AHI	Asst Professor	1.00	\$654	\$66,092	FY
Camras, Carl B	Ophthalmology	Chairperson	0.60	\$1,343	\$108,814	FY
	Ophthalmology	Professor	0.40	\$854	\$69,106	FY
			1.00	\$2,197	\$177,920	
Canaris, Gay J	Int Med General Medicine	Asst Professor	1.00	\$896	\$72,496	FY
Caplan, Steven H	Biochem and Molecular Biology	Asst Professor/Hlth Prof	1.00	\$1,600	\$65,600	FY
Carlson, Mark A	Surgery-General Surgery	Asst Professor	0.75	\$602	\$48,767	FY
Carmines, Pamela K	Physiology/Biophysics	Professor	1.00	\$1,369	\$110,819	FY
Carson, Steven D	Pathology/Microbiology	Professor	1.00	\$1,276	\$103,338	FY
Carstens, Kaye B	Family Medicine	Clinical Asst Prof	1.00	\$1,022	\$82,817	FY
Casale, George P	Surgery-Urologic Surgery	Assoc Professor	1.00	\$893	\$72,322	FY
Casey, Carol A	Int Med GI	Professor	0.50	\$492	\$39,817	FY
Casey, John H	COD-Oral Biology	Professor	0.10	\$0	\$10,000	FY
Cavalieri, Ercole	Eppley Institute	Professor	1.00	\$2,631	\$134,149	FY
Chakravarti, Dhrubajyoti	Eppley Institute	Research Asst Prof	1.00	\$656	\$53,156	FY
Chambers, Ward A	Int Med Cardiology	Assoc Professor	1.00	\$1,885	\$152,694	FY
Chan, Wing C	Pathology/Microbiology	Professor	1.00	\$1,263	\$102,356	FY
Chaney, William G	Biochem and Molecular Biology	Assoc Professor	1.00	\$937	\$75,806	FY
Chang, Myung W	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$1,850	\$75,839	FY
Chapin, James W	Anesthesiology	Professor	1.00	\$1,388	\$112,472	FY
Chapman, Nora M	Pathology/Microbiology	Assoc Professor/Cont	1.00	\$877	\$70,930	FY
Chen, Li-Wu	Preventive and Societal Medicine	Asst Professor	1.00	\$874	\$70,820	FY
Cheng, Pi-Wan	Biochem and Molecular Biology	Professor	1.00	\$1,465	\$118,682	FY
Chintalapudi, Udaya B	Radiology	Asst Professor	1.00	\$1,013	\$82,013	FY
Christensen, Gerald R	Ophthalmology	Assoc Professor	0.75	\$961	\$77,844	FY
Christiansen, Mark Philip	Physician Assistant	Asst Professor/Hlth Prof	1.00	\$1,098	\$88,898	FY
Christman, Judith K	Biochem and Molecular Biology	Chairperson	0.60	\$1,556	\$126,007	FY
	Biochem and Molecular Biology	Professor	0.36	\$885	\$71,707	FY
	Biochem and Molecular Biology	Stokes-Shackleford Prof/Biochem & Molec	0.04	\$99	\$8,000	FY
			1.00	\$2,540	\$205,714	
Ciborowski, Pawel S	Biochem and Molecular Biology	Asst Professor/Hlth Prof	1.00	\$813	\$65,813	FY
Clare, Michael Patrick	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$949	\$76,887	FY
Clemens, Dahn L	Int Med GI	Assoc Professor	0.07	\$51	\$4,142	FY
Coccia, Peter F	Pediatrics Hematology/Oncology	Professor	1.00	\$1,465	\$118,663	FY
Cochran, Gary L	COP Pharmacy Practice	Asst Professor/Hlth Prof	1.00	\$997	\$67,468	FY

University of Nebraska - UNMC
Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Cohen, Samuel M	Pathology/Microbiology	Chairperson	0.60	\$1,423	\$115,234	FY
	Pathology/Microbiology	Professor	0.29	\$657	\$53,136	FY
	Pathology/Microbiology	Havlik/Wall Prof/Oncology	0.11	\$231	\$18,688	FY
			1.00	\$2,311	\$187,058	
Colaric, Kenneth B	Surgery Emergency Medicine	Asst Professor	1.00	\$1,128	\$91,343	FY
Collier, Dean S	COP Pharmacy Practice	Asst Professor	1.00	\$1,039	\$70,292	FY
Colombo, John L	Pediatrics Pulmonology	Professor/Cont	1.00	\$1,382	\$111,917	FY
Conell, Gary L	Family Medicine	Asst Professor	0.50	\$759	\$61,480	FY
Cooper, Stephanie L	MMI Psychology	Psychologist	1.00	\$606	\$49,106	FY
Corley, Kevin P	Pediatrics Endocrine	Asst Professor	1.00	\$9,819	\$101,451	FY
Cornish, Kurtis G	Physiology/Biophysics	Assoc Professor	1.00	\$860	\$86,883	FY
Cornwall, Suzanne J	Family Medicine	Clinical Asst Prof	1.00	\$0	\$112,965	FY
Covey, David A	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$1,036	\$83,935	FY
Cowan, Kenneth H	Eppley Institute	Director	1.00	\$2,816	\$223,060	FY
	Eppley Cancer Center	Director	0.00	\$0	\$5,000	FY
			1.00	\$2,816	\$228,060	
Cox, G Stanley	Biochem and Molecular Biology	Assoc Professor	1.00	\$1,014	\$82,157	FY
Cox, Roxanne R	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$725	\$58,719	FY
Cramer, Mary E	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$845	\$68,519	FY
Crawford, Michael E	MMI Recreation Program	Discipline Director	1.00	\$907	\$73,459	FY
Criscuolo, Christopher M	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$1,089	\$88,217	FY
Crossman, Joy A	Anesthesiology	Asst Professor	1.00	\$1,124	\$91,023	FY
Crouch, Larry D	COD-Oral Biology	Asst Professor	1.00	\$802	\$64,934	FY
Crouse, Brent A	Int Med General Medicine	Asst Professor	1.00	\$972	\$78,736	FY
Crouse, David A	Academic Affairs/Graduate Studies	Assoc Vice Chancellor	0.61	\$1,447	\$84,107	FY
	Graduate Studies	Assoc Vice Chancellor	0.30	\$548	\$31,880	FY
	Genetics Cell Biology & Anatomy	Professor	0.09	\$205	\$11,905	FY
			1.00	\$2,200	\$127,892	
Cuddigan, Janet	CON-Adult Health & Illness Dpt	Asst Professor	0.61	\$695	\$39,507	FY
Cuka, Denis J	Anesthesiology	Assoc Professor	0.80	\$1,190	\$96,400	FY
Curran-Galejs, Diana	Obstetric/Gynecology	Asst Professor	1.00	\$938	\$75,938	FY
Cusick, Robert A	Surgery-General Surgery	Clinical Asst Prof	0.18	\$281	\$22,768	FY
Dahl, Elizabeth R	UPS Psychiatry-Academic	Asst Professor	0.50	\$584	\$47,269	FY
Dalton, Michael L	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$934	\$63,211	FY
Danford, David A	Pediatrics Cardiology	Professor	1.00	\$1,274	\$103,191	FY
Dave, Bhavana J	MMI Cytogenetics	Associate Director	0.91	\$6,114	\$67,253	FY
	Pathology/Microbiology	Assoc Professor	0.09	\$586	\$6,444	FY
			1.00	\$6,700	\$73,697	
Davis, John S	Obstetric/Gynecology	Professor/Hlth Prof	0.60	\$985	\$79,777	FY
Davis, Leon F	Surgery-Oral & Maxillofacial	Professor	1.00	\$1,755	\$142,102	FY
Davis-Hall, R Ellen	Physician Assistant	Assoc Professor	1.00	\$1,118	\$90,514	FY
Dayton, Stuart K	Library of Medicine	Asst Professor	1.00	\$596	\$48,281	FY
DeBerg, Steven D	Pathology/Microbiology	Asst Professor	0.25	\$321	\$26,008	FY
Desouza, Cyrus V	Int Med DEM	Asst Professor/Hlth Prof	0.38	\$380	\$30,755	FY
Deupree, Jean D	Pharmacology	Professor	1.00	\$9,607	\$89,000	FY
Devetten, Marcel P	Int Med Oncology/Hematology	Asst Professor/Hlth Prof	1.00	\$1,013	\$82,013	FY
Dewan, Vijay K	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$866	\$70,113	FY
Dhar, Kajari	Eppley Institute	Research Asst Prof	1.00	\$525	\$42,525	FY
Dibaise, John K	Int Med GI	Assoc Professor/Hlth Prof	1.00	\$1,059	\$85,760	FY
Dimaio, Dominick J	Pathology/Microbiology	Assistant Professor/Hlth Prof	1.00	\$834	\$67,489	FY
Dixon, Robert S	Comparative Medicine	Director	1.00	\$1,703	\$137,961	FY

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Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Domers, Theresa	Surgery Emergency Medicine	Asst Professor	1.00	\$1,033	\$83,653	FY
Donohue, Terrence	Int Med GI	Professor	0.01	\$9	\$768	FY
Donovan, John M	Surgery-Urologic Surgery	Assoc Professor/Hlth Prof	1.00	\$966	\$78,262	FY
Doran, Stephen E	Surgery-Neurosurgery	Clinical Asst Prof	0.04	\$63	\$5,063	FY
Dumitru, Ioana	Int Med Cardiology	Asst Professor	0.38	\$380	\$30,780	FY
Duncan, Kathleen A	CON-Lincoln AHI	Assoc Professor/Cont	1.00	\$544	\$73,132	FY
Dunning, David G	COD-Dental Practice Management	Professor/Cont	1.00	\$935	\$75,734	FY
Durham, Timothy M	COD-Dental Practice Management	Assoc Professor	1.00	\$1,088	\$88,144	FY
Eberle, Catherine	Int Med Geriatrics	Assoc Professor/Hlth Prof	0.67	\$718	\$58,128	FY
Ebke, Darrell J	COD-Surgical Specialties	Asst Professor	1.00	\$935	\$75,769	FY
Edney, James A	Surgery-General Surgery	Professor/Cont	1.00	\$1,267	\$102,588	FY
Edwards, Jesse C	Physician Assistant	Associate Director	0.60	\$3,736	\$78,467	FY
	Physician Assistant	Assoc Professor	0.40	\$2,521	\$52,950	FY
			1.00	\$6,257	\$131,417	
Edwards, Mark S	Family Medicine	Asst Professor/Hlth Prof	1.00	\$983	\$79,614	FY
Egbert, Matthew	UPS Psychiatry-Academic	Asst Professor	1.00	\$1,151	\$93,215	FY
Eilts, Susanne E	Int Med General Medicine	Clinical Asst Prof	0.07	\$64	\$5,152	FY
Eischen, Christine M	Eppley Institute	Asst Professor	1.00	\$4,206	\$74,306	FY
Elhendy, Abdou	Int Med Cardiology	Asst Professor	1.00	\$1,000	\$81,000	FY
Ellis, Cynthia R	MMI Developmental Medicine	Discipline Director	1.00	\$2,060	\$122,511	FY
Ellis, Sheila J	Anesthesiology	Asst Professor	1.00	\$964	\$78,099	FY
Enke, Charles A	Radiation Oncology	Chairperson	0.60	\$1,473	\$119,336	FY
	Radiation Oncology	Professor/Cont	0.40	\$900	\$72,894	FY
			1.00	\$2,373	\$192,230	
Erickson, Christopher C	Pediatrics Cardiology	Assoc Professor/Hlth Prof	1.00	\$1,179	\$95,493	FY
Esposito, Paul W	Orthopaedic Surgery	Assoc Professor	1.00	\$1,157	\$93,735	FY
Etherton, Gale M	Int Med General Medicine	Asst Professor	0.24	\$254	\$20,569	FY
Eudy, James D	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$921	\$66,734	FY
Evans, Joseph H	MMI Psychology	Discipline Director	1.00	\$1,455	\$124,764	FY
Farr, Lynne A	CON-Adult Health & Illness Dpt	Professor	1.00	\$993	\$100,293	FY
Farris, Nancy A	CON-Parent-Child, Admin Ed & Scienc	Asst Professor	1.00	\$370	\$47,014	AY
Faust, David K	Anesthesiology	Assoc Professor	1.00	\$1,439	\$92,234	FY
Fayad, Pierre B	Neurological Sciences	Chairperson	0.60	\$1,264	\$112,352	FY
	Neurological Sciences	Professor/Cont.	0.40	\$847	\$68,644	FY
			1.00	\$2,111	\$180,996	
Fedderson, Julie L	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$1,000	\$81,000	FY
Fee, Michael P	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$1,080	\$87,522	FY
Feely, Dennis E	COD-Oral Biology	Assoc Professor	1.00	\$898	\$72,753	FY
Fehringer, Edward V	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$886	\$71,761	FY
Fell, Linda L	Medical Technology	Assoc Professor	1.00	\$1,971	\$67,680	FY
	Medical Technology	Associate Program Director	0.00	\$53	\$2,000	FY
			1.00	\$2,024	\$69,680	
Ferlic, Thomas P	Orthopaedic Surgery	Assoc Professor	0.20	\$193	\$15,643	FY
Fey, Paul D	Int Med Infectious Diseases	Assoc Professor	0.72	\$7,200	\$83,000	FY
	Pathology/Microbiology	Associate Director	0.00	\$0	\$7,000	FY
			0.72	\$7,200	\$90,000	
Fiantt, Kathryn	CON-Gerontolog, Psycosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$1,589	\$81,049	FY
Finken, David A	Pediatrics General	Clinical Asst Prof	1.00	\$1,061	\$85,941	FY
Finley, Brian J	Family Medicine	Asst Professor	1.00	\$1,266	\$102,516	FY
Fleck, Margaret Ofc	CON-Lincoln PAES	Asst Professor	1.00	\$342	\$45,918	AY
Flegle, Janice K	MMI Occupational Therapy	Occupational Therapist	1.00	\$796	\$64,408	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Fleisher, Mark H	UPS Psychiatry-Academic	Assoc Professor	1.00	\$1,127	\$91,294	FY
Fletcher, Garth E	Pediatrics Newborn Medicine	Asst Professor	1.00	\$1,192	\$96,509	FY
Floreani, Anthony	Int Med Pulmonary	Assoc Professor	1.00	\$905	\$73,311	FY
Ford, Joseph P	Anesthesiology	Asst Professor	1.00	\$1,082	\$87,619	FY
Fox, Ira J	Surgery-Transplant	Professor/Cont	0.99	\$1,218	\$98,619	FY
	Surgery	C W McLaughlin Prof/Surgery	0.01	\$12	\$1,000	FY
	Dean College of Medicine	Associate Dean	0.00	\$93	\$7,500	FY
			1.00	\$1,323	\$107,119	
Foxall, Martha J	CON-Parent-Child, Admin Ed & Scienc	Chairperson	0.60	\$727	\$61,921	FY
	CON-Omaha	Professor/Cont	0.40	\$485	\$39,281	FY
			1.00	\$1,212	\$101,202	
Freeman, Thomas L	Int Med Rheumatology	Asst Professor	1.00	\$728	\$52,002	FY
Freifeld, Alison G	Int Med Infectious Diseases	Assoc Professor	1.00	\$949	\$76,842	FY
Friesth, Barbara M	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$533	\$71,574	FY
Froeschle, Mary Lynn	COD-Adult Restorative	Assoc Professor	1.00	\$986	\$79,898	FY
Fruehling, Richard M	Family Medicine	Asst Professor	0.50	\$760	\$61,585	FY
Fuchs, Robert H	Physical Therapy Education	Asst Professor	1.00	\$845	\$68,417	FY
Fung, Albert Y C	Radiation Oncology	Assoc Professor	1.00	\$1,769	\$143,269	FY
Fung, Eric Y	COD-Oral Biology	Professor	1.00	\$1,231	\$99,674	FY
Fusaro, Ramon M	Int Med Dermatology	Professor	0.77	\$1,155	\$93,519	FY
Galva, Annabel	Radiology	Asst Professor	0.80	\$813	\$65,813	FY
Ganfield, Roger A	Anesthesiology	Asst Professor	0.50	\$579	\$46,929	FY
Gangahar, Deepak M	Surgery-Cardiovascular&Thoracic Sur	Professor	1.00	\$1,688	\$136,688	FY
Gardner, Paul Jay	Genetics Cell Biology & Anatomy	Professor	0.22	\$255	\$20,660	FY
Garvin, Kevin L	Orthopaedic Surgery	Chairperson	0.60	\$1,284	\$104,035	FY
	Orthopaedic Surgery	Professor	0.40	\$774	\$62,690	FY
			1.00	\$2,058	\$166,725	
Gelineau-Van Waes, Janee	Genetics Cell Biology & Anatomy	Scientist	1.00	\$1,022	\$82,833	FY
Gendelman, Howard E	Pathology/Microbiology	Professor	0.60	\$875	\$70,821	FY
	Internal Medicine	Professor	0.40	\$583	\$47,213	FY
			1.00	\$1,458	\$118,034	
Gensichen, Thomas F	Library of Medicine	Assoc Professor/Hlth Prof	1.00	\$750	\$60,748	FY
Ghorpade, Anuja	Pathology/Microbiology	Assoc Professor/Hlth Prof	1.00	\$3,500	\$73,500	FY
Gigantelli, James W	Ophthalmology	Assoc Professor/Hlth Prof	1.00	\$6,422	\$70,638	FY
Gilroy, Richard K	Int Med GI	Asst Professor	1.00	\$1,000	\$81,000	FY
Ginsburg, Glen Michael	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$1,014	\$82,128	FY
Gleed, Kent J	Int Med Cardiology	Clinical Asst Prof	0.10	\$101	\$8,201	FY
Glenn, Robert W	COD-Growth and Development	Clinical Asst Prof	0.10	\$0	\$2,080	AY
Godfrey, Maurice	MMI HBM Molecular Genetics	Coordinator	1.00	\$930	\$75,346	FY
Goeschel, Dennis P	Family Medicine	Assoc Professor	1.00	\$1,633	\$132,245	FY
	Family Medicine	Vice Chairperson	0.00	\$0	\$3,500	FY
			1.00	\$1,633	\$135,745	
Gold, Barry I	Eppley Institute	Professor	1.00	\$3,072	\$125,964	FY
	Eppley Institute	Associate Director	0.00	\$0	\$10,000	FY
			1.00	\$3,072	\$135,964	
Goldner, Whitney S	Int Med DEM	Asst Professor	0.80	\$801	\$64,800	FY
Goldstein, Neil K	Radiology	Asst Professor	1.00	\$1,013	\$82,013	FY
Gollan, John L	Dean College of Medicine	Dean	1.00	\$3,025	\$245,025	FY
Gordon, Bruce G	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$1,139	\$102,220	FY
Gould, Karen A	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$833	\$56,333	FY
Gound, Tom G	COD-Surgical Specialties	Assoc Professor/Cont	1.00	\$1,021	\$82,725	FY

* Refer also to funding at other campus

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Graf, Frank E	Ophthalmology	Asst Professor	1.00	\$984	\$79,727	FY
Grames, Heath A	Family Medicine	Asst Professor	0.10	\$81	\$6,581	FY
Grant, Wendy J	Surgery-Transplant	Asst Professor/Hlth Prof	1.00	\$760	\$61,510	FY
Greiner, Carl B	UPS Psychiatry-Academic	Professor	1.00	\$1,820	\$147,361	FY
	Dean College of Medicine	Assistant Dean	0.00	\$62	\$5,000	FY
			1.00	\$1,882	\$152,361	
Greiner, Timothy C	Pathology/Microbiology	Assoc Professor/Cont	1.00	\$876	\$70,930	FY
Grem, Jean L	Int Med Oncology/Hematology	Professor/Hlth Prof	1.00	\$1,250	\$101,250	FY
Grier, Candace G	Radiology	Asst Professor	0.50	\$833	\$67,484	FY
Grigsby, Karen A	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$825	\$83,362	FY
Groggel, Gerald C	Int Med Nephrology	Assoc Professor	1.00	\$1,084	\$87,821	FY
Gromak, Patricia A	MMI Occupational Therapy	Discipline Director	1.00	\$905	\$73,352	FY
	MMI Occupational Therapy	Coordinator	0.00	\$0	\$2,000	FY
			1.00	\$905	\$75,352	
Gross, Gloria Jean	CON-West Nebraska Division	Assoc Professor	1.00	\$1,121	\$90,815	FY
	CON-West Nebraska Division	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,121	\$95,815	
Grothe, Thomas J	Physician Assistant	Asst Professor	1.00	\$1,031	\$83,528	FY
Grovas, Alfred C	Pediatrics Hematology/Oncology	Assoc Professor	1.00	\$1,207	\$97,796	FY
Gulizia, James M	Pathology/Microbiology	Asst Professor	1.00	\$903	\$73,115	FY
Gulizia, Julie A	Pathology/Microbiology	Asst Professor	0.80	\$667	\$53,991	FY
Gumbiner, Carl H	Pediatrics Cardiology	Professor/Hlth Prof	1.00	\$1,193	\$96,687	FY
Gurney, Jud W	Radiology	Professor	1.00	\$2,382	\$108,694	FY
Gust, William F	Int Med General Medicine	Asst Professor	0.14	\$209	\$16,968	FY
	Continuing Education	Consultant	0.00	\$93	\$7,500	FY
			0.14	\$302	\$24,468	
Gwilt, Peter R	COP Pharmaceutical Science	Assoc Professor	1.00	\$863	\$79,484	FY
Hageman, Patricia A	Physical Therapy Education	Director	0.60	\$751	\$60,820	FY
	Physical Therapy Education	Professor/Cont	0.40	\$459	\$37,195	FY
			1.00	\$1,210	\$98,015	
Hahn, Francis J	Radiology	Professor	1.00	\$1,648	\$133,455	FY
Haider, Hani	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$1,211	\$98,109	FY
Haire, William D	Int Med Oncology/Hematology	Professor	1.00	\$1,156	\$93,672	FY
Haisch, Larry D	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$1,039	\$84,132	FY
Halgren, John T	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$822	\$66,634	FY
Halm, Daniel E	Family Medicine	Asst Professor	1.00	\$1,677	\$135,887	FY
Hamel, Frederick G	Int Med DEM	Professor	0.01	\$125	\$905	FY
Hamilton, Scott A	COD-Growth and Development	Asst Professor	0.60	\$675	\$54,675	FY
Hanigan, Mary Jo	UPS Psychiatry-Academic	Asst Professor	0.45	\$308	\$24,916	FY
Hankins, Jordan H	Radiology	Professor/Cont	1.00	\$1,646	\$133,271	FY
Hans, Christine P	Pathology/Microbiology	Asst Professor/Hlth Prof	1.00	\$750	\$60,750	FY
Harbourne, Regina	MMI Physical Therapy	Physical Therapist	0.70	\$636	\$51,491	FY
Harn, Jennifer Anne	COD-Surgical Specialties	Asst Professor	0.87	\$504	\$40,791	FY
Harn, Stanton D	COD-Oral Biology	Professor/Cont	1.00	\$1,159	\$93,849	FY
Harnisch Sr, David R	Family Medicine	Asst Professor/Hlth Prof	1.00	\$1,001	\$81,001	FY
Harper, James L	Pediatrics Hematology/Oncology	Assoc Professor/Hlth Prof	1.00	\$4,029	\$84,603	FY
Harrison, Jeffrey Dale	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$1,677	\$135,890	FY
	Family Medicine	Director	0.00	\$0	\$2,750	FY
			1.00	\$1,677	\$138,640	
Harrison, Katherine A	Family Medicine	Clinical Asst Prof	0.80	\$825	\$66,819	FY
Harrison-Findik, Duygu Dee	Int Med GI	Asst Professor	1.00	\$4,379	\$55,004	FY

* Refer also to funding at other campus

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University of Nebraska - UNMC
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Hart, J Patrick	Preventive and Societal Medicine	Assoc Professor	1.00	\$1,079	\$87,425	FY
Hartman, Teresa	Library of Medicine	Asst Professor	1.00	\$603	\$48,823	FY
Hauke, Ralph J	Int Med Oncology/Hematology	Asst Professor/Hlth Prof	1.00	\$1,053	\$85,293	FY
Haven, Mary C	Allied Health-Hlth Serv Admin Div	Associate Dean	0.77	\$1,208	\$97,877	FY
	Pathology/Microbiology	Professor	0.18	\$258	\$20,933	FY
	Medical Technology	Professor	0.05	\$69	\$5,618	FY
			1.00	\$1,535	\$124,428	
Hay, William H	Family Medicine	Clinical Asst Prof	0.80	\$920	\$74,491	FY
Hayes, Kristie D	Int Med Dermatology	Asst Professor	0.75	\$601	\$48,734	FY
	Pediatrics Administration	Asst Professor	0.25	\$200	\$16,230	FY
	Dean College of Medicine	Asst Dean-Student & Multicultural Affrs	0.00	\$62	\$5,000	FY
			1.00	\$863	\$69,964	
Head, Barbara J	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor/Hlth Prof	1.00	\$855	\$69,252	FY
Heermann Flynn, Judith A	CON-Omaha	Clinical Nurse Researcher	0.50	\$409	\$41,336	FY
	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	0.50	\$418	\$42,172	FY
			1.00	\$827	\$83,508	
Hejkal, Thomas W	Ophthalmology	Assoc Professor/Hlth Prof	1.00	\$970	\$78,550	FY
Hellbusch, Leslie C	Surgery-Neurosurgery	Clinical Professor	0.05	\$63	\$5,063	FY
Helms, Mary E	Library of Medicine	Associate Director	0.60	\$619	\$54,168	FY
	Library of Medicine	Assoc Professor	0.40	\$413	\$29,446	FY
			1.00	\$1,032	\$83,614	
Hemstreet III, George P	Surgery-Urologic Surgery	Professor/Hlth Prof	0.93	\$1,349	\$109,313	FY
	Surgery	Malashock Chair/Urologic Surgery	0.07	\$99	\$8,000	FY
			1.00	\$1,448	\$117,313	
Hexum, Terry D	Pharmacology	Professor	1.00	\$1,272	\$103,049	FY
Heywood, Barbara M	Otol-Head and Neck Surgery	Assoc Professor/Hlth Prof	1.00	\$2,288	\$78,490	FY
	Otol-Head and Neck Surgery	Director	0.00	\$146	\$5,000	FY
			1.00	\$2,434	\$83,490	
Hill, Jeffrey W	Family Medicine	Assoc Professor	1.00	\$1,703	\$137,950	FY
	Dean College of Medicine	Associate Dean	0.00	\$123	\$10,000	FY
			1.00	\$1,826	\$147,950	
Hinners, Cheryl K	Int Med Geriatrics	Asst Professor	0.70	\$583	\$47,241	FY
Hinrichs, Steven H	Pathology/Microbiology	Professor/Cont	0.92	\$1,126	\$91,286	FY
	Pathology/Microbiology	Stokes-Shackelford Prof/Path & Microbiol	0.08	\$99	\$8,000	FY
			1.00	\$1,225	\$99,286	
Hlava, Gwen L	COD-Dental Hygiene	Chairperson	0.60	\$591	\$51,189	FY
	COD-Dental Hygiene	Assoc Professor	0.40	\$394	\$31,926	FY
			1.00	\$985	\$83,115	
Hoagbin, Joseph E	Int Med Infectious Diseases	Asst Professor	1.00	\$1,054	\$85,294	FY
Hoffman, Lance H	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$1,033	\$83,653	FY
Hofmann, Scott Charles	Anesthesiology	Assoc Professor/Hlth Prof	1.00	\$1,004	\$81,344	FY
Holcomb, Richard J	Anesthesiology	Asst Professor	1.00	\$1,116	\$90,404	FY
Holdeman, Karen P	Radiology	Asst Professor	0.60	\$618	\$50,043	FY
Holland Sr, Kenneth E	COD-Growth and Development	Assoc Professor	0.10	\$0	\$2,080	AY
Hollingsworth, Michael A	Eppley Institute	Professor/Cont	1.00	\$2,934	\$120,275	FY
	Eppley Institute	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$2,934	\$123,275	
Hollins, Ronald R	Surgery-Plastic&Reconstructive	Assoc Professor	1.00	\$919	\$74,447	FY
Hollins, Susan	Pediatrics General	Clinical Asst Prof	0.50	\$897	\$72,639	FY

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Listing of Assistant Professors and Above
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Holly, Yvette A	Information Technology Services	Asst Vice Chancellor Info Technol SVCs	1.00	\$1,689	\$136,781	FY
Holm, Lloyd D	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$1,076	\$87,139	FY
Holyoke, Sharon B	CON-Gerontolog, Psychosoc & Com Hlth	Asst Professor	1.00	\$825	\$47,967	AY
Honeycutt, Karen J	Medical Technology	Asst Professor	1.00	\$738	\$59,742	FY
Horslen, Simon P	Pediatrics Gastroenterology	Assoc Professor	1.00	\$1,216	\$98,540	FY
Houfek, Julia F	CON-Gerontolog, Psychosoc & Com Hlth	Assoc Professor/Cont	1.00	\$1,024	\$82,966	FY
Housh, Dona J	COD-Oral Biology	Professor/Cont	1.00	\$905	\$73,280	FY
Hudson, Diane Brage	CON-Lincoln PAES	Assoc Professor	1.00	\$753	\$76,055	FY
Hulme, Polly A	CON-Gerontolog, Psychosoc & Com Hlth	Assoc Professor/Hlth Prof	1.00	\$3,888	\$73,313	FY
Hurlbert, Barbara J	Anesthesiology	Professor	1.00	\$1,419	\$114,960	FY
Huscher, John C	Family Medicine	Asst Professor	0.50	\$750	\$60,750	FY
Huurman, Walter W	Orthopaedic Surgery	Professor	1.00	\$1,349	\$109,249	FY
Ikezu, Tsuneya	Pathology/Microbiology	Assoc Professor/Hlth Prof	1.00	\$4,345	\$73,001	FY
Imray, Thomas J	Radiology	Professor	0.60	\$978	\$79,216	FY
Ineck, Beata A	COP Pharmacy Practice	Asst Professor	1.00	\$1,064	\$71,974	FY
Ingram, William A	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$1,053	\$85,293	FY
Iwasaki, Laura R	COD-Growth and Development	Asst Professor	1.00	\$1,220	\$98,849	FY
Iwen, Peter C	Pathology/Microbiology	Assoc Professor/Hlth Prof	0.78	\$1,879	\$65,111	FY
	Pathology/Microbiology	Asst Professor	0.22	\$521	\$17,364	FY
			1.00	\$2,400	\$82,475	
Jackson Jr, John D	Pathology/Microbiology	Assoc Professor	1.00	\$1,051	\$85,186	FY
Jackson, Barbara J	MMI Education and Child Development	Discipline Director	1.00	\$951	\$76,959	FY
	MMI Education and Child Development	Coordinator	0.00	\$0	\$2,000	FY
			1.00	\$951	\$78,959	
Jaksha, Jonathan A	Radiology	Asst Professor/Hlth Prof	1.00	\$1,271	\$102,926	FY
Jameton, Andrew	Preventive and Societal Medicine	Professor/Cont	1.00	\$845	\$85,329	FY
Jenkins, James F	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$2,238	\$71,088	FY
Jensen, Linda	CON-Kearney	Asst Professor	1.00	\$523	\$70,214	FY
Jerrells, Thomas R	Pathology/Microbiology	Professor/Cont	1.00	\$3,270	\$96,000	FY
Johanning, Jason M	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$790	\$63,970	FY
Johansson, Sonny Lennart	Pathology/Microbiology	Professor	1.00	\$1,534	\$124,285	FY
Johnson, Donald R	Pathology/Microbiology	Assoc Professor	1.00	\$1,182	\$95,684	FY
Johnson, Grace C	Physical Therapy Education	Asst Professor	1.00	\$764	\$61,841	FY
Johnson, Keith R	COD-Oral Biology	Professor/Cont	1.00	\$1,500	\$121,431	FY
Johnson, Milton R	Family Medicine	Asst Professor	0.50	\$759	\$61,480	FY
Johnson, Perry J	Surgery-Plastic&Reconstructive	Assoc Professor/Hlth Prof	1.00	\$902	\$73,091	FY
Johnson, Teresa E	COD-Dental Practice Management	Assoc Professor/Cont	1.00	\$985	\$79,759	FY
Johnson, William W	COD-Adult Restorative	Assoc Prof/Hlth Prof	1.00	\$989	\$80,126	FY
Jones, Jodi P	MMI Psychology	Psychologist	1.00	\$660	\$53,535	FY
Joshi, Shantaram S	Genetics Cell Biology & Anatomy	Professor/Cont	1.00	\$1,312	\$106,327	FY
Kabanov, Alexander V	COP Pharmaceutical Science	Parke-Davis Chair In Pharmaceutics	0.50	\$875	\$63,375	FY
	COP Pharmaceutical Science	Professor/Cont	0.50	\$875	\$63,375	FY
			1.00	\$1,750	\$126,750	
Kador, Peter F	COP Pharmaceutical Science	Professor/Cont	1.00	\$230	\$115,230	FY
Kaiser, Katherine	CON-Gerontolog, Psychosoc & Com Hlth	Assoc Professor/Cont	1.00	\$1,434	\$76,504	FY
Kaiser, Margaret M	CON-Gerontolog, Psychosoc & Com Hlth	Asst Professor/Hlth Prof	1.00	\$1,291	\$64,572	FY
Kaldahl, Wayne B	COD-Surgical Specialties	Professor	0.90	\$1,356	\$109,858	FY
Kalil, Andre C	Int Med Infectious Diseases	Asst Professor	1.00	\$1,013	\$82,013	FY
Kandel, Laurence B	Surgery-Urologic Surgery	Assoc Professor	0.50	\$500	\$40,500	FY
Kappen, Claudia	Genetics Cell Biology & Anatomy	Scientist	1.00	\$1,778	\$120,216	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Karst, Gregory M	Physical Therapy Education	Assoc Professor	1.00	\$932	\$75,500	FY
	Physical Therapy Education	Assistant Director	0.00	\$35	\$2,865	FY
			1.00	\$967	\$78,365	
Kaste, Ann M	Library of Medicine	Asst Professor	0.50	\$3,142	\$20,101	FY
Kauzlarich, Sidney A	UPS Psychiatry-Academic	Asst Professor	0.02	\$17	\$1,338	FY
Kawahara, Rodney S	Pharmacology	Asst Professor	1.00	\$798	\$64,652	FY
Keating-Leffler, Rebecca L	CON-Parent-Child, Admin Ed & Scienc	Asst Professor/Hlth Prof	1.00	\$1,138	\$64,910	FY
Keifer, Paul A	Eppley Inst Shared Facilities	Research Asst Prof	1.00	\$658	\$53,308	FY
Keller, Brenda K	Int Med Geriatrics	Asst Professor	1.00	\$801	\$64,835	FY
Kelly, David Lee	Eppley Institute	Research Asst Prof	1.00	\$599	\$48,490	FY
Kent, Dennis K	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$977	\$79,153	FY
Kessinger, Margaret A	Int Med Oncology/Hematology	Professor	0.95	\$1,301	\$105,382	FY
	Eppley Cancer Center	Associate Director	0.05	\$66	\$5,345	FY
			1.00	\$1,367	\$110,727	
Khankirawatana, Banthit	Int Med Cardiology	Assoc Professor	1.00	\$1,812	\$74,294	FY
Kharbanda, Kusum	Int Med GI	Asst Professor	0.10	\$73	\$5,913	FY
Kim, Eunghwan	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$844	\$68,344	FY
Kinarsky, Leo	Eppley Institute	Research Asst Prof	1.00	\$653	\$52,909	FY
Kinney, Sonja R	Obstetric/Gynecology	Assistant Professor/Hlth Prof	1.00	\$820	\$66,430	FY
Klassen, Lynell W	Int Med Rheumatology	Professor	0.59	\$1,081	\$87,490	FY
Klingler, Edna Toubes	Int Med Infectious Diseases	Asst Professor/Hlth Prof	1.00	\$1,000	\$81,000	FY
Klintberg, Irene G	Dean College of Medicine	Executive Associate Dean	1.00	\$2,764	\$223,894	FY
Komanduri, Ayyangar M	Radiation Oncology	Professor/Hlth Prof	1.00	\$2,125	\$172,125	FY
Kompella, Udaya B	COP Pharmaceutical Science	Assoc Prof	0.65	\$757	\$48,185	FY
	COP Pharmaceutical Science	Assoc Prof/Hlth Prof	0.35	\$410	\$25,947	FY
			1.00	\$1,167	\$74,132	
Kortylewicz, Zbigniew P	Radiation Oncology	Asst Professor	1.00	\$0	\$70,875	FY
Kratochvil, Christopher J	UPS Psychiatry-Academic	Assoc Professor/Hlth Prof	1.00	\$869	\$70,437	FY
Kreman, Marie E	CON-West Nebraska Division	Asst Professor/Hlth Prof	1.00	\$508	\$51,329	AY
Krobot, Charles H	COP Dean's Office	Associate Dean	1.00	\$2,138	\$97,138	FY
Kugler, Jane Ann	Anesthesiology	Clinical Asst Prof	0.10	\$127	\$10,263	FY
Kugler, John D	Pediatrics Cardiology	Professor	1.00	\$1,409	\$114,155	FY
	Pediatrics Cardiology	DB&Paula Varner Prf/Pediatric Cardiolg	0.00	\$123	\$10,000	FY
			1.00	\$1,532	\$124,155	
Kuhn, Brett R	MMI Psychology	Psychologist	1.00	\$772	\$62,526	FY
Kusler, Monique G	Int Med Cardiology	Assistant Professor/Hlth Prof	1.00	\$912	\$73,955	FY
Kuster, Curtis G	COD-Growth and Development	Professor	1.00	\$1,395	\$113,027	FY
	COD-Dental Administration	Director	0.00	\$0	\$3,000	FY
			1.00	\$1,395	\$116,027	
Kuszynski, Charles A	Pathology/Microbiology	Asst Professor	1.00	\$2,891	\$70,000	FY
Labhasetwar, Vinod D	COP Pharmaceutical Science	Assoc Professor	1.00	\$1,070	\$77,518	FY
Lackner, Rudy P	Surgery-General Surgery	Assoc Professor/Hlth Prof	1.00	\$1,000	\$81,000	FY
Lacroix, Amy E	Pediatrics General	Asst Professor	1.00	\$1,081	\$87,592	FY
Lacroix, Carol A	Family Medicine	Clinical Asst Prof	1.00	\$1,647	\$133,372	FY
Lacy, Naomi L	Family Medicine	Asst Professor	1.00	\$722	\$58,548	FY
Laframboise, Louise M	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$996	\$67,380	FY
Lahue, Robert S	Eppley Institute	Assoc Professor/Cont	1.00	\$2,180	\$89,385	FY
	Eppley Institute	Program Director	0.00	\$0	\$2,000	FY
			1.00	\$2,180	\$91,385	
Lamberty, Larry R	Surgery Emergency Medicine	Asst Professor	1.00	\$1,128	\$91,343	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Landmark, James D	Pathology/Microbiology	Assoc Professor	0.50	\$531	\$43,031	FY
Lane, James T	Int Med DEM	Assoc Professor	1.00	\$1,750	\$74,235	FY
Lane, Pascale H	Pediatrics Nephrology	Professor/Cont	1.00	\$10,724	\$117,968	FY
Lange, Brian M	COD-Dental Practice Management	Chairperson	0.60	\$710	\$60,822	FY
	COD-Dental Practice Management	Professor	0.40	\$473	\$38,350	FY
			1.00	\$1,183	\$99,172	
Langnas, Alan N	Surgery-Transplant	Professor	1.00	\$1,034	\$83,730	FY
Larsen, Jennifer L	Int Med DEM	Professor	0.89	\$1,095	\$88,693	FY
	Int Med DEM	Degan Professorship (Louise & Morton)	0.11	\$125	\$10,125	FY
			1.00	\$1,220	\$98,818	
Larsen, Paul D	Pediatrics Neurology	Professor	1.00	\$1,371	\$111,078	FY
Larsen, Timothy J	Surgery Emergency Medicine	Asst Professor	1.00	\$1,128	\$91,343	FY
Larson, Carol A	Medical Technology	Asst Professor	1.00	\$685	\$55,466	FY
Larzelere, Robert E	MMI Psychology	Psychologist	0.38	\$378	\$30,790	FY
Latshaw, Sandra J	Medical Technology	Asst Professor	0.60	\$395	\$31,957	FY
Lawson, Terence A	Eppley Institute	Professor	1.00	\$213	\$85,198	FY
Lee, Delmer D	Finance and Business Services	Director	1.00	\$1,896	\$153,570	FY
Leeper, Stephen H	COD-Adult Restorative	Professor	0.20	\$0	\$4,160	AY
Leibowitz, J Michael	MMI Administration	Deputy Director	1.00	\$1,764	\$166,764	FY
Leibrock, Lyl G	Surgery-Neurosurgery	Professor	1.00	\$1,791	\$145,026	FY
Leopold, Donald A	Otol-Head and Neck Surgery	Chairperson	0.60	\$1,359	\$110,081	FY
	Otol-Head and Neck Surgery	Professor	0.40	\$824	\$66,721	FY
			1.00	\$2,183	\$176,802	
Leroy, Dana K	COD-Adult Restorative	Asst Professor/Hlth Prof	1.00	\$2,113	\$67,113	FY
Leuenberger, Donald S	Business and Finance	Vice Chancellor	1.00	\$3,846	\$157,668	FY
Leuschen, M Patricia	Genetics Cell Biology & Anatomy	Assoc Professor	0.90	\$487	\$65,419	FY
	Graduate Studies	Coordinator	0.10	\$56	\$7,573	FY
			1.00	\$543	\$72,992	
Lewis, Robert E	Eppley Institute	Professor/Cont	1.00	\$1,633	\$94,722	FY
	Eppley Cancer Center	Program Director	0.00	\$0	\$3,000	FY
			1.00	\$1,633	\$97,722	
Lin, Ming-Fong	Biochem and Molecular Biology	Professor/Cont	0.60	\$707	\$57,261	FY
	Surgery	Professor	0.40	\$471	\$38,168	FY
			1.00	\$1,178	\$95,429	
Lindeman, Marlene G	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	1.00	\$841	\$48,878	AY
Linder, James	Pathology/Microbiology	Professor	0.05	\$0	\$6,408	FY
Lockridge, Oksana	Eppley Institute	Professor/Cont	1.00	\$1,192	\$96,581	FY
Lomneth, Carol Skowron	Genetics Cell Biology & Anatomy	Asst Professor	0.75	\$897	\$52,122	FY
Long, Douglas J	Surgery-Neurosurgery	Clinical Asst Prof	0.06	\$63	\$5,063	FY
Lorenzo, Agapito S	Neurological Sciences	Clinical Assoc Prof	0.08	\$77	\$6,213	FY
Lovell, Helen B	Pediatrics Nephrology	Assoc Professor	1.00	\$1,463	\$118,481	FY
Lund, Bryce H	Int Med Nephrology	Clinical Asst Prof	1.00	\$1,013	\$82,013	FY
Luo, Xu	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$822	\$66,635	FY
Lutz, Richard E	Pediatrics Endocrine	Assoc Professor/Hlth Prof	1.00	\$1,169	\$94,697	FY
Lyddon, Debra M	Radiology	Asst Professor	0.60	\$709	\$57,409	FY
Lydiatt, Daniel	Otol-Head and Neck Surgery	Professor	0.33	\$455	\$36,918	FY
Lydiatt, William M	Otol-Head and Neck Surgery	Assoc Professor	0.33	\$456	\$36,919	FY
Lynch, James C	Preventive and Societal Medicine	Assoc Professor/Hlth Prof	1.00	\$1,025	\$83,100	FY
Lynch, Thomas G	Surgery-General Surgery	Professor	0.53	\$696	\$56,390	FY
Lyons, William L	Int Med Geriatrics	Asst Professor	1.00	\$1,000	\$81,000	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Ma, Ying J	Genetics Cell Biology & Anatomy	Scientist	1.00	\$940	\$76,138	FY
MacDonald, Richard G	Biochem and Molecular Biology	Professor/Cont	0.90	\$1,133	\$91,834	FY
Mack-Shipman, Lynn	Int Med DEM	Asst Professor	1.00	\$786	\$63,647	FY
Maclin, Victoria M	Obstetric/Gynecology	Assoc Professor	0.33	\$633	\$51,258	FY
Macquiddy, Susan L	Surgery Emergency Medicine	Asst Professor	1.00	\$1,282	\$103,828	FY
Madariaga, Miguel G	Int Med Infectious Diseases	Asst Professor	0.50	\$500	\$40,500	FY
Magee, Martha L	Library of Medicine	Asst Professor	1.00	\$584	\$47,334	FY
Magnuson, Thomas	UPS Psychiatry-Academic	Asst Professor	1.00	\$760	\$61,528	FY
Mahanna, Gordon K	Otol-Head and Neck Surgery	Professor/Hlth Prof	1.00	\$1,138	\$92,205	FY
Mailliard, Mark E	Int Med GI	Assoc Professor	0.45	\$519	\$41,998	FY
Makkawy, Hany M	COD-Surgical Specialties	Asst Professor	1.00	\$1,029	\$83,321	FY
Malloy, Timothy	Family Medicine	Assoc Professor	1.00	\$1,327	\$107,360	FY
Maness, Lori J	Int Med Oncology/Hematology	Asst Professor/Hlth Prof	1.00	\$1,000	\$81,000	FY
Mann, Michael D	Physiology/Biophysics	Professor	1.00	\$890	\$89,858	FY
	IACUC	Administrator	0.00	\$0	\$10,000	FY
			1.00	\$890	\$99,858	
Margalit, Eyal	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$688	\$55,688	FY
Margalit, Ruth N	Preventive and Societal Medicine	Asst Professor	0.40	\$313	\$25,313	FY
Markin, Rodney S	Dean College of Medicine	Associate Dean	0.95	\$1,931	\$156,413	FY
	Pathology/Microbiology	Professor	0.05	\$83	\$6,710	FY
	Pathology/Microbiology	Vice Chairperson	0.00	\$62	\$5,000	FY
			1.00	\$2,076	\$168,123	
Markopoulou, Ekaterini	Neurological Sciences	Asst Professor	0.38	\$276	\$22,355	FY
Marky, Luis A	COP Pharmaceutical Science	Professor	1.00	\$1,318	\$105,795	FY
Marshall, Julie A	COD-Adult Restorative	Assoc Professor	0.60	\$695	\$56,296	FY
Martin, Ameeta B	Pediatrics Cardiology	Assoc Professor	1.00	\$1,003	\$81,238	FY
Mathers Jr, Daniel H	Int Med Cardiology	Asst Professor	1.00	\$1,013	\$82,013	FY
Mathews, Judith R	MMI Psychology	Psychologist	1.00	\$6,538	\$68,943	FY
Mathews, Monty S	Family Medicine	Asst Professor	1.00	\$1,400	\$113,348	FY
Matoole, John J	Int Med General Medicine	Professor	0.09	\$152	\$12,302	FY
Maurer, Harold M	Office of the Chancellor	Chancellor	1.00	\$4,209	\$282,800	FY
Mayhan, William G	Physiology/Biophysics	Professor	1.00	\$1,370	\$111,020	FY
	Physiology/Biophysics	Vice Chairperson	0.00	\$0	\$2,000	FY
			1.00	\$1,370	\$113,020	
Mc Guire, Timothy R	COP Pharmacy Practice	Assoc Professor	1.00	\$928	\$75,161	FY
McAlevy, Merle T	Int Med General Medicine	Asst Professor	0.03	\$58	\$4,674	FY
McAllister, Janice L	Pediatrics Neurology	Asst Professor	1.00	\$1,099	\$89,003	FY
McBride, Corrigan L	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$760	\$61,510	FY
McCabe, Barbara W	CON-Lincoln GPCH	Assoc Professor	1.00	\$599	\$80,410	FY
McCashland, Timothy M	Int Med GI	Assoc Professor	1.00	\$837	\$67,811	FY
	Int Med GI	Director	0.00	\$123	\$10,000	FY
			1.00	\$960	\$77,811	
McClain, John W	Student Services Administration	Chief Student Affairs Officer	1.00	\$1,692	\$137,060	FY
McClay, James C	Surgery Emergency Medicine	Asst Professor/Hlth Prof	1.00	\$1,090	\$88,254	FY
McComb, Rodney D	Pathology/Microbiology	Professor/Cont	1.00	\$1,307	\$105,880	FY
McDonald, Thomas L	Pathology/Microbiology	Professor	1.00	\$1,388	\$112,474	FY
	UNeMED Corporation	Executive Director	0.00	\$535	\$43,353	FY
			1.00	\$1,923	\$155,827	
McIlvain, Helen E	Family Medicine	Professor/Cont	1.00	\$1,113	\$93,489	FY
McKeithan, Timothy W	Int Med Oncology/Hematology	Assoc Professor	1.00	\$999	\$80,944	FY
McLeese, Katharine I	Int Med General Medicine	Asst Professor	0.70	\$664	\$53,790	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
McNabb, Jocarol J	COP Pharmacy Practice	Asst Professor	1.00	\$871	\$70,533	FY
McNeilly, Dennis P	UPS Psychiatry-Academic	Assoc Professor/Hlth Prof	1.00	\$702	\$56,905	FY
McVea, Kristine	Family Medicine	Assoc Professor/Hlth Prof	1.00	\$1,592	\$128,988	FY
Medder, Jim D	Family Medicine	Assoc Professor	1.00	\$1,516	\$122,809	FY
Megel, Mary A	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$810	\$81,776	FY
Mehta, Parmender P	Biochem and Molecular Biology	Assoc Professor/Hlth Prof	1.00	\$972	\$78,737	FY
Menck, Peggy Tidikis	CON-Adult Health & Illness Dpt	Asst Professor	1.00	\$491	\$65,996	FY
Menolascino, Scott	Int Med General Medicine	Asst Professor	0.06	\$64	\$5,152	FY
Messbarger, Robert C	Family Medicine	Asst Professor	0.50	\$760	\$61,585	FY
Meyer, Kyle P	Physical Therapy Education	Asst Professor	1.00	\$877	\$71,005	FY
Meyer, Leeroy	Int Med General Medicine	Professor	1.00	\$1,335	\$108,191	FY
Meza, Jane L	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$3,663	\$76,914	FY
Middlemas, David S	Pharmacology	Asst Professor/Hlth Prof	1.00	\$969	\$78,509	FY
Mikuls, Ted R	Int Med Rheumatology	Asst Professor/Hlth Prof	1.00	\$1,012	\$82,012	FY
Miller, Donald W	COP Pharmaceutical Science	Assoc Professor	1.00	\$1,074	\$72,813	FY
Miller, Joella A	CON-Kearney	Asst Professor	1.00	\$909	\$41,671	AY
Millward, Lee D	Surgery Emergency Medicine	Asst Professor	1.00	\$1,090	\$88,254	FY
Miloro, Michael J	Surgery-Oral & Maxillofacial	Assoc Professor/Hlth Prof	1.00	\$1,009	\$81,723	FY
Minier, William C	Family Medicine	Clinical Asst Prof	1.00	\$1,122	\$90,827	FY
Mirvish, Sidney S	Eppley Institute	Professor	1.00	\$276	\$110,629	FY
Mitchell, Connie Lynn	Radiation Science Technology Div	Asst Professor/Hlth Prof	0.74	\$635	\$51,452	FY
	Radiation Science Technology Div	Program Director	0.26	\$224	\$18,140	FY
			1.00	\$859	\$69,592	
Miya, Pamela A	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$408	\$54,807	AY
Molpus, Kelly L	Obstetric/Gynecology	Assoc Professor/Hlth Prof	0.92	\$1,289	\$86,349	FY
	Obstetric/Gynecology	Mcclure L Smith Prof/Gynecological Onc	0.08	\$0	\$8,000	FY
	Obstetric/Gynecology	Director	0.00	\$0	\$10,000	FY
			1.00	\$1,289	\$104,349	
Molvar, Michael P	COD-Dental Practice Management	Assoc Professor	1.00	\$1,478	\$119,719	FY
	COD-Dental Administration	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,478	\$124,719	
Monaghan, Daniel T	Pharmacology	Professor/Cont	1.00	\$1,413	\$114,413	FY
Moniaux, Nicolas B	Biochem and Molecular Biology	Asst Professor	1.00	\$1,850	\$38,850	FY
Moore, Gary F	Otol-Head and Neck Surgery	Professor	0.50	\$778	\$63,007	FY
Moore, Gerald F	Int Med Rheumatology	Professor	0.79	\$1,575	\$127,651	FY
	Dean College of Medicine	Associate Dean	0.21	\$458	\$37,104	FY
	Physician Assistant	Medical Director	0.00	\$12	\$1,000	FY
			1.00	\$2,045	\$165,755	
Moore, Timothy E	Radiology	Professor/Hlth Prof	1.00	\$1,638	\$132,692	FY
Morien, Marsha E	Business and Finance	Chief Administrative Officer	1.00	\$1,654	\$133,987	FY
Mormino, Matthew A	Orthopaedic Surgery	Assoc Professor/Hlth Prof	1.00	\$3,792	\$79,627	FY
Morris, Charles H	Radiology	Assoc Professor/Hlth Prof	1.00	\$1,266	\$102,516	FY
Mosley, R Lee	Pathology/Microbiology	Asst Professor	1.00	\$728	\$58,982	FY
Mostek, Debra E	Int Med Geriatrics	Asst Professor	0.50	\$527	\$42,647	FY
Muelleman, Robert L	Surgery Emergency Medicine	Professor/Cont	1.00	\$1,814	\$146,935	FY
Muellenberg, Phyllis A	Medical Technology	Program Director	0.60	\$697	\$56,495	FY
	Medical Technology	Professor/Cont	0.40	\$466	\$37,686	FY
			1.00	\$1,163	\$94,181	
Mueller, Keith J	Preventive and Societal Medicine	Professor	1.00	\$1,342	\$108,774	FY
Muhlbauer, Susan A	CON-Gerontolog, Psychosoc & Com Hlth	Asst Professor	1.00	\$1,379	\$70,329	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Mukherjee, Sandeep	Int Med GI	Asst Professor/Hlth Prof	0.38	\$422	\$34,194	FY
Munn, Dawneane	CON-Lincoln GPCH	Asst Professor	1.00	\$377	\$50,665	AY
Murphy, Peter J	Int Med Pulmonary	Asst Professor/Hlth Prof	1.00	\$1,158	\$93,822	FY
Murrin, L Charles	Pharmacology	Professor	1.00	\$1,308	\$103,994	FY
	Pharmacology	Vice Chairperson	0.00	\$0	\$2,000	FY
			1.00	\$1,308	\$105,994	
Namavar, Fereydoon	Orthopaedic Surgery	Professor/Hlth Prof	1.00	\$1,392	\$112,767	FY
Narayana, Nagamani	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$875	\$70,875	FY
Nasir, Laeth S	Family Medicine	Assoc Professor	1.00	\$620	\$50,250	FY
Natale, Agnes A	CON-Lincoln GPCH	Asst Professor	1.00	\$576	\$46,663	AY
Neal, Jesse M	COD-Dental Practice Management	Asst Professor	0.80	\$0	\$52,000	FY
Needelman, Howard W	MMI Developmental Medicine	Physician	0.50	\$16,223	\$74,354	FY
Neff, James R	Orthopaedic Surgery	Professor	1.00	\$1,781	\$144,246	FY
Nelson, Audrey E	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$917	\$74,224	FY
Neumeister, J Scott	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$724	\$58,624	FY
Newell, Jennifer L	Int Med General Medicine	Asst Professor	1.00	\$972	\$78,736	FY
Newland, Myrna C	Office of the Chancellor	Director	0.70	\$1,106	\$89,528	FY
	Anesthesiology	Professor/Cont	0.30	\$474	\$38,415	FY
			1.00	\$1,580	\$127,943	
Nichols, Karen F	School of Allied Health Professions	Asst Professor	1.00	\$2,738	\$57,492	FY
Nickel, Jeffrey C	COD-Growth and Development	Asst Professor	1.00	\$1,220	\$98,849	FY
Nickel, Kathryn	CON-Kearney	Asst Professor	1.00	\$629	\$50,963	AY
Nickol, Devin R	Int Med General Medicine	Asst Professor/Hlth Prof	1.00	\$765	\$61,976	FY
Niebauer, Mark J	Int Med Cardiology	Assoc Professor/Hlth Prof	1.00	\$1,139	\$92,265	FY
Nieveen, Janet L	CON-Lincoln AHI	Asst Professor/Hlth Prof	1.00	\$659	\$66,525	FY
Norgren Jr, Robert B	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$1,220	\$98,852	FY
Norman, Joseph F	Physical Therapy Education	Assoc Professor	1.00	\$875	\$70,901	FY
Nystrom, Nils	Surgery-Plastic&Reconstructive	Assoc Professor/Hlth Prof	0.50	\$882	\$71,410	FY
O'Dell, David V	Int Med General Medicine	Assoc Professor	1.00	\$1,112	\$90,180	FY
O'Dell, James R	Int Med Rheumatology	Professor	0.88	\$1,219	\$98,723	FY
Ogden, Kathleen Allison	Family Medicine	Clinical Asst Prof	1.00	\$0	\$108,739	FY
O'Kane Murphy, Barbara J	Genetics Cell Biology & Anatomy	Asst Professor	1.00	\$685	\$55,441	FY
O'Leary, Edward L	Int Med Cardiology	Asst Professor	1.00	\$1,004	\$81,372	FY
Olesh, Robert C	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$1,202	\$97,390	FY
Oleynikov, Dmitry	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$761	\$61,629	FY
Olney, Ann Haskins	MMI Genetic Medicine	Physician	0.75	\$1,024	\$82,953	FY
Olney, Richard F	Pediatrics Newborn Medicine	Asst Professor	0.70	\$627	\$50,759	FY
Olsen, Keith M	COP Pharmacy Practice	Professor/Cont	1.00	\$2,500	\$96,701	FY
Orton, Donald	Radiology	Assoc Professor/Hlth Prof	0.18	\$268	\$21,670	FY
Osterholm, Richard K	Int Med General Medicine	Clinical Assoc Prof	0.33	\$382	\$30,909	FY
Ott, Carol	CON-Kearney	Assoc Professor/Cont	1.00	\$2,217	\$73,943	FY
Ouellette, Michel M	Eppley Institute	Asst Professor	1.00	\$948	\$76,768	FY
Padanilam, Babu J	Physiology/Biophysics	Assoc Professor/Hlth Prof	1.00	\$1,014	\$82,110	FY
Pahan, Kalipada	COD-Oral Biology	Assoc Professor/Cont	1.00	\$938	\$75,939	FY
Palmer, William R	Int Med Rheumatology	Clinical Assoc Prof	0.16	\$127	\$10,303	FY
Pamies, Rubens J	Academic Affairs/Graduate Studies	Vice Chancellor	0.67	\$3,432	\$140,732	FY
	Graduate Studies	Dean	0.33	\$1,568	\$64,268	FY
			1.00	\$5,000	\$205,000	
Patel, Kaushik P	Physiology/Biophysics	Professor	1.00	\$1,375	\$111,238	FY
Patil, Arun-Angelo	Surgery-Neurosurgery	Professor	1.00	\$1,284	\$104,027	FY
Patil, Rajkumar V	Ophthalmology	Assoc Professor/Hlth Prof	1.00	\$941	\$76,231	FY
Paulman, Audrey	Family Medicine	Clinical Asst Prof	0.60	\$911	\$73,826	FY

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Paulman, Paul M	Family Medicine	Professor	1.00	\$1,803	\$146,082	FY
Paulsen, Todd S	COP Pharmacy Practice	Asst Professor	1.00	\$1,276	\$74,212	FY
Pavlov, Youri I	Eppley Institute	Assoc Professor/Hlth Prof	1.00	\$975	\$78,975	FY
Payne, Jeffrey B	COD-Surgical Specialties	Professor/Cont	1.00	\$11,563	\$114,341	FY
	COD-Surgical Specialties	F Gene & Rosemary Dixon Chair/Dentistry	0.00	\$0	\$10,000	FY
	COD-Dental Administration	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$11,563	\$129,341	
Peck, Magda G	Pediatrics Child Health	Professor	1.00	\$3,615	\$113,198	FY
Pelish, Peggy L	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$888	\$60,074	AY
Persidsky, Yuri	Pathology/Microbiology	Assoc Professor/Hlth Prof	0.70	\$657	\$53,157	FY
Peters, K Reed	Anesthesiology	Professor/Cont	1.00	\$1,415	\$114,589	FY
Peterson, Marcie A	Radiology	Asst Professor	0.80	\$790	\$63,970	FY
Petro, Thomas M	COD-Oral Biology	Professor/Cont	1.00	\$1,742	\$88,821	FY
Piper, Barbara F	CON-Adult Health & Illness Dpt	Assoc Professor	1.00	\$574	\$77,082	FY
Pipinos, Iraklis I	Surgery-General Surgery	Asst Professor/Hlth Prof	0.25	\$197	\$15,992	FY
Piquette, Craig A	Int Med Pulmonary	Assoc Professor/Hlth Prof	0.38	\$385	\$31,137	FY
Pirruccello, Samuel J	Pathology/Microbiology	Assoc Professor	1.00	\$1,223	\$99,101	FY
Pisarev, Vladimir M	Eppley Institute	Research Asst Professor	1.00	\$651	\$52,689	FY
Pitkin, Steven R	CON-Kearney	Asst Professor	1.00	\$489	\$49,416	AY
Pitner, Sheryl L	Pediatrics General	Asst Professor	1.00	\$937	\$75,909	FY
Plotkin, Horacio B	Pediatrics Metabolism	Asst Professor	1.00	\$853	\$69,103	FY
Poage, David P	Radiology	Asst Professor/Hlth Prof	1.00	\$1,195	\$96,775	FY
Poluektova, Larisa Y	Pathology/Microbiology	Asst Professor	1.00	\$688	\$55,688	FY
Porter, Thomas R	Int Med Cardiology	Professor/Hlth Prof	0.89	\$796	\$64,457	FY
	Int Med Cardiology	Hubbard Chair of Cardiology	0.11	\$100	\$8,100	FY
			1.00	\$896	\$72,557	
Potter, Jane F	Int Med Geriatrics	Professor	0.96	\$1,761	\$142,617	FY
	Int Med Geriatrics	Neumann & Mildred Harris Geriatrics Prof	0.04	\$75	\$6,075	FY
			1.00	\$1,836	\$148,692	
Poulton, Thomas J	Anesthesiology	Professor	1.00	\$1,391	\$112,691	FY
Pour, Parviz M	Eppley Institute	Professor	1.00	\$324	\$129,952	FY
Pozehl, Bunny	CON-Lincoln AHI	Assoc Professor/Cont	1.00	\$996	\$80,708	FY
Preheim, Laurel C	Int Med Infectious Diseases	Professor	0.01	\$17	\$1,366	FY
Prentice, Ernest D	Academic Affairs/Graduate Studies	Assoc Vice Chancellor	0.85	\$2,324	\$135,104	FY
	Genetics Cell Biology & Anatomy	Professor	0.15	\$418	\$24,301	FY
			1.00	\$2,742	\$159,405	
Prest, Layne A	Family Medicine	Assoc Professor	1.00	\$1,005	\$81,443	FY
Prevan, Andrea M	Int Med Infectious Diseases	Clinical Asst Prof	0.11	\$81	\$6,527	FY
Pudwill, Myron L	COD-Adult Restorative	Assoc Professor	1.00	\$1,478	\$119,719	FY
	COD-Dental Administration	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,478	\$124,719	
Pullen, Carol H	CON-Rural Nursing Education	Professor/Cont	1.00	\$1,630	\$91,656	FY
	CON-Omaha	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,630	\$96,656	
Radio, Stanley J	Pathology/Microbiology	Professor	1.00	\$5,699	\$95,000	FY
Rakes, Angie L	Anesthesiology	Asst Professor	1.00	\$1,191	\$96,444	FY
Ramaley, Robert F	Biochem and Molecular Biology	Professor	1.00	\$913	\$73,989	FY
Raman, Natarajan V	Radiation Oncology	Asst Professor	1.00	\$964	\$78,124	FY
Ramaprasad, Subbaraya	Radiology	Assoc Professor	1.00	\$983	\$79,650	FY
Ramey, Jacques W	Obstetric/Gynecology	Asst Professor	0.50	\$633	\$51,258	FY

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Rasmussen, Natalie	CON-Adult Health & Illness Dpt	Asst Professor/Hlth Prof	1.00	\$1,097	\$60,771	FY
Raynor, Stephen C	Surgery-General Surgery	Clinical Assoc Prof	0.17	\$296	\$23,986	FY
Reed, Elizabeth C	Int Med Oncology/Hematology	Assoc Professor	1.00	\$1,202	\$97,432	FY
Reidelbach, Marie A	Library of Medicine	Associate Director	0.60	\$592	\$51,982	FY
	Library of Medicine	Assoc Professor/Hlth Prof	0.40	\$395	\$27,989	FY
			1.00	\$987	\$79,971	
Reilly Jr, James A	Surgery-General Surgery	Clinical Assoc Prof	0.33	\$272	\$22,065	FY
Reilly, Debra A	Surgery-Plastic&Reconstructive	Assoc Professor	1.00	\$1,013	\$82,013	FY
Reinhardt, John W	COD-Dental Administration	Dean	1.00	\$2,429	\$196,722	FY
Reinhardt, Richard A	COD-Surgical Specialties	Professor	1.00	\$1,449	\$117,391	FY
	COD-Surgical Specialties	Dr Bernard J & Ann Moran for Excellence	0.00	\$0	\$10,000	FY
			1.00	\$1,449	\$127,391	
Remmenga, Steven W	Obstetric/Gynecology	Assoc Professor/Hlth Prof	1.00	\$1,139	\$92,264	FY
Rennard, Stephen I	Int Med Pulmonary	Professor	0.89	\$1,821	\$147,558	FY
	Int Med Pulmonary	Larson Prof/Rsch In Respiratory Disease	0.11	\$100	\$8,100	FY
			1.00	\$1,921	\$155,658	
Richards, Alan T	Otol-Head and Neck Surgery	Assoc Professor	0.33	\$456	\$36,919	FY
Rigmaiden, Richard S	Int Med Cardiology	Asst Professor	0.38	\$416	\$33,724	FY
Rizzino, A Angie	Eppley Institute	Professor	1.00	\$1,528	\$123,876	FY
Rizzo, William B	Pediatrics Metabolism	Professor/Hlth Prof	1.00	\$1,771	\$143,521	FY
Robinson, Dennis H	COP Pharmaceutical Science	Chairperson	0.60	\$690	\$81,690	FY
	COP Pharmaceutical Science	Assoc Professor	0.40	\$460	\$34,460	FY
			1.00	\$1,150	\$116,150	
Robinson, W David	Family Medicine	Asst Professor	1.00	\$818	\$66,230	FY
Robledo, Juliana	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$1,876	\$71,876	FY
Roccaforte, Jane S	Int Med Infectious Diseases	Clinical Asst Prof	0.11	\$81	\$6,590	FY
Roccaforte, William H	UPS Psychiatry-Academic	Assoc Professor	1.00	\$1,359	\$110,087	FY
Roche, Edward B	COP Pharmaceutical Science	Assoc Professor	1.00	\$425	\$85,425	FY
Rochling, Fedja A	Int Med GI	Asst Professor/Hlth Prof	1.00	\$1,053	\$85,293	FY
Rodehorst, Teresa Kim	CON-West Nebraska Division	Asst Professor/Hlth Prof	1.00	\$903	\$73,120	FY
Rodriguez-Sierra, Jorge F	Genetics Cell Biology & Anatomy	Professor	1.00	\$201	\$80,575	FY
Roehrs, Tammy G	Physical Therapy Education	Asst Professor	0.67	\$540	\$43,713	FY
Rogan, Eleanor G	Eppley Institute	Professor	1.00	\$1,396	\$113,041	FY
Rogic, Nancy Ann	Anesthesiology	Asst Professor	0.50	\$480	\$38,864	FY
Romberger, Debra	Int Med Administration	Chairperson	0.25	\$469	\$37,979	FY
	Int Med Pulmonary	Assoc Professor	0.17	\$189	\$15,319	FY
			0.42	\$658	\$53,298	
Romero, Jose R	Pediatrics Infectious Disease	Professor/Cont	1.00	\$10,770	\$118,469	FY
Rosenquist, Thomas H	Vice Chancellor for Research	Vice Chancellor/Research	0.75	\$3,750	\$153,734	FY
	Genetics Cell Biology & Anatomy	Professor	0.25	\$1,287	\$52,789	FY
			1.00	\$5,037	\$206,523	
Roy, Shyamal K	Obstetric/Gynecology	Professor/Cont	1.00	\$1,191	\$96,558	FY
Rozanski, George J	Physiology/Biophysics	Professor/Cont	1.00	\$1,214	\$89,798	FY
Rubingh, Carla R	COP Pharmacy Practice	Asst Professor	1.00	\$463	\$74,463	FY
Rupp, Mark E	Int Med Infectious Diseases	Professor/Cont	1.00	\$1,910	\$78,334	FY
Russell, John P	Human Resources	Asst Vice Chancellor Human Resources	1.00	\$1,691	\$137,009	FY
Rustia, Janice G	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$478	\$64,267	AY
Ryan, Danielle L	COD-Dental Hygiene	Asst Professor/Hlth Prof	1.00	\$500	\$40,500	FY
Ryan, Sheila A	CON-Parent-Child, Admin Ed & Scienc	Professor	1.00	\$1,436	\$116,361	FY

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Saigh, Jean A	Radiology	Assoc Professor/Hlth Prof	1.00	\$1,409	\$114,148	FY
Salama, Fouad S	COD-Growth and Development	Assoc Professor	1.00	\$4,500	\$94,500	FY
Salbaum, J Michael	Genetics Cell Biology & Anatomy	Scientist	1.00	\$1,036	\$83,851	FY
Salhany, James M	Int Med GI	Professor	1.00	\$1,287	\$104,294	FY
Salinas, Thomas J	Otol-Head and Neck Surgery	Asst Professor/Hlth Prof	1.00	\$1,053	\$85,293	FY
Sambol, Anthony R	Medical Technology	Asst Professor	1.00	\$2,500	\$65,000	FY
Sammut, Paul H	Pediatrics Pulmonology	Assoc Professor	1.00	\$1,112	\$90,041	FY
Sand, Barbara J	CON-Lincoln AHI	Asst Professor	1.00	\$466	\$47,064	AY
Sanderson, Sam	Clinical Perfusion Education	Assoc Professor	1.00	\$880	\$71,249	FY
Sanger, Warren G	MMI Cytogenetics	Discipline Director	1.00	\$1,197	\$96,931	FY
Sansom, Steven Claude	Physiology/Biophysics	Professor/Cont	1.00	\$1,277	\$86,357	FY
Sasson, Aaron R	Surgery-General Surgery	Asst Professor/Hlth Prof	1.00	\$790	\$63,970	FY
Sather, Linda S	CON-Lincoln GPCH	Asst Professor	1.00	\$872	\$70,598	FY
Satterthwaite, Rebecca K	Library of Medicine	Associate Director	1.00	\$927	\$75,092	FY
Saxton, Mark L	Surgery-General Surgery	Clinical Asst Prof	0.20	\$282	\$22,876	FY
Saylor, Patricia Ann	CON-Kearney	Asst Professor	1.00	\$550	\$55,532	AY
Schaefer, G Bradley	MMI Genetic Medicine	Discipline Director	0.94	\$2,174	\$161,771	FY
	Pediatrics Administration	Omaha Scottish-Rite Masonic Prfrship	0.06	\$114	\$8,514	FY
			1.00	\$2,288	\$170,285	
Schafer, Daniel F	Int Med GI	Professor/Cont	1.00	\$2,294	\$94,096	FY
Scharf, Margaret A	CON-West Nebraska Division	Asst Professor	0.60	\$231	\$31,093	AY
	CON-Gerontolog, Psycosoc & Com Hlth	Asst Professor	0.25	\$114	\$15,342	AY
			0.85	\$345	\$46,435	
Scherl, Susan A	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$886	\$71,761	FY
Schleicher, John S	Library of Medicine	Asst Professor/Hlth Prof	1.00	\$8,036	\$42,960	FY
Schmidt, Cynthia M	Library of Medicine	Asst Professor	1.00	\$470	\$38,053	FY
Schmitz, Rita Kay	CON-Lincoln AHI	Asst Professor	1.00	\$451	\$45,504	AY
Scholar, Eric M	Pharmacology	Professor/Cont	1.00	\$1,187	\$96,187	FY
Schonfeld, Toby L	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$780	\$54,781	FY
Schopfer, Lawrence M	Eppley Institute	Research Asst Prof	1.00	\$696	\$56,389	FY
Schultz, Harold D	Physiology/Biophysics	Professor	1.00	\$1,089	\$109,969	FY
Schupbach, Lance E	Int Med General Medicine	Asst Professor/Hlth Prof	0.40	\$402	\$32,575	FY
Schwab, Robert	Int Med General Medicine	Asst Professor	1.00	\$972	\$78,736	FY
Schwerdtfeger, Susan R	Int Med General Medicine	Asst Professor	1.00	\$972	\$78,736	FY
Scott-Mordhorst, Tina R	Pediatrics General	Clinical Asst Prof	1.00	\$1,061	\$85,941	FY
Sears, Thomas D	Int Med Cardiology	Assoc Professor/Cont	1.00	\$1,201	\$97,321	FY
Seemayer, Thomas A	Pathology/Microbiology	Professor	1.00	\$1,541	\$124,807	FY
Seidl, Lucinda J	CON-Lincoln AHI	Asst Professor	1.00	\$489	\$49,394	AY
Seifert, Steven A	Surgery Emergency Medicine	Professor/Hlth Prof	1.00	\$1,250	\$101,250	FY
Sekundiak, Todd D	Orthopaedic Surgery	Asst Professor/Hlth Prof	1.00	\$886	\$71,761	FY
Sgagias, Magdalene K	Eppley Institute	Research Asst Prof	1.00	\$136	\$54,598	FY
Shaffer III, L Blaine	UPS Psychiatry-Academic	Professor/Hlth Prof	1.00	\$1,475	\$119,482	FY
Shambaugh-Miller, Michael D	Preventive and Societal Medicine	Asst Professor	1.00	\$1,753	\$60,196	FY
Sharp, John G	Genetics Cell Biology & Anatomy	Professor	1.00	\$1,615	\$130,789	FY
Shaw Jr, Byers W	Surgery	Chairperson	0.60	\$1,461	\$118,390	FY
	Surgery	Professor	0.22	\$490	\$39,726	FY
	Surgery	Merle M Musselman Centennial Prof	0.18	\$369	\$29,863	FY
			1.00	\$2,320	\$187,979	
Shaw, Cory D	UMA Administration	Chief Administrative Officer	1.00	\$1,671	\$135,321	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Shaw, David H	COD-Oral Biology	Chairperson	0.60	\$857	\$72,756	FY
	COD-Oral Biology	Professor	0.40	\$572	\$46,305	FY
			1.00	\$1,429	\$119,061	
Shcherbakova, Polina V	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$813	\$65,813	FY
Shearer, Bonnie	Pediatrics General	Asst Professor	1.00	\$977	\$79,164	FY
Shehan, Joseph F	Int Med General Medicine	Clinical Asst Prof	0.13	\$127	\$10,303	FY
Sheridan, Paul J	Otol-Head and Neck Surgery	Asst Professor	0.80	\$906	\$73,440	FY
Sherman, Simon	Eppley Institute	Professor/Cont	1.00	\$1,350	\$91,350	FY
Shinohara, Toshimichi	Ophthalmology	Professor/Cont	1.00	\$1,519	\$123,019	FY
Shriver, Mark D	MMI Psychology	Psychologist	1.00	\$775	\$62,775	FY
Shull, James D	Genetics Cell Biology & Anatomy	Chairperson	0.60	\$1,548	\$137,333	FY
	Genetics Cell Biology & Anatomy	Professor	0.35	\$879	\$71,242	FY
	Genetics Cell Biology & Anatomy	Ardith & Anna Von Housen Chair	0.05	\$148	\$12,000	FY
			1.00	\$2,575	\$220,575	
Shurmur, Scott W	Int Med Cardiology	Assoc Professor/Hlth Prof	1.00	\$871	\$70,554	FY
Simonson, Jean A	Anesthesiology	Asst Professor	1.00	\$893	\$72,306	FY
Singh, Dharendra P	Ophthalmology	Assoc Professor	1.00	\$937	\$75,862	FY
Singh, Rakesh K	Pathology/Microbiology	Assoc Professor/Hlth Prof	1.00	\$2,100	\$72,100	FY
Singh, Sanjay P	Neurological Sciences	Asst Professor/Hlth Prof	1.00	\$1,114	\$90,214	FY
Sisson, Joseph H	Int Med Pulmonary	Professor/Cont	0.90	\$1,172	\$94,917	FY
	Int Med Pulmonary	Larson Prof/Int Med	0.10	\$100	\$8,100	FY
			1.00	\$1,272	\$103,017	
Sitorius, Michael A	Family Medicine	Chairperson	0.60	\$1,494	\$120,602	FY
	Family Medicine	Professor	0.23	\$571	\$46,255	FY
	Family Medicine	Milton G Waldbaum, MD Prof/Family Pract	0.17	\$371	\$30,020	FY
			1.00	\$2,436	\$196,877	
Sivers, Joan E	COD-Adult Restorative	Assoc Professor	1.00	\$1,314	\$106,436	FY
	COD-Adult Restorative	Norman C Carlson Professorship	0.00	\$0	\$10,000	FY
	COD-Dental Administration	Assistant Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,314	\$121,436	
Smith, Carl Vernon	Obstetric/Gynecology	Chairperson	0.60	\$1,416	\$114,767	FY
	Obstetric/Gynecology	Professor/Cont	0.36	\$759	\$61,509	FY
	Obstetric/Gynecology	Chris & Marie Olson Chair/Ob-Gyn	0.04	\$99	\$8,000	FY
			1.00	\$2,274	\$184,276	
Smith, John L	Family Medicine	Asst Professor	1.00	\$1,028	\$83,224	FY
Smith, Philip W	Int Med Infectious Diseases	Professor/Cont	1.00	\$1,258	\$101,875	FY
Smith, Shelley D	MMI HBM Molecular Genetics	Scientist	0.53	\$865	\$70,042	FY
	MMI HBM Molecular Genetics	Discipline Director	0.47	\$756	\$71,229	FY
			1.00	\$1,621	\$141,271	
Smith, Stephen B	Dean College of Medicine	Associate Dean	0.15	\$356	\$28,827	FY
Solheim, Joyce C	Eppley Institute	Assoc Professor/Hlth Prof	1.00	\$1,029	\$83,418	FY
Somers, James E	Physician Assistant	Program Director	0.60	\$3,338	\$70,074	FY
	Physician Assistant	Assoc Professor	0.40	\$2,158	\$45,322	FY
			1.00	\$5,496	\$115,396	
Sorensen, Victor J	Surgery-General Surgery	Assoc Professor/Hlth Prof	1.00	\$1,000	\$81,000	FY
Sorgen, Paul L	Biochem and Molecular Biology	Asst Professor/Hlth Prof	1.00	\$1,563	\$64,063	FY
Sorrell, James H	UPS Psychiatry-Academic	Asst Professor	1.00	\$867	\$70,191	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Sorrell, Michael F	Int Med GI	Professor	1.00	\$2,034	\$164,772	FY
	Int Med GI	Robert L Grissom, MD Prof/Surgery	0.00	\$210	\$17,000	FY
			1.00	\$2,244	\$181,772	
Spalding, Peter M	COD-Growth and Development	Chairperson	0.60	\$948	\$80,074	FY
	COD-Growth and Development	Assoc Professor	0.40	\$632	\$51,182	FY
			1.00	\$1,580	\$131,256	
Spangler, Wendy J	Surgery-Neurosurgery	Clinical Asst Prof	0.06	\$52	\$4,195	FY
Spurzem, John R	Int Med Pulmonary	Professor/Cont	0.56	\$557	\$45,135	FY
Srinivasan, Shashi K	Int Med Dermatology	Asst Professor/Hlth Prof	1.00	\$1,053	\$85,293	FY
St Germain Jr, Henry A	COD-Adult Restorative	Chairperson	0.60	\$808	\$68,787	FY
	COD-Adult Restorative	Assoc Professor/Cont	0.40	\$539	\$43,658	FY
			1.00	\$1,347	\$112,445	
Stafford, Kimberley A	COD-Growth and Development	Clinical Asst Prof	0.13	\$0	\$2,600	AY
Stageman, James H	Family Medicine	Assoc Professor	1.00	\$1,735	\$140,600	FY
	Family Medicine	Director	0.00	\$0	\$2,750	FY
			1.00	\$1,735	\$143,350	
Stancil, Marvin L	Obstetric/Gynecology	Asst Professor/Hlth Prof	1.00	\$1,022	\$82,752	FY
Stanley, Mary Jane	CON-Lincoln AHI	Asst Professor	1.00	\$463	\$46,729	AY
Stevens, R Brian	Surgery-Transplant	Assoc Professor/Hlth Prof	1.00	\$786	\$63,706	FY
Stickle, Douglas F	Pathology/Microbiology	Assoc Professor	1.00	\$7,589	\$83,475	FY
Stinson, Warren W	Genetics Cell Biology & Anatomy	Assoc Professor	0.25	\$215	\$17,402	FY
Stoner, Julie A	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$3,663	\$76,914	FY
Stohtert Jr, Joseph C	Surgery-General Surgery	Professor	1.00	\$1,422	\$115,176	FY
Stuberg, Wayne A	MMI Physical Therapy	Discipline Director	1.00	\$10,086	\$110,939	FY
	MMI Physical Therapy	Coordinator	0.00	\$0	\$2,000	FY
			1.00	\$10,086	\$112,939	
Stull, Todd W	UPS Psychiatry-Academic	Asst Professor/Hlth Prof	1.00	\$1,076	\$87,139	FY
Sudan, Debra Lynn	Surgery-Transplant	Professor/Hlth Prof	1.00	\$6,825	\$75,077	FY
Swanson, Donald A	UPS Psychiatry-Academic	Assoc Professor	1.00	\$1,660	\$134,454	FY
Swindells, Susan	Int Med Infectious Diseases	Professor/Cont	1.00	\$922	\$74,672	FY
	Int Med Infectious Diseases	Terry K Watanabe Chair/HIV-AIDS Rsch&Ca	0.00	\$148	\$12,000	FY
			1.00	\$1,070	\$86,672	
Tachenko Achord, Shirley A	CON-Lincoln GPCH	Asst Professor	1.00	\$566	\$45,857	AY
Talmadge, James E	Pathology/Microbiology	Professor	1.00	\$1,570	\$127,185	FY
Tamesis, Richard R	Ophthalmology	Asst Professor	0.05	\$83	\$6,748	FY
Tape, Thomas G	Int Med General Medicine	Professor/Cont	1.00	\$1,306	\$105,799	FY
Tarantolo, Stefano	Int Med Oncology/Hematology	Assoc Professor	1.00	\$843	\$68,264	FY
Temme, James B	Radiation Science Technology Div	Associate Director	0.60	\$595	\$48,216	FY
	Radiation Science Technology Div	Assoc Professor	0.40	\$373	\$30,148	FY
			1.00	\$968	\$78,364	
Thaisetthawatkul, Pariwat	Neurological Sciences	Asst Professor/Hlth Prof	1.00	\$1,010	\$81,760	FY
Thakker, Angeli J	COD-Growth and Development	Asst Professor	0.10	\$0	\$5,200	FY
Thiele, Geoffrey M	Int Med Rheumatology	Professor	1.00	\$1,048	\$77,000	FY
Thierfelder, Jean L	Int Med General Medicine	Assoc Professor	0.50	\$481	\$39,015	FY
Thomas, Mark P	Pharmacology	Asst Professor	1.00	\$3,914	\$43,045	FY
Thompson, Austin B	Int Med Pulmonary	Assoc Professor	1.00	\$1,270	\$102,798	FY
Thompson, Cheryl Bagley	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor/Hlth Prof	1.00	\$842	\$85,083	FY
Thompson, Elizabeth I	Pediatrics Hematology/Oncology	Professor/Hlth Prof	1.00	\$1,513	\$122,550	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Thompson, Jon S	Surgery-General Surgery	Professor	0.92	\$1,449	\$117,343	FY
	Surgery	Shackelford-Marischal Professorship	0.08	\$0	\$10,000	FY
			1.00	\$1,449	\$127,343	
Thoreson, Wallace B	Ophthalmology	Assoc Professor	1.00	\$1,198	\$97,048	FY
	Ophthalmology	Director of Research	0.00	\$0	\$3,000	FY
			1.00	\$1,198	\$100,048	
Tibbels, Loretta Kaus	Family Medicine	Clinical Asst Prof	1.00	\$1,233	\$99,893	FY
Tibbels, Stephen R	Family Medicine	Clinical Asst Prof	1.00	\$1,371	\$111,035	FY
Tilden, Virginia P	CON-Omaha	Dean	1.00	\$2,275	\$184,275	FY
Tilgner, Michaela L	Radiology	Asst Professor	0.30	\$263	\$21,323	FY
Tinker, John H	Anesthesiology	Chairperson	0.60	\$888	\$81,911	FY
	Anesthesiology	Professor	0.40	\$592	\$47,942	FY
			1.00	\$1,480	\$129,853	
Tobin, Richard B	Int Med DEM	Professor	0.13	\$194	\$15,745	FY
Todd, Gordon L	Genetics Cell Biology & Anatomy	Assoc Professor	1.00	\$951	\$77,037	FY
Todero, Catherine	CON-Omaha	Assoc Professor/Cont	1.00	\$1,151	\$93,232	FY
	CON-Omaha	Associate Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,151	\$98,232	
Toews, Myron Lee	Pharmacology	Professor	1.00	\$1,273	\$103,124	FY
Tomich, Paul G	Obstetric/Gynecology	Professor/Hlth Prof	1.00	\$1,645	\$133,270	FY
Toothaker, Randall W	COD-Adult Restorative	Assoc Professor/Cont	1.00	\$1,251	\$101,351	FY
Toris, Carol B	Ophthalmology	Assoc Professor/Cont	1.00	\$979	\$79,350	FY
Torres, Clarivet	Pediatrics Gastroenterology	Asst Professor	1.00	\$3,291	\$69,103	FY
Toth, Bela	Eppley Institute	Professor	1.00	\$450	\$90,353	FY
Tracy, Steven M	Pathology/Microbiology	Professor	1.00	\$1,167	\$94,574	FY
Tran, T Paul	Surgery Emergency Medicine	Assoc Professor/Hlth Prof	1.00	\$1,339	\$108,487	FY
Treves, John Samuel	Surgery-Neurosurgery	Asst Professor	0.22	\$227	\$18,349	FY
Tuma, Dean J	Int Med GI	Professor	0.25	\$343	\$27,786	FY
Turpen, James B	Genetics Cell Biology & Anatomy	Professor	1.00	\$1,252	\$98,357	FY
	Genetics Cell Biology & Anatomy	Vice Chairperson	0.00	\$0	\$3,000	FY
			1.00	\$1,252	\$101,357	
Turpen, Paula B	Vice Chancellor for Research	Assoc Vice Chancellor for Research	1.00	\$938	\$75,938	FY
Tussing, Gerald J	COD-Surgical Specialties	Chairperson	0.60	\$1,011	\$86,393	FY
	COD-Surgical Specialties	Professor	0.40	\$674	\$54,596	FY
			1.00	\$1,685	\$140,989	
Twiss, Janice J	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$968	\$78,418	FY
Ueda, Clarence T	COP Dean's Office	Dean	1.00	\$1,982	\$160,561	FY
Valleley, Rachel	MMI Psychology	Psychologist	1.00	\$613	\$49,763	FY
Vandenberg, Edward V	Int Med Geriatrics	Asst Professor	1.00	\$997	\$80,759	FY
Vennerstrom, Jonathan L	COP Pharmaceutical Science	Assoc Professor/Cont	1.00	\$1,135	\$76,736	FY
Vinogradov, Serguei V	COP Pharmaceutical Science	Research Asst Prof	1.00	\$15,008	\$60,000	FY
Vishwanatha, Jamboor K	Biochem and Molecular Biology	Professor	1.00	\$1,068	\$86,488	FY
	Academic Affairs/Graduate Studies	Assistant Dean	0.00	\$0	\$10,000	FY
			1.00	\$1,068	\$96,488	
Von Essen, Susanna G	Int Med Pulmonary	Professor/Cont	1.00	\$1,111	\$89,917	FY
Vose, Julie M	Int Med Oncology/Hematology	Professor	0.86	\$758	\$61,428	FY
	Int Med Oncology/Hematology	N/M Harris Oncology Professorship	0.14	\$125	\$10,125	FY
			1.00	\$883	\$71,553	
Wadman, Michael C	Surgery Emergency Medicine	Assoc Professor/Hlth Prof	1.00	\$1,339	\$108,487	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Wagner, Kay-Uwe	Eppley Institute	Assoc Professor/Hlth Prof	0.90	\$6,797	\$74,772	FY
	Eppley Institute	Asst Professor/Hlth Prof	0.10	\$755	\$8,308	FY
			1.00	\$7,552	\$83,080	
Wahl, James K	COD-Oral Biology	Asst Professor/Hlth Prof	1.00	\$784	\$63,479	FY
Walburn, John N	Pediatrics General	Professor/Hlth Prof	1.00	\$1,437	\$146,360	FY
Walker, Craig W	Radiology	Chairperson	0.59	\$1,486	\$120,307	FY
	Radiology	Professor/Cont	0.34	\$774	\$62,682	FY
	Radiology	Dr Howard B Hunt Prof/Radiology	0.06	\$123	\$10,000	FY
			0.99	\$2,383	\$192,989	
Walker, Jerry D	COD-Growth and Development	Professor	0.40	\$0	\$36,000	FY
Walker, Richard	Surgery Emergency Medicine	Assoc Professor	1.00	\$1,621	\$131,317	FY
Walker, Susan Noble	CON-Gerontolog, Psychosoc & Com Hlth	Chairperson	0.60	\$801	\$67,883	FY
	CON-Omaha	Professor	0.40	\$534	\$43,256	FY
			1.00	\$1,335	\$111,139	
Waltman, Nancy L	CON-Lincoln AHI	Assoc Professor	1.00	\$1,185	\$80,180	FY
Wang, Guangshun	Eppley Institute	Asst Professor/Hlth Prof	1.00	\$855	\$69,300	FY
Wang, Ming R	Anesthesiology	Asst Professor	1.00	\$1,013	\$82,013	FY
Wang, Wei	Physiology/Biophysics	Assoc Professor/Hlth Prof	1.00	\$1,011	\$68,365	FY
Warkentin, Phyllis I	Pathology/Microbiology	Professor	0.54	\$703	\$56,952	FY
	Pediatrics Hematology/Oncology	Professor	0.46	\$604	\$48,942	FY
			1.00	\$1,307	\$105,894	
Warzak, William J	MMI Psychology	Psychologist	1.00	\$7,190	\$79,090	FY
Watanabe-Galloway, Shinobu	Preventive and Societal Medicine	Asst Professor/Hlth Prof	1.00	\$0	\$69,000	FY
Watson, Thomas S	MMI Psychology	Psychologist	0.75	\$582	\$47,082	FY
Weis, Andrew J	Int Med Cardiology	Assoc Professor	0.50	\$542	\$43,909	FY
Weisenburger, Dennis D	Pathology/Microbiology	Professor	1.00	\$1,468	\$118,867	FY
Wengel, Steven P	UPS Psychiatry-Academic	Chairperson	0.60	\$787	\$63,771	FY
	UPS Psychiatry-Academic	Assoc Professor	0.40	\$673	\$54,514	FY
			1.00	\$1,460	\$118,285	
West, Cheryl R	CON-Parent-Child, Admin Ed & Scienc	Asst Professor	1.00	\$489	\$49,404	AY
West, Madeline J	UPS Psychiatry-Academic	Asst Professor	1.00	\$2,522	\$103,407	FY
West, William W	Pathology/Microbiology	Assoc Professor	1.00	\$1,386	\$112,305	FY
Westmoreland, Donna	CON-Parent-Child, Admin Ed & Scienc	Assoc Professor	1.00	\$816	\$82,382	FY
Wheatley, Douglas H	Family Medicine	Assoc Professor	1.00	\$1,782	\$144,274	FY
Wheelock, Margaret J	COD-Oral Biology	Professor/Cont	1.00	\$1,500	\$121,431	FY
Wiggins, Shirley	CON-Lincoln PAES	Asst Professor	1.00	\$729	\$73,629	FY
Wigton, Robert S	Dean College of Medicine	Associate Dean	0.60	\$1,315	\$106,482	FY
	Int Med General Medicine	Professor	0.40	\$833	\$67,469	FY
			1.00	\$2,148	\$173,951	
Wilczynski, Susan M	MMI Psychology	Director	1.00	\$773	\$62,573	FY
Wilhelm, Susan L	CON-West Nebraska Division	Asst Professor/Hlth Prof	1.00	\$1,274	\$63,425	FY
Willett, Gilbert M	Physical Therapy Education	Assoc Professor/Hlth Prof	1.00	\$872	\$70,671	FY
Willett, Sandra	MMI Physical Therapy	Asst Professor	0.50	\$3,025	\$33,282	FY
Williams, Cheryl A	Radiology	Assoc Professor	0.50	\$676	\$54,774	FY
Wilson, Margaret E	CON-Omaha	Assoc Professor	1.00	\$1,167	\$94,542	FY
	CON-Omaha	Associate Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,167	\$99,542	
Wiltse, Hobart	Pediatrics Metabolism	Professor	0.05	\$63	\$5,063	FY
Wilwerding, Laura F	Pediatrics General	Clinical Asst Prof	1.00	\$1,061	\$85,941	FY
Windle, John R	Int Med Cardiology	Professor/Cont	1.00	\$1,737	\$140,720	FY
Wisecarver, James Lowell	Pathology/Microbiology	Professor/Cont	1.00	\$1,326	\$107,414	FY

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Woehrer, Renee M	Int Med General Medicine	Asst Professor/Hlth Prof	0.13	\$99	\$8,056	FY
Woelfl, Nancy N	Library of Medicine	Director	1.00	\$2,037	\$118,442	FY
Woscyna, Glenda R	Medical Nutrition Education Div	Program Director	0.60	\$557	\$45,131	FY
	Medical Nutrition Education Div	Asst Professor	0.40	\$371	\$30,087	FY
			1.00	\$928	\$75,218	
Wrenshall, Lucile E	Surgery-Transplant	Assoc Professor/Hlth Prof	1.00	\$824	\$66,716	FY
Wyatt, Todd A	Int Med Pulmonary	Assoc Professor/Hlth Prof	0.51	\$2,395	\$40,712	FY
Xia, Rui-Ping	Physical Therapy Education	Asst Professor/Hlth Prof	1.00	\$813	\$65,813	FY
Xiao, Hua	Eppley Institute	Asst Professor	1.00	\$1,888	\$77,416	FY
Xie, Feng	Int Med Cardiology	Research Asst Prof	1.00	\$2,531	\$53,170	FY
Xiong, Huangui	Pathology/Microbiology	Assoc Professor/Hlth Prof	1.00	\$4,999	\$72,999	FY
Xiong, Wanfen	Surgery-General Surgery	Asst Professor	1.00	\$4,257	\$46,825	FY
Yam, Helen K	Library of Medicine	Asst Professor	1.00	\$722	\$58,480	FY
Yan, Ying	Eppley Institute	Research Asst Prof	1.00	\$559	\$45,236	FY
Yates, Bernice Christophe	CON-Niedfelt Nursing Research Cente	Assoc Professor	1.00	\$1,060	\$85,867	FY
	CON-Omaha	Associate Dean	0.00	\$0	\$5,000	FY
			1.00	\$1,060	\$90,867	
Yee, Gary C	COP Pharmacy Practice	Chairperson	0.60	\$836	\$80,832	FY
	COP Pharmacy Practice	Professor	0.40	\$557	\$47,221	FY
			1.00	\$1,393	\$128,053	
Yonkers, Anthony J	Otol-Head and Neck Surgery	Professor	1.00	\$1,721	\$139,375	FY
Young, Renee L	Int Med GI	Assoc Professor	1.00	\$1,184	\$95,933	FY
Zetterman, Rowen K	Int Med GI	Professor	0.37	\$646	\$52,375	FY
	Dean College of Medicine	Associate Dean	0.00	\$74	\$6,000	FY
			0.37	\$720	\$58,375	
Zhan, Guilin	Ophthalmology	Asst Professor/Hlth Prof	1.00	\$695	\$56,266	FY
Zhen, Weining	Radiation Oncology	Assoc Professor/Hlth Prof	1.00	\$1,098	\$88,906	FY
Zheng, Jialin	Pathology/Microbiology	Assoc Professor/Hlth Prof	1.00	\$2,100	\$72,100	FY
Zimmerman, Lani M	CON-Adult Health & Illness Dpt	Chairperson	0.60	\$743	\$63,211	FY
	CON-Omaha	Professor/Cont	0.40	\$496	\$40,143	FY
	CON-Lincoln	Assistant Dean	0.00	\$0	\$2,000	FY
			1.00	\$1,239	\$105,354	
Zucker, Irving H	Physiology/Biophysics	Chairperson	0.55	\$1,258	\$106,872	FY
	Physiology/Biophysics	Professor	0.40	\$911	\$73,794	FY
	Physiology/Biophysics	Theodore F Hubbard MD Chair/Cardiovascu	0.05	\$99	\$8,000	FY
			1.00	\$2,268	\$188,666	

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Adcock, Phyllis K	Teacher Education	Asst Professor	1.00	\$1,588	\$50,855	AY
Adidam, Phani T	Marketing and Management	Assoc Professor	1.00	\$3,329	\$83,115	AY
	Marketing and Management	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,329	\$88,115	
Adkins, Randall E	Political Science	Assoc Professor	1.00	\$1,513	\$47,803	AY
Akers, James C	Special Education Comm Disorders	Assoc Professor	1.00	\$1,833	\$66,851	AY
Ali, Hesham H	College of Info Science and Tech	Associate Dean for Academic Affairs	1.00	\$2,220	\$121,238	FY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$30,000	FY
			1.00	\$2,220	\$151,238	
Allen, Chris W	Communication	Assoc Professor	1.00	\$1,568	\$53,052	AY
Ambrose, David M	Marketing and Management	Professor	1.00	\$2,741	\$103,424	AY
Anderson, Amy L	Criminal Justice	Asst Professor	1.00	\$1,333	\$47,333	AY
Anderson, Debra K	Social Work	Asst Professor	1.00	\$1,571	\$48,075	AY
Anderson, Jessiline	Psychology	Asst Professor	1.00	\$1,318	\$46,592	AY
Andrew, Diane Moore	Foreign Languages	Asst Professor	0.50	\$681	\$30,661	AY
Anstey, John R	Marketing and Management	Assoc Professor	1.00	\$1,947	\$67,590	AY
Antlfinger, Ann	Biology	Professor	1.00	\$1,894	\$63,962	AY
Arav, Rami	International Programs	Asst Professor	0.76	\$1,358	\$40,875	FY
Arbelaez, Maria	History	Assoc Professor	1.00	\$1,495	\$52,140	AY
Armitage, Jack L	Department of Accounting	Assoc Professor	1.00	\$3,018	\$100,816	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,500	AY
			1.00	\$3,018	\$106,316	
Austin, William P	Teacher Education	Asst Professor	1.00	\$1,485	\$53,098	AY
Azadmanesh, M H	Computer Science	Professor	1.00	\$2,545	\$92,717	AY
Bacon, Nora Anne	English	Assoc Professor	1.00	\$1,574	\$50,957	AY
Bacon, Walter M	Political Science	Professor	1.00	\$1,937	\$66,963	AY
Bailey, Ella Jane	University Library	Assoc Professor	1.00	\$1,674	\$67,991	FY
	University Library	Chairperson	0.00	\$0	\$7,500	FY
			1.00	\$1,674	\$75,491	
Bales, W Kenton	Music	Professor	1.00	\$1,838	\$64,112	AY
Barnes, Paul E	Counseling	Asst Professor	1.00	\$1,485	\$45,751	AY
Barnett, Alva	Social Work	Assoc Professor	1.00	\$1,840	\$64,223	AY
Barone, Timi Lynne	Sociology	Assoc Professor	1.00	\$1,647	\$52,087	AY
Barron-McKeagney, Theresa	Social Work	Director, School	0.60	\$1,659	\$59,035	FY
	Social Work	Assoc Professor	0.40	\$1,106	\$33,730	FY
			1.00	\$2,765	\$92,765	
Bartle, John R	Public Administration	Professor	1.00	\$6,330	\$72,284	AY
Batton Smith, Candice L	Criminal Justice	Asst Professor	1.00	\$1,494	\$53,065	AY
Baum, Donald N	Economics	Assoc Professor	1.00	\$2,194	\$79,928	AY
Beard, Christine E	Music	Asst Professor	1.00	\$1,356	\$42,356	AY
Behrns, Patrick C	Football	Head Football Coach	0.84	\$179	\$67,125	FY
	Health Physical Educ & Recreation	Instructor	0.16	\$1,193	\$12,650	FY
			1.00	\$1,372	\$79,775	
Belck, Nancy	Office of the Chancellor	Chancellor	1.00	\$3,000	\$203,000	FY
Benjamin-Alvarado, Jonathan C	Political Science	Assoc Professor	1.00	\$4,439	\$47,471	AY
Berg, Kris E	Health Physical Educ & Recreation	Professor	1.00	\$2,703	\$90,161	AY
Berke Adrian, Melissa K	Music	Asst Professor	1.00	\$1,692	\$43,181	AY
Bernier, Robert E	Nebraska Business Development Cente	Assistant Dean	1.00	\$2,174	\$120,431	FY
Bertinetti, Joseph F	Counseling	Assoc Professor	1.00	\$1,648	\$60,155	AY
Betanabhatla, Jayaram	Physics	Assoc Professor	1.00	\$1,659	\$54,605	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Bingham, Shereen G	Communication	Assoc Professor	1.00	\$1,955	\$60,539	AY
Bishop, Michael Peter	Geography/Geology	Assoc Professor	1.00	\$2,328	\$75,330	FY
	Geography/Geology	Director	0.00	\$0	\$10,000	FY
			1.00	\$2,328	\$85,330	
Blair, Robert F	Public Administration	Assoc Professor	1.00	\$1,990	\$64,082	AY
Blanke, Daniel	Health Physical Educ & Recreation	Director, School	0.48	\$1,385	\$45,124	FY
	Health Physical Educ & Recreation	Assoc Professor	0.32	\$923	\$28,482	FY
	Campus Recreation	Director	0.20	\$576	\$20,201	FY
			1.00	\$2,884	\$93,807	
Blizek, William L	Philosophy & Religion	Professor	1.00	\$1,877	\$75,249	AY
Boamah-Wiafe, Daniel	Black Studies	Assoc Professor	1.00	\$1,652	\$56,805	AY
Bonner, Michael L	Psychology	Asst Professor	1.00	\$1,453	\$52,712	AY
Boss, Judith	English	Professor	1.00	\$1,389	\$62,588	AY
Boucher, Lisa Diane	Biology	Assoc Professor	1.00	\$1,634	\$52,222	AY
Bowen, Brent	Aviation Institute	Professor	1.00	\$4,380	\$125,545	FY
	Aviation Institute	Director/Chair	0.00	\$0	\$19,800	FY
	Aviation Institute	Endowed Professorship	0.00	\$0	\$34,000	FY
			1.00	\$4,380	\$179,345	
Box, Richard C	Public Administration	Professor	1.00	\$2,411	\$80,651	AY
Boyer, Janice Sue	University Library	Professor	1.00	\$0	\$99,190	FY
Bradshaw, Laurence	Art and Art History	Professor	1.00	\$1,716	\$68,552	AY
Bragg, Thomas B	Biology	Professor	1.00	\$2,135	\$72,800	AY
	Graduate Studies and Research	Dean	0.00	\$0	\$3,600	AY
	Academic and Student Affairs	Assoc Vice Chancellor for Research	0.00	\$0	\$3,600	AY
			1.00	\$2,135	\$80,000	
Bramlett, Franklin E	English	Asst Professor	1.00	\$1,458	\$45,665	AY
Brasile, Frank M	Health Physical Educ & Recreation	Professor	1.00	\$1,817	\$64,723	AY
Breaux, Richard M	Black Studies	Asst Professor	1.00	\$1,640	\$46,640	AY
Bridgeford, Tracy B	English	Asst Professor	1.00	\$1,455	\$45,501	AY
Brown, Dorian L	Black Studies	Asst Professor	1.00	\$1,451	\$47,740	AY
Brown, Joseph S	Psychology	Assoc Professor	1.00	\$1,561	\$57,558	AY
Brown, Samuel L	Public Administration	Asst Professor	1.00	\$2,349	\$78,303	AY
Buchanan, Thomas C	History	Asst Professor	1.00	\$1,623	\$45,349	AY
Buck, James R	Administration	Vice Chancellor	1.00	\$4,000	\$179,000	FY
Bykerk, Loree	Political Science	Chairperson	0.60	\$1,093	\$39,733	AY
	Political Science	Professor	0.40	\$728	\$24,688	AY
			1.00	\$1,821	\$64,421	
Caniglia, Joseph A	Special Education Comm Disorders	Assoc Professor	1.00	\$1,831	\$65,613	AY
Carballal, Ana	Foreign Languages	Asst Professor	1.00	\$0	\$42,500	AY
Carlson, Robert E	Communication	Professor	1.00	\$1,836	\$61,795	AY
Carroll, James Allen	Chemistry	Chairperson	0.60	\$1,010	\$37,856	AY
	Chemistry	Assoc Professor	0.40	\$674	\$22,838	AY
			1.00	\$1,684	\$60,694	
Carroll, Michael	Goodrich	Assoc Professor	1.00	\$1,578	\$54,537	AY
Carter, David J	Counseling	Asst Professor	1.00	\$1,560	\$49,142	AY
Casas, Juan F	Psychology	Asst Professor	1.00	\$1,316	\$46,524	AY
Cast, Melissa A	University Library	Asst Professor	1.00	\$2,323	\$51,808	FY
Cederblom, Jerry B	Goodrich	Chairperson	0.60	\$1,474	\$49,371	AY
	Goodrich	Professor	0.40	\$982	\$31,114	AY
			1.00	\$2,456	\$80,485	
Chase, Bruce A	Biology	Professor	1.00	\$1,821	\$60,656	AY

* Refer also to funding at other campus

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Chen, Dora Wu	Teacher Education	Assoc Professor	1.00	\$4,594	\$54,106	AY
Chen, Zhengxin	Computer Science	Professor	1.00	\$2,534	\$83,378	AY
Chrisman, Robert	Black Studies	Chairperson	0.60	\$1,396	\$53,462	AY
	Black Studies	Professor	0.40	\$931	\$33,842	AY
			1.00	\$2,327	\$87,304	
Christensen, John	Academic and Student Affairs	Vice Chancellor	1.00	\$7,225	\$177,225	FY
Chundi, Parvathi	Computer Science	Asst Professor	1.00	\$2,506	\$86,545	AY
Chung, Joong-Gun	Political Science	Professor	1.00	\$1,946	\$69,583	AY
Clute, William	Sociology	Professor	1.00	\$2,065	\$73,143	AY
Co, Catherine Y	Economics	Assoc Professor	1.00	\$2,741	\$76,546	AY
Collins, Emily Rachel	Marketing and Management	Asst Professor	1.00	\$2,598	\$86,876	AY
Conway, David F	College of Education	Associate Dean	1.00	\$1,534	\$83,766	FY
Copple III, Sumner Edward	Department of Accounting	Assoc Professor	1.00	\$2,565	\$93,231	AY
Corbin, David	Health Physical Educ & Recreation	Professor	1.00	\$2,061	\$66,459	AY
Corcoran, William J	Economics	Assoc Professor	1.00	\$1,858	\$71,675	AY
Coufal, Kathy L	Special Education Comm Disorders	Professor	1.00	\$1,924	\$63,301	AY
Coyne, Ann	Social Work	Professor	1.00	\$2,019	\$72,307	AY
Czarnecki, James	Art and Art History	Professor	1.00	\$1,530	\$60,138	AY
Dando, Christina E	Geography/Geology	Asst Professor	1.00	\$1,397	\$44,596	AY
Danenbauer, Robert	Intercollegiate Athletics	Director	1.00	\$2,000	\$97,000	FY
Danielson, Kathleen E	Teacher Education	Professor	1.00	\$2,068	\$65,550	AY
	Teacher Education	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,068	\$68,550	
Danielson, Lana M	Teacher Education	Assoc Professor	1.00	\$2,183	\$54,602	AY
Dappen, Leon D	Educational Admin/Supervision	Asst Professor	1.00	\$1,698	\$55,555	AY
Darcy, Robert	English	Asst Professor	1.00	\$0	\$44,000	AY
Dasgupta, Prithviraj	Computer Science	Asst Professor	1.00	\$2,497	\$81,703	AY
Davis, Sidney A	ISQA	Assoc Professor	1.00	\$2,349	\$74,707	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	AY
			1.00	\$2,349	\$96,707	
Day, Gary	Art and Art History	Professor	1.00	\$2,034	\$65,249	AY
De Vreede, Gerardus J	ISQA	Professor	1.00	\$3,852	\$126,930	AY
Decker, Christopher S	Economics	Asst Professor	1.00	\$2,416	\$75,122	AY
Deffenbacher, Kenneth A	Psychology	Chairperson	0.60	\$2,007	\$57,796	AY
	Psychology	Professor	0.40	\$1,337	\$36,130	AY
			1.00	\$3,344	\$93,926	
deGraw, William A	Biology	Professor	1.00	\$2,226	\$79,836	AY
Deichert, Jerome A	Center for Public Affairs Research	Director/Chair	0.60	\$1,468	\$48,503	FY
	Center for Public Affairs Research	Senior Research Associate	0.40	\$979	\$29,935	FY
			1.00	\$2,447	\$78,438	
DeLone, Gregory J	Criminal Justice	Asst Professor	1.00	\$1,367	\$48,571	AY
DeLone, Miriam A	Criminal Justice	Assoc Professor	1.00	\$1,663	\$56,080	AY
	Criminal Justice	Coordinator	0.00	\$0	\$3,000	AY
			1.00	\$1,663	\$59,080	
Denbeck, Debra J	Intercollegiate Athletics	Associate Director	1.00	\$1,313	\$76,313	FY
Denney, Micheal	Wrestling	Head Wrestling Coach	0.60	\$670	\$38,936	AY
	Health Physical Educ & Recreation	Instructor	0.40	\$447	\$25,998	AY
			1.00	\$1,117	\$64,934	
Desmarais, Michele M	Philosophy & Religion	Asst Professor	1.00	\$1,472	\$45,472	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Diamond, Arthur M	Economics	Professor	1.00	\$2,516	\$85,817	AY
	Economics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,516	\$90,817	
Dick, James	Teacher Education	Professor	1.00	\$1,869	\$70,425	AY
Dickson, Laura K	University Library	Assoc Professor	1.00	\$1,237	\$55,745	FY
Downing, J Scott	Mathematics	Professor	1.00	\$2,195	\$78,536	AY
D'Souza, Henry J	Social Work	professor	1.00	\$1,877	\$65,875	AY
Dufner, Donna L	ISQA	Assoc Professor	1.00	\$2,440	\$78,813	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$22,000	AY
			1.00	\$2,440	\$100,813	
Duggin, Richard C	Writer's Workshop	Professor	1.00	\$2,343	\$79,186	AY
Dwyer, Karen Kangas	Communication	Assoc Professor	1.00	\$1,769	\$54,720	AY
Ebdon, Carol A	Public Administration	Assoc Professor	1.00	\$1,985	\$64,382	AY
Edick, Nancy A	Teacher Education	Asst Professor	1.00	\$1,573	\$46,573	AY
	College of Education	Executive Director	0.00	\$0	\$3,600	AY
			1.00	\$1,573	\$50,173	
Edwards, Sarah K	Teacher Education	Asst Professor	1.00	\$1,511	\$47,374	AY
Egan, Robert	Biology	Professor	1.00	\$2,173	\$76,542	AY
Elder, Gove Griffith	Mathematics	Assoc Professor	1.00	\$1,832	\$57,984	AY
Eldridge, Susan W	Department of Accounting	Asst Professor	1.00	\$2,453	\$92,564	AY
Engelmann, George	Geography/Geology	Chairperson	0.60	\$1,114	\$39,895	AY
	Geography/Geology	Professor	0.40	\$742	\$24,196	AY
			1.00	\$1,856	\$64,091	
Erickson Jr, John E	Marketing and Management	Asst Professor	1.00	\$2,157	\$87,157	AY
Eskridge, Chris	Criminal Justice	Professor	1.00	\$1,883	\$66,912	AY
Ewing, Wanda D	Art and Art History	Asst Professor	1.00	\$934	\$42,063	AY
Falconer Al-Hindi, Karen	College of Arts and Sciences	Director	1.00	\$1,919	\$64,846	AY
Farhat, Hassan A	Computer Science	Professor	1.00	\$2,565	\$84,794	AY
Farr, John T	Academic Affairs - General	Associate Vice Chancellor	1.00	\$2,153	\$125,158	FY
Fawcett, James D	Biology	Assoc Professor	1.00	\$1,928	\$65,468	AY
Ferguson, Angela	Foreign Languages	Asst Professor	1.00	\$0	\$42,500	AY
Fiene, John L	Academic Affairs - Technology	Associate Vice Chancellor	1.00	\$2,236	\$122,526	FY
File, Richard Garrison	Department of Accounting	Chairperson	0.60	\$1,901	\$67,927	AY
	Department of Accounting	Professor	0.40	\$1,266	\$42,884	AY
	Department of Accounting	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,167	\$120,811	
Fluckiger, Jarene	Teacher Education	Assoc Professor	1.00	\$1,638	\$53,125	AY
Foltz, Roger	Music	Professor	1.00	\$2,049	\$73,654	AY
French, Jeffrey A	Psychology	Professor	1.00	\$2,144	\$70,583	AY
	Psychology	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,144	\$80,583	
Friehe, Mary J	Special Education Comm Disorders	Assoc Professor	1.00	\$1,647	\$51,153	AY
From, Steven G	Mathematics	Professor	1.00	\$6,237	\$68,477	AY
Fruhling, Ann L	Computer Science	Asst Professor	1.00	\$2,543	\$88,199	AY
Furman, Richard C	Social Work	Asst Professor	1.00	\$1,740	\$55,740	AY
Fus, Dennis A	Communication	Asst Professor	1.00	\$1,367	\$50,601	AY
Garsombke, H	Department of Accounting	Professor	0.50	\$1,591	\$60,700	AY
Garver, Bruce	History	Chairperson	0.60	\$1,302	\$47,254	AY
	History	Professor	0.40	\$869	\$29,103	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,171	\$79,357	

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Gascoigne, Carolyn E	Foreign Languages	Chairperson	0.60	\$1,055	\$34,624	AY
	Foreign Languages	Assoc Professor	0.40	\$703	\$20,682	AY
			1.00	\$1,758	\$55,306	
Geluso, Kenneth	Biology	Professor	1.00	\$6,087	\$65,649	AY
Gershovich, Moshe	History	Assoc Professor	1.00	\$1,705	\$49,088	AY
Gesick, Lorraine M	History	Assoc Professor	1.00	\$1,550	\$54,607	AY
Gildersleeve, Charles R	Geography/Geology	Professor	1.00	\$2,261	\$78,420	AY
Gilmore, Cody S	Philosophy & Religion	Asst Professor	1.00	\$1,510	\$45,510	AY
Glaser, Hollis	Communication	Assoc Professor	1.00	\$1,421	\$50,404	AY
Glasser, D Scott	Theatre	Asst Professor	1.00	\$1,735	\$51,735	AY
Goessman, Gregory D	University Library	Asst Professor	1.00	\$1,873	\$49,148	FY
Gouttierre, Thomas	International Studies and Programs	Dean	1.00	\$1,960	\$113,915	FY
Gouveia, Lourdes	Sociology	Assoc Professor	1.00	\$1,890	\$58,082	AY
	Sociology	Director - Ollas Grant	0.00	\$0	\$5,000	AY
			1.00	\$1,890	\$63,082	
Graham, Robert M	Physics	Chairperson	0.60	\$1,328	\$46,638	AY
	Physics	Professor	0.40	\$885	\$28,692	AY
			1.00	\$2,213	\$75,330	
Grams, Laura W	Philosophy & Religion	Asst Professor	1.00	\$1,453	\$46,717	AY
Grandgenett, Nealy Frank	Teacher Education	Professor	1.00	\$2,050	\$64,748	AY
	Teacher Education	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,050	\$69,748	
Greer, Donald L	Health Physical Educ & Recreation	Assoc Professor	1.00	\$1,390	\$53,367	AY
Guo, Haifeng	Computer Science	Asst Professor	1.00	\$2,495	\$81,628	AY
Guo, Weiyu (Wendy)	Finance, Banking and Law	Asst Professor	1.00	\$2,586	\$90,024	AY
Hafer, John C	Marketing and Management	Assoc Professor	1.00	\$3,142	\$113,455	AY
Hagen, James	Chemistry	Professor	1.00	\$1,869	\$64,149	AY
Hamm, Norman	Psychology	Professor	0.50	\$760	\$34,219	AY
Harder, Jeanette	Social Work	Asst Professor	1.00	\$0	\$51,000	AY
Harland, Lynn K	Marketing and Management	Chairperson	0.60	\$1,890	\$54,833	AY
	Marketing and Management	Assoc Professor	0.40	\$1,260	\$34,156	AY
			1.00	\$3,150	\$88,989	
Harrington, Jeanne M	Teacher Education	Asst Professor	1.00	\$1,262	\$43,013	AY
Harrington, Judith	Goodrich	professor	1.00	\$1,810	\$65,066	AY
Harrington, Scott A	Counseling	Assoc Professor	1.00	\$2,047	\$71,125	AY
Harrison, Wayne	Psychology	Assoc Professor	1.00	\$1,606	\$59,591	AY
Hartzell, Gary Nelson	Educational Admin/Supervision	Professor	1.00	\$2,325	\$80,223	AY
Haworth, Dwight Allen	ISQA	Assoc Professor	1.00	\$2,244	\$85,555	AY
Hayes, Karen L	Educational Admin/Supervision	Asst Professor	1.00	\$1,803	\$60,305	AY
Heidel, Jack	Mathematics	Chairperson	0.60	\$1,421	\$49,145	AY
	Mathematics	Professor	0.40	\$947	\$30,363	AY
			1.00	\$2,368	\$79,508	
Hein, Karen K	University Library	Asst Professor	1.00	\$1,120	\$50,462	FY
Helm, David	Art and Art History	Chairperson	0.60	\$1,126	\$34,745	AY
	Art and Art History	Assoc Professor	0.40	\$750	\$20,762	AY
			1.00	\$1,876	\$55,507	
Hendricks, Shelton E	College of Arts and Sciences	Dean	1.00	\$2,540	\$140,090	FY
Hendricks, Tim W	Women's Cross Country/Track	Head Track Coach	0.50	\$445	\$25,891	FY
	Health Physical Educ & Recreation	Instructor	0.50	\$446	\$25,947	FY
			1.00	\$891	\$51,838	

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Henebry, Kathleen	Finance, Banking and Law	Assoc Professor	1.00	\$2,387	\$84,527	AY
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,387	\$94,527	
Henry, Rita M	Student Services	Asst Vice Chancellor	1.00	\$1,388	\$76,388	FY
Herold, Robert R	Baseball	Head Baseball Coach	0.54	\$480	\$27,887	FY
	Health Physical Educ & Recreation	Instructor	0.46	\$404	\$23,465	FY
			1.00	\$884	\$51,352	
Hewins-Maroney, Barbara	Goodrich	Asst Professor	1.00	\$1,758	\$58,297	AY
Hickman, Betty L	Mathematics	Assoc Professor	1.00	\$1,181	\$73,606	AY
Hill, John W	Special Education Comm Disorders	Chairperson	0.60	\$1,479	\$49,888	AY
	Special Education Comm Disorders	Professor	0.40	\$986	\$30,859	AY
			1.00	\$2,465	\$80,747	
Hille, Stanley James	Marketing and Management	Professor	1.00	\$2,886	\$130,191	AY
Hilt, Michael L	Communication	Professor	1.00	\$1,846	\$62,617	AY
Hinton, David W	College of Info Science and Tech	Dean	1.00	\$3,110	\$180,770	FY
Hoburg, Roger	Chemistry	Professor	1.00	\$2,230	\$77,938	AY
Hoffman, Dennis	Criminal Justice	Professor	1.00	\$1,840	\$65,463	AY
Holland, Jonna L	Marketing and Management	Asst Professor	1.00	\$2,522	\$83,409	AY
Holloway, Aleksey	Physics	Assoc Professor	1.00	\$1,286	\$57,950	AY
Holloway, Carson L	Political Science	Asst Professor	1.00	\$1,381	\$44,063	AY
Homer, Arthur T	Writer's Workshop	Professor	1.00	\$1,771	\$61,098	AY
Horacek, Bruce J	Gerontology	Professor	1.00	\$2,474	\$84,414	FY
	Gerontology	Coordinator	0.00	\$0	\$1,500	FY
	College of Public Affrs & Comm Svcs	Endowed Faculty	0.00	\$0	\$2,052	FY
			1.00	\$2,474	\$87,966	
Hughes, Lorine	Criminal Justice	Asst Professor	1.00	\$0	\$47,000	AY
Huq, Ziaul	Marketing and Management	Professor	1.00	\$2,634	\$93,526	AY
Irizarry, Roberto J	Foreign Languages	Asst Professor	1.00	\$1,470	\$46,773	AY
Irvin, Deborah Mary	Special Education Comm Disorders	Assoc Professor	1.00	\$1,719	\$58,734	AY
Jacobs, Susan	Criminal Justice	Assoc Professor	1.00	\$2,037	\$72,383	AY
Johanningsmeier, Charles Alan	English	Assoc Professor	1.00	\$1,573	\$50,942	AY
Johansen, Bruce E	Communication	Professor	1.00	\$2,031	\$67,845	AY
	Communication	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,031	\$72,845	
Johnson, James B	Political Science	Professor	1.00	\$1,989	\$68,806	AY
Johnson, James D	Music	Professor	1.00	\$1,629	\$64,607	AY
	Music	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$1,629	\$74,607	
Jones, James R	Marketing and Management	Assoc Professor	1.00	\$5,806	\$86,143	AY
Jung, Anthony	Foreign Languages	Professor	1.00	\$2,199	\$79,639	AY
Kadleck, Colleen	Criminal Justice	Asst Professor	1.00	\$1,385	\$49,169	AY
Kealey, Burch T	Department of Accounting	Asst Professor	1.00	\$2,844	\$94,391	AY
Kelly-Vance, Lisa	Psychology	Assoc Professor	1.00	\$2,887	\$59,968	AY
Kemp, Michael O	Hockey	Head Hockey Coach	1.00	\$12,021	\$132,228	FY
Khazanchi, Deepak	ISQA	Chairperson	0.60	\$1,752	\$57,281	AY
	ISQA	Professor	0.40	\$1,168	\$35,787	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$20,000	AY
			1.00	\$2,920	\$113,068	
Kim, Halla	Philosophy & Religion	Asst Professor	1.00	\$1,548	\$47,229	AY
King, Charles W	History	Asst Professor	1.00	\$1,472	\$44,812	AY
Klosterman, Donald W	Women's Soccer	Head Soccer Coach	1.00	\$830	\$48,286	FY

* Refer also to funding at other campus

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University of Nebraska - UNO
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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Kolok, Alan S	Biology	Assoc Professor	1.00	\$1,645	\$52,733	AY
Konvalina, John	Mathematics	Professor	1.00	\$2,404	\$82,407	AY
Kosloski, Karl D	Gerontology	Professor	1.00	\$2,585	\$77,900	AY
	Gerontology	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,585	\$82,900	
Krane, Dale Anthony	Public Administration	Professor	1.00	\$2,423	\$81,406	AY
Kriz, Kenneth A	Public Administration	Asst Professor	1.00	\$2,048	\$66,790	AY
Kuhlman, Wilma	Teacher Education	Assoc Professor	1.00	\$1,836	\$55,085	AY
Kwak, Wikil	Department of Accounting	Professor	1.00	\$3,217	\$104,598	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$3,217	\$109,598	
Lafontant, Julien	Foreign Languages	Professor	0.50	\$990	\$37,060	AY
Lahue, Elaine E	Biology	Asst Professor	1.00	\$1,564	\$49,081	AY
Lamsam, Teresa A	Communication	Asst Professor	1.00	\$1,530	\$49,802	AY
Landis, Melodee	Teacher Education	Assoc Professor	1.00	\$1,422	\$50,258	AY
Langan, John T	Teacher Education	Chairperson	0.60	\$1,246	\$68,349	FY
	Teacher Education	Assoc Professor	0.40	\$830	\$42,366	FY
	Teacher Education	Named Chair	0.00	\$0	\$10,000	FY
			1.00	\$2,076	\$120,715	
Laquer, Frederic C	Chemistry	Assoc Professor	1.00	\$1,763	\$56,438	AY
Larson, Michael K	Aviation Institute	Asst Professor	1.00	\$2,390	\$79,838	FY
Latchaw, Joan	English	Assoc Professor	1.00	\$1,564	\$50,501	AY
Latin, Richard W	Health Physical Educ & Recreation	Professor	1.00	\$1,744	\$63,416	AY
Leahy, Don	Intercollegiate Athletics	Assistant Director	0.10	\$0	\$6,000	FY
Lee, Claudette	Social Work	Asst Professor	1.00	\$1,825	\$59,566	FY
Lee, Ho Young	Department of Accounting	Asst Professor	1.00	\$3,084	\$93,215	AY
Leslie, Jim L	Alumni Association	Director	1.00	\$0	\$103,912	FY
Lewis, Darryll M	Finance, Banking and Law	Assoc Professor	1.00	\$2,175	\$65,366	AY
Lin, Shuanglin	Economics	Professor	1.00	\$2,490	\$78,162	AY
	Economics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,490	\$83,162	
Lipschultz, Jeremy Harris	Communication	Professor	1.00	\$2,159	\$68,639	AY
	Communication	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,159	\$78,639	
Littrell, Boyd	Sociology	Professor	1.00	\$2,152	\$77,037	AY
Liu, Yi-Hsin	Mathematics	Professor	1.00	\$1,551	\$69,902	AY
Lloyd, Carol V	Teacher Education	Professor	1.00	\$1,886	\$64,307	AY
Lomneth, Richard B	Chemistry	Assoc Professor	1.00	\$1,699	\$54,022	AY
Lorsbach, Thomas	Special Education Comm Disorders	Professor	1.00	\$1,919	\$65,040	AY
Low, David	Music	Professor	1.00	\$2,101	\$85,932	AY
Madsen, Peter C	Music	Asst Professor	1.00	\$1,534	\$42,662	AY
Maher, Harmon Droge	Geography/Geology	Professor	1.00	\$1,976	\$64,798	AY
Maher, Susan Naramore	English	Professor	1.00	\$1,769	\$59,765	AY
Maisondieu Laforge, Olivier Jp	Finance, Banking and Law	Asst Professor	1.00	\$0	\$97,000	AY
Maloney, John P	Mathematics	Professor	1.00	\$2,266	\$79,650	AY
Manley, Eric	College of Arts and Sciences	Associate Dean	1.00	\$1,416	\$77,326	FY
Mannering, Linda W	Institutional Research	Director	1.00	\$2,219	\$94,749	FY
Maring, Marvel A	University Library	Asst Professor	1.00	\$1,021	\$46,021	FY
Marshall, Christopher Eric	Criminal Justice	Assoc Professor	1.00	\$1,608	\$57,125	AY
Marshall, Gary S	Public Administration	Assoc Professor	1.00	\$2,023	\$65,828	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Marshall, Ineke	Criminal Justice	Professor	1.00	\$2,691	\$70,837	AY
	Criminal Justice	Coordinator	0.00	\$0	\$10,000	AY
			1.00	\$2,691	\$80,837	
Martin, Thomas	Marketing and Management	Professor	1.00	\$2,802	\$101,094	AY
Masters, Julie L	Gerontology	Asst Professor	1.00	\$2,046	\$57,372	AY
Matache, Mihaela T	Mathematics	Asst Professor	1.00	\$1,619	\$48,618	AY
Matache, Valentin	Mathematics	Assoc Professor	1.00	\$1,710	\$51,544	AY
McCarty, John P	Biology	Assoc Professor	1.00	\$1,696	\$55,033	AY
McGlamery, Sheryl Lynne	Teacher Education	Assoc Professor	1.00	\$1,638	\$53,093	AY
McKenna, John J	English	Professor	1.00	\$1,992	\$69,825	AY
McKenna, Kevin R	Men's Basketball	Head Basketball Coach	0.77	\$1,065	\$61,949	FY
	Health Physical Educ & Recreation	Instructor	0.23	\$307	\$17,872	FY
			1.00	\$1,372	\$79,821	
Means, Harrison J	Teacher Education	Assoc Professor	1.00	\$1,854	\$69,723	AY
Mei, Wai-Ning	Physics	Professor	1.00	\$1,991	\$64,254	AY
	Physics	Regents/Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$1,991	\$69,254	
Meier, Robert F	Criminal Justice	Chairperson	0.60	\$2,068	\$73,054	AY
	Criminal Justice	Professor	0.40	\$1,379	\$46,303	AY
			1.00	\$3,447	\$119,357	
Menke, Kathy L	College of Public Affrs & Comm Svcs	Assistant Dean	1.00	\$1,138	\$62,138	FY
Messerole, Michael J	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,454	\$44,412	AY
Metal-Corbin, Josephine	Health Physical Educ & Recreation	Professor	1.00	\$2,154	\$66,086	AY
Mitchell, Carol T	Teacher Education	Assoc Professor	1.00	\$1,926	\$66,096	AY
Mitenko, Graham Robert	Finance, Banking and Law	Assoc Professor	1.00	\$2,774	\$95,797	AY
Monardo, Anna	Writer's Workshop	Chairperson	0.60	\$1,043	\$28,483	AY
	Writer's Workshop	Assoc Professor	0.40	\$695	\$18,988	AY
			1.00	\$1,738	\$47,471	
Mordaunt, Owen G	English	Professor	1.00	\$1,771	\$59,846	AY
Morris, Rebecca J	Marketing and Management	Assoc Professor	1.00	\$3,415	\$97,354	AY
Moshier, Suzanne	Biology	Professor	1.00	\$1,841	\$66,017	AY
Najjar, Lotfollah	ISQA	Asst Professor	1.00	\$2,411	\$77,509	AY
Nash, Robert	University Library	Professor	1.00	\$1,790	\$62,860	FY
Nazem, Sufi M	Marketing and Management	Professor	1.00	\$3,090	\$98,944	AY
Neathery-Castro, Jody L	Political Science	Assoc Professor	1.00	\$4,517	\$50,991	AY
Neidlinger, Erica J	Music	Asst Professor	1.00	\$1,356	\$42,356	AY
Nelson, Timothy L	Women's Golf	Head Golf Coach	0.25	\$0	\$7,500	FY
Newman, Andrew J	Philosophy & Religion	Chairperson	0.60	\$1,086	\$40,210	AY
	Philosophy & Religion	Professor	0.40	\$724	\$24,406	AY
			1.00	\$1,810	\$64,616	
Nichter, Joshua M	Health Physical Educ & Recreation	Asst Professor	1.00	\$1,232	\$42,232	AY
Nielsen, Donald A	Economics	Professor	1.00	\$2,680	\$93,222	AY
Noble, John M	Health Physical Educ & Recreation	Assoc Professor	1.00	\$1,583	\$50,230	AY
Nordahl, Carl E	Biology	Asst Professor	0.50	\$825	\$28,649	AY
Nordman, Russell L	Art and Art History	Asst Professor	1.00	\$1,431	\$42,431	AY
Novikov, Tatyana	Foreign Languages	Assoc Professor	1.00	\$1,703	\$52,769	AY
Oberle, Rodney	Human Resources/Payroll Services	Director	1.00	\$2,500	\$82,000	FY
O'Connell, Bonnie P	Art and Art History	Assoc Professor	1.00	\$1,670	\$56,553	AY
Ogden, David C	Communication	Asst Professor	1.00	\$1,599	\$47,552	AY
Ogle, Robbin S	Criminal Justice	Assoc Professor	1.00	\$1,622	\$57,696	AY
O'Hara, Michael J	Finance, Banking and Law	Professor	1.00	\$2,145	\$66,641	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Okhamafe, Imafedia	Goodrich	Professor	1.00	\$1,929	\$66,030	AY
Ortman, Richard F	Department of Accounting	Professor	1.00	\$2,846	\$95,246	AY
	Department of Accounting	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,846	\$100,246	
Ostler, C	Teacher Education	Professor	1.00	\$1,573	\$57,064	AY
Ottemann, Robert L	Marketing and Management	Assoc Professor	1.00	\$2,542	\$88,989	AY
Owens, Pamela J	Philosophy & Religion	Asst Professor	1.00	\$1,525	\$47,866	AY
Oyinlade, Abidemi O	Sociology	Assoc Professor	1.00	\$1,858	\$59,280	AY
Pape, Paul E	Theatre	Asst Professor	1.00	\$1,531	\$42,531	AY
Parker, Linda L	University Library	Assoc Professor	1.00	\$1,329	\$59,885	FY
Parnell, Juliette	Foreign Languages	Assoc Professor	1.00	\$1,559	\$50,794	AY
Pasco, Rebecca J	Teacher Education	Assoc Professor	1.00	\$4,823	\$57,479	AY
	College of Education	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$4,823	\$60,479	
Paterson, Douglas	Theatre	Professor	1.00	\$1,896	\$66,734	AY
Pavlinek, Petr	Geography/Geology	Assoc Professor	1.00	\$1,615	\$51,795	AY
Peake, Jeffrey S	Geography/Geology	Assoc Professor	1.00	\$1,833	\$61,486	AY
Peterson, Michael P	Geography/Geology	Professor	1.00	\$1,933	\$63,860	AY
Phaneuf, Cynthia Lynn	Theatre	Professor	1.00	\$2,547	\$88,399	FY
	Theatre	Named Chair	0.00	\$0	\$5,000	FY
			1.00	\$2,547	\$93,399	
Pickering, Barbara A	Communication	Asst Professor	1.00	\$1,586	\$47,441	AY
Pietron, Leah Rose	ISQA	Assoc Professor	1.00	\$2,580	\$85,122	AY
Podariu, Iulia A	Physics	Asst Professor	1.00	\$1,502	\$46,502	AY
Pol, Louis George	College of Business Administration	Dean	1.00	\$2,890	\$177,890	FY
Pollak, Oliver	History	Professor	1.00	\$1,966	\$73,398	AY
Powell, Mary Ann	Sociology	Asst Professor	1.00	\$1,594	\$47,365	AY
Pratt, William C	History	Professor	1.00	\$2,041	\$76,750	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,041	\$79,750	
Price, John T	English	Assoc Professor	1.00	\$1,576	\$51,061	AY
Prisbell, Marshall	Communication	Professor	1.00	\$1,849	\$64,558	AY
Proulx, Patrice June	Foreign Languages	Professor	1.00	\$1,801	\$57,253	AY
Qureshi, Sajda	ISQA	Assoc Professor	1.00	\$3,152	\$110,912	AY
Raabe, David M	English	Professor	1.00	\$1,790	\$65,120	AY
Radd, Tommie R	Counseling	Professor	1.00	\$1,907	\$64,786	AY
Rajaram, Shireen	Sociology	Assoc Professor	1.00	\$1,701	\$52,164	AY
Randall, Amanda	Social Work	Asst Professor	1.00	\$1,640	\$51,190	AY
Rauter, Claudia M	Biology	Asst Professor	1.00	\$1,330	\$38,485	AY
Reames-Zimmerman, Jeanne	History	Asst Professor	1.00	\$1,326	\$44,479	AY
Rech, Janice F	Mathematics	Assoc Professor	1.00	\$1,797	\$61,091	AY
Reed, Burton J	College of Public Affrs & Comm Svcs	Dean	1.00	\$2,640	\$145,815	FY
Reed, Christine Mary	Public Administration	Professor	1.00	\$2,319	\$77,131	AY
Reidelbach, John H	University Library	Asst Professor	1.00	\$1,911	\$60,830	FY
	University Library	Chairperson	0.00	\$0	\$7,500	FY
			1.00	\$1,911	\$68,330	
Reilly, Hugh J	Communication	Asst Professor	1.00	\$1,572	\$47,459	AY
Reiter-Palmon, Roni	Psychology	Assoc Professor	1.00	\$1,805	\$55,292	AY
Richter-Egger, Dana L	Chemistry	Asst Professor	1.00	\$1,423	\$47,093	AY
Ritter, Beth R	Sociology	Assoc Professor	1.00	\$1,686	\$51,538	AY
Robins, Barbara K	English	Asst Professor	1.00	\$1,453	\$45,429	AY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Robinson, Karen Louise	Foreign Languages	Asst Professor	1.00	\$1,384	\$47,312	AY
Robinson, Wade A	Student Affairs	Assoc Vice Chancellor	1.00	\$2,350	\$102,350	FY
Rodie, Amy Risch	College of Business Administration	Associate Dean	1.00	\$2,339	\$127,721	FY
Rogers, Sheri E	Academic and Student Affairs	Assoc Vice Chancellor	1.00	\$18,987	\$113,987	FY
Roland, Thomas A	Music	Asst Professor	1.00	\$1,534	\$42,662	AY
Roncek, Dennis W	Criminal Justice	Professor	1.00	\$2,551	\$74,527	AY
Rose, Randall Arthur	Communication	Assoc Professor	1.00	\$1,612	\$56,498	AY
Roslanowski, Andrzej	Mathematics	Assoc Professor	1.00	\$1,628	\$51,571	AY
Rousseau, Mark O	Sociology	Chairperson	0.60	\$1,352	\$49,108	AY
	Sociology	Professor	0.40	\$901	\$30,338	AY
			1.00	\$2,253	\$79,446	
Rowe, Wei Wang	Finance, Banking and Law	Asst Professor	1.00	\$2,653	\$88,442	AY
Rowen, Donald	Biology	Asst Professor	1.00	\$1,562	\$48,984	AY
Ryalls, Brigette O	Psychology	Assoc Professor	1.00	\$1,482	\$54,028	AY
Ryan, Carey S	Psychology	Assoc Professor	1.00	\$1,774	\$53,888	AY
Rykov, Vyacheslav V	Mathematics	Assoc Professor	1.00	\$1,564	\$51,564	AY
Sabiryanov, Renat F	Physics	Asst Professor	1.00	\$1,650	\$52,081	AY
Sadlek, Gregory	English	Professor	1.00	\$1,786	\$60,540	AY
	English	Named Chair	0.00	\$0	\$2,000	AY
			1.00	\$1,786	\$62,540	
Saker, James R	Music	Chairperson	0.60	\$1,533	\$49,421	AY
	Music	Professor	0.40	\$1,023	\$30,548	AY
			1.00	\$2,556	\$79,969	
Saltzman, Rosalie C	Honors Program	Director	0.75	\$849	\$49,469	AY
	English	Asst Professor	0.25	\$283	\$16,340	AY
			1.00	\$1,132	\$65,809	
Samland, Theodore D(Todd)	Women's Swimming/Diving	Head Swimming Coach	0.74	\$523	\$30,438	FY
	Health Physical Educ & Recreation	Instructor	0.26	\$186	\$10,870	FY
			1.00	\$709	\$41,308	
Sample, Lisa L	Criminal Justice	Asst Professor	1.00	\$1,385	\$49,169	AY
Sanchez, Thomas W	Sociology	Asst Professor	1.00	\$0	\$47,103	AY
Sather, Paul W	Social Work	Instructor	1.00	\$1,714	\$51,546	AY
	Social Work	Associate Director	0.00	\$0	\$3,000	AY
			1.00	\$1,714	\$54,546	
Scherer, Lisa Leahy	Psychology	Assoc Professor	1.00	\$1,711	\$64,363	AY
Scherer, Mark R	History	Asst Professor	1.00	\$0	\$44,000	AY
Schmidt, Robert D	Physics	Assoc Professor	0.50	\$966	\$32,866	AY
Schoenbeck, Mark A	Biology	Asst Professor	1.00	\$1,319	\$42,458	AY
Schulte, Laura Elizabeth	Educational Admin/Supervision	Chairperson	0.60	\$4,130	\$53,033	FY
	Educational Admin/Supervision	Professor	0.40	\$2,754	\$32,956	FY
	Educational Admin/Supervision	Named Chair	0.00	\$0	\$10,000	FY
			1.00	\$6,884	\$95,989	
Schumaker, Alice Marie	Public Administration	Asst Professor	1.00	\$1,926	\$62,169	AY
Seaberry, Jeannette S	Counseling	Chairperson	0.60	\$1,282	\$38,963	AY
	Counseling	Assoc Professor	0.40	\$854	\$24,175	AY
			1.00	\$2,136	\$63,138	
Serenco, Henry	Art and Art History	Assoc Professor	1.00	\$1,675	\$66,681	AY
Shaw, James T	University Library	Professor	1.00	\$2,132	\$60,852	FY

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Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Shearer, Patricia Patton	Women's Basketball	Head Basketball Coach	0.80	\$0	\$52,076	FY
	Health Physical Educ & Recreation	Instructor	0.20	\$0	\$12,924	FY
			1.00	\$0	\$65,000	
Sherer, Michael D	Communication	Professor	1.00	\$1,685	\$63,831	AY
Shi, Yong	ISQA	Professor	1.00	\$3,147	\$95,113	AY
	Info Tech/Info Systems eng	Named Chair	0.00	\$0	\$25,000	AY
			1.00	\$3,147	\$120,113	
Shires, Rose L	Volleyball	Head Volleyball Coach	0.67	\$0	\$37,732	FY
	Health Physical Educ & Recreation	Instructor	0.33	\$0	\$18,989	FY
			1.00	\$0	\$56,721	
Shroder Jr, John F	Geography/Geology	Professor	1.00	\$2,722	\$102,604	FY
	Geography/Geology	Regents/Named Chair	0.00	\$0	\$5,000	FY
			1.00	\$2,722	\$107,604	
Shuster, Robert D	Geography/Geology	Assoc Professor	1.00	\$1,760	\$56,693	AY
Simcoe, Barbara J	Art and Art History	Assoc Professor	1.00	\$4,391	\$46,963	AY
Simi, Peter G	Criminal Justice	Asst Professor	1.00	\$1,333	\$47,333	AY
Simmons, Jerold	History	Professor	1.00	\$1,770	\$64,555	AY
Simpson, Mary C	Art and Art History	Asst Professor	1.00	\$1,359	\$42,502	AY
Sindhav, Birud G	Marketing and Management	Asst Professor	1.00	\$2,378	\$81,941	AY
Sindt, Roger	Economics	Professor	1.00	\$2,847	\$97,245	AY
Skau, Michael W	English	Chairperson	0.60	\$1,279	\$47,144	AY
	English	Professor	0.40	\$854	\$29,030	AY
			1.00	\$2,133	\$76,174	
Skreija, Andris	Sociology	Assoc Professor	1.00	\$1,904	\$65,839	AY
Smith, Dennis J	History	Asst Professor	1.00	\$1,279	\$42,385	AY
Smith, Kenneth E	Teacher Education	Assoc Professor	1.00	\$1,243	\$56,034	AY
Smith, Pamela J	Goodrich	Professor	1.00	\$1,883	\$68,341	AY
Smith, Robert William	Chemistry	Professor	1.00	\$1,523	\$54,539	AY
Smith, Russell Lane	Public Administration	Director, School	0.60	\$1,935	\$68,970	FY
	Public Administration	Assoc Professor	0.40	\$1,290	\$41,180	FY
			1.00	\$3,225	\$110,150	
Smith-Howell, Deborah S	Communication	Director	0.60	\$1,501	\$54,620	FY
	Communication	Professor	0.40	\$1,001	\$33,214	FY
			1.00	\$2,502	\$87,834	
Snyder, Scott D	Biology	Asst Professor	1.00	\$1,552	\$48,499	AY
Sobel, Sharon R	Theatre	Chairperson	0.60	\$1,130	\$32,404	AY
	Theatre	Assoc Professor	0.40	\$754	\$20,536	AY
			1.00	\$1,884	\$52,940	
Sollars, Suzanne I	Psychology	Asst Professor	1.00	\$1,654	\$56,791	AY
	Psychology	Coordinator	0.00	\$0	\$5,000	AY
			1.00	\$1,654	\$61,791	
Sosin, Kim	Economics	Chairperson	0.60	\$1,691	\$56,535	AY
	Economics	Professor	0.40	\$1,128	\$35,290	AY
	Economics	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$2,819	\$101,825	
Sowell, Glenn Allen	Physics	Assoc Professor	1.00	\$1,754	\$55,704	AY
Sowell, JoAnne Elaine	Art and Art History	Assoc Professor	1.00	\$1,856	\$57,196	AY
Specht, Pamela	ISQA	Professor	1.00	\$2,536	\$83,123	AY

University of Nebraska - UNO
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Spohn, Cassia	Criminal Justice	Professor	1.00	\$2,824	\$71,867	AY
	Criminal Justice	Named Chair	0.00	\$0	\$5,000	AY
	Criminal Justice	Coordinator	0.00	\$0	\$15,000	AY
			1.00	\$2,824	\$91,867	
Squires, Sandra	Special Education Comm Disorders	Professor	1.00	\$2,168	\$76,956	AY
Stack, Douglas E	Chemistry	Assoc Professor	1.00	\$1,563	\$52,438	AY
Stacy, Richard D	Health Physical Educ & Recreation	Professor	1.00	\$1,867	\$61,734	AY
Stanichar, Christopher M	Music	Asst Professor	1.00	\$1,358	\$42,441	AY
Stasiak, Richard H	Biology	Professor	1.00	\$1,877	\$72,112	AY
Stephens, Larry	Mathematics	Professor	1.00	\$2,099	\$74,952	AY
	Mathematics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,099	\$79,952	
Stergiou, Nicholas	Health Physical Educ & Recreation	Assoc Professor	1.00	\$1,878	\$52,960	AY
Stover, Dale A	Philosophy & Religion	Professor	0.50	\$997	\$38,465	AY
Strasser, Rosemary	Psychology	Asst Professor	1.00	\$1,314	\$46,426	AY
Stroope, Z	Music	Professor	1.00	\$1,272	\$57,345	AY
	Music	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$1,272	\$62,345	
Subramaniam, Mahadevan	Computer Science	Asst Professor	1.00	\$2,508	\$86,647	AY
Sullivan, Dan	Chemistry	Professor	1.00	\$2,274	\$75,996	AY
Swain, Kristine J	Special Education Comm Disorders	Asst Professor	1.00	\$1,530	\$45,223	AY
Szto, Peter	Social Work	Asst Professor	1.00	\$0	\$54,000	FY
Tapprich, William E	Biology	Chairperson	0.60	\$3,091	\$36,843	AY
	Biology	Professor	0.40	\$3,092	\$28,244	AY
			1.00	\$6,183	\$65,087	
Tarry, Scott E	Aviation Institute	Assoc Professor	1.00	\$2,094	\$68,547	AY
Tate, Michael	History	Professor	1.00	\$2,299	\$75,863	AY
	History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,299	\$78,863	
Thomas, James M	Psychology	Assoc Professor	1.00	\$1,788	\$67,800	AY
Thompson III, Franklin Titus	Teacher Education	Assoc Professor	1.00	\$1,908	\$65,272	AY
Thorson, James A	Gerontology	Chairperson	0.54	\$1,708	\$58,431	FY
	Gerontology	Professor	0.36	\$1,139	\$38,954	FY
	College of Public Affrs & Comm Svcs	Endowed Faculty	0.00	\$0	\$2,052	FY
	Gerontology	Named Chair	0.00	\$0	\$5,000	FY
* <i>See also: UNL</i>			0.90	\$2,847	\$104,437	
Thurber Talmadge, Frances E	Art and Art History	Professor	1.00	\$2,131	\$63,419	AY
	Art and Art History	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,131	\$66,419	
Tilton-Weaver, Lauree C	Psychology	Asst Professor	1.00	\$1,359	\$48,451	AY
Tisko, Edmund Leo	Chemistry	Asst Professor	1.00	\$1,448	\$48,063	AY
Tixier Y Vigil, Yvonne	Teacher Education	Asst Professor	1.00	\$1,543	\$55,713	AY
Topp, Neal W	Teacher Education	Professor	1.00	\$1,841	\$62,282	AY
	Teacher Education	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$1,841	\$72,282	
Tostenson, Jeanne K	Softball	Head Softball Coach	0.58	\$515	\$29,946	FY
	Health Physical Educ & Recreation	Instructor	0.42	\$378	\$22,000	FY
			1.00	\$893	\$51,946	
Totten, Julie	Finance	Assoc Vice Chancellor	1.00	\$11,500	\$126,500	FY
Trecek-King, David A	Music	Asst Professor	1.00	\$0	\$42,000	AY

University of Nebraska - UNO
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Trussell, Larry	Department of Accounting	Professor	0.50	\$1,503	\$56,715	AY
Valle, Angela	Foreign Languages	Professor	0.50	\$1,019	\$33,953	AY
Van Vliet, Paul J	ISQA	Assoc Professor	1.00	\$2,442	\$78,887	AY
Villamil, Maria Elvira	Foreign Languages	Assoc Professor	1.00	\$1,671	\$51,369	AY
Volkman, David August	Finance, Banking and Law	Chairperson	0.60	\$1,800	\$60,921	AY
	Finance, Banking and Law	Assoc Professor	0.40	\$1,200	\$38,214	AY
	Finance, Banking and Law	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,000	\$109,135	
Wahab, Shaista	University Library	Professor	1.00	\$2,516	\$60,515	FY
Wakefield, William	Criminal Justice	Professor	1.00	\$2,242	\$79,653	AY
	Criminal Justice	Named Chair	0.00	\$0	\$3,000	AY
			1.00	\$2,242	\$82,653	
Walker, Samuel E	Criminal Justice	Professor	1.00	\$3,007	\$80,099	AY
	Criminal Justice	Coordinator	0.00	\$0	\$15,000	AY
	Criminal Justice	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,007	\$105,099	
Wang, Zhenyuan	Mathematics	Professor	1.00	\$1,957	\$68,477	AY
Wanzenried, John W	College of Arts and Sciences	Associate Dean	1.00	\$1,289	\$104,375	FY
Wanzenried, Linda S	Special Education Comm Disorders	Asst Professor	1.00	\$1,333	\$42,333	AY
Watanabe, Judith	Department of Accounting	Assoc Professor	1.00	\$2,539	\$99,069	AY
Watson, Marsha J	English	Asst Professor	1.00	\$1,401	\$42,958	AY
Weber, Allen T	Biology	Assoc Professor	1.00	\$1,954	\$71,124	AY
Weber, Gwen K	Social Work	Professor	1.00	\$2,065	\$74,340	AY
Welch, James D	Milo Bail Student Center	Director	1.00	\$1,569	\$79,150	FY
West, Janet Mason	Economics	Asst Professor	1.00	\$2,209	\$70,657	AY
Wetig, Sandra L	Teacher Education	Asst Professor	1.00	\$1,640	\$46,043	AY
White, Jay D	Public Administration	Professor	1.00	\$2,347	\$78,211	AY
	Public Administration	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,347	\$83,211	
White, Jennifer Lynne	Health Physical Educ & Recreation	Asst Professor	1.00	\$0	\$42,000	AY
Wileman, Stanley	Computer Science	Professor	1.00	\$2,608	\$87,544	AY
Wilkins, Daniel	Physics	Professor	1.00	\$1,914	\$61,833	AY
	Physics	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$1,914	\$66,833	
Williams, Ethel H	Public Administration	Assoc Professor	1.00	\$2,063	\$67,365	AY
Williams, Paul A	Philosophy & Religion	Asst Professor	1.00	\$1,513	\$45,513	AY
Williams, Steven L	Theatre	Assoc Professor	1.00	\$1,418	\$51,705	AY
	Theatre	Vice Chairperson	0.00	\$0	\$1,100	AY
			1.00	\$1,418	\$52,805	
Willis, Dorothy B	University Library	Asst Professor	1.00	\$2,169	\$55,007	FY
	Public Services	Chairperson, Public Services	0.00	\$0	\$7,500	FY
			1.00	\$2,169	\$62,507	
Wilson, Sherrie Lea	Communication	Assoc Professor	1.00	\$1,635	\$52,154	AY
Winter, Victor L	Computer Science	Asst Professor	1.00	\$2,573	\$83,994	AY
	College of Info Science and Tech	Endowed Faculty	0.00	\$0	\$15,000	AY
			1.00	\$2,573	\$98,994	
Wohar, Mark	Economics	Professor	1.00	\$3,099	\$88,579	AY
	Economics	Named Chair	0.00	\$0	\$10,000	AY
			1.00	\$3,099	\$98,579	
Wolcott, Peter	ISQA	Assoc Professor	1.00	\$2,519	\$82,362	AY

University of Nebraska - UNO
Listing of Assistant Professors and Above
July 1, 2004

Name	Organizational Unit	Title	Time Equiv	Proposed Increase	Proposed Salary	Appt
Wolfenbarger, Lillian Lareesa	Biology	Assoc Professor	0.50	\$0	\$27,500	AY
Wood, James K	Chemistry	Professor	1.00	\$2,383	\$80,132	AY
Wood, Sharon Elizabeth	History	Assoc Professor	1.00	\$1,609	\$51,010	AY
Woods, Sara J	College of Public Affrs & Comm Svcs	Assistant Dean	1.00	\$1,181	\$64,510	FY
Woody, Phyllis Jane	Social Work	Professor	1.00	\$2,108	\$76,301	AY
Woody, Robert	Psychology	Professor	1.00	\$2,218	\$87,234	AY
York, Anne	Marketing and Management	Assoc Professor	1.00	\$0	\$95,000	AY
Youn, Jong-Hoon	Computer Science	Asst Professor	1.00	\$2,498	\$81,756	AY
Zand, Mansour K	Computer Science	Professor	1.00	\$2,302	\$81,770	AY
Zhao, Jihong	Criminal Justice	Assoc Professor	1.00	\$2,447	\$59,827	AY
	Criminal Justice	Coordinator	0.00	\$0	\$10,000	AY
			1.00	\$2,447	\$69,827	
Zhu, Qiuming	Computer Science	Professor	1.00	\$2,630	\$87,728	AY
	Computer Science	Named Chair	0.00	\$0	\$5,000	AY
			1.00	\$2,630	\$92,728	
Zigurs, Ilze	ISQA	Professor	1.00	\$4,246	\$134,739	AY
	ISQA	Named Chair	0.00	\$0	\$20,000	AY
	College of Info Science and Tech	Director	0.00	\$0	\$10,000	AY
			1.00	\$4,246	\$164,739	

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Annual audit of UNeMed Corporation for the fiscal years ended December 31, 2003 and 2002, in accordance with the Bylaws of UNeMed Corporation as approved by the Board of Regents.

RECOMMENDED ACTION: Report

EXPLANATION: This audit of the financial statements of UNeMed Corporation is required at the close of each fiscal year in accordance with Technology Development Program Agreement with the Board of Regents and UNeMed.

Quick & McFarlin, P.C., has completed the annual audit and given an unqualified opinion on this financial statement.

The foregoing financial statements have been reviewed and approved by the Audit Committee.

Members of the public and news media may obtain a copy of the audit in the Offices of the University Corporation Secretary and the Vice President for Business & Finance, 3835 Holdrege Street, Lincoln, Nebraska 68583, or the University of Nebraska Medical Center Chancellor, Emile at 42nd Street, Omaha, Nebraska, 68198, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except University holidays.

SPONSOR: Donald S. Leuenberger
Vice Chancellor for Business & Finance

APPROVAL: _____
Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: July 15, 2004

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Graduate Degree Program Name Change in the College of Medicine at the University of Nebraska Medical Center (UNMC).

RECOMMENDED ACTION: Report.

PREVIOUS ACTION: None.

EXPLANATION: At its June 5, 2004 meeting, the Board of Regents approved the College of Medicine's request to change the name of the Department of Physiology and Biophysics to the Department of Cellular and Integrative Physiology.

President Smith has approved the name changes of the master (M.S.) and doctoral (Ph.D.) degrees from Physiology to the M.S. and Ph.D. degrees in Cellular and Integrative Physiology.

These proposed graduate degree name changes have received the approval of the UNMC Graduate Council, the Executive Graduate Council, and the Council of Academic Officers.

PROJECT COST: None.

SOURCE OF FUNDS: None.

APPROVAL: _____
Jay Noren
Executive Vice President and Provost

DATE: July 15, 2004

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Naming the exhibition hall in the Research Education Building at the University of Nebraska Agricultural Research and Development Center the "Warren Sahs Exhibition Hall."

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: President Smith and Chancellor Perlman have approved naming the exhibition hall in the Research Education Building at the Agriculture Research and Development Center (ARDC) the "Warren Sahs Exhibition Hall."

Warren Sahs was born, raised and educated in Nebraska and his entire professional career was devoted to Nebraska agriculture. Dr. Sahs was the first superintendent of the Agricultural Field Laboratory at Mead, Nebraska (later named the ARDC), and was an early leader in the field of sustainable agriculture. His distinguished 42-year career at the University of Nebraska earned him national and international recognition in the field of agronomy. He was also instrumental in procuring legislative funding for the Research and Education Building at the ARDC to further development of the center.

In appreciation of Dr. Sahs' many years of service and accomplishments, particularly his work to bring the Research Education Building to the ARDC, it is fitting that he be remembered by naming the exhibition hall in the Research Education Building the "Warren Sahs Exhibition Hall."

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSOR: John C. Owens
NU Vice President and IANR Harlan Vice Chancellor

APPROVALS: _____
Harvey Perlman, Chancellor
University of Nebraska-Lincoln

L. Dennis Smith
President

DATE: July 15, 2004

TO: The Board of Regents

Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Report of Bids and Contracts

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None

EXPLANATION: The attached report is a summary of bids and contracts as provided by the campuses pursuant to Section 6.4 of the *Bylaws of the Board of Regents of the University of Nebraska* for the period ended May 13, 2004.

The report outlines the following: type of action; campus; description and use of the product, service, or project; funding source; approved budget amount; contract amount; contractor or vendor; and a bid review or bid explanation if the low responsible bid was not accepted.

PROJECT COST: None

SOURCE OF FUNDS: None

APPROVAL:

David E. Lechner
Vice President for Business & Finance

DATE: July 15, 2004

University of Nebraska
Business Affairs Report - Bids & Contracts

Period Ending: July 15, 2004
Meeting Date: August 7, 2004

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Construction Contract	UNMC	Parking structure north wall and column repair.	Parking Services	\$ 275,000	\$ 157,000	Meco-Henne Construction	Lowest responsible bidder.
	UNL	North Stadium Improvement Project.	Revenue Bonds Private Donations	\$ 50,000,000 To be determined	\$ 40,800,000	Sampson Construction Company, Inc.	Lowest responsible bidder.
	UNL	Turf Replacement for Campus Recreation.	Auxiliaries and Service Funds	\$ 1,570,000	\$ 998,500	Nemaha Nursery, Inc.	Lowest responsible bidder.
	UNL	UNL Libraries. Library Depository/Retrieval Center.	Cash Funds	\$ 2,997,000	\$ 2,348,000	Rogge General Contractors Inc.	Lowest responsible bidder.
	UNL	Printing Services. Renovation of 1700 Y.	Auxiliary Funds	\$ 713,000	\$ 563,700	Hawkins Construction	Lowest responsible bidder.
	UNL	Ruth Staples Child Development Lab. Children's garden and playground.	Cash Funds	\$ 398,023	\$ 315,000	Hawkins Construction	Lowest responsible bidder.
	UNL	Natural Resources Complex Window and Entry Replacement.	USDA Grant UN Facilities Corp Series 1998 Bonds LB1100	\$ 17,088,000	\$ 634,900	Glass Edge of Lincoln, Inc.	Lowest responsible bidder.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Personal Property Procurement	UNMC	Magnitude On-line Storage Network for UNMC Lotus Notes.	Information Technology - Infrastructure (Computing Account)	\$ 180,309	\$ 180,309	Xiotech Corp.	Sole source. Expansion of original system.
	UNMC	Atomic Force Microscope System.	College of Pharmacy Operating Funds	\$ 182,000	\$ 182,000	Asylum Research	Sole source. Unique system.
	UNL	Acquisition of Seed Sorter (Scan Master Model SMII 200IE seed counter) for the ARDC/Foundation Seed Division.	Revolving Funds	\$ 75,806	\$ 75,806	Satake USA Inc.	Sole source. This item is needed for agriculture research and is a one of a kind.
	UNL	Acquisition of a Nanoscope Multimode Atomic Force Microscope for replacing and enhancing the CNMR core facility's capabilities in electrochemical machining for the Industrial Management Systems Engineering Dept.	General Funds Trust Funds	\$ 124,410 \$ 1,000	\$ 125,410	Veeco Metrology Group	Sole Source - only vendor that can supply the potentiostat base for the electrochemical system.
	UNL	Acquisition of Beckman Centrifuges and additional maintenance warranties to expand the centrifuge capacity of the NE Center for Virology (Biological Sciences).	General Funds	\$ 120,151	\$ 120,151	Beckman Coulter	Sole Source -Purchase of different equipment would void the current warranty.
	UNL	Acquisition of a RF Wafer Probe Station to expand the automated test environment equipment in Dr. Balkir's lab.	General Funds	\$ 48,437	\$ 48,437	Cascade Microtech, Co.	Sole Source - only vendor that can interface in a seamless integration with the existing Agilent Technologies equipment in the lab.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Personal Property Procurement	UNL	Acquisition of an HPLC system that is compatible with existing Waters equipment in Othmer Hall.	General Funds	\$ 111,176	\$ 111,176	Waters Tech, Inc.	Sole Source - This is the sole manufacturer of specified equipment needed to meet required research methodology.
	UNL	Acquisition of customizing a Zantus Liquid Handling unit for the Chemistry Dept.	General Funds	\$ 53,675	\$ 53,675	Sias, Co.	Sole Source - Sias is the only company that can accomplish the modifications.
	UNL	Acquisition of three Bio Cad Systems for Chemical Engineering Dept.	Trust Funds Federal Funds	\$ 151,508 \$ 75,754	\$ 227,261	Applied Bio-Systems	Sole Source - These systems are comparative and require unique specifications.
	UNL	Acquisition of a Spectrometer System for BPDF in Chemical Engineering Dept.	Federal Funds	\$ 59,004	\$ 59,004	Molecular Devices	Sole Source - Molecular Devices is the only vendor that meets all of the specifications.
	UNL	Acquisition of a wireless headset system for the Athletic Department.	Revolving Funds	\$ 75,840	\$ 75,840	CoachComm	Sole Source - This is the only system currently on the market with the features and components required for successful wireless communications in the football arena.
	UNL	Acquisition of a Genetic Analyzer for the Nebraska Center for Virology.	Federal Funds	\$ 86,865	\$ 86,865	Applied BioSystems	Sole Source - This vendor is the only vendor that meets the specifications.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Personal Property Procurement	UNL	Acquisition of Video-Oculography equipment for Special Ed & Communication Disorders.	General Funds	\$ 59,600	\$ 59,600	SensoMotronic Instruments, Inc.	Sole Source - Unique eye research requires specific equipment capable of integrating with research consortium.
	UNL	Acquisition of a Capillary Electrophoresis System for Chemical Engineering/BPDF.	General Funds	\$ 75,000	\$ 75,000	Beckman Coulter	Sole Source - Beckman Coulter is the only vendor that meets the specifications.
	UNL	Acquisition of an Energy Dispersive X-ray Microanalysis system for the Mechanical Engineering Dept.	Cash Funds Federal Funds	\$ 15,000 \$ 32,000	\$ 47,000	IXRF Systems, Inc.	Sole Source - IXRF Systems has the best interfacing to accomplish the upgrade of the X-ray detectors and a Scalling Electron Microscope Beam Control System.
	UNL	Acquisition for rebuilding an Amicon Chromatography Skid for the Chemical Engineering/ BPDF Dept.	Federal Funds	\$ 57,166	\$ 57,166	NCSRT, Inc.	Sole Source - This chromatography skid needs to be compatible with existing systems.
	UNL	Acquisition of Cyber Lab Software for the Engineering BPDF Lab.	Grant Funds	\$ 157,700	\$ 157,700	Scientific Software	Sole Source - This item is needed for managing sensite scientific data and electronic records for participation as a subcontractor in a federal grant to develop a fast track pentavalent vaccine against serotypes of the botulinum neurotoxin.

Type of Action	Campus	Description	Funding Source	Approved Budget Amount	Contract Amount	Contractor/ Vendor	Bid Review or Explanation
Personal Property Procurement	UNL	Acquisition of a Video Room System for the Athletic Department.	Revolving Funds	\$ 394,717	\$ 394,717	XOS Technologies	Sole Source - This system requires specific equipment to certify warranty. (See next item.)
	UNL	Acquisition of fiber channel video storage coaching system for the Athletic Department.	Revolving Funds	\$ 357,463	\$ 357,463	Dell	Sole Source - Purchase of the XOS Video System (see item above) requires specific hardware in order to maintain its warranty.

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Status of Capital Projects exceeding \$2 million as of June 30, 2004.

RECOMMENDED ACTION: Report

PREVIOUS ACTION: The attached status report is a summary of all capital projects exceeding \$2 million in total project costs and outlines the campus and project, contract status, stage of construction, budget categories and budgets for the period January 1, 2004, through June 30, 2004

SPONSOR: Rebecca H. Koller
Assistant Vice President for Business & Finance
Director of Facilities Planning & Management

APPROVAL: _____
David E. Lechner
Vice President for Business & Finance

DATE: July 15, 2004

**Status Report of Construction Projects Exceeding \$2.0 Million
for period January 1, 2004, through June 30, 2004**

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska Deferred Maintenance - LB309	Architect: Various Contract Date: Various Method of Construction: N/A General Contractor: Various Contract Date: Various	Ongoing Projects	Total Projects Cost	\$ 15,158,824
University of Nebraska at Kearney Bruner Hall Renovation	Architect: Farris Engineering Contract Date: May 15, 2000 Method of Construction: Construction Manager/GMP General Contractor: Sampson Construction Contract Date: January 8, 2001	Percent of Funds Expended: 93% Substantial Completion Date: December 1, 2003	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 5,931,057 \$ 565,795 \$ 6,496,852
University of Nebraska-Lincoln Natural Resources & Research Complex	Architect: Alley-Poyner Architecture Contract Date: October 10, 2001 Method of Construction: Conventional Bidding General Contractor: Lueder Construction Contract Date: February 10, 2004	Percent of Funds Expended: 19% Substantial Completion Date: (June 1, 2005)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 14,351,000 \$ 2,737,000 \$ 17,088,000
University of Nebraska-Lincoln Avery Hall Renovation	Architect: Alley-Poyner Architecture P.C. Contract Date: January 15, 2001 Method of Construction: Construction Manager/GMP General Contractor: Builders, Inc. Contract Date: January 8, 2001	Percent of Funds Expended: 80% Substantial Completion Date: June 21, 2004	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 7,205,603 \$ 3,571,428 \$ 10,777,031
University of Nebraska-Lincoln Selleck Hall Dining Addition	Architect: The Clark Enersen Partners Contract Date: March 28, 2003 Method of Construction: Conventional Bidding General Contractor: Lueder Construction Co. Contract Date: December 1, 2003	Percent of Funds Expended: 39% Substantial Completion Date: (August 8, 2004)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 4,003,881 \$ 2,534,519 \$ 6,538,400
University of Nebraska-Lincoln Hamilton Hall Infrastructure Replacement	Architect: The Clark Enersen Partners Contract Date: February 8, 2000 Method of Construction: Construction Manager/GMP General Contractor: Shanahan Mechanical & Electrical Contract Date: February 28, 2001	Percent of Funds Expended: 78% Substantial Completion Date: (May 10, 2005)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 15,676,496 \$ 1,896,564 \$ 17,573,060
University of Nebraska-Lincoln Othmer Hall: Biological Process Development Facility (Finishing of Shell Space)	Architect: Davis Design Contract Date: April 8, 2002 Method of Construction: Conventional Bidding General Contractor: Builders Inc. Contract Date: March 20, 2003	Percent of Funds Expended: 98% Substantial Completion Date: February 27, 2004	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 3,445,841 \$ 1,869,671 \$ 5,315,512
University of Nebraska-Lincoln 17th & Vine Student Housing Project	Architect: Sinclair Hille Architects Contract Date: Design/Build Method of Construction: Design/Build General Contractor: Sampson Construction Company Contract Date: December 19, 2002	Percent of Funds Expended: 84% Substantial Completion Date: (July 9, 2004)	1. Construction Budget 2. Non Construction Budget Total Project Cost	\$ 19,202,000 \$ 2,934,000 \$ 22,136,000

**Status Report of Construction Projects Exceeding \$2.0 Million - continued
for period January 1, 2004, through June 30, 2004**

Page 2

Campus / Project	Contract Status and Date		State of Construction		Approved Budget Categories	Amount
University of Nebraska-Lincoln 14th & Avery Street Parking Structure	Architect:	The Clark Enersen Partners	Percent of Funds Expended:	76%	1. Construction Budget	\$ 7,278,750
	Contract Date:	Design/Build	Substantial Completion Date:	June 30, 2004	2. Non Construction Budget	\$ 516,250
	Method of Construction:	Design/Build			Total Project Cost	\$ 7,795,000
	General Contractor:	Sampson Construction Company				
Contract Date:	December 5, 2002					
University of Nebraska-Lincoln Transportation Services Facility Renovation	Architect:	Davis Design	Percent of Funds Expended:	78%	1. Construction Budget	\$ 2,344,000
	Contract Date:	June 28, 2002	Substantial Completion Date:	January 16, 2004	2. Non Construction Budget	\$ 470,000
	Method of Construction:	Conventional Bidding			Total Project Cost	\$ 2,814,000
	General Contractor:	Piedmont Construction				
Contract Date:	October 22, 2002					
University of Nebraska-Lincoln 16th & Y Student Housing	Architect:	Sinclair Hille Architects	Percent of Funds Expended:	23%	1. Construction Budget	\$ 26,527,020
	Contract Date:	March 21, 2003	Substantial Completion Date:	(June 1, 2005)	2. Non Construction Budget	\$ 3,942,980
	Method of Construction:	Conventional Bidding			Total Project Cost	\$ 30,470,000
	General Contractor:	Sampson Construction Co.				
Contract Date:	December 17, 2003					
University of Nebraska-Lincoln Library Depository/Retrieval Center	Architect:	The Clark Enerson Partners	Percent of Funds Expended:	6%	1. Construction Budget	\$ 2,591,900
	Contract Date:	August 20, 2003	Substantial Completion Date:	(June 1, 2005)	2. Non Construction Budget	\$ 405,100
	Method of Construction:	Conventional Bidding			Total Project Cost	\$ 2,997,000
	General Contractor:	Rogge General Contractors				
Contract Date:	May 17, 2004					
University of Nebraska-Lincoln Harper, Schramm, Smith Residence Halls Window Replacement	Architect:	Batheja & Associates	Percent of Funds Expended:	53%	1. Construction Budget	\$ 1,980,000
	Contract Date:	December 12, 2002	Substantial Completion Date:	(July 1, 2005)	2. Non Construction Budget	\$ 195,955
	Method of Construction:	Conventional Bidding			Total Project Cost	\$ 2,175,955
	General Contractor:	Omaha Door and Window				
Contract Date:	March 4, 2003					
University of Nebraska-Lincoln Harper, Schramm, Smith Residence Halls Renovation	Architect:	Ryan Companies	Percent of Funds Expended:	20%	1. Construction Budget	\$ 21,439,715
	Contract Date:	Design/Build	Substantial Completion Date:	(August 10, 2005)	2. Non Construction Budget	\$ 2,862,285
	Method of Construction:	Design/Build			Total Project Cost	\$ 24,302,000
	General Contractor:	Ryan & Associates				
Contract Date:	September 24, 2003					
University of Nebraska-Lincoln Othmer Hall: cGMP Pilot Plant (Finishing of Basement Shell Space)	Architect:	NA	Percent of Funds Expended:	2%	1. Construction Budget	\$ 621,602
	Contract Date:	NA	Substantial Completion Date:	(February 1, 2005)	2. Non Construction Budget	\$ 4,048,398
	Method of Construction:	Conventional Bidding			Total Project Cost	\$ 4,670,000
	General Contractor:	NA				
Contract Date:	NA					
University of Nebraska-Lincoln Memorial Stadium - North Stadium Improvement Proj	Architect:	The Clark Enerson Partners	Percent of Funds Expended:	3%	1. Construction Budget	\$ 43,853,000
	Contract Date:	Design Build	Substantial Completion Date:	(August 1, 2006)	2. Non Construction Budget	\$ 6,147,000
	Method of Construction:	Design/Build			Total Project Cost	\$ 50,000,000
	General Contractor:	Sampson Construction Co.				
Contract Date:	May 17, 2004					

**Status Report of Construction Projects Exceeding \$2.0 Million - continued
for period January 1, 2004, through June 30, 2004**

Page 3

Campus / Project	Contract Status and Date	State of Construction	Approved Budget Categories	Amount
University of Nebraska Medical Center Durham Research Center previously known as the Research Center of Excellence	Architect: HDR	Percent of Funds Expended: 97% Substantial Completion Date: January 2, 2004	1. Construction Budget	\$ 66,238,379
	Contract Date: September 29, 2000		2. Non Construction Budget	\$ 10,761,621
	Method of Construction: Construction Manager/GMP		Total Project Cost	\$ 77,000,000
	General Contractor: Hawkins			
Contract Date: 08/08/01				
University of Nebraska Medical Center Comparative Medicine Containment Facility - 4230 Building	Architect: Davis Design & Olsson Assoc.	Percent of Funds Expended: 95% Substantial Completion Date: August 14, 2003	1. Construction Budget	\$ 1,760,000
	Contract Date: 2/11/02 & 7/1/02		2. Non Construction Budget	\$ 505,000
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 2,265,000
	General Contractor: W Boyd Jones Construction			
Contract Date: June 5, 2002				
University of Nebraska Medical Center Center for Neurovirology Neurodegenerative (CNND) Renovation	Architect: Davis Design	Percent of Funds Expended: 26% Substantial Completion Date: (September 1, 2004)	1. Construction Budget	\$ 2,396,518
	Contract Date: July 23, 2002		2. Non Construction Budget	\$ 449,070
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 2,845,588
	General Contractor: F & B CONSTRUCTORS INC			
Contract Date: September 12, 2003				
University of Nebraska Medical Center Student Apartments - 38th & Jackson	Architect: Batheja and Assoc.	Percent of Funds Expended: 53% Substantial Completion Date: (September 23, 2004)	1. Construction Budget	\$ 4,272,000
	Contract Date: July 9, 2003		2. Non Construction Budget	\$ 578,000
	Method of Construction: Conventional Bidding		Total Project Cost	\$ 4,850,000
	General Contractor: Dicon Construction			
Contract Date: December 28, 2003				

TO: The Board of Regents

Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Semi-Annual Report of Licenses

RECOMMENDED ACTION: Report

EXPLANATION: The attached report is a summary of licenses as provided by the campuses pursuant to Regental Policy 6.3.1.4.v. of the Board of Regents of the University of Nebraska for the period ended June 30, 2003.

The report outlines the following: type of action; campus; description and use of the product, service, or project; term of the license, and financial terms of the license.

APPROVAL:

David E. Lechner
Vice President for Business & Finance

DATE: July 15, 2004

**SEMI-ANNUAL REPORT OF LICENSES
01/01/2004 THROUGH 06/30/2004**

Type of Action	Campus	Licensee	Description of Product/Service	Term of License	Contractual Requirements
Intellectual Property License	UNMC	Cardinal Health 301, Inc.	Automated Laboratory Systems	Life of Patents	Royalty Bearing
Intellectual Property License	UNMC	Genecor International, Inc.	NR6-R Cell Line	One Year	Cash Payment
Intellectual Property License	UNL	Land O'Lakes (Monsanto)	Glyphosate tolerant soybean varieties	Life of Testing/ Distributing	Royalty Bearing
Intellectual Property License	UNL	University of Wisconsin-Madison	Computer Software-"CALMIT Data Acquisition Program"	Life of the Intellectual Property	Cash Payment
Intellectual Property License	UNL	Bird-X, Inc.	Bird excluding technique	10 years	Cash Payment and Royalties
Intellectual Property License	UNL	Native Turf Group, Inc.	Seeded Buffalograss Cultivars	10 years	Royalty Bearing
Intellectual Property License	UNL	Nutrition Physiology Corp.	Lactic Acid bacteria cultures that inhibit food-borne pathogens	Life of Patent	Royalty Bearing
Intellectual Property License	UNL	The Scoular Company	Licensed Seed variety Natto Bean U97-209053SS	10 years from date of 1 st product sale	Royalty Bearing
Intellectual Property License	UNL	Todd Valley Farms, Inc.	Buffalograss NE 91-118, NE86-61	10 years from date of 1 st product sale	Cash Payment and Royalties
Intellectual Property License	UNL	United States Department of Agriculture	Computer Software-"CALMIT Data Acquisition Program"	Life of the Intellectual Property	Cash Payment
Intellectual Property License	UNL	United States Department of Agriculture-Sugarcane Research Unit	Computer Software-"CALMIT Data Acquisition Program"	Life of the Intellectual Property	Cash Payment

TO: The Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Changes in Construction Projects by Budget Categories

RECOMMENDED ACTION: Report

PREVIOUS ACTION: On May 16, 1997, the Board of Regents adopted a policy requiring the written approval of the President of the University for any significant changes within a project, either in the scope or nature of the construction, or the programs to be served by the project. Further, any such presidential-approved changes shall be reported to the Board of Regents in writing at its next regular meeting. "Significant change" was defined as a change within the construction or non-construction budget category of a Board-approved project exceeding \$250,000 or 5% whichever is smaller.

EXPLANATION: The attached report as provided by the campuses is a summary of projects requiring significant changes within a budget category. All changes requiring such action have been approved by the President.

For each project, the report outlines the approved budget and, if applicable, the revised budget, percent of change and dollar amount of the change. Reasons for significant changes are also provided. The construction budget and non-construction budget categories are displayed and totaled in order to illustrate the effect of the changes on the overall project budget.

SPONSORS: Rebecca H. Koller
Assistant Vice President for Business & Finance
Director of Facilities Planning and Management

David E. Lechner
Vice President for Business & Finance

APPROVAL: _____
L. Dennis Smith
President

DATE: July 15, 2004

University of Nebraska

Changes in Construction Projects by Budget Categories

Date: August 7, 2004

Campus / Project	Budget Categories	Approved Budget	Revised Budget	Percent Change	Dollar Amount of Change	Reason for Variance
UNL Library Depositor / Retrieval Center	1. Construction Costs	\$2,302,000	\$2,591,900	12.6%	\$289,900	Project bid over budget due to steel prices, poor soil conditions and increased testing costs. Funding for construction will be secured from lower fees as listed in non-construction category below. The original intent and scope of the project remains intact.
	2. Non-construction Costs	\$695,000	\$405,100	-41.7%	(\$289,900)	<ul style="list-style-type: none"> ▪ Professional fees adjusted after negotiating with the A&E consultant. The amount was changed from \$230,000 to \$212,750. ▪ Movable equipment was adjusted after receiving price quotes from the equipment supplier. Amount budgeted: \$153,000. Quotes: \$45,000. ▪ Technical and special equipment amount of \$128,000 was moved to the construction budget. UNL libraries plan to reuse existing equipment that will be salvaged from closing branch libraries. ▪ Code review, testing & misc. expenses have been revised from \$184,000 to \$147,350. Largest change in cost in this category comes for moving. Price quotes received are lower than programmed. Also, library staff plan to do some of the moving. ▪ These four changes in categories total a revision of \$289,900.
	Total	\$2,997,000	\$2,997,000	0.0%	\$0	

TO: The Board of Regents
Academic Affairs

MEETING DATE: August 7, 2004

SUBJECT: Transfer of the UNMC Center for Neurovirology and Neurodegenerative Disorders (CNND) to the Department of Pharmacology.

RECOMMENDED ACTION: Report.

PREVIOUS ACTION: September 5, 1997 – The Board of Regents approved the Center for Neurovirology and Neurodegenerative Disorders.

EXPLANATION: Accounts for the CNND have been managed by the Department of Pathology and Microbiology since the creation of the CNND in September, 1997. This responsibility is being assigned to the Department of Pharmacology. CNND will now report to the Chair of the Department of Pharmacology. Both Departments are within the College of Medicine at UNMC.

PROJECT COST: None

SOURCE OF FUNDS: None

SPONSOR: Rubens J. Pamies, M.D.
Vice Chancellor for Academic Affairs

APPROVAL: _____
Harold M. Maurer, M.D., Chancellor
University of Nebraska Medical Center

DATE: August 2, 2004

TO: Board of Regents
Business Affairs

MEETING DATE: August 7, 2004

SUBJECT: Estate of Harold Lieding

RECOMMENDED ACTION: Report

PREVIOUS ACTION: None.

EXPLANATION AND

NATURE OF EMERGENCY: Under Regents' Policy 6.3.1, in the course of an emergency, the Chair of the Board may approve a contract upon consultation with the Executive Committee. In accordance with that policy and based upon the facts explained below, Chair Don Blank gave approval of a proposed settlement contract concerning the Harold Lieding Estate on July 26, 2004.

In the Fall of 2003, Mr. Harold Lieding, a resident of Virginia and alumnus of the University of Nebraska-Lincoln (UNL), died leaving the residuary of his \$8 million estate to UNL to be applied to scholarships given in memory of his deceased son, Christian. Under Virginia law a spouse is allowed to take a statutory share of one-half of the estate in lieu of the provisions made in the will (which in this case provided \$1 million for Mr. Lieding's wife). Mrs. Lieding elected to take half of the estate, to which the University objected. The objection was based upon transactions between Mr. and Mrs. Lieding wherein Mrs. Lieding appeared to have relinquished her statutory share in part of the estate.

On the morning of July 26, 2004, the case was scheduled to go to trial in Virginia. If Mrs. Lieding prevailed, the estate would be split equally between the University and Mrs. Lieding at approximately \$4 million each. If the University prevailed, the estate would be split between the University and Mrs. Lieding, \$6 million/\$2 million respectively. When the parties' legal counsel arrived ready to try the matter, the court strongly urged them to settle the case and gave the parties a short time to engage in settlement discussions at the courthouse. The parties exchanged offers and agreed to share the estate: \$5 million for the University and \$3 million for Mrs. Lieding, all subject to receiving the approval required by Regents' Policy 6.3.1. Due to the uncertainties of the outcome at trial and the potential for further legal costs should the University find itself appealing an unfavorable outcome, the General Counsel's office and the Vice President for Business and Finance, in consultation with Chancellor Harvey Perlman, recommended to Regent Blank and the other members of the Executive Committee that the proposed settlement be approved.

Amounts of the settlement are approximate. In addition to the settlement, interest in the amount of \$50,000 is owed by the estate to Mrs. Lieding. The exact amount of the University's share is dependent upon the value of the estate, which may vary with the real estate and investment markets.

The action item pertaining to the formal receipt of the gift will be presented to the Board upon distribution.

SUBMITTED BY:

Richard R. Wood
Vice President and General Counsel

DATE:

July 26, 2004

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